

Policy Screening Form

Policy Scoping

Policy Title: Draft Performance Improvement Plan 2021/22 and 2022/23

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

Each year the Council is required under the Local Government Act (NI) 2014 (Part 12) to develop a Performance Improvement Plan. This legislation provides a framework from which the **Draft** Performance Improvement Plan 2021 -2022 has been developed to support continuous improvement in the delivery of our services. This Performance Improvement Plan will cover the year 2021/22* and has been aligned with the Programme for Government, the Borough Community Plan, and supports our Corporate Plan.

To align with the timeframe for the Council's Corporate Plan (2018-2023), our focus on the Medium Term Recovery Plan (next 2 years), it is recommended that the draft objectives are chosen for *minimum 2 year period from April 2021 - March 2023 (reviewed after 12 months).

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

The aim of our Performance Improvement Plan is to set out what we will do in the year ahead to deliver on our statutory duty to secure continuous improvement in service delivery and bring about improvement against at least one of the following seven improvement areas as stipulated in Section 84 (2) of the Local Government Act (Northern Ireland) 2014:

1. Strategic effectiveness
2. Service quality
3. Service availability
4. Fairness
5. Sustainability
6. Efficiency
7. Innovation

Statutory performance indicators and standards, as set out in the Local Government Order (NI) 2015 are also reported on within the Performance Improvement Plan.

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 Council to amend the policy?

Yes. Under the Local Government Act (NI) 2014 (Part 12) Council is required to develop a Performance Improvement Plan

Verbally the Department for Communities (DfC) have advised that was likely that a Performance Improvement Plan would be required to be published for 2021/22 and that the publication date were also likely to be extended beyond 30 June 2021. Although to date no formal confirmation for 2021/22 arrangements and requirements have been received from DfC.

The Performance Improvement Plan has been directly informed by ongoing work with Departments, aligned to Corporate Plan 2018- 2023, and Medium Term Recovery Plan (next 2 years).

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

The Performance Improvement Plan sits within a corporate planning framework, which guides our strategic planning process and service delivery arrangements.

Our vision within our Corporate Plan is to have ‘a happy, healthy and connected community, a vibrant and sustainable economy and appealing places for living, working and learning. We have identified 30 commitments that we believe to be the most critical factors to positively contribute in this aim. Commitments relating to Committed Council, Community and Economy in particular have great potential to benefit all section 75 categories.

Central to providing assurances that we are delivering on our vision to the benefit of all - is the Performance Improvement Plan.

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

Who initiated or wrote policy? Denise Girvan Improvement Manager	Who is responsible for implementation? The Council /Council Department(s) is responsible for implementation
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Are there any factors which might contribute to or detract from the implementation of the policy (e.g. financial, legislative, other)?

Potential budget reductions

Main stakeholders in relation to the policy

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

Customers, Elected Members, Staff Members, Statutory agencies, Community and Voluntary organisations, citizens, businesses, those who work in /visit 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.

Community Plan 'Connected'
 Corporate Plan 2018-2023
 Departmental Annual Business Plans
 Customer Care Strategy and Action Plan

The Performance Improvement Plan sits within a corporate planning framework, which guides our strategic planning process and service delivery arrangements. Whilst this plan focuses specifically on key Performance Improvement Objectives, we are still seeking to bring about improvement in other areas of service delivery. Planned improvements in our day-to-day business are set out in our Strategies and Departmental Business Plans.

Available Evidence

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.

	A range of information was collated and analysed, a summary of the information for the Borough is shown below, further details and tables of statistical results are available in the Council's Audit of Inequalities
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.
Political opinion	<p>Armagh City, Banbridge and Craigavon Borough Council has 41 elected members, the breakdown of seats by political party is:</p> <ul style="list-style-type: none"> • Democratic Unionist Party – 11 • Ulster Unionist Party - 10 • Sinn Fein - 10 • Social Democratic and Labour Party - 6 • Alliance - 3 • Independent - 1 <p>This breakdown is taken as an approximate representation of the political opinion of people within the Borough.</p>
Racial group	<p>The 2011 Census showed that:</p> <ul style="list-style-type: none"> • 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). • 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. • 4.1% of 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

	<p>main language is not English or Irish, 34% cannot speak English or cannot speak it well (based on the three legacy council areas).</p>
Age	<p>The population of the Borough was estimated to be 216,205 at 30 June 2019. The profile by age group is:</p> <ul style="list-style-type: none"> • 0-15 years - 23% • 16-39 years - 30% • 40-64 years - 32% • 65+ years - 16% <p>The Borough has a growing and ageing population. The population of the Borough is projected to increase by almost 8% or 16,675 people over the next 10 years to 2029. The largest percentage increase is projected in the 65 and over age group (29%). Within this age group the number aged 85 and over are projected to increase by an extra 1,781 people (46%).</p>
Marital status	<p>The 2011 Census provides information on the marital status profile of those aged 16 and over in the Borough:</p> <ul style="list-style-type: none"> • Single (never married or never registered a same-sex civil partnership) - 34% • Married - 51% • In a registered same-sex civil partnership - 0.1% • Separated (but still legally married or still legally in a same-sex civil partnership) - 4% • Divorced or formerly in a same-sex civil partnership which is now legally dissolved - 5% • Widowed or surviving partner from a same-sex civil partnership - 7%
Sexual orientation	<p>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 2017/18 - 2019/20, 98% of respondents to the survey identified as Heterosexual/Straight, 1% as Gay/Lesbian and 1% as Bisexual in the Borough. Note figures may not sum to 100% due to rounding.</p> <p>Results from the 2019 Northern Ireland Life and Times Survey showed for adults aged 18 and over in NI overall:</p> <ul style="list-style-type: none"> • I am 'gay' or 'lesbian' (homosexual) - 2% • I am heterosexual or 'straight' - 90% • I am bi-sexual - 1% • Other answer - 1% • I do not wish to answer this question – 7% • Note figures may not sum due to rounding.
Men and women generally	<p>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.</p> <p>Population estimates for 2019 show the borough is made up of 107,540 (49.7%) males and 108,665 (50.3%) females.</p>
Disability	<p>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.</p>

	<p>The Family Resources Survey showed, using data for 2015/16 to 2017/18, 19% of individuals in the Borough were disabled, similar to the level in NI overall (21%).</p> <p>Benefit statistics from the Department for Communities showed as of November 2020 there were:</p> <ul style="list-style-type: none"> • 2,230 or 4.6% of under 16 population and 5,860 or 18.6% of 66 and over population claiming Disability Living Allowance • 5,600 or 17.8% of 66 and over population claiming Attendance Allowance • 15,640 Personal Independence Payment claims in payment (experimental statistics).
Dependants	<p>The 2011 Census showed: 36% or 27,287 households in the Borough contained dependent children. 12% of the population (or 23,101 individuals) provided unpaid care. Of those who provided unpaid support:</p> <ul style="list-style-type: none"> • 58% provided 1-19 hours per week, • 17% provided 20-49 hours per week, and • 25% provided 50+ hours per week. <p>Benefit statistics from the Department for Communities show that at November 2020, there were 8,010 claimants or 4.8% of 16 and over population claiming Carer's Allowance in the Borough.</p>

Needs, experiences and priorities

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	<p>The PIP is central to assuring we are delivering on our vision and meeting 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.</p>
Political opinion	
Racial group	
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

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	<p>No adverse impact is currently anticipated on any Section 75 category.</p> <p>A positive impact is anticipated for the disability category and for those with Autism and their Carers in particular.</p> <p>This plan has been developed with the needs of residents, businesses and visitors in mind. It has been informed by our Community Plan and Corporate Plan. Furthermore a public consultation process will be undertaken during April /May 2021.</p> <p>Direct positive outcomes, should include for example:</p> <ul style="list-style-type: none"> - contribute to the overall health and well-being of our Borough, as 81% of our employees reside in the Borough. - Better continuity of service delivery. - Improved customer service to those we do business with especially those based within the Borough - More inclusive service delivery and improved customer satisfaction. - Improved processing times for building control and planning applications - Improved leisure facilities and customer experiences. - Customers will be aware of Council service standards 	Minor positive
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependents		

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	<p>The PIP is a high level document; its aim is to set out what we will do in the year ahead to deliver on our statutory duty to secure continuous improvement in service delivery and bring about improvement.</p> <p>A cross departmental sub group, led by the Performance & Audit Dept supports and oversees the performance improvement plan. Council's Policy & Diversity Officer is represented on this group.</p> <p>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.</p>	
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Men and women generally		
Disability		
Dependents		

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	<p>There will be opportunities to promote good relations through the various projects and initiatives undertaken by the Council. Specifically many of these will be detailed in the Good Relations strategy and a number of Peace IV projects.</p> <p>Also through the ongoing work being undertaken by the Community Planning Thematic Action Team on the Community Plan, citizens will have the</p>	Minor positive
Political opinion		
Racial group		

	opportunity to contribute to the development of the GR strategy and how successes will be monitored and measured.	
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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	As stated above there will be opportunities to promote good relations through the various projects and initiatives undertaken by the Council.	
Political opinion		
Racial group		

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.

No additional Impact relating to this policy.
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?

<p>This plan has been developed with the needs of residents, businesses and visitors in mind. It has been informed by our Community Plan, Corporate Plan, Medium Term Recovery Plan. Furthermore a public consultation process will be undertaken during April/May 2021, whereby there will be a direct consultation communication seeking views from a range of stakeholders including those on the Council's Section 75 Consultation List.</p> <p>Draft PIO 1 is to improve the availability of more inclusive services for those with Autism and their carers. This will contribute to the promotion of positive attitudes towards disabled people.</p> <p>There will be further opportunities to promote positive attitudes towards disabled people through Council's other various projects and initiatives.</p>

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

This plan has been developed with the needs of residents, businesses and visitors in mind. It has been informed by our Community Plan, Corporate Plan, Medium Term Recovery Plan. Furthermore a public consultation process will be undertaken during April/May 2021, whereby there will be a direct consultation communication seeking views from a range of stakeholders including those on the Council's Section 75 Consultation List

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

Screening Decision

A: NO IMPACT IDENTIFIED ON ANY CATEGORY – EQIA UNNECESSARY

Please identify reasons for this below

The PIP is central to assuring we are delivering on our vision and meeting the needs of a range of stakeholders in the Borough many of whom will fall within the nine section 75 categories. Draft PIO 1 is to improve the availability of more inclusive services for those with Autism and their carers. As a result it is anticipated that there will be a positive impact on disabled people. 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.

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.

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.

Priority 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).

Identify how the impact of the policy is to be monitored

A mid-year report (covering the period April 2021 - September 2021) on progress against the current year's performance improvement objectives will be presented to the Performance and Audit Committee. This provides details of performance year to date, detailing how well we are meeting our improvement objectives and performing against the statutory indicators/standards. In terms of this assessment, where possible, we will look at how performance compares with previous years and with other councils.

6 monthly and Annual Progress Reports on Departmental Business Plans are also presented to relevant Committees. The Performance Team will facilitate reports via the performance management software.

Council also publish a retrospective Annual Report /self-assessment report setting out details of achievements throughout the year and how we have performed against our 2021/22 Performance Improvement Plan.

At an operational/Departmental level the impact of Performance Improvement Plan is monitored by the cross –Departmental Performance Improvement sub-group.

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/Council when the policy is submitted for approval.

Screened by	Position/Job title	Date
Denise Girvan	Improvement Manager	March 2021
Approved by	Position/Job Title	Date
Martina McNulty	Head of Performance & Audit	March 2021

Please forward a copy of the completed policy and form to:

mary.hanna@armaghbanbridgecraigavon.gov.uk

who will ensure these are made available on the Council's website.

The above officer is also responsible for issuing reports on a quarterly basis on those policies "screened out for EQIA". This allows stakeholders who disagree with this recommendation to submit their views. In the event of any stakeholder disagreeing with the decision to screen out any policy, the screening exercise will be reviewed.