

Newry, Mourne and Down District Council Policy Screening Form

Policy Information

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| Name of the policy | Newry, Mourne and Down District Council's draft Performance Improvement Objectives 2024-25 |
| Is this an existing, revised or new policy? | Revised |
| What is it trying to achieve (aims/outcomes) | <p>The following five performance improvement objectives have been developed, all of which are clearly linked to the Community Plan and draft Corporate Plan 2024-27.</p> <ol style="list-style-type: none"> 1. We will support the health and wellbeing of local people by improving our leisure facilities and services 2. We will grow the economy by supporting local businesses and creating new jobs 3. We will improve the cleanliness of our District by addressing littering, fly tipping and dog fouling incidents 4. We will improve our sustainability and reduce our impacts in relation to climate change 5. We will improve the processing times of planning applications and enforcement cases by implementing the Planning Service Improvement Programme |
| Are there any Section 75 categories which might be expected to benefit from the intended policy? | All categories are expected to benefit from the intended policy approach. |
| If so, explain how. | <p>The performance improvement objectives 2024-25 will deliver direct positive outcomes for citizens, local businesses, visitors and service users in relation to:</p> <ul style="list-style-type: none"> • Improved opportunities to participate in physical and recreational activity at the Council's leisure centres and community trails • Improved access to economic development opportunities, support for local businesses and more job creation • Living in a cleaner District, with the Council addressing the levels of littering, fly tipping and dog fouling • Improved opportunities to reduce our impacts in |

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| | <p>relation to climate change through the development and implementation of Council's numerous climate change related plans and strategies.</p> <ul style="list-style-type: none"> Improvements to the Planning Service, particularly in relation to reduced processing times for planning applications and enforcement cases |
| Who initiated or wrote the policy? | Catherine Hughes, Acting Head of Performance and Improvement |
| Who owns and who implements the policy? | Gerard Byrne – Assistant Director: Finance and Performance Catherine Hughes – Acting Head of Performance and Improvement |

Implementation factors

| | Yes | No |
|---|-----|----|
| Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? | X | |
| If yes, are they Financial | X | |
| If yes, are they Legislative | X | |
| If yes, and they are Other please specify: | | |

Main stakeholders affected

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

| | Yes | No |
|-----------------------------------|-------------------------------------|----|
| Staff | X | |
| Service users | X | |
| Other public sector organisations | X | |
| Voluntary/community/trade unions | X | |
| Other, please specify: | Members of the community in general | |

Other policies with a bearing on this policy

| | |
|---------------|---|
| What are they | Examples include the Local Government Act (NI) 2014, Council's Corporate Plan 2021-23, Council's Draft Corporate Plan 2024-27, Economic Regeneration and Investment Strategy, Dog Fouling Strategy, Enforcement Improvement Plan, Tree Strategy, Leisure Strategy as well as the statutory duties in relation to a General Duty of Improvement, Community Planning and Section 75 of the NI Act 1998 (as per commitments and obligations outlined within Council's approved Equality Scheme). |
| Who owns them | All policies and strategies fall under the corporate responsibilities of the Council, as well as the Community Planning Partnership. |

Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

| Section 75 Category | Details of needs/experiences/priorities | | | | | |
|----------------------------|--|----------------------------|--------------------|---------------------------------------|------------------------|-------------------|
| Religious belief | LGD | All usual residents | Catholic | Protestant and other Christian | Other religions | None |
| | Northern Ireland | 1,903,178 | 869,753 (45.7%) | 827,545 (43.5%) | 28,514 (1.5%) | 177,360 (9.3%) |
| | Newry, Mourne & Down | 182,074 | 131,300 (72.1%) | 39,970 (22.0%) | 1,327 (0.7%) | 9,477 (5.2%) |
| | (Source: Census Data 2021). | | | | | |
| Political opinion | Elected political party representation is an approximate barometer of political opinion of people within the Council area. | | | | | |
| | The party breakdown of the Council's elected members is as follows: | | | | | |
| | Sinn Féin | | | | | 20 seats |
| | SDLP | | | | | 8 seats |
| | Independents | | | | | 2 seats |
| | Democratic Unionist | | | | | 5 seats |
| | Ulster Unionist | | | | | 1 seats |
| | Alliance | | | | | 5 seats |

| | <p>Councillors are elected within seven District Electoral Areas (DEAs) across the Council area. With respect to party political representation, democratic deficits exist within particular DEAs i.e three DEAs have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), two DEAs have one PUL (Slieve Croob and Slieve Gullion) Councillor and, one DEA has one CNR (Rowallane).</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|---|--------|----------------------|---------|---------|------|--------|-------|------|------------|-------|------|-------|-----|------|----------|-----|-----|------------|-----|------|--------|-----|------|-----------|-----|------|-----------------------------------|----|------|--------|----|------|-----------|-----|------|---------|----|------|---------|-----|------|---------|-----|------|-------|----|------|-----------|----|------|------------------|----|------|-----------|----|------|-----------------|-----|------|
| Racial group | <p>According to the 2021 Census, 3.4% (65,604) of the usually resident population of Northern Ireland belongs to minority ethnic groups. This is almost double the proportion in 2011 (1.8%).</p> <p>The minority ethnic language profile within the area serves as a possible indicator of the BME community profile. The composition of language groups in the Newry, Mourne and Down District Council area is noted by NISRA (2021) as follows:</p> <p>Minority Ethnic Language Profile of the Newry, Mourne and Down LGD Area</p> <table border="1" data-bbox="391 925 1377 1839"> <thead> <tr> <th>Main language of residents in Newry, Mourne and Down District LGD</th> <th>Number</th> <th>Percentage %</th> </tr> </thead> <tbody> <tr><td>English</td><td>168,408</td><td>96.1</td></tr> <tr><td>Polish</td><td>2,143</td><td>1.22</td></tr> <tr><td>Lithuanian</td><td>1,149</td><td>0.66</td></tr> <tr><td>Irish</td><td>553</td><td>0.32</td></tr> <tr><td>Romanian</td><td>347</td><td>0.2</td></tr> <tr><td>Portuguese</td><td>119</td><td>0.06</td></tr> <tr><td>Arabic</td><td>170</td><td>0.09</td></tr> <tr><td>Bulgarian</td><td>677</td><td>0.39</td></tr> <tr><td>Chinese (not otherwise specified)</td><td>70</td><td>0.04</td></tr> <tr><td>Slovak</td><td>98</td><td>0.05</td></tr> <tr><td>Hungarian</td><td>106</td><td>0.06</td></tr> <tr><td>Spanish</td><td>77</td><td>0.04</td></tr> <tr><td>Latvian</td><td>279</td><td>0.15</td></tr> <tr><td>Russian</td><td>180</td><td>0.10</td></tr> <tr><td>Tetun</td><td>22</td><td>0.01</td></tr> <tr><td>Malayalam</td><td>51</td><td>0.03</td></tr> <tr><td>Tagalog/Filipino</td><td>44</td><td>0.03</td></tr> <tr><td>Cantonese</td><td>38</td><td>0.02</td></tr> <tr><td>Other languages</td><td>711</td><td>0.41</td></tr> </tbody> </table> | Main language of residents in Newry, Mourne and Down District LGD | Number | Percentage % | English | 168,408 | 96.1 | Polish | 2,143 | 1.22 | Lithuanian | 1,149 | 0.66 | Irish | 553 | 0.32 | Romanian | 347 | 0.2 | Portuguese | 119 | 0.06 | Arabic | 170 | 0.09 | Bulgarian | 677 | 0.39 | Chinese (not otherwise specified) | 70 | 0.04 | Slovak | 98 | 0.05 | Hungarian | 106 | 0.06 | Spanish | 77 | 0.04 | Latvian | 279 | 0.15 | Russian | 180 | 0.10 | Tetun | 22 | 0.01 | Malayalam | 51 | 0.03 | Tagalog/Filipino | 44 | 0.03 | Cantonese | 38 | 0.02 | Other languages | 711 | 0.41 |
| Main language of residents in Newry, Mourne and Down District LGD | Number | Percentage % | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| English | 168,408 | 96.1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Polish | 2,143 | 1.22 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lithuanian | 1,149 | 0.66 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Irish | 553 | 0.32 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Romanian | 347 | 0.2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Portuguese | 119 | 0.06 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Arabic | 170 | 0.09 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bulgarian | 677 | 0.39 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Chinese (not otherwise specified) | 70 | 0.04 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Slovak | 98 | 0.05 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Hungarian | 106 | 0.06 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Spanish | 77 | 0.04 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Latvian | 279 | 0.15 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Russian | 180 | 0.10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tetun | 22 | 0.01 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Malayalam | 51 | 0.03 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tagalog/Filipino | 44 | 0.03 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cantonese | 38 | 0.02 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Other languages | 711 | 0.41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Age | <p>According to the 2021 Census, the age profile of the Newry, Mourne and Down LGD is as follows:</p> <table border="1" data-bbox="391 1995 1406 2031"> <thead> <tr> <th>Age Profile</th> <th>NI</th> <th>Newry, Mourne & Down</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> | Age Profile | NI | Newry, Mourne & Down | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Age Profile | NI | Newry, Mourne & Down | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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|--|-------|---------|--------|
| | 0-4 | 113,825 | 11,722 |
| | 5-7 | 73,456 | 7,693 |
| | 8-9 | 51,020 | 5,259 |
| | 10-14 | 126,919 | 13,151 |
| | 15 | 23,220 | 2,254 |
| | 16-17 | 46,641 | 4,923 |
| | 18-19 | 43,343 | 4,024 |
| | 20-24 | 111,383 | 10,022 |
| | 25-29 | 116,407 | 10,354 |
| | 30-44 | 375,518 | 34,970 |
| | 45-59 | 381,910 | 36,612 |
| | 60-64 | 113,043 | 10,755 |
| | 65-74 | 176,934 | 16,922 |
| | 75-84 | 110,149 | 9,872 |
| | 85-89 | 25,877 | 2,344 |
| | 90+ | 13,517 | 1,191 |

Marital status

The table below provides an overview of the marital status profile of the Newry, Mourne and Down area:

| Marital Status | Newry, Mourne and Down LGD | NI |
|--|---|--------------------|
| All usual residents: Aged 16+ years | 141,996 | 1,514,743 |
| Single (never married or never registered a same-sex civil partnership) Aged 16+ years | 52,128 (36.7%) | 576,708 (38.1%) |
| Married: Aged 16+ years | 68,076 (47.9%) | 690,509 (45.6%) |
| In a registered same- sex civil partnership: Aged 16+ years | 201 (0.14%) | 2,742 (0.19%) |
| Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years | 4,975 (3.5%) | 57,272 (3.8%) |
| Divorced or formerly in a same-sex civil partnership which is now legally dissolved | 7,704 (5.4%) | 91,128 (6.0%) |
| Widowed or surviving partner from a same- sex civil partnership: Aged 16+ years | 8,912 (6.3%) | 96,384 (6.4%) |

| | Census 2021 | | | | | | | | | | | | | | | |
|----------------------------|--|---|--|---|--|---|------------------|----------------------------|------------------|------------------|--------------------|------------------------|---------|-----------------|-----------------|------------------|
| Sexual orientation | <p>Analysis of the Census 2021 indicates that between 2% and 10% of the population may be lesbian, gay or bisexual.</p> <p>There are no official statistics in relation to the number of gay, lesbian or bisexual people in Northern Ireland. However, research conducted by the HM Treasury shows that between 5% - 7% of the UK population identify themselves as gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestite) (LGBT). This is a sizeable proportion of the population here in Northern Ireland.</p> | | | | | | | | | | | | | | | |
| Men and women generally | <p>The gender profile for the Newry, Mourne and Down LGD is as follows:</p> <table border="1"> <thead> <tr> <th>LGD</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>936,132</td> <td>967,043</td> </tr> <tr> <td>Newry, Mourne and Down LGD</td> <td>90,063</td> <td>92,011</td> </tr> </tbody> </table> <p>Census 2021</p> | LGD | Male | Female | Northern Ireland | 936,132 | 967,043 | Newry, Mourne and Down LGD | 90,063 | 92,011 | | | | | | |
| LGD | Male | Female | | | | | | | | | | | | | | |
| Northern Ireland | 936,132 | 967,043 | | | | | | | | | | | | | | |
| Newry, Mourne and Down LGD | 90,063 | 92,011 | | | | | | | | | | | | | | |
| Disability | <p>According to the 2021 Census 22.88% of people in the Newry, Mourne and Down District Council area has a long-term health problem or disability that limits their day-to-day activities.</p> <table border="1"> <thead> <tr> <th>LGD</th> <th>All usual residents</th> <th>Long-term health problem or disability: Day-to-day activities limited a lot</th> <th>Long-term health problem or disability: Day-to-day activities limited a little</th> <th>Long-term health problem or disability: Day-to-day activities not limited</th> </tr> </thead> <tbody> <tr> <td>Northern Ireland</td> <td>1,903,179</td> <td>217,964 (11.45%)</td> <td>245,057 (12.88%)</td> <td>1,440,158 (75.67%)</td> </tr> <tr> <td>Newry, Mourne and Down</td> <td>182,074</td> <td>19,789 (10.87%)</td> <td>21,868 (12.01%)</td> <td>140,417 (77.13%)</td> </tr> </tbody> </table> <p>In Northern Ireland the profile of people with a disability is cited as follows:</p> <ul style="list-style-type: none"> • More than 1 in 5 or 21% of the population in Northern Ireland has a disability The incidence of disability is higher in Northern Ireland than any other part of the UK • 1 in 7 people in Northern Ireland have some form of hearing loss • 5,000 sign language users who use British Sign Language (BSL) and/or Irish Sign Language (ISL) | LGD | All usual residents | Long-term health problem or disability: Day-to-day activities limited a lot | Long-term health problem or disability: Day-to-day activities limited a little | Long-term health problem or disability: Day-to-day activities not limited | Northern Ireland | 1,903,179 | 217,964 (11.45%) | 245,057 (12.88%) | 1,440,158 (75.67%) | Newry, Mourne and Down | 182,074 | 19,789 (10.87%) | 21,868 (12.01%) | 140,417 (77.13%) |
| LGD | All usual residents | Long-term health problem or disability: Day-to-day activities limited a lot | Long-term health problem or disability: Day-to-day activities limited a little | Long-term health problem or disability: Day-to-day activities not limited | | | | | | | | | | | | |
| Northern Ireland | 1,903,179 | 217,964 (11.45%) | 245,057 (12.88%) | 1,440,158 (75.67%) | | | | | | | | | | | | |
| Newry, Mourne and Down | 182,074 | 19,789 (10.87%) | 21,868 (12.01%) | 140,417 (77.13%) | | | | | | | | | | | | |

| | |
|------------|--|
| | <ul style="list-style-type: none"> • In Northern Ireland there are 57,000 blind people or people with significant visual impairment • 52,000 people with learning disabilities <p>(Source: Disability Action)</p> |
| Dependants | <p>Persons with dependents may be people who have personal responsibility for the care of a child (or children), a person with a disability, and / or a dependent older person.</p> <p>According to the Census 2021, there are 68,396 households in Newry, Mourne and Down, 33.9% of which have dependent children. With regard to these figures, dependents are defined as those aged 0-15 years or those aged 16-18 years who are in full-time education and living with their parents or grandparents. Similar to the regional trend, the proportion of households with dependents in the District has declined from 50% in 1981 to 33.9% in 2021.</p> <p>There are 5,639 lone parent households with dependent children in Newry, Mourne and Down which equates to just over 8% of number of total households in the District and is the fourth highest in Northern Ireland, after Belfast (17,292), Derry and Strabane (7,639) and Armagh, Banbridge and Craigavon (6,556). Half of the parents in lone parent households in Newry, Mourne and Down are unemployed, almost a quarter are in full time employment and over a quarter are in part time employment. 93% of the parents in lone parent households in the District are female compared to 11% who are male.</p> <p>In 2019-21, the teenage birth rate (under 20 years old) was 6.5 per 1,000 mothers, which is the fourth highest in Northern Ireland after Belfast (11.4); Antrim & Newtownabbey (6.9) and Mid and East Antrim (6.8) but below the regional average of 6.8 per 1,000 births.</p> |

Needs, experiences and priorities

Taking into account the information referred to above, 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

| Section 75 Category | Details of needs/experiences/priorities |
|---------------------|--|
| Religious belief | All actions in relation to the performance improvement objectives 2024-25 should be underpinned by a corporate commitment to improve access to facilities, services and information, and |

| | |
|-------------------|--|
| | <p>encourage openness, transparency, on-going dialogue, and access to decision-makers.</p> <p>To ensure the performance improvement objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest group, they have been subjected to effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure the Council continues to meet clearly identified needs and effectively manage community expectations.</p> <p>Community confidence will be generated, and the reputation of the Council will be enhanced through meaningful consultation, encouraging stakeholder participation, listening to, respecting and valuing minority voices, demonstrating evidence based decision-making, and reporting progress to consultees. The Council is carrying out a robust and inclusive consultation and engagement process on the performance improvement objectives 2024-25, which will target all sections of the local community, encouraging them to have their say.</p> |
| Political opinion | As above. |
| Racial group | <p>As above.</p> <p>The Council is carrying out a robust and inclusive consultation and engagement process on the performance improvement objectives 2024-25, which will target all sections of the local community, including BME communities through the Ethnic Minority Support Centre, encouraging them to have their say.</p> |
| Age | <p>All actions in relation to the performance improvement objectives should be underpinned by a corporate commitment to improve access to facilities, services and information, and encourage openness, transparency, on-going dialogue, and access to decision-makers.</p> <p>To ensure the performance improvement objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest group, they have been subjected to effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure the Council continues to meet clearly identified needs and effectively manage community expectations.</p> <p>Community confidence will be generated, and the reputation of the Council will be enhanced through meaningful consultation, encouraging stakeholder participation, listening to, respecting and</p> |

| | |
|-------------------------|---|
| | <p>valuing minority voices, demonstrating evidence based decision-making, and reporting progress to consultees. The Council is carrying out a robust and inclusive consultation and engagement process on the performance improvement objectives 2024-25, which will target all sections of the local community, including the Youth Council's and Older Persons Forums, and will also be promoted through Speak NMD.</p> |
| Marital status | <p>All actions in relation to the performance improvement objectives should be underpinned by a corporate commitment to improve access to facilities, services and information, and encourage openness, transparency, on-going dialogue, and access to decision-makers.</p> <p>To ensure performance improvement objectives are targeted and meaningful for the community as a whole, rather than being those of particular organisations or interest groups, they must have effective challenge and scrutiny mechanisms which build in foresight and forward planning to ensure Council continues to meet clearly identified needs, and effectively manages community expectations.</p> <p>Community confidence will be generated, and Council reputation enhanced through meaningful consultation, encouraging stakeholder participation, listening to, respecting and valuing minority voices, demonstrating evidence based decision-making, and reporting progress to consultees.</p> |
| Sexual orientation | As above. |
| Men and women generally | As above. |
| Disability | As above. |
| Dependants | As above. |

Screening Questions

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

| Section 75 category | Details of policy impact | Level of impact? Major/minor/none |
|----------------------------|---|--|
| Religious belief | <p>No adverse impact is currently anticipated.</p> <p>Direct positive outcomes for service users in relation to improved opportunities to participate in physical and recreational activity, access economic development support, living in a cleaner District, reducing their impact in relation to climate change and accessing a more access a more effective Planning Service.</p> <p>With respect to local engagement structures in support of the implementation of the Community Plan, the establishment and operation of key forums such as the District Electoral Area structures on which individuals nominated and representing networks participate with Councillors, the Community Planning Partnership and Thematic Working Groups provides direct community engagement opportunities with the decision-making structures of the Council.</p> | <p>Minor</p> <p>Minor</p> |
| Political opinion | As above. | Minor |
| Racial group | No adverse impact is currently anticipated. | Minor - positive |
| Age | No adverse impact is currently anticipated. | Major - positive |

| | | |
|-------------------------|--|-------|
| Marital status | <p>No adverse impact is currently anticipated.</p> <p>Direct positive outcomes for service users in relation to improved opportunities to participate in physical and recreational activity, access economic development support, living in a cleaner District, reducing their impact in relation to climate change and accessing a more access a more effective Planning Service.</p> <p>With respect to local structures in support of the development of the Community Plan, the establishment and operation of key forums such as the District Electoral Area structures on which individuals nominated and representing networks participate with Councillors, the Community Planning Partnership and Thematic Working Groups provides direct community engagement opportunities.</p> | Minor |
| Sexual orientation | As above. | Minor |
| Men and women generally | As above. | Minor |
| Disability | As above. | Minor |
| Dependants | As above. | Minor |

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

| Section 75 category | If Yes, provide details | If No, provide details |
|----------------------------|--|-------------------------------|
| Religious belief | While no adverse impact is currently anticipated, in the delivery of its functions relating to the performance improvement | |

| | | |
|-------------------|---|--|
| | <p>objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> | |
| Political opinion | <p>Whilst no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> <p>This is of particular relevance due to the party political representation and democratic deficits which exist within particular DEAs i.e three DEAs have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs have either one CNR (Rowallane) or PUL (Slieve Croob and Slieve Gullion) Councillor.</p> | |
| Racial group | <p>Whilst no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> | |
| Age | <p>Whilst no adverse impact is currently anticipated, in the delivery of the performance</p> | |

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| | improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes. | |
| Marital status | Whilst no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes. | |
| Sexual orientation | Whilst no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes. | |
| Men and women generally | Whilst no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes. | |
| Disability | Whilst no adverse impact is currently anticipated, in the | |

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| | <p>delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> <p>In addition, the Council should also be mindful of its statutory duty under Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006 which requires the Council, in carrying out its functions, to have due regard to the need to encourage participation by disabled people in public life.</p> | |
| Dependants | <p>While no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes.</p> | |

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

| Good relations category | Details of policy impact | Level of impact? Major/minor/none |
|--------------------------------|---|--|
| Religious belief | There is nothing to suggest the performance improvement objectives will adversely impact upon good relations. | None |
| Political opinion | There is nothing to suggest the performance improvement objectives will adversely impact | None |

| | | |
|--------------|---|------|
| | upon good relations. | |
| Racial group | There is nothing to suggest the performance improvement objectives will adversely impact upon good relations. | None |

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

| Good relations category | If Yes , provide details | If No , provide details |
|-------------------------|--|--------------------------------|
| Religious belief | Whilst no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to have regard towards the desirability of promoting good relations, and to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes. | |
| Political opinion | While no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to have regard towards the desirability of promoting good relations, and to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes. This is of particular relevance due to the party political representation and | |

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| | democratic deficits which exist within particular DEAs i.e three DEAs have no PUL Councillor representation (Newry, Crotlieve and Downpatrick), and three DEAs have either one CNR (Rowallane) or PUL (Slieve Croob and Slieve Gullion) Councillor. | |
| Racial group | While no adverse impact is currently anticipated, in the delivery of the performance improvement objectives, the Council must be mindful at all times of its statutory duties under Section 75 of the NI Act 1998 to have regard towards the desirability of promoting good relations, and to ensure equality of opportunity to access, participate and contribute are key components which underpin any processes. | |

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, 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).

None

Screening Decision

In light of your answers to the previous questions, do you feel that the policy should (please underline one):

1. **Not be subject to an EQIA (with no mitigating measures required)**
2. Not be subject to an EQIA (with mitigating measures /alternative policies)

3. Not be subject to an EQIA at this time

4. Be subject to an EQIA

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

The draft Performance Improvement Objectives 2024-25, have been equality screened and it is recommended it not be subject to an equality impact assessment (with no mitigating measures required).

The Council has demonstrated strong civic leadership as a public authority in terms of decision-making and developing the performance improvement objectives. The performance improvement objectives are based upon an assessment of the baseline evidence and directly aligned to the draft Corporate Plan 2024-27, Residents Survey 2022, Consultation and Engagement on the Performance Improvement Objectives 2023-24 and other key plans and strategies including the Economic Development and Regeneration Strategy.

Meaningful consultation has improved evidence based decision-making. Recording and retaining evidence of consultations and reporting progress are key aspects which underpin the Council's organisational learning and development as a public authority, thereby enhancing both the reputation and community confidence in the Council, as a civic leader.

This has already been exhibited through the Council's commitment to inter and intra collaborative working in aligning consultation with established or planned community engagement approaches, a corporate commitment to improving access to facilities, services and information, and encouraging openness, transparency and on-going dialogue to set and agree its performance improvement objectives.

Whilst the Council's Equality Scheme commits to holding consultation exercises relevant to the statutory duties for a minimum of twelve weeks, it also sets out exceptional circumstances where the twelve weeks may not apply. In this instance, it is proposed that the Council implements an eight-week consultation process on the performance improvement objectives in order to ensure the deadline for publishing the Performance Improvement Plan 2024-25 by 30 June 2024 is met.

It should also be noted that the performance improvement objectives 2024-25 are directly aligned to the Community Plan and Corporate Plan, which have been informed by a robust and reliable quantitative and qualitative evidence base.

The performance improvement objectives include effective challenge and

scrutiny mechanisms which build in foresight and forward planning to ensure the Council:

- Continues to meet clearly identified needs
- Effectively manages community expectations
- Enables all communities benefit from the performance improvement objectives, rather than particular organisations or interest groups solely being targeted
- Conducts Mid year and Annual progress reports progress in delivering the performance improvement objectives 2024-25.

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

In light of these revisions, is there a need to re-screen the revised/alternative policy? Yes / No. If No, please explain why

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

Timetabling and prioritising EQIA

If 3. or 4, is the policy affected by timetables established by other relevant public authorities? NO

If YES, please provide details:

Please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

| Priority criterion | Rating (1-3) |
|--|---------------------|
| Effect on equality of opportunity and good relations | |
| 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 EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: _____

Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development.

Please detail proposed monitoring arrangements below:

| |
|---|
| The Performance Improvement Plan, and associated performance improvement objectives, will be reviewed annually. |
|---|

Approval and Authorisation

| Screened by: | Position/Job Title | Date |
|---------------------|---|---------------|
| Colin Moffett | Head of Corporate Policy | 04 March 2024 |
| Catherine Hughes | Acting Head of Performance and Improvement | 04 March 2024 |
| Approved by: | | |
| Gerard Byrne | Assistant Director: Finance and Performance | March 2024 |

Note: The completed policy screening template, signed off by the appropriate policy lead within the Council, and approved by the senior manager responsible for the policy, should be forwarded to the Head of Corporate Policy who will arrange for it to be included in the Council's Quarterly Report on Screening and made available on the Council's website.