

Connected

A Community Plan

for Armagh City Banbridge & Craigavon Borough

2017-2030

Equality Impact Assessment

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Background to Community Planning

The Local Government Act (Northern Ireland) 2014 placed a new statutory duty on councils to act as a lead partner in a community planning process for their area. Community planning is *“a process led by councils in conjunction with partners and communities to develop and implement a shared vision for their area, a long term vision which relates to all aspects of community life and which also involves working together to plan and deliver better services which make a real difference to people's lives”*. This represents a unique opportunity for councils to shape the area by responding to the long-term needs of local people and communities and deliver better outcomes.

The legislation places the responsibility on councils to *“initiate, maintain, facilitate and participate”* within a community planning partnership that will bring together a range of partners including statutory agencies, community and voluntary organisations, the business sector and local people in a bid to improve service delivery and bring decision making closer to the community.

In addition to Armagh City, Banbridge and Craigavon Borough Council, the current statutory partners as laid out in Local Government (Community Planning Partners) Order (Northern Ireland) 2016 are:

- Northern Ireland Housing Executive (NIHE)
- Libraries NI
- Public Health Agency (PHA)
- Invest NI
- Education Authority (EA)
- Northern Ireland Fire and Rescue (NIFRS)
- Police Service of Northern Ireland (PSNI)
- Health & Social Care Board
- Southern Health and Social Care Trust
- Tourism NI
- Council for Catholic Maintained Schools (CCMS)
- Sport NI

The partners are committed to work together to plan and deliver services which will improve the lives of local people.

Introduction

Armagh City, Banbridge and Craigavon Borough Council is committed to implementing the statutory duties under Section 75 of the Northern Ireland Act 1998, which require that the council, in carrying out its functions relating to Northern Ireland, has due regard to the need to promote equality of opportunity between:

- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- Men and women generally
- Persons with a disability and persons without
- Persons with dependants and persons without

Without prejudice to these obligations, the council is also required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Local Government Act (Northern Ireland) 2014 in setting out the duty of community planning, explicitly notes that the reference to improving the social wellbeing of a district includes promoting equality of opportunity in accordance with section 75 of the Northern Ireland Act 1998 and, without, prejudice to this, having regard to the desirability of promoting good relations.

Tackling longer term issues will be assisted by the community planning process, it provides an opportunity to consider how equality and good relations can be addressed more cohesively.

The council's equality scheme, approved by the Equality Commission in March 2015, sets out how it intends to fulfil its statutory obligations under section 75. This is available at www.armaghbanbridgecraigavon.gov.uk/yourcouncil/equality.

The council decided to undertake an Equality Impact Assessment (EQIA) of 'Connected the Draft Community Plan for Armagh City, Banbridge and Craigavon Borough' because it is a significant, strategic document which will impact on a range of section 75 categories.

It was agreed it was important and proactive to complete a full assessment for the following reasons:

1. The policy is significant in terms of its strategic importance;

2. The community plan is a high level policy and is likely to generate further policies, strategies or actions that are relevant to the promotion of equality of opportunity.

The primary function of an EQIA is to determine the extent of any impact of a policy upon the section 75 categories and to determine if the impact is an adverse one. It will also be an opportunity to demonstrate likely positive outcomes of the plan and to seek ways to more effectively promote equality of opportunity and good relations.

The EQIA was carried out in line with the Practical Guidance issued by the Equality Commission. It will follow the recommended 7 step process of:-

- Stage 1: Defining the aims of the policy;
- Stage 2: Consideration of available data and research;
- Stage 3: Assessment of impacts;
- Stage 4: Consideration of measures which might mitigate any adverse impact or alternative policies which might better achieve the promotion of equality of opportunity;
- Stage 5: Formal consultation;
- Stage 6: Decision by public authority & publication of results of the EQIA;
- Stage 7: Monitoring for adverse impact in the future and publication of the results of such monitoring.

As set out in our equality scheme section 3.2.6 the consultation period will normally last for a minimum of twelve weeks. However, in exceptional circumstances when this timescale is not feasible we may shorten timescales to eight weeks or less. In this instance we reduced the consultation period to 9 weeks for the following reasons;

1. To meet our statutory obligations to produce a community plan by April 2017.
2. To ensure that we have left adequate time to consider and amend our plan in light of any feedback from the consultation period.
3. This nine week consultation forms just part of the ongoing engagement on the community plan. Engagement has been embedded in the process to date and it will continue as we move to the next stages of developing and implementing our plan.

The council as lead partner is responsible for ensuring that the commitments set out in the council's equality scheme are applied in the development, implementation, monitoring and reviewing of the community plan.

Aims of the policy

Connected is the name of the first community plan for the Armagh City, Banbridge and Craigavon Borough area.

The community plan is recognised as the sovereign planning document for the Armagh, Banbridge and Craigavon Borough, providing the overarching strategic policy framework for the delivery of services by all partners. It sets out a clear, long term vision for the borough in 2030. It will impact on all people living in, visiting, working or studying in the borough as well as future generations.

When developing the community plan the council along with its partners took account of the emerging Programme for Government and relevant strategies with a view to aligning our plan to regional priorities and outcomes.

Community engagement has been at the heart of the development of the community plan over the past year, it has presented us with a range of opinions, help set the direction of the plan and together we have developed the first community plan for our area.

In preparing our plan we have adopted an outcomes based approach. This provided a useful framework for us to develop a set of long-term outcomes which can be monitored and evaluated. Our community plan has been informed by a robust statistical evidence baseline, this data will be used to ensure we are meeting our long term outcomes.

Our inclusive process to date has helped us agree our vision for the borough.

Our 2030 vision is *“We have a happy, healthy & connected community, a vibrant and sustainable economy and appealing places for living, working and learning.”*

We will work to achieve this through our three strategic themes of Community, Economy and Place from which our nine long term outcomes have been identified. These outcomes are the core of our plan, they set out that we hope to achieve, why we believe it is important and how we will know if we are succeeding. They do not sit in isolation, they are closely linked and in places overlap with one another. Our whole plan is underpinned by three cross cutting themes of Connectivity, Equality and Sustainability.

Community

Our vision for the community strategic theme is:

“We live in a caring & safe borough, where people lead healthy, fulfilling lives and take pride in shaping, nurturing and enriching community life.”

Our three long-term outcomes under the community strategic theme are:

- **Confident Community**
Everyone has opportunities to engage in community life and shape decisions - we have a strong sense of community belonging and take pride in our area.
- **Healthy Community**
People are making positive lifestyle choices. They are more resilient and better able to cope with life's challenges.
- **Welcoming Community**
Our borough is a safe, respectful and peaceful environment.

Economy

Our vision for the economy strategic theme is:

"We are an internationally renowned destination – Our competitive industries, productivity and outward facing economy provides the global platform to attract, develop and maintain talent, investment and high growth opportunities."

Our three long-term outcomes under the economy strategic theme are:

- **Enterprising Economy**
Our borough is a centre of excellence for entrepreneurship, innovation and investment.
- **Skilled Economy**
People are better equipped to take full advantage of the opportunities provided by our dynamic economy.
- **Tourism Economy**
Our borough is the destination of choice for international visitors.

Place

Our vision for the place strategic theme is:

"The borough is a place of discovery, where unique cultural & natural assets are cherished and people are inspired to be creative, to grow & to flourish."

Our three long-term outcomes under the place strategic theme are:

- **Creative Place**
Our borough is an inspirational and creative environment offering quality inclusive arts and cultural experiences.

- **Enhanced Place**

Our rich and varied built heritage and natural assets are protected, enhanced and expanded for current and future generations to enjoy.

- **Revitalised Place**

Our distinctive and vibrant urban and rural areas are at the heart of community and economic life.

The plan is further brought together by three cross cutting themes that are at the heart of everything we do.

The cross cutting themes are:

- Equality/Good relations/Inclusion;
- Connectivity;
- Sustainability.

These will be integral to all of the strategic themes and their combined contribution will help to achieve our overall vision. We will take coordinated action as partners to tackle the cross cutting issues that affect us all.

Equality, Good relations and Inclusion

We are committed to promoting equality, good relations and inclusion and believe them to be central to improving the quality of life for everyone. A peaceful and inclusive society is vital to economic regeneration, attracting talent, generating tourism and reducing inequalities.

Connectivity

We believe connectivity is integral to helping us achieve our outcomes. We will work to transform and connect all areas physically, digitally and socially through shared collaborative approaches.

Sustainability

We work to improve everyone's quality of life economically, environmentally and socially, without compromising our future generation's ability to develop, grow and flourish.

The next stage of our community planning process will be to develop more detailed actions to support delivery of the final community plan.

Consideration of Data and Research

Data and research were gathered to help assess the likely impact on the nine section 75 equality groups. Quantitative and qualitative information were drawn from a number of sources:

- Data on population – statistics on the population of the borough from the Northern Ireland Statistics and Research Agency (NISRA) including 2011 Census, demography statistics, survey results and benefit statistics, along with elected representatives information from the council.
- Data on those engaged in the process – information from attendees at engagement events who completed equality monitoring forms.
- Data from the thematic working groups set up to help develop the plan – each group agreed a baseline ‘needs analysis’ and produced a findings report which included identification of potential equality issues.

Data on Population

Religious Belief

The 2011 Census showed that 43% of the population in the borough were either Catholic or brought up as Catholic and 52% belonged to or were brought up in Protestant, other Christian or Christian-related denominations. A further 1% belonged to or had been brought up in other religions, while 5% neither belonged to, nor had been brought up in, a religion.

Religion or religion brought up in	Number	Percentage
Catholic	85,770	43%
Protestant and Other Christian (including Christian related)	103,315	52%
Other religions	1,590	1%
None	9,018	5%
All usual residents	199,693	100%

Table 1. Religion or religion brought up in, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table KS212NI), NISRA.

Political Opinion

Armagh City, Banbridge and Craigavon Borough Council has 41 elected members, the breakdown by political party is:

- DUP – 13 seats
- UUP – 12 seats
- Sinn Féin – 8 seats
- SDLP – 6 seats
- UKIP – 1 seat
- Independent – 1 seat

This breakdown is taken as an approximate representation of the political opinion of people within the borough.

Racial Group - Ethnicity

The 2011 Census showed that 98.5% of the usually resident population of the borough were White and 1.5% were from minority ethnic groups. The main ethnic minorities were Mixed (605 individuals), Chinese (528 individuals) and Other Asian (463 individuals).

Ethnic Group	Number	Percentage
White	196,777	98.54%
Chinese	528	0.26%
Irish Traveller	136	0.07%
Indian	388	0.19%
Pakistani	196	0.10%
Bangladeshi	25	0.01%
Other Asian	463	0.23%
Black Caribbean	32	0.02%
Black African	195	0.10%
Black other	108	0.05%
Mixed	605	0.30%
Other	240	0.12%
All usual residents	199,693	100.00%

Table 2. Ethnic Group, Armagh City, Banbridge and Craigavon Borough. Source: 2011 Census (Table KS201NI), NISRA.

Racial Group - Country of Birth

The 2011 Census results showed that 89.0% of residents in the borough were born in Northern Ireland. The borough had 5.4% of residents or 10,846 individuals who were born outside the United Kingdom or Republic of Ireland.

Country of Birth	Number	Percentage
Northern Ireland	177,634	89.0%
England	6,125	3.1%
Scotland	1,312	0.7%
Wales	269	0.1%
Republic of Ireland	3,507	1.8%
Other EU: Member countries prior to 2004 expansion	1,399	0.7%
Other EU: Accession countries 2004 onwards	6,306	3.2%
Other	3,141	1.6%
All usual residents	199,693	100.0%

Table 3. Country of Birth, Armagh City, Banbridge and Craigavon Borough. Source: 2011 Census (Table KS204NI), NISRA.

Racial Group - Language

In the borough 4.1% residents aged 3+ years or (7,896 individuals) spoke a language other than English or Irish as their main language. Apart from English and Irish, the most common other main languages were Polish (2,919 residents aged 3+ years), Lithuanian (1,736) and Portuguese (834). Of those whose main language is not English or Irish, 34% cannot speak English or cannot speak it well (based on the three legacy council areas).

Main Language	Number	Percentage
English	182,380	95.7%
Polish	2,919	1.5%
Lithuanian	1,736	0.9%
Irish (Gaelic)	250	0.1%
Portuguese	834	0.4%
Slovak	195	0.1%
Chinese	130	0.1%
Tagalog/Filipino	166	0.1%
Latvian	343	0.2%
Russian	170	0.1%
Malayalam	92	0.0%
Hungarian	100	0.1%
Other	1,211	0.6%
All aged 3+ years	190,526	100.0%

Table 4. Main language, Armagh City, Banbridge and Craigavon Borough. Source: 2011 Census (Table KS207NI), NISRA.

Age

The population of Armagh City, Banbridge and Craigavon Borough was estimated to be 207,800 at 30 June 2015; the profile by age group is shown below. The majority of the population (63%) were aged 16 to 64 years.

The borough has a growing and ageing population. The population of the borough is projected to increase by 10% or just over 21,300 people over the next 10 years to 2025. The population of each of the broad age groups shown is projected to increase, with the largest percentage increase in the 65 and over age group (29%). Within this age group the number aged 85 and over is projected to increase by an extra 1,799 people (51%).

Age	Mid-year Estimate 2015		Population Projection 2025		Change 2015 - 2025	
	Number	Percentage	Number	Percentage	Number	Percentage
0-15	46,040	22%	50,023	22%	3,983	9%
16-39	65,286	31%	67,841	30%	2,555	4%
40-64	65,490	32%	71,400	31%	5,910	9%
65+	30,981	15%	39,851	17%	8,870	29%
All Ages	207,797	100%	229,115	100%	21,318	10%

Table 5. Mid-Year Population Estimates 2015 and Population Projection 2025 (2014 based), Armagh City, Banbridge and Craigavon Borough. Source: NISRA.

Marital Status

The 2011 Census gives information on marital status. Over half (51%) of the population aged 16 and over in the borough were married, while just over a third (34%) were single (never married or never in a registered same-sex civil partnership).

Marital and Civil Partnership Status	Number	Percentage
Single (never married or never registered a same-sex civil partnership)	52,296	34%
Married	79,220	51%
In a registered same-sex civil partnership	110	0.1%
Separated (but still legally married or still legally in a same-sex civil partnership)	5,639	4%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	8,087	5%
Widowed or surviving partner from a same-sex civil partnership	10,135	7%
All usual residents aged 16 and over	155,487	100%

Table 6. Marital and Civil Partnership Status, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table KS103NI), NISRA.

Sexual Orientation

The 2011 Census did not include a question on sexual identity.

The Continuous Household Survey provides results on the sexual identity of persons aged 16 and over. In 2013/14 - 2015/16, 98% of respondents to the survey identified as Heterosexual/Straight and 1% as Gay/Lesbian.

Sexual Identity	Percentage
Heterosexual/Straight	98%
Gay/Lesbian	1%
Bisexual	0%
Other	0%
Don't Know/Refusal	1%
Persons aged 16 and over	100%

Table 7. Sexual identity of persons aged 16 and over, Armagh City, Banbridge and Craigavon Borough, 2013/14 - 2015/16. Source: Continuous Household Survey, NISRA. Base – 1,280 persons aged 16 and over.

Results from the 2014 Northern Ireland Life and Times Survey showed 1% of adults aged 18 years and over in Northern Ireland were gay/lesbian and 1% were bisexual.

	Percentage
I am 'gay' or 'lesbian' (homosexual)	1%
I am heterosexual or 'straight'	93%
I am bi-sexual	1%
Other - Please specify	0%
I do not wish to answer this question	5%
Adults aged 18 or over	100%

Table 8. Sexual identity of adults aged 18 and over in Northern Ireland, 2014. Source: ARK, Northern Ireland Life and Times Survey: Base - 1,211 adults.

Gender

The 2011 Census showed that in Armagh City, Banbridge and Craigavon Borough 49% (98,713) of usual residents were males and 51% (100,980) were females.

Gender	Number	Percentage
Males	98,713	49%
Females	100,980	51%
All usual residents	199,693	100%

Table 9. Usual resident population, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table CT0106NI), NISRA.

Disability

In 2011, one fifth (20%) of people (or 39,861 individuals) in the Armagh City, Banbridge and Craigavon Borough had a long-term health problem or disability that limited their day-to-day activities.

Long-term health problem or disability	Number	Percentage
Limited a lot	22,970	12%
Limited a little	16,891	8%
Not limited	159,832	80%
All usual residents	199,693	100%

Table 10. Long-term health problem or disability limiting day-to-day activities, Armagh City, Banbridge and Craigavon Borough, 2011. Source: 2011 Census (Table KS301NI), NISRA.

The Family Resources Survey (FRS) shows 19% of the NI population were disabled in 2013/14. The population of disabled people differed by age group: 7% of children were disabled, compared to 16% of adults of working age and 47% of adults over state pension age. The overall estimated proportion in NI (19%) has remained broadly stable over the last ten years and is the same as the UK level. The estimates for disability in the FRS cover the number of people with a long standing illness, disability or impairment which causes substantial difficulty with day-to-day activities.

Benefit statistics from the Department for Communities show that at May 2016 there were 22,430 people claiming Disability Living Allowance and 5,810 claiming Attendance Allowance in Armagh City, Banbridge and Craigavon Borough.

Disability Living Allowance (DLA) provides a contribution towards the disability-related extra costs of severely disabled people who claim help with those costs before the age of 65.

Attendance Allowance (AA) provides a non-contributory, non-means-tested and tax-free contribution towards the disability-related extra costs of severely disabled people who are aged 65 and over when they claim help with those costs.

Dependants

Persons with a dependant are generally classified as persons with personal responsibility for the care of a child; the care of a person with a disability; or the care of a dependant older person.

The 2011 Census showed that 36% of households (or 27,287 households) in Armagh City, Banbridge and Craigavon Borough contained dependent children.

Respondents to the 2011 Census were asked whether they provide any unpaid help or support to family members, friends, neighbours or others because of long-term physical or mental ill-health / disabilities or problems related to old age. In Armagh City, Banbridge and Craigavon Borough 12% of the population (or 23,101 individuals) provided such unpaid care. Of those who provided unpaid support:

- 58% provided 1-19 hours per week,
- 17% provided 20-49 hours per week, and
- 25% provided 50+ hours per week.

Benefit statistics from the Department for Communities show that at May 2016, there were 7,600 people claiming Carer's Allowance in Armagh City, Banbridge and Craigavon Borough. Carer's Allowance (CA) is a non-contributory benefit for people:

- who look after a person for at least 35 hours a week
- who are not gainfully employed (i.e. not earning more than £110 per week after certain deductions)
- who are 16 and over
- who are not in full-time education
- the person that is being cared for must be already getting one of these benefits (1) Disability Living Allowance - Middle or High rate care (2) Attendance Allowance (3) Constant Attendance Allowance at or above the normal maximum rate with an Industrial Injuries Disablement Benefit, or basic (full day) rate with a War Disablement Pension (4) Armed Forces Independence Payment

Some claimants are entitled to receive Carers Allowance, because they satisfy the conditions listed above, but do not actually receive a payment. This is because they receive another benefit (e.g. Incapacity Benefit for people of working age, or State Pension for people of State Pension age) which equals or exceeds their weekly rate of Carers Allowance.

Data on those Engaged in the Process

The council and its partners have been actively seeking the involvement from local people, businesses, community and voluntary organisations for their views in shaping the community plan.

The community planning process embraces fairness through the council's equality scheme and we have engaged with a large number of individuals, community and voluntary groups and organisations. Throughout our engagement process we held public events, reviewed all council run events and held pop up stalls to raise awareness and signpost people to our digital engagement platform. We placed open invitations in all our local papers inviting people to get involved in our thematic working groups. We held 18 thematic working group workshops in which 245 people expressed their views and opinions on where our priorities should be focused. We have developed a new digital engagement platform which since our launch in July has reached 250 people.

In addition community planning information leaflets were distributed at a number of events:

- Outdoor cinema, Banbridge
- Apple Harvest festival, Richhill
- Georgian Day, Armagh

Attendees at a number of the engagement events from April to September 2016 were asked to complete equality monitoring forms to help identify any underrepresented groups. In total 96 participants completed sections of the equality monitoring form. Results are summarised below, note results based on small cell counts have been suppressed (shown as *).

In total, 96 equality monitoring forms were received from participants at a number of the engagement events.

Religion	Percentage
Catholic	39%
Protestant and other Christian related	42%
Other religions	*
No religion	*
Total (95 responses)	100%

Table 11. Religion. Source: Engagement equality monitoring questionnaire.

Political Opinion	Percentage
Unionist generally	36%

Nationalist generally	38%
Other	10%
None	15%
Total (86 responses)	100%

Table 12. Political Opinion. Source: Engagement equality monitoring questionnaire.

Nationality	Percentage
British	46%
Irish	31%
Northern Irish	27%
Other	5%

Table 13. Nationality. Source: Engagement equality monitoring questionnaire. Note - Some respondents selected multiple categories therefore percentages will not sum to 100%. (95 responses)

Ethnic Origin - 98% of respondents to this question indicated they were White. (Total 95 responses)

Age - A question on age was only asked from September 2016, with small number of responses, therefore a breakdown by age groups is not provided. (Total 16 responses)

Marital Status	Percentage
Married	65%
Civil Partnership	-
Cohabiting	6%
Single	15%
Separated	*
Divorced	7%
Widowed	*
Total (95 responses)	100%

Table 14. Marital Status. Source: Engagement equality monitoring questionnaire.

Sexual Orientation - 96% of respondents identified as having a sexual orientation towards someone of a different sex (heterosexual). (Total 84 responses)

Gender	Percentage
Female	62%
Male	38%
Total (93 responses)	100%

Table 15. Gender. Source: Engagement equality monitoring questionnaire.

Disability	Percentage
Yes	15%

No	85%
Total (94 responses)	100%

Table 16. Disability. Source: Engagement equality monitoring questionnaire.

Dependants	Percentage
Care for a child	38%
Care for a dependant elderly person	11%
Care for a person with a disability	8%
No caring responsibilities	50%

Table 17. Dependants. Source: Engagement equality monitoring questionnaire. Note multiple answers could be given for caring responsibilities therefore percentages will not sum to 100%. (Total 90 responses)

Analysis of the data and the events suggest two groups which may require further targeted engagement – ethnic minorities/racial group and young people.

Assessment of Impact

The next stage of the EQIA process is to assess the differential impact on people in one or more of the section 75 groups, and then to determine the extent of differential impact and whether that impact is adverse. These sections set out conclusions based on the information detailed above.

Feedback from the six thematic working groups, along with baseline data and other research reports were analysed to provide an insight into the potential impacts of the three strategic themes in the plan on people in the various section 75 categories.

The nine categories as listed in the Northern Ireland Act 1998 are:

1. Religious Belief
2. Political Opinion
3. Racial Group
4. Age
5. Marital Status
6. Sexual Orientation
7. Gender
8. Disability
9. Dependants

Much of the general research relates to Northern Ireland as a whole, but wherever possible data at borough level has been included.

The assessment is presented under the headings of the nine section 75 categories. However, these headings simply provide a framework. It is acknowledged that the effect of the plan will not necessarily relate to a specific section 75 characteristic.

Overall Impacts

The main purpose of this EQIA is to ensure that, in identifying and taking forward projects under the final community plan, the council and its partners give due regard to the need to promote equal opportunity by addressing the inequalities within and between section 75 groups. It is therefore important to clearly identify the key inequalities that the community plan has the potential to address. This is summarised in the following paragraphs.

The community plan is a strategic document that sets out the vision for our borough in 2030. The council believes that the effective development and implementation of the community plan will make a contribution and deliver positive outcomes to all members of the local

community including people living in, visiting, working or studying in the borough as well as future generations.

However, we must be mindful that there are a number of pre-existing inequalities in Northern Ireland and within our borough. While we have not identified any adverse differential impacts that may result from the development of the plan, there may be an opportunity for us and our partners to reduce any pre-existing inequalities. Successfully fulfilling the vision of the Armagh, Banbridge and Craigavon Borough in 2030 “***We have a happy, healthy & connected community, a vibrant and sustainable economy and appealing places for living, working and learning.***”

The paragraphs below highlight the inequalities that currently exist under each section 75 category within our strategic themes.

Religious Belief/Political Opinion

We believe that the effective development and implementation of the community plan will benefit and deliver favourable outcomes to all members of the local community. It will have a positive impact on everyone, irrespective of their religious belief or political opinion.

Under the strategic themes the following inequalities currently exist and whilst it is important to note these are not a result of the plan but an opportunity for council and its partners to address.

Community

- Results from the 2011 Census showed that there were self-reported differences in general health according to religion belonged to or brought up in. Those who were or had been brought up as Catholics were typically more likely than those who belonged to or had been brought up in Protestant denominations to assess their general health as either ‘bad’ or ‘very bad’. The relative differences were more noticeable in the older age groups. For example, among those aged 45-64, 11% of Catholics, compared with 8.4% of Protestants, were in either ‘bad’ or ‘very bad’ general health. In addition, among those aged 65 and over, 18% of Catholics compared with 13% of Protestants were in either ‘bad’ or ‘very bad’ general health.

Economy

- Findings from The Equality Commission draft statement on Key Inequalities in Education (2015), highlights Protestants persistently have lower levels of attainment than Catholics at GSCE including English and Maths, and A Level.

Place

- Results from the Continuous Household Survey 2014/15 found, while there were no difference in proportions of Catholics (82%) and Protestant (83%) adults who engaged with the arts, adults with other/no religion were more likely to have engaged than either group (91%).

Racial Group

The council believes that the community plan will deliver favourable outcomes to all members of the local community. It will have a positive impact on everyone, irrespective of their racial group.

Under the strategic themes the data analysis highlights some of the key inequalities that the community plan may help to address. Council and our partners will need to be aware of these potential barriers.

Community

- The All Ireland Traveller Health Study (University College Dublin, 2010) showed that the health status of Travellers is much poorer than that of the general population. There are disparities in life expectancy and other health and wellbeing outcomes for Travellers compared to settled people. For example male Travellers live on average to 61.7 years compared to non-Travellers who live to 76.8 years. The picture for female Travellers is a little better where life expectancy for female Travellers is 70.1 years compared to non-Travellers which is 81.6 years.
- The Public Health Agency good practice guide for Black and Minority Ethnic (BME) groups (2010) describes how BME communities have strong cultural beliefs and practices, many of which promote health and wellbeing. However, some health issues and risk factors for disease and ill health are more prevalent in certain nationalities and cultures. For example diabetes is more prevalent in Asian and black ethnic groups (12.4% and 8.4% respectively) compared to Northern Ireland population (5.4%). Lithuania has the highest rate of suicide in Europe; Northern Ireland has the highest proportion of Lithuanians resident in the region per head of population compared with the rest of the United Kingdom.

Economy

- Two reports from the Northern Ireland Council for Ethnic Minorities (NICEM) and looked at the experiences of BME people. 'Voices for Change' (2014) found that BME people have found it difficult to find work that matches their qualifications, skills and experience. Recognition of qualifications was one of the pressing priorities.

Place

- Findings from the Equality Commission draft statement on Key Inequalities in Housing and Communities (2016) highlight that Northern Ireland migrant workers are often subject to tied accommodation (accommodation that is provided as a part of a person's continued employment) with poor conditions and overcrowding.

Age

The council believes that the effective development and implementation of the community plan will deliver outcomes to all members of the local community. It will have a positive impact on everyone, irrespective of their age.

Under the strategic themes the data analysis highlights some of the key inequalities that the community plan may help to address. Council and our partners will need to be aware of these potential barriers.

Economy

- Information on levels of entrepreneurship is available from the Global Entrepreneurship Monitor (GEM), which measures entrepreneurial activity of people who have started or are in the process of starting a new business – called Total early-stage Entrepreneurial Activity (TEA). Results are based on a survey so will have associated confidence intervals. The rate of early-stage entrepreneurship in Northern Ireland in 2014 is 6.7% of adults aged 18-64, the 45-54 age group has the highest TEA rate and 55-64 age group the lowest.
- The level of highest qualification achieved varied inversely with age. For instance, the 2011 Census showed in Northern Ireland people aged 25 to 34 were over twice as likely as those aged 65 and over (37% compared with 14%) to have achieved Level 4 or higher qualifications. Conversely, people aged 65 and over were around six times as likely as those aged 25 to 34 to have no qualifications (64% compared with 10%).

Community

- The Young Life and Times and the Life and Times Surveys showed that in Northern Ireland in 2014, 76% of young people and 87% of adults felt a sense of belonging to their neighbourhoods. For people to feel like they belong to their community, it is important that they feel like they have an influence when it comes to decisions made in their neighbourhood. In 2014, 15% of young people and 30% of adults in Northern Ireland felt they have an influence when it comes to any of the local decisions made in their neighbourhood.

Place

- Findings from the Continuous Household Survey 2015/16 show that in Northern Ireland 80% of households had access to the internet at home and 77% of households had home broadband access. Analysis of 2014/15 data showed while 80% of all individuals aged 16 and over in Northern Ireland had access to the internet, the level of access varies markedly by age. For those aged under 40, access to the internet was almost universal. The figure drops to 92% among 40-49 year olds and decreases further among the older age groups. Sixty-nine per cent of those in the 60-69 age group had access to the internet, and this dropped to 40% for those aged 70 and over.

Marital Status

The council believes that the effective development and implementation of the community plan will deliver outcomes to all members of the local community. It will have a positive impact on everyone, irrespective of their marital status.

Under the strategic themes the data analysis highlights some of the key inequalities that the community plan may help to address. Council and our partners will need to be aware of these potential barriers.

Community

- Findings from the 2014/15 Northern Ireland Crime Survey results suggest that the groups displaying the highest rates of experience of violent crime were: respondents who are divorced (5.5%); single parents (4.2%), this compared to the overall violent crime rate victimisation rate for respondents of 1.2%.
- Findings from the 2014/15 Northern Ireland Crime Survey results show 5% of respondents stated their quality of life is greatly affected by their 'fear of crime'. Those participants most likely to state that their lives are greatly affected by 'fear of crime' were: residents in areas of self-perceived high ASB (15%); single parents (15%); respondents who are divorced (13%); residents of the 20% most deprived areas of Northern Ireland (12%); respondents with a limiting illness or disability (12%); and recent victims of crime reported to the police (12%).

Place

- Findings from the Continuous Household Survey 2014/15 shows there was no difference found between the proportion of single (88%) and married/ cohabiting people (86%) who engaged with the arts within the previous year. However, both groups were more likely to have attended than separated/ divorced people (73%).

Widowed people were the marital group least likely to have engaged with the arts within the previous year (58%).

Economy

- Results from the Household Below Average Income 2014/15 report released by the Department for Communities show that single working-age adults (28%) were more likely to be in relative poverty (before housing costs) than working-age adults living as a couple (17%). Single working age adults with children had higher poverty levels (35%).

Sexual Orientation

The council believes that the effective development and implementation of the community plan will deliver outcomes to all members of the local community. It will have a positive impact on everyone, irrespective of their sexual orientation.

- One of the key issues for Lesbian, Gay and Bisexual people is the promotion of community safety across the Borough findings from the PSNI Hate Crime Offences show that in our borough there were 32 homophobic offences in 2015/16 this figure has seen an increase in recent years.

On the whole there is a lack of statistical data available on sexual orientation in Northern Ireland and within our borough. We would particularly welcome comments on the key inequalities which Lesbian, Gay, Bisexual people are likely to experience during the consultation on the community plan and this EQIA.

Gender

The council believes that the effective development and implementation of the community plan will deliver outcomes to all members of the local community including people living in, visiting, working or studying in the borough and will also affect future generations. It will have a positive impact on everyone, irrespective of their gender.

Under the strategic themes the data analysis highlights some of the key inequalities that the community plan may help to address. Council and our partners will need to be aware of these potential barriers.

Community

- Findings from the Continuous Household Survey 2014/15 shows that a higher proportion of males (63%) than females (47%) participated in sport.
- Public Health Agency analysis of NISRA deaths data 2009-2014 shows that there are three DEAs that have a potentially avoidable premature death rate for males that is

considerably higher than both the overall Council level and Northern Ireland average. The rates for females generally higher but less so than for males. These differences are the result of particularly high death rates in those aged 40 - 64 years in these areas.

Economy

- Looking at women's participation in local government, almost a quarter (24%) of elected members (10 out of 41) of the Armagh City, Banbridge and Craigavon Borough Council are female.

Disability

The council is committed to ensuring that, as far as possible, the community plan takes full account of the needs of people with disabilities. This includes ensuring compliance with the Disability Discrimination Act 1995. The council believes that the effective development and implementation of the community plan will deliver outcomes to all members of the local community. It will have a positive impact on everyone whether they have a disability or not.

Under the strategic themes the data analysis highlights some of the key inequalities that the community plan may help to address. Council and our partners will need to be aware of these potential barriers.

Community

- The NI Sport and Physical Activity Survey 2010 published by Sport NI found that people with disabilities participate less (both in terms of frequency and duration) in sport than average. On average, people with disabilities, long-standing illnesses or infirmities spend half the amount of time on moderate intensity sport compared to an average adult (46 minutes compared to 87 minutes). However, the report notes the average age of people with disabilities is higher than the average of all adults and, as sport participation declines with age, this is one major factor associated with lower participation rates among disabled people.

Economy

- Findings from the Labour Force Survey from April – June 2016 in Northern Ireland shows people without a disability were more than twice as likely to be in employment (78%) than those with a disability (33%).
- Findings from the Labour Force Survey from April – June 2016 in Northern Ireland shows almost three times the proportion (31%) of disabled persons had no qualifications compared to non-disabled persons (12%).

Place

- The 'Internet Access Quarterly Update: Q1 2014' report published by ONS (since discontinued) shows those who are less likely to have used the internet include both the elderly and disabled adults. The proportion of those who had never used the internet was higher for 30% disabled adults (30%) compared to those adults who reported no disability (7%).
- Findings from the Continuous Household Survey 2014/15 show that in Northern Ireland adults who have a disability were less likely to have engaged with the arts (68%) than those who do not have a disability (89%).
- The Northern Ireland Travel Survey results show in 2012-2014, almost a fifth (18%) of persons aged 16 and over, who were surveyed, reported having a mobility difficulty. On average those with a mobility difficulty made 589 journeys per year in 2012-2014, 41% less than those without a mobility difficulty (992 journeys per year).
- The Northern Ireland Travel Survey results show in 2012-2014, the majority of journeys were made by car for both those with a mobility difficulty and those without a mobility difficulty. However, car journeys accounted for a higher proportion of the journeys made by those with a mobility difficulty (82% of all journeys made) than those without a mobility difficulty (72% of all journeys made). Walks accounted for 7% of all journeys for those with a mobility difficulty, lower than the proportion of walking journeys made by those without a mobility difficulty (18%).

Dependants

The council is committed to ensuring that, as far as possible, the community plan takes full account of the needs of people with or without dependants. The council believes that the effective development and implementation of the community plan will deliver outcomes to all members of the local community. It will have a positive impact on everyone whether they have a dependant or not.

Community

- People with dependants are likely to face additional barriers to a range of life experiences, including employment, sport and art activities and access to health.

Economy

- A study carried out by Edinburgh Napier University on behalf of the then Department for Education and Learning¹ examined economic inactivity from the perspective of those with disabilities and those with caring responsibilities. The study included an

¹ Economic inactivity - literature review project (2013): <https://www.economy-ni.gov.uk/publications/economic-inactivity-literature-review-project>

extensive literature review and it identified a number of barriers, one of which were qualifications and skills: a lack of qualifications and/or skills greatly reduces an individual's ability to access the labour market. For example, three quarters of disabled people with tertiary level of educational qualifications are in employment compared to a third of disabled people without qualifications in employment. Having caring responsibilities or a disability impedes individuals from gaining qualifications.

Multiple Identity

The council recognises that none of the section 75 groups operates as a silo and that people have multiple identities. It is aware that organisations representing any one or more of the section 75 categories will benefit from a policy which has as one of its overarching principles the need to be inclusive and fair. Therefore this is one of our cross cutting themes in the community plan.

Consideration of Measures

Community planning seeks to be an inclusive process which takes active consideration of the needs of all sections of the community, actively engaging local people in defining local needs and priorities. The community plan reflects their needs and will enhance opportunities for the building of relationships based on mutual respect. Equality, good relations and inclusion are placed at the core of all our services, as we work towards achieving a shared future for all.

The vision of Armagh City, Banbridge and Craigavon Borough in 2030 is

“We have a happy, healthy & connected community, a vibrant and sustainable economy and appealing places for living, working and learning”

The community plan is likely to have a positive impact on all section 75 groups, both directly and indirectly. The council believes that the effective development and implementation of the community plan will deliver positive outcomes to all members of the community. Whilst we recognise that there are a number of inequalities that already exist within our borough, as well as the whole of Northern Ireland, we must mention that any of the action plans that will be developed later in this process will take these into account.

Given the strategic focus of the community plan, the equality impact of action plans, projects and programmes developed as a result of this plan are not specifically considered as part of this EQIA. But as stated above in the executive summary and stage one the issues identified as part of this EQIA will act as a focus for partners when they are developing actions under the community plan. Any actions will, if appropriate, be screened separately.

The council and its partners through the provision of support and the delivery of services, will work to prevent individuals and communities experiencing inequalities. We will take action and use our influence to undo the root causes of these inequalities. The community plan is a live and evolving plan that will be reviewed on a four yearly basis.

A working group of relevant of key partners will develop detailed action plans for the delivery of our outcomes.

Community

Projects aimed at people, communities and neighbourhoods will help to support community cohesion, promote inclusion and integration as well as improve an individual's sense of community and quality of life.

Investment in health and wellbeing will help address health inequalities within the borough. To do this effectively we know we will need to work collaboratively with our health partners and community and voluntary organisations.

Economy

We will work closely with key partners to develop projects to support employability and encourage skills development. We will ensure our potential workforce will have the essential skills required to begin their career pathways.

Place

Promotion of shared services and space will contribute to building positive relationships between different sections of the community. Promotion of greater access to open spaces will remove barriers to participation and encourage a sense of belonging to their community.

Clear Communication and Engagement

Our engagement and participation process aims to be as inclusive and innovative as possible, it is essential to utilise a range of methods of communicating information. Mutual understanding leads to better connection with people. We will ensure communication is clear and in a format suitable for everyone. To be most effective it will often combine a range of complementary methods bespoke to the audiences we are trying to reach.

In developing the community engagement framework our partnership agreed that we needed to do more than 'consult'. We adopted methods of engagement which took a people focused approach and encouraged active participation throughout our thematic working groups. We will direct people to engage with us on our digital engagement platform. We will continue to use a range of innovative methods during the lifespan of our plan and beyond.

Partnership Working

We believe in strong, shared and collaborative approaches and are committed to bringing together partners from all sectors and communities to develop innovative practices to realise our full potential for the Armagh City, Banbridge and Craigavon Borough. We will put in place robust governance structures that encourage and promote participation in joint decision making to encourage a more joined up approach to service delivery.

Detailed action plans will be produced to support the delivery of the final community plan.

This will include:

- Performance indicators;
- Clear lines of accountability for delivery;
- Monitoring and Review processes.

Formal Consultation

This EQIA report was the subject of a formal consultation over a nine-week period from 14 November 2016 to 16th January 2017. It was subsequently revised in March 2017, to take account of the comments received during the consultation period in response to the EQIA.

This consultation was timely, open and inclusive and conducted in accordance with the Equality Commission's Guiding Principles and the councils Equality scheme.

Equality scheme consultees

The council's Equality Scheme contains a list of organisations to be consulted on every EQIA. A covering letter and a questionnaire requesting comments on the EQIA was circulated to all the organisations. Organisations were able to access the full report on the council's website or the covering letter invited organisations to contact the council for further information, copies of the consultation document and the information provided in any other format.

General Public

Advertisements were also placed in the local press as outlined below to let the general public know that the EQIA was being carried out.

- Lurgan and Portadown Examiner;
- Armagh Observer;
- Banbridge Chronicle;
- Banbridge Leader;
- County Down Outlook;
- Lurgan Mail;
- Portadown Times;
- Ulster Gazette.

The consultation details were also published on the council website at www.armaghbanbridgecraigavon.gov.uk/consultations and the council facebook and some partner organisation websites. In addition to this, six public information and consultation workshops were carried out in venues across the Armagh City, Banbridge and Craigavon Borough during November 2016.

Consultees

This report was also sent to everyone who took part in the thematic working group process, as well as any individuals who expressed an interest in the community planning process.

Feedback from EQIA

The EQIA was reviewed to take account of all feedback received from consultees who responded during the consultation process. A standard questionnaire was issued as part of this process, with a number of questions that specifically focused on the EQIA. Whilst we received 11 responses to the questionnaire only 5 consultees responded to the equality questions.

The responses based on those who answered the relevant questions can be summarised as follows:

Do you feel the draft Armagh City, Banbridge and Craigavon Borough Community Plan would have a positive or negative effect on the following (tick the box)					
	Strongly Positive	Mainly positive	No effect	Mainly negative	Strongly negative
Persons with/without dependants	40%	60%	0	0	0
Persons with/without a disability	40%	60%	0	0	0
Men and Women	40%	60%	0	0	0
Sexual Orientation	25%	75%	0	0	0
Marital Status	40%	40%	20%	0	0
Racial Groups	20%	80%	0	0	0
Different ages	40%	60%	0	0	0
Political Opinion	20%	60%	20%	0	0
Religious Belief	20%	60%	20%	0	0

Other comments included: "The draft community plan creates the conditions but it will be the action plans which create the mechanisms which will have a positive impact on these groups."

During our consultation workshops it was highlighted that we needed to engage more with youth and the BME community. As there was a low response from these two groups.

Connected A Community Plan for Armagh City, Banbridge and Craigavon Borough has the potential to promote equality of opportunity and good relations, this potential will only be realised where the delivery of actions and work plans are informed by consideration of the

inequalities that need to be addressed. The delivery of the community plan can exert influence on tackling barriers and addressing issues of exclusion and marginalisation.

Following our consultation the following recommendations will be explored further:

- The action plans for Connected A Community Plan for Armagh City, Banbridge and Craigavon Borough will include a monitoring and evaluation framework and appropriate performance indicators. Once this has been agreed any actions taken forward will be subject if necessary to their own equality and good relation screening
- Build the principles of equality into the terms of reference of our action planning groups
- Involve representatives of Section 75 groups in our action planning groups
- Ensure our community plan can be made available in a range of formats – on request including alternative languages and accessible formats
- Continue to monitor participants in wider community engagement activities for the community planning action plans
- Conduct targeted engagement for youth and BME consultation to ensure young people and those from the BME community have the opportunity to feed into the overall decision making process
- Explore options for establishing an age friendly borough

Connected A Community Plan for Armagh City, Banbridge and Craigavon Borough has the potential to promote equality of opportunity and good relations.

Monitoring and Review

As part of the implementation plan for the community Plan. A monitoring and evaluation framework will be developed. Due attention will be paid to the need to monitor the equality impact of the Community Plan. The outcomes based approach our plan will follow will help to support an increased focus on individuals personal well-being through the increased use of evidence based decision making.

COMMUNITY PLANNING TEAM

Civic Building
Downshire Road
Banbridge BT32 3JY

+44 (0)28 40660644
communityplanning@armaghbanbridgecraigavon.gov.uk
