

## ARMAGH CITY, BANBRIDGE AND CRAIGAVON BOROUGH COUNCIL

### Equality Screening Form

#### Policy Scoping

Policy Title: [Corporate Plan 2023 - 2027](#)

**Brief Description of Policy (please attach copy if available). Please state if it is a new, existing or amended policy.**

New Corporate Plan to cover the new term of Council from 2023 – 2027.

The Corporate Plan 2023 – 2027 sets out the ambitious aims and strategic direction for the organisation over the next four years. It is one of a suite of strategic documents which the council uses to manage its business effectively. The Corporate Plan outlines 3 values, 5 priorities and 22 actions to deliver within the priorities.

The Community Plan gives us the WHY of what we are doing - the overarching strategy for the Borough, which was developed by all the relevant statutory partners in consultation with local people and communities.

The Corporate Plan explains WHAT we as the Council are doing to contribute to the community planning outcomes as well as outlining any other key priorities for us as an organisation. It is the roadmap for delivering the Community Plan

Departmental business plans will detail the HOW. Giving staff and Elected Members the detail on actions, to achieve the corporate plan priorities. The departmental business plan is developed to support the operational delivery of the Corporate Plan and a range of other strategies and annual Performance Improvement Plan.

These plans are linked which helps to identify how services, departments, teams and individual members of staff will work to deliver our shared priorities/commitments for the benefit of customers, residents and communities.

**Intended aims/outcomes. What is the policy trying to achieve?**

The Community Plan vision has been adopted by the Council as its Corporate vision and it is to have *'a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning.'*

Our Values have been developed through engagement and consultation with staff and elected members. Our three values shape the culture, behaviour, decision making and overall identity of the organisation.

**People Centred** - Inclusive and welcoming, a place where people and staff are valued. Engage positively in partnership working, empowering others to achieve success.

**Leaders** - Be positive, inspiring and serve passionately to achieve our aspirations. Demonstrate resilience, respect and adaptability.

**Responsible** - Respect, protect and enhance our place. Accountable in how we manage our resources and decisions. Consistently deliver our services effectively and obtain value for money.

Council will deliver services and activities across the following 5 main priorities.

### **Priorities**

- Community Wellbeing
- Economic Growth
- Environment & Place
- Service Delivery
- Staff, Leadership and Resources

#### Environment & Place

Our Commitments:

- Actively respond to the climate crisis and support others to do likewise
- Seek investment to preserve the uniqueness of our heritage and places
- Shape our places to be attractive, accessible, healthy, safe and clean

#### Community Wellbeing

Our Commitments:

- Encourage participation in arts, culture, heritage and physical activity
- Provide opportunities which improve quality of life and wellbeing for our communities and staff
- Support and empower communities

#### Economic Growth

Our Commitments:

- Maximise the potential of our MSW Growth Deal
- Provide and facilitate opportunities for growth, investment, productivity and skills development in our local economy
- Seek investment in infrastructure and connectivity

#### Service Delivery

Our Commitments:

- Continuously improve our services
- Monitor and communicate our performance
- Seek and use regular customer engagement and feedback

#### Staff, Leadership and Resources

Our Commitments:

- Communicate and engage with staff, communities and others
- Strengthen our governance, efficiency and civic leadership
- Value staff

## **Policy Framework**

Has the policy been developed in response to statutory requirements, legal advice or on the basis of any other professional advice? Does this affect the discretion available to The Council to amend the policy?

The Corporate Plan was developed in response to the Council's Community Plan and builds on previous corporate plans, current strategies, policies and business plans. Taking into account regional strategy and policy.

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

The Council's overall vision is to have 'a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning. The Corporate Plan has identified 5 Priorities.

- Environment and Place
- Community Wellbeing
- Economic Growth
- Service Delivery
- Staff, Leadership and Resources

Each priority contains commitments that we believe to be the most critical factors to positively contribute to this aim. Section 75 groups will benefit from these priority areas throughout the borough.

**Who initiated or wrote the policy (if The Council decision, please state). Who is responsible for implementing the policy?**

<b>Who initiated or wrote the policy?</b>	Elaine Gillespie
<b>Who is responsible for implementation?</b>	The Council is responsible for implementation

**Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?**

The Corporate Plan is dependent on available resources and budgets to deliver. External environmental factors, pandemics and shocks may impact over the next 4 years.

### **Main stakeholders in relation to the policy**

Please list main stakeholders affected by the policy (e.g. staff, customers, other statutory bodies, community or voluntary sector, private sector)

- Elected Members
- Staff
- Statutory agencies
- Community and Voluntary Organisations
- Service users/Visitors
- Citizens
- Businesses

- People who work within the Borough

**Are there any other policies with a bearing on this policy? If so, please identify them and how they impact on this policy.**

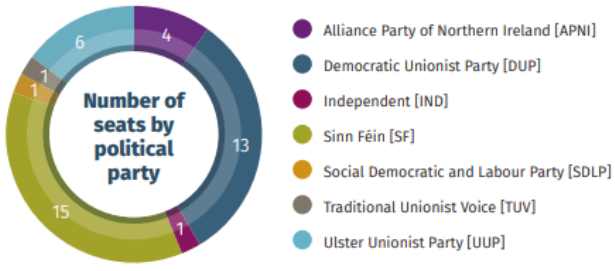
- Programme for Government
- Community Plan 'Connected'
- Performance Improvement Plan
- Departmental Business Plan
- ABC Net Zero Carbon Roadmap Analysis (in development)
- ABC Procurement Policy May 2023
- Agriculture Strategy 2022
- Armagh Place Plan 2022
- Arts, Culture and Heritage: A Framework for the Future
- Asset Strategy
- Banbridge Place Plan (Draft)
- Capital Development Plan
- Capital Plan
- Customer Charter
- Departmental Business Plans
- Draft Plan Strategy (under preparation)
- Efficiencies Plan
- Financial Assistance Policy
- Financial Regulations
- Get Moving Framework 2020 - 2030
- Good Relations Action Plan
- Growth and Recovery Framework (under review)
- Learning and Development 2023
- Mid Term Financial Plan
- MSW Regional Economic Strategy
- People & Culture (in development) (correct title required)
- Play Strategy 2018 – 2026
- Poverty & Social Inclusion (in development)

#### Available Evidence

The Council should ensure that its screening decisions are informed by relevant data. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories. For up to date [S75 Borough Statistics](#)

The following evidence was considered to develop the Corporate Plan [Borough Statistics - Armagh City, Banbridge and Craigavon Borough Council \(armaghbanbridgecraigavon.gov.uk\)](#)

Section 75 category	Evidence
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<p>Religious belief</p>	<p>The 2021 Census showed the main current religions in the borough were: Catholic (41%); Presbyterian (14.3%); Church of Ireland (15.9%); Methodist (2.5%); Other Christian denominations (9%); and Other Religions (1.1%). In addition, 14.7% of the population in the borough had 'No religion' – this is a marked increase on 2011 when only 7.8% had 'No religion'.</p> <p>Breakdown of respondents who completed the survey were as follows:</p> <table border="1" data-bbox="422 472 1206 1137"> <thead> <tr> <th>Option</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>No religion</td> <td>20.75%</td> </tr> <tr> <td>Protestant – Other</td> <td>11.32%</td> </tr> <tr> <td>Catholic</td> <td>32.08%</td> </tr> <tr> <td>Christian – Other</td> <td>1.89%</td> </tr> <tr> <td>Presbyterian</td> <td>9.43%</td> </tr> <tr> <td>Buddhist</td> <td>1.89%</td> </tr> <tr> <td>Church of Ireland</td> <td>7.55%</td> </tr> <tr> <td>Hindu</td> <td>0.00%</td> </tr> <tr> <td>Methodist</td> <td>0.00%</td> </tr> <tr> <td>Jewish</td> <td>0.00%</td> </tr> <tr> <td>Muslim</td> <td>0.00%</td> </tr> <tr> <td>Free Presbyterian</td> <td>0.00%</td> </tr> <tr> <td>Sikh</td> <td>0.00%</td> </tr> <tr> <td>Brethren</td> <td>0.00%</td> </tr> <tr> <td>Other (please describe)</td> <td>3.77%</td> </tr> <tr> <td>Not Answered</td> <td>11.32%</td> </tr> </tbody> </table>	Option	Percent	No religion	20.75%	Protestant – Other	11.32%	Catholic	32.08%	Christian – Other	1.89%	Presbyterian	9.43%	Buddhist	1.89%	Church of Ireland	7.55%	Hindu	0.00%	Methodist	0.00%	Jewish	0.00%	Muslim	0.00%	Free Presbyterian	0.00%	Sikh	0.00%	Brethren	0.00%	Other (please describe)	3.77%	Not Answered	11.32%
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<p>Political opinion</p>	<p>Armagh City, Banbridge and Craigavon Borough Council has 41 elected members, the breakdown of seats per political party is:</p>  <table border="1" data-bbox="443 1265 1061 1534"> <caption>Number of seats by political party</caption> <thead> <tr> <th>Party</th> <th>Seats</th> </tr> </thead> <tbody> <tr> <td>Alliance Party of Northern Ireland [APNI]</td> <td>4</td> </tr> <tr> <td>Democratic Unionist Party [DUP]</td> <td>13</td> </tr> <tr> <td>Independent [IND]</td> <td>1</td> </tr> <tr> <td>Sinn Féin [SF]</td> <td>15</td> </tr> <tr> <td>Social Democratic and Labour Party [SDLP]</td> <td>1</td> </tr> <tr> <td>Traditional Unionist Voice [TUV]</td> <td>1</td> </tr> <tr> <td>Ulster Unionist Party [UUP]</td> <td>6</td> </tr> </tbody> </table>	Party	Seats	Alliance Party of Northern Ireland [APNI]	4	Democratic Unionist Party [DUP]	13	Independent [IND]	1	Sinn Féin [SF]	15	Social Democratic and Labour Party [SDLP]	1	Traditional Unionist Voice [TUV]	1	Ulster Unionist Party [UUP]	6																		
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Racial group	<p>The 2021 Census showed that</p> <ul style="list-style-type: none"> <li>• 96.69% of the usually resident population of the Borough were White and 3.3% were belonging to ethnic minority groups. This is more than double the 2011 figure (1.4%). The main ethnic minorities were Mixed (0.76%), Black African 0.52% and Chinese 0.31%</li> <li>• The number of people living in the borough who were born outside the United Kingdom and Ireland has increased from 10,816 people (5.5%) in 2011 to 18,836 people (8.6%) in 2021. Of those 18,836 people living in the borough who were born outside of the United Kingdom and Ireland, 20% were born in Poland and 16% in Lithuania with a further 9% born in Bulgaria.</li> <li>• On census day 2021, 6.8% (14,376 people) of the population in the borough aged 3 and over had a main language other than English. This has increased from 2011 when English was not the main language of 4.3% (8,146 people). In Armagh City, Banbridge and Craigavon borough in 2021, the most prevalent main languages other than English were Polish (1.7%) and Lithuanian (1.2%).</li> </ul> <p>Breakdown of the respondents who completed the survey were as follows:</p> <table border="1" data-bbox="427 882 1173 1057"> <thead> <tr> <th>Option</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>90.57%</td> </tr> <tr> <td>Any other ethnic group (please describe)</td> <td>1.89%</td> </tr> <tr> <td>Not Answered</td> <td>7.55%</td> </tr> </tbody> </table>	Option	Percent	White	90.57%	Any other ethnic group (please describe)	1.89%	Not Answered	7.55%
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Age	<p>On Census Day 2021 the usual resident population of Armagh City, Banbridge and Craigavon Borough was 218,656. This accounted for 11.5% of the Northern Ireland population, the second largest council in terms of population after Belfast.</p> <p>The profile by age group is:</p> <ul style="list-style-type: none"> <li>• 0 – 15 years – 22.1%</li> <li>• 16 – 39 years – 29.7%</li> <li>• 40 – 64 years – 32.2%</li> <li>• 65+ years – 16%</li> </ul> <p>Between 2011 and 2021 the population of Armagh City, Banbridge and Craigavon Borough increased by 18,963 people (9.5%). This was 4.4 percentage points higher than the increase for Northern Ireland as a whole over the same period (5.1%). The largest percentage increase was shown in the aged 65 and over group which increased by 26.7% (7,363 people). The only age group in the borough to show a decrease in population were those aged 16 to 24 years old where the total number decreased by 2,175.</p> <p>The projected population of the Borough is expected to increase year on year up until 2043 (the latest year projections are available). The population at the end of June 2043 is projected to be 250,870. This is an increase of 33,638 people or 15.5% on 2020 mid-year population estimates.</p> <p>Most age groups in the borough are projected to increase by 2043, most notably those aged 65 and over, who are projected to increase by 21,365</p>								

people or 62.5%. There is a projected decrease in those aged 0-15 in the borough.

Breakdown of the respondents who completed the survey were as follows:

Option	Percent
< 16	0.00%
16-24	0.00%
25-34	5.66%
35-44	28.30%
45-54	33.96%
55-64	18.87%
65-74	7.55%
75-84	0.00%
85+	0.00%
Not Answered	5.66%

Marital status

The 2021 Census provide information on the marital status profile of those aged 16 and over in the Borough:

	Armagh City, Banbridge and Craigavon	
	Number	%
<b>All usual residents aged 16 and over</b>	170,411	100.0%
<b>Single (never married or never registered civil partnership)</b>	60,075	35.3%
<b>Married</b>	83,523	49.0%
<b>In a civil partnership</b>	307	0.2%
<b>Separated (but still legally married or still legally in a civil partnership)</b>	5,833	3.4%
<b>Divorced or formerly in a civil partnership which is now legally dissolved</b>	10,253	6.0%
<b>Widowed or surviving partner from a civil partnership</b>	10,420	6.1%

In the ten year period between the 2011 and 2021 Census there was a change in the law in relation to marriage and civil partnership. A summary of the changes in Northern Ireland is given below:

- Civil partnership for opposite-sex couples became legal in late 2019;
- Marriage for same-sex couple became legal in 2020; and

- In late 2020 a couple in a civil partnership could convert their status from civil partnership to marriage<sup>1</sup>.

Breakdown of the respondents who completed the survey were as follows

Option	Percent
Single, that is, never married and never registered in a same-sex civil partnership	11.32%
In a registered same-sex civil partnership	0.00%
Married	71.70%
Separated, but still legally in a same-sex civil partnership	0.00%
Separated, but still legally married	0.00%
Formerly in a same-sex civil partnership which is now legally dissolved	0.00%
Divorced	3.77%
Surviving partner in a same-sex civil partnership	0.00%
Widowed	3.77%
Not Answered	9.43%

Sexual orientation

The question on sexual orientation was new for the 2021 Census and was asked of all people aged 16 and over.

	Armagh City, Banbridge and Craigavon	
	Number	%
All usual residents aged 16 and over	170,413	100.0%
<b>Straight or heterosexual</b>	<b>154,259</b>	<b>90.5%</b>
<b>Lesbian, gay, bisexual or other (LGB+)</b>	<b>2,497</b>	<b>1.5%</b>
Gay or lesbian	1,378	0.8%
Bisexual	901	0.5%
Other sexual orientation	218	0.1%
<b>No sexual orientation stated</b>	<b>13,657</b>	<b>8.0%</b>
Prefer not to say	8,290	4.9%
Not stated	5,367	3.1%

Breakdown of the respondents who completed the survey were as follows:

<sup>1</sup> [Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Marital or civil partnership status & Household relationships \(couples\) \(nisra.gov.uk\)](https://www.nisra.gov.uk/census-2021-main-statistics-for-northern-ireland-statistical-bulletin-marital-or-civil-partnership-status-household-relationships-couples)



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Men and women generally	<p>The 2021 Census showed that Armagh City, Banbridge and Craigavon Borough is made up of 108,268 (49.5%) males and 110,388 (50.5%) females.</p> <p>Breakdown of Males and females who completed the survey:</p> <table border="1"> <thead> <tr> <th>Option</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>32.08%</td> </tr> <tr> <td>Female</td> <td>58.49%</td> </tr> <tr> <td>Non-binary<sup>32</sup>.</td> <td>0.00%</td> </tr> <tr> <td>Prefer not to say</td> <td>0.00%</td> </tr> <tr> <td>I prefer to <u>self describe</u> as (complete text line below)</td> <td>1.89%</td> </tr> <tr> <td>Not Answered</td> <td>7.55%</td> </tr> </tbody> </table>	Option	Percent	Male	32.08%	Female	58.49%	Non-binary <sup>32</sup> .	0.00%	Prefer not to say	0.00%	I prefer to <u>self describe</u> as (complete text line below)	1.89%	Not Answered	7.55%
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Disability	<p>On Census Day 2021, approximately 22% (48,726) of the population in the borough had a limiting long term health problem or disability. This has increased slightly from the 20% (39,861) who reported a limiting long term health problem or disability in Census 2011. All LGDs experienced an increase in the percentage of people who reported a long-term health problem or disability which limited day-to-day activities. NISRA report that these changes are in part a reflection of our ageing population. Census 2021 results are disaggregated by broad age bands and the results show the prevalence of a limiting long-term health problem or disability is related to age<sup>2</sup>.</p>														

<sup>2</sup> [Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Health \(nisra.gov.uk\)](https://www.nisra.gov.uk/census-2021-main-statistics-for-northern-ireland-statistical-bulletin-health)

	Population	With a limiting long term health problem or disability	Percentage
<b>0-14</b>	45,420	2,759	6.1%
<b>15-39</b>	67,700	7,367	10.9%
<b>40-64</b>	70,547	18,715	26.5%
<b>65+</b>	34,990	19,885	56.8%
<b>All ages</b>	<b>218,657</b>	<b>48,726</b>	<b>22.3%</b>

Table 3: Limiting long-term health problem or disability by age band, Armagh City, Banbridge and Craigavon Borough. Source: Table MS-D02, Census 2021.

As presented in table 3, almost 57% of the population aged 65+ in the borough had a limiting long-term health problem or disability compared to 6% of those aged between 0-14.

### Number of residents in a household with a limiting long-term health problem or disability

Census 2021 also provides information on the number of residents in a household with a limiting long-term health problem or disability. In Armagh City, Banbridge and Craigavon, there are approximately 84,600 households of which approximately 11% have two or more residents with a limiting long-term health problem or disability while 32% have one resident with a limiting long-term health problem or disability (*Table MS-D03, Census 2021*).

### Number of long-term health conditions

On Census Day 2021, an estimated 69,000 (31.6%) residents in Armagh City, Banbridge and Craigavon borough reported that they had a long-term health condition. Of those, 16.8% has one long-term health condition while 3.7% had 4 or more long-term health conditions (*Table MS-D04, Census 2021*).

Breakdown of respondents who completed the survey regarding having a disability.

Option	Percent
<u>Yes limited a little</u>	3.77%
<u>Yes limited a lot</u>	7.55%
No	75.47%
I prefer not to say	5.66%
Not Answered	7.55%

Dependants	<p>The 2021 Census showed: Approximately 32% or 27,085 households in the borough had 1 or more dependent children with 63% of those having 2 or more dependent children.</p> <p>Census 2021 results show that approximately 12% of the population in the borough aged over 5 years old provide unpaid care. Of those providing unpaid care, 5.6% provide between 1-19 hours per week while 3.6% provide 50 or more hours per week.</p> <table border="1"> <thead> <tr> <th>Level of provision of unpaid care</th> <th>Population aged 5 &amp; over</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td><b>Provides unpaid care</b></td> <td>24,741</td> <td>12.1%</td> </tr> <tr> <td><b>1-19 hours unpaid care per week</b></td> <td>11,374</td> <td>5.6%</td> </tr> <tr> <td><b>20-34 hours unpaid care per week</b></td> <td>2,717</td> <td>1.3%</td> </tr> <tr> <td><b>35-49 hours unpaid care per week</b></td> <td>3,281</td> <td>1.6%</td> </tr> <tr> <td><b>50 or more hours unpaid care per week</b></td> <td>7,369</td> <td>3.6%</td> </tr> <tr> <td><b>Total</b></td> <td>204,480</td> <td>100.0%</td> </tr> </tbody> </table> <p>Table 6: Level of provision of unpaid care in Armagh City, Banbridge and Craigavon Borough, 2021. Source: Tables MS -D17, Census 2021.</p> <p>Provision of unpaid care can be further disaggregated by age those persons aged between 40 and 64 provided the highest level of unpaid care with roughly one in five persons in this age group providing unpaid care.</p> <p>Breakdown of respondents who completed the survey regarding caring responsibilities. (Respondents were able to select more than one option.)</p> <table border="1"> <thead> <tr> <th>Option</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>Child/Children</td> <td>49.06%</td> </tr> <tr> <td>Dependent elderly person</td> <td>7.55%</td> </tr> <tr> <td>Person with a disability</td> <td>7.55%</td> </tr> <tr> <td>Other (please describe)</td> <td>1.89%</td> </tr> <tr> <td>No</td> <td>35.85%</td> </tr> <tr> <td>Not Answered</td> <td>11.32%</td> </tr> </tbody> </table>	Level of provision of unpaid care	Population aged 5 & over	Percentage	<b>Provides unpaid care</b>	24,741	12.1%	<b>1-19 hours unpaid care per week</b>	11,374	5.6%	<b>20-34 hours unpaid care per week</b>	2,717	1.3%	<b>35-49 hours unpaid care per week</b>	3,281	1.6%	<b>50 or more hours unpaid care per week</b>	7,369	3.6%	<b>Total</b>	204,480	100.0%	Option	Percent	Child/Children	49.06%	Dependent elderly person	7.55%	Person with a disability	7.55%	Other (please describe)	1.89%	No	35.85%	Not Answered	11.32%
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### Needs, experiences and priorities

The draft Corporate Plan will be consulted on from November 2023 – January 2024. Taking into account the information gathered above, what are the different needs, experiences and priorities of each of the following categories in relation to this particular policy/decision?

Section 75 category	Needs, experiences and priorities
Religious belief	The Corporate Plan has been developed to meet the needs of a range of stakeholders in the Borough many of whom will fall within the nine section 75 categories.

	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.
Political opinion	As above
Racial group	As above
Age	As above
Marital status	As above
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 categories?

Category	Policy Impact	Level of impact (Major/minor/none)
Religious belief	There are a number of initiatives, plans, strategies and programmes that will have a positive impact on a range of section 75 categories. These include for example the Play Strategy, Good Relations Action Plan and events and programmes organised for the community. However, as stated above it will be important to screen all strategies, plans, projects, services detailed in the Council's departmental business plans in order to ensure that the Council's statutory duty to promote equality of opportunity and good relations is fully considered.	Minor positive
Political opinion	As above	
Racial group	As above	
Age	As above	
Marital status	As above	
Sexual orientation	As above	
Men and women generally	As above	
Disability	As above	
Dependants	As above	

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

Category	If yes, provide details	If no, provide reasons
Religious belief		The Corporate Plan is a high level document which outlines the Council's priorities for the period 2023 – 2027. Equality screening of all strategies, plans, projects, services detailed in the Council's departmental business plans will ensure that every opportunity is taken to promote equality and good relations for all section 75 categories.
Political opinion		As above
Racial group		As above
Age		As above
Marital status		As above
Sexual orientation		As above
Men and women generally		As above
Disability		As above
Dependants		As above

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

Category	Details of Policy Impact	Level of impact (major/minor/none)
Religious belief	The effective implementation of the Corporate Plan will deliver priorities and actions to all members of the local communities, residents, visitors and those who work in the Borough, therefore promoting and enhancing good relations.	Minor positive
Political opinion	As above	As above
Racial group	As above	As above

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

Category	If yes, provide details	If no, provide reasons
Religious belief	The effective implementation of the Corporate Plan will deliver priorities and actions to all members of the local communities, residents, visitors and those who work in the Borough, therefore promoting and enhancing good relations.	

Political opinion	As above	
Racial group	As above	

### **Multiple Identity**

Generally speaking, people fall into more than one Section 75 category (for example: disabled minority ethnic people; disabled women; young Protestant men; young lesbian, gay and bisexual people). Provide details of data on the impact of the policy on people with multiple identities. Specify relevant s75 categories concerned.

The Corporate Plan will impact on a range of people falling within the section 75 categories and on those with multiple identities. Any potential negative impact will be addressed by equality screening all future strategies, plans, projects and services and equality impact assessments undertaken where necessary.

### **Disability Discrimination (NI) Order 2006**

Is there an opportunity for the policy to promote positive attitudes towards disabled people?

There will be opportunities to promote positive attitudes towards disabled people through the various priorities, projects and initiatives undertaken by the Council.

Is there an opportunity for the policy to encourage participation by disabled people in public life?

There may be opportunities to encourage participation by disabled people in public life through the various priorities, projects and initiatives undertaken by the Council.

### **Screening Decision**

#### **A: NO IMPACT IDENTIFIED ON ANY CATEGORY – EQIA UNNECESSARY**

Please identify reasons for this below

#### **B: MINOR IMPACT IDENTIFIED – EQIA NOT CONSIDERED NECESSARY AS IMPACT CAN BE ELIMINATED OR MITIGATED**

Where the impact is likely to be minor, you should consider if the policy can be mitigated, or an alternative policy introduced. If so, an EQIA may not be considered necessary. You must indicate the reasons for this decision below, together with details of measures to mitigate the adverse impact or the alternative policy proposed.

The Corporate Plan is a high level document which outlines the Council's priorities for the period 2023-2027. It reflects how we as an organisation commit to the long term outcomes identified in our Community Planning Process, as well as the work we will do to ensure we continue to provide high quality services.

It has been developed to meet the needs of a range of stakeholders in the Borough many of whom will fall within the nine section 75 categories.

There are a number of initiatives, plans, strategies and programmes that will have a positive impact on a range of section 75 categories. These include for example the Play Strategy, the Good Relations Action Plan and events and programmes organised for the community. However, it will be important as part of the mitigation to screen all strategies, plans, projects, services detailed in the Council's departmental business plans in order to ensure that the Council's statutory duty to promote equality of opportunity 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.

### **C: MAJOR IMPACT IDENTIFIED – EQIA REQUIRED**

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

#### **Timetabling and Prioritising**

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

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 equality impact assessment.

#### **Policy Criterion**

#### **Rating (1-3)**

Effect on equality of opportunity and good relations

Social need

Effect on people's daily lives

The total rating score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the Council in timetabling its EQIAs.

Is the policy affected by timetables established by other relevant public authorities? If yes, please give details.

#### **Monitoring**

Effective monitoring will help the authority identify any future adverse impact arising from the policy. It is recommended that where a policy has been amended or an alternative policy introduced to mitigate adverse impact, monitoring be undertaken on a broader basis to identify any impact (positive or adverse).

Further information on monitoring is available in the Equality Commission's guidance on monitoring ([www.equalityni.org](http://www.equalityni.org)).

Identify how the impact of the policy is to be monitored

The Corporate Plan is a high level document which outlines the Council's priorities for the period 2023-2027. There will be a mid-term review and update of the plan. All strategies, plans, projects services detailed in the Council's business plans will be equality screened and subsequently monitored.

### Approval and Authorisation

A copy of the screening form for each policy screened should be signed off by the senior manager responsible for that policy. The screening recommendation should be reported to the relevant Committee/The Council when the policy is submitted for approval.

<b>Screened by</b>	<b>Position/Job title</b>	<b>Date</b>
Lissa O'Malley	Place and Strategic Manager, Community Planning	28/02/2024
<b>Approved by</b>	<b>Position/Job Title</b>	<b>Date</b>
Elaine Gillespie	Head of Department: Community Planning, Policy & Research	28/02/2024

A copy of the completed screening form should be signed off and approved by the senior manager responsible for that policy. The completed screening form should be attached to the relevant Committee paper when the policy is submitted for approval.

Following approval by Council please forward a copy of the completed approved policy and screening form to:

[Equality@armaghbanbridgecraigavon.gov.uk](mailto:Equality@armaghbanbridgecraigavon.gov.uk)

The policy and completed screening form will be made available on the Council's website.



**ARMAGH CITY, BANBRIDGE AND CRAIGAVON BOROUGH COUNCIL**

**Rural Needs Impact Assessment (RNIA)**

**SECTION 1**

**Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016**

**1A. Name of Public Authority: Armagh City, Banbridge & Craigavon Borough The Council**

**1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.**

**Corporate Plan 2023 - 2027**

**1C Please indicate which category the activity specified in Section 1B above relates to:**

**Developing a Plan**

**Adopting a**

**Implementing a**

**Revising a**

**Designing a Public Service**

**Delivering a Public Service**

**1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above**

**Corporate Plan 2023 - 2027**

**1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service**

The Corporate Plan sets out the ambitious aims and strategic direction for the organisation over the next four years 2023 - 2027. It is one of a suite of strategic documents which the council uses to manage its business effectively.

The Community Plan gives us the WHY of what we are doing - the overarching strategy for the Borough, which was developed by all the relevant statutory partners in consultation with local people and communities.

The Corporate Plan explains WHAT we as the Council are doing to contribute to the community planning outcomes as well as outlining any other key priorities for us as an organisation. It is the roadmap for delivering the Community Plan.

The Corporate Plan details three values that will shape the culture, behaviour, decision making and overall identity of the organisation.

**People Centred** - Inclusive and welcoming, a place where people and staff are valued. Engage positively in partnership working, empowering others to achieve success.

**Leaders** - Be positive, inspiring and serve passionately to achieve our aspirations. Demonstrate resilience, respect and adaptability.

**Responsible** - Respect, protect and enhance our place. Accountable in how we manage our resources and decisions. Consistently deliver our services effectively and obtain value for money.

Council will deliver services and activities across the following 5 main priorities.

- Community Wellbeing
- Economic Growth
- Environment & Place
- Service Delivery
- Staff, Leadership and Resources

**1F. What definition of 'rural' is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?**

Population Settlements of less than 5,000 (Default definition)

Other Definition (Provide details and the rationale below)

A definition of 'rural' is not applicable

**Details of alternative definition of 'rural' used**

NA

Rationale for using alternative definition of 'rural'.

NA

Reasons why a definition of 'rural' is not applicable.

## **SECTION 2**

### **Understanding the impact of the Policy, Strategy, Plan or Public Service**

**2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?**

Yes

No

If response is No go to 2E

**2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.**

The Corporate Plan will have a positive impact on people in rural areas, as the Council will deliver services and activities across the following 5 main priorities and the commitments detailed under each area. These will be delivered across the entire Borough, including villages, small towns, rural areas and rural residents.

- Community Wellbeing
- Economic Growth
- Environment & Place
- Service Delivery
- Staff, Leadership and Resources

#### Environment & Place

Our Commitments:

- Actively respond to the climate crisis and support others to do likewise
- Seek investment to preserve the uniqueness of our heritage and places
- Shape our places to be attractive, accessible, healthy, safe & clean

#### Community Wellbeing

Our Commitments:

- Encourage participation in arts and culture
- Provide opportunities which improve quality of life and wellbeing for our communities and staff
- Support and empower communities

#### Economic Growth

Our Commitments:

- Maximise the potential of our MSW Growth Deal
- Provide opportunities for growth, investment and skills development in our local economy
- Seek investment in infrastructure and connectivity

#### Service Delivery

Our Commitments:

- Continuously improve our services
- Monitor and communicate our performance

- Seek and use regular customer engagement and feedback

Staff, Leadership and Resources

Our Commitments:

- Communicate and engage with staff, communities and others
- Strengthen our governance, efficiency and civic leadership
- Value staff

**2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas *differently* from people in urban areas, please explain how it is likely to impact on people in rural areas differently.**

The priorities contained within the Corporate Plan will be beneficial to both urban and rural dwellers. Services will be delivered throughout the borough. There will be no difference in the impact.

**2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.**

- |   |                                     |
|---|-------------------------------------|
| Rural Businesses                                    | <input checked="" type="checkbox"/> |
| Rural Tourism                                       | <input checked="" type="checkbox"/> |
| Rural Housing                                       | <input checked="" type="checkbox"/> |
| Jobs or Employment in Rural Areas                   | <input checked="" type="checkbox"/> |
| Education or Training in Rural Areas                | <input checked="" type="checkbox"/> |
| Broadband or Mobile Communications in Rural Areas   | <input checked="" type="checkbox"/> |
| Transport Services or Infrastructure in Rural Areas | <input checked="" type="checkbox"/> |
| Health or Social Care Services in Rural Areas       | <input type="checkbox"/>            |
| Poverty in Rural Areas                              | <input checked="" type="checkbox"/> |
| Deprivation in Rural Areas                          | <input checked="" type="checkbox"/> |
| Rural Crime or Community Safety                     | <input checked="" type="checkbox"/> |
| Rural Development                                   | <input checked="" type="checkbox"/> |
| Agri-Environment                                    | <input checked="" type="checkbox"/> |
| Other (Please state)                                |                                     |

**If the response to Section 2A was YES GO TO Section 3A.**

**2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.**

NA

**SECTION 3****Identifying the Social and Economic Needs of Persons in Rural Areas**

**3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?**

Yes  No  If response is No go to 3E

**3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.**

Consultation with Rural Stakeholders	<input checked="" type="checkbox"/>
Consultation with Other organisations	<input type="checkbox"/>
Published Statistics	<input checked="" type="checkbox"/>
Research Papers	<input type="checkbox"/>
Surveys or Questionnaires	<input checked="" type="checkbox"/>
Other Publications	<input type="checkbox"/>
Other Methods or Information Sources (include details in Question 3C below)	<input type="checkbox"/>

**3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.**

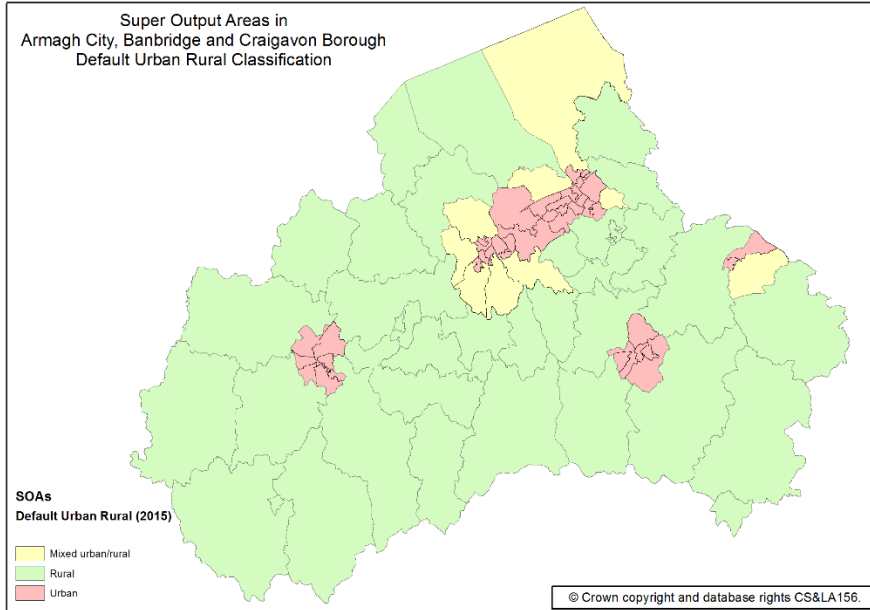
The following groups of people were consulted throughout the development phase of the Corporate Plan.

- Elected Members representing rural areas
- Consultation with employees via a Survey 7 December 2022 – 27 January 2023
- Workshop with employees from Council living across the borough - 19 June 2023

**3D. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?**

Results from the 2011 Census show that just over half of the borough's population (51%) lived in urban areas while just under half (49%) lived in rural areas. This is based on the NISRA default urban/rural settlement classification. This compares to 63% urban and 37% rural for Northern Ireland overall.

NISRA also provides the classification at Super Output Area (SOA), 36 out of the borough's 87 SOAs are classified as rural with a further 9 being mixed urban/rural. The rural areas cover a large part of the borough.



The NI Multiple Deprivation Measure (NIMDM) 2017 provides information on seven distinct types of deprivation, known as domains, along with an overall multiple deprivation measure (MDM). Results are available for Super Output Areas (SOAs); there are 890 in Northern Ireland, ranked 1 most deprived to 890 least deprived.

The Access to Services domain is particularly relevant to rural areas; this measures the extent to which people have poor physical and online access to key services. The borough has 9 Super Output Areas (10% of the total 87 SOAs in the Borough) in the top 100 most deprived in NI on the Access to Services domain, each of these are defined as rural on the default NISRA classification. 3

The Access to Services domain consists of three indicators:

- Service-weighted fastest travel time by private transport
- Service-weighted fastest travel time by public transport
- Proportion of properties with broadband speed below 10Mb/s

The borough has areas within the top 100 most deprived in NI on each of these three indicators. For example, Bannside SOA in the Borough is the second most deprived SOA in NI in terms of proportion of properties with broadband speed below 10Mb/s.

Our Corporate Plan highlights social and economic key statistics relevant to the entire borough inclusive of both urban and rural areas. These statistics have been referenced under each priority.

All strategies, plans, projects, services detailed in the Council's departmental business plans will need to be rural needs impact assessed in order to ensure that the Council's statutory duty to promote rural needs is fully considered.

**If the response to Section 3A was YES GO TO Section 4A.**

**3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?**

**SECTION 4**

**Considering the Social and Economic Needs of Persons in Rural Areas**

**4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.**

The Corporate Plan has been developed through engagement with Elected Members and employees taking into consideration other policies and strategies of Council which have been rural needs impact assessed. Business plans have also been considered. Relevant policies and strategies have been referenced in the Corporate Plan under each priority.

**SECTION 5**

**Influencing the Policy, Strategy, Plan or Public Service**

**5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?**

Yes  No  If response is No go to 5C

**5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.**

The Corporate Plan is a high level document which outlines the Council's priorities for the period 2023 – 2027. Consideration of borough statistics has been taken into account and rural needs impact assessments of all strategies, plans, projects, services detailed in the Council's departmental business plans will ensure that rural needs have been identified.

**If the response to Section 5A was YES go to 6A.**

**5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.**

**SECTION 6**

**Documenting and Recording**

**6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.**

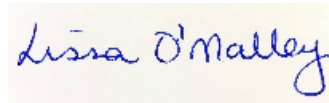
I confirm that the RNIA Template will be retained, and relevant information compiled.

Rural Needs Impact Assessment undertaken by:  (Lissa O'Malley)

Position:  (Place and Strategic Manager)

Department / Directorate:  (Community Planning/ Strategy & Performance)

Signature:



Date:

28/02/2024

Rural Needs Impact Assessment approved by:  (Elaine Gillespie)

Position:  (Head of Department)

Department / Directorate:  (Community Planning/ Strategy & Performance)

Signature:



Date:

28/02/2024