

# **NORTHERN IRELAND FISHERY HARBOUR AUTHORITY**

## **Screening Report on the Update of the Corporate Plan**

**Prepared in accordance with Section 75 of the Northern  
Ireland Act 1998**

**August 2011**

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# Screening of the Update of the Corporate Plan 2010-2014

## 1. Introduction – Section 75 requirements

The Northern Ireland Fishery Harbour Authority (“the Authority”) is committed to carrying out its responsibilities in relation to all its functions, powers and duties relating to Northern Ireland, in accordance with Section 75 of the Northern Ireland Act 1998. This Act requires the Authority to have 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.
- between men and women generally.
- between persons with a disability and persons without.
- between persons with dependants and persons without.

In addition and without prejudice to its obligations above, the Authority shall, in carrying out its functions, powers and duties have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

In relation to Schedule 9 of the NI Act, the Authority is required to prepare an Equality Scheme, showing how it proposes to fulfil the duties imposed by Section 75. The Equality Commission approved the Equality Scheme put forward by the Authority in June 2001. Copies of the Equality Scheme are available on request from the Authority’s Head Office or on the Authority’s Internet website at [www.nifha.co.uk](http://www.nifha.co.uk). The Equality Scheme is now under review and a new scheme will be published in the near future.

In compliance with its Equality Scheme the Authority is required to ‘screen’ any existing, amended or new policies to determine where there is any equality of opportunity implications in terms of the nine S75 categories.

This screening report is on the Northern Ireland Fishery and Harbour Authority updated corporate plan 2010-14. The development of and consultation on the updated corporate plan was undertaken in tandem with undertaking an Audit of Inequalities and cognizance has been taken of ways of better promoting equality and good relations as an integral part of the corporate planning process.

## 2. Background to the Authority

The Authority is an Executive Non-Departmental Public Body sponsored by the Department of Agriculture and Rural Development for Northern Ireland (DARD).

The Authority is a statutory body established in 1973 under the harbours Act (NI) 1970 and the Northern Ireland Fishery Harbour Authority Order (NI) 1973 and is responsible for improving, managing and maintaining the three fishing harbours and harbour estates of Ardglass, Kilkeel and Portavogie.

The main functions carried out by the Authority are:-

- to manage, maintain and improve the harbour and harbour estates;
- to operate such facilities as may be provided at the harbours;
- to dredge and maintain the harbour berths, channels and entrances;
- to lease, dispose of or develop land vested in the Authority; and
- to make Bye-laws to control the day-to-day running of the harbours and associated facilities.

The NIFHA is primarily responsible for ensuring that all on-shore and marine activities within the port limits are carried out safely and efficiently and that harbour facilities are maintained and improved upon in an effective manner.

In terms of service provision the Authority has 4 key areas of operation:-

- the provision of safe navigation channels and berths;
- the provision, operation and management of fishmarket facilities;
- the provision of slipway facilities for vessel maintenance and repair; and
- estate management and development.

It is important to note that due to the nature of the business the Authority is engaged in, it can only have a limited impact on the reduction of inequalities and the promotion of good relations. Notwithstanding, the constraints the Authority faces in terms of the promotion of equality and good relations the Chief Executive has personally championed compliance with Section 75 over the last number of years, has ensured it has been mainstreamed in the organisation and has become an integral feature of management and Governance.

The Authority has also been proactive in identifying ways in which it can collaborate with other organisations such as DARD, the local councils and Port Users to promote equality and good relations in the Industry and in the three council areas where the Harbours are located.

### **3. The NIFHA Updated Corporate Plan 2010-2014**

#### **3.1 Corporate Vision and Aim**

NIFHA's vision is:

“To facilitate sustainable wealth creation in the harbour areas for which it is responsible”

The aim of the organisation is:

“To fulfil its statutory duties safely, efficiently and sustainably providing a range of facilities and services which meet the needs of its key stakeholders”

#### **3.2 Corporate Objectives**

In order to realise the above vision/aims NIFHA will pursue the following strategic objectives.

**Objective 1: To provide safe and modern harbour facilities which are efficiently managed, well maintained and cost effective**

**Objective 2: To maintain an economically sustainable approach to fulfilling NIFHA's statutory duties**

**Objective 3: To work with key stakeholder groups to facilitate sustainable economic development in the harbour areas**

**Objective 4: To maximise the use of all available resources in fulfilling NIFHA's aims and objectives**

**Objective 5: To adopt “best practice” procedures on corporate governance and accountability and effectively address legal responsibilities.**

#### **3.3 Business Strategies**

In pursuing the above aims and objectives, NIFHA will use the following business strategies:

- adoption of “Best Practice” procedures in all areas of operation with management priority focused on safety, hygiene and environmental issues;
- meaningful consultation with key stakeholders and staff regarding service provision and capital works priorities;
- compliance with Government accounting regulations and specifically the “Accounts Direction” issued by DARD/DFP;
- proactive approach to risk management to enable the Authority to maintain effective safety and environmental control systems and a sound system of internal control;
- compliance with “Green Book” Treasury Guidance and project appraisal evaluation;

- to pursue a policy of continuous improvement for service delivery and internal procedures;
- cost effective provision of services which are perceived to be of a high standard by port users;
- compliance with all legal responsibilities in respect of Fair Employment, Equality and Human Rights legislation, the Disability Discrimination Act and Data Protection Act;
- staff development through training and communication with staff on the overall aims and objectives.

#### **4. Screening Process**

In making the decision as to whether or not there is a need to carry out an equality impact assessment, NIFHA has considered the answers to the following questions:

- a) What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?  
major/minor/none
- b) Are there opportunities to better promote equality of opportunity for people within the Section 75 Equality categories?
- c) To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?  
minor/major/none
- d) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Depending on the answer to any of these questions the Authority acknowledges that the updated corporate plan may have equality implications and the need for a full Equality Impact Assessment (EQIA) should be considered.

In addition, to take account of the Authority's duties under the Disability Discrimination Order, the Authority has added the following two questions to its screening template:

- e) Is there an opportunity within this policy to promote positive attitudes towards disabled people? Detail how this will be achieved.
- f) Does this policy create any opportunities for the participation of disabled in public life? Detail the public life positions and how disabled people will be included.

## **5. Available Data and Research**

Relevant data which provides background information to this screening exercise is drawn from the following sources:-

- DARD annual report 2007/2008
- DARD Equal Opportunities Survey of Sea Fishing and Aquaculture industries – 2004
- Economic Appraisal on the Fishing Ports, Landing Shelters within Priority Axis 3 of the European Fisheries Fund 2007-2013
- NI 2001 Census of population
- NIFHA Article 55 Review 2004-2006
- EQIA 2005 of Fisheries policy enforcement and Aquaculture, Fish Health and Grants Administration 2005
- Responses were sought from the consultees listed in Appendices 1 2 and from staff
- NIFHA annual Section 75 survey of staff (excluding political opinion and sexual orientation) Appendix 4
- The Audit of Inequalities

## 6. Screening Review

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none?

Section 75 Category	Details of policy impact	Level of impact minor/major/none
<b>Religious Belief</b>	<p>The Authority recognises the important socio-economic role it fulfils in each of the areas where the harbours are located and works closely with Port Users to raise the profile of equality and good relations and to identify relevant issues. A commitment is given in the corporate plan to complete an Inequalities Audit. One of the targets identified in the audit is to review the actions and targets to ensure complimentarity with the DARD and the local council audits and that the Authority contributes to collective outcomes in challenging inequalities and promoting good relations.</p> <p>The census data 2001 and the statistics in the Article 55 Review demonstrate that the workforce in HQ and the three Harbours is broadly comparable with the representation of the two main communities in the travel to work area.</p>	None
<b>Political Opinion</b>	As Above	As Above
<b>Racial Group</b>	<p>Through consultation with the stakeholders it was confirmed that in Portavogie there were Eastern Europeans and Filipino's working on the boats, in Ardglass Filipino's and in Kilkeel Filipino's, Albanians and Egyptians. Within the business strategies in the corporate plan a commitment is given to adopt meaningful consultation with key stakeholders and staff regarding service provision, to pursue a policy of</p>	Minor

<b>Section 75 Category</b>	<b>Details of policy impact</b>	<b>Level of impact minor/major/none</b>
	<p>continuous improvement for service provision and to ensure compliance with Equality and Human Rights Legislation. The Authority has promoted good practice in terms of migrant workers in the past through staff awareness training and consultation with local stakeholders and interested parties. The Authority will continue to honour this commitment in the new corporate plan.</p>	
<b>Age</b>	<p>DARD statistics in the EQIA of Fisheries policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005 indicate that only 3.5% of the workforce is under 25.</p>	None
<b>Marital Status</b>	<p>A commitment is given in the corporate plan to facilitate wealth creation in the three harbour areas. 79% of those responding to the DARD Equal Opportunities Survey of Sea, Fishing and Aquaculture Industries – 2004 were married and 16% declared single status.</p> <p>In the workforce survey undertaken in 2007 83.5% were married. A commitment is given in the corporate plan to undertake an audit of inequalities. No issues were identified through the consultation process.</p>	None
<b>Sexual Orientation</b>	<p>No statistics are collected by NIFHA or DARD on sexual orientation and no issues were identified through the consultation exercise.</p>	None
<b>Men and Women generally</b>	<p>Through consultation with a range of stakeholders it was established that while the crews on the fishing vessels are predominately male, women often support their husbands in running the businesses and in work in the associated food processing industries.</p>	Minor

<b>Section 75 Category</b>	<b>Details of policy impact</b>	<b>Level of impact minor/major/none</b>
	<p>NIFHA has given a commitment to collaborate with DARD on this issue.</p> <p>There is an under-representation of women in the NIFHA workforce as reported in the workforce profile and Article 55 Review when a comparison is made with the statistics in terms of the economically active in Northern Ireland.</p> <p>A commitment is given to review the workforce statistics when the new census data is released.</p>	Minor
<b>Disability</b>	<p>In the DARD Equal Opportunities Survey of sea fishing and Aquaculture industries 2004 it is noted that 13% of those employed in the fishing industry indicated they had a disability. However no details were available on the nature of the disabilities.</p> <p>Since 2007 NIFHA has monitored the representation of people with a disability in the workforce and the workforce statistics demonstrate that none of the employees had a disability. However it is also noted that due to the nature of the operational jobs in the Harbours it is very difficult to employ a range of people with disabilities due to Health and Safety factors.</p> <p>A number of comments were made by Disability Action and these are included in the appendices and NIFHA has agreed to all the changes recommended to the corporate plan by Disability Action.</p>	Minor

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

Section 75 Category	If Yes Provide Details	If no Provide details
Religious Belief		No. The workforce is in line with the appropriate comparators. DARD in their survey of the Fishing industry in NI noted that the research findings reflected the composition of the fishing areas in NI.
Political Opinion		No as above
Racial Group	Yes. Migrant workers are employed on the vessels in all of the Harbours and while a number of positive measures have already been taken by NIFHA a number of actions and targets have been identified in the action plan which will be reviewed annually as part of the corporate planning process.	
Age		No. It was commented on during the consultation exercise that young people are not interested in working in the sector. Moreover it is beyond the remit of the Authority to influence who takes up a career in the fishing industry. However it has given a commitment to work with DARD to help to protect the future of the industry.
Marital Status		No. Through undertaking the Audit of Inequalities and the consultation exercise on the Audit and the Corporate Plan it was

Section 75 Category	If Yes Provide Details	If no Provide details
		decided that no further action needed to be taken in relation to this Section 75 grouping.
Sexual Orientation		No. Through undertaking the Audit of Inequalities and the consultation exercise on the Audit and the Corporate Plan it was decided that no further action needed to be taken in relation to this Section 75 grouping.
Men and Women Generally	Yes. It was noted in the Audit of Inequalities that there was an under-representation of women in the workforce and in the industry in general. A number of actions and targets have been identified in the action plan which will be reviewed annually as part of the corporate planning process.	
Disability	Yes. All the changes to the corporate plan recommended by Disability Action have been made.	
Dependents		No. Through undertaking the Audit of Inequalities and the consultation exercise on the Audit and the Corporate Plan it was decided that no additional action needed to be taken in relation to this Section 75 grouping.

**3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? Major/minor/none**

<b>Good Relations Category</b>	<b>If Yes Provide Details</b>	<b>If No provide Details</b>
<b>Religious Belief</b>	<p>Minor.</p> <p>Sectarianism has been an issue in Kilkeel. NIFHA has worked in collaboration with other partners to address the issues that have arisen in Kilkeel.</p> <p>A key feature of the corporate plan is the sustainability of the local Harbours. NIFHA has given a commitment in the updated document to work in collaboration with DARD and other partners to ensure the continued sustainability of the Harbours and that they contribute to local economic development.</p>	
<b>Political Opinion</b>	As above	
<b>Racial Group</b>	<p>Minor. Issues in terms of migrant workers have been identified. NIFHA promotes good practice through staff training, making information available in other formats and working in collaboration with other partners and will continue to do so.</p>	

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

Good relations category	If yes provide details	If no provide reasons
Religious Belief	The Authority plans to continue to work in collaboration with the councils to address local issues in terms of sectarianism and racism in the three Harbours. Actions and targets have been agreed in relation to monitoring progress in relation to promoting good relations and these will be reviewed as part of the corporate planning process.	
Political Opinion	As above	
Racial Group	Actions and targets have been agreed in relation to monitoring progress in relation to promoting good relations and these will be reviewed as part of the corporate planning process.	

Is there an opportunity within this policy to promote positive attitudes towards disabled people? Detail how this will be achieved.

The comments made through the consultation process in relation to including the Disability Action Plan as one of the targets in the corporate plan have been addressed in the final draft of the corporate plan.

Does this policy create any opportunities for the participation of disabled in public life? Detail the public life positions and how disabled people will be included.

The comments made through the consultation process in relation to including the Disability Action Plan as one of the targets in the corporate plan have been addressed in the final draft of the corporate plan.

If the decision is not to conduct an equality impact assessment, please provide details of these reasons.

The updated corporate plan 2010- 2014 is the high level strategy document which details the overall vision and objectives for the Authority over the next four years. The stakeholder consultation on the corporate plan was undertaken in tandem with consultation on the Audit of Inequalities. Cognizance of the equality issues raised

through an extensive consultation exercise have been taken into account in finalising the corporate plan and equality and good relations targets and actions have been agreed as part of the ongoing monitoring process in relation to the corporate plan.

### **Mitigation**

Where the public authority concludes that the likely impact is “minor” and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

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

Actions and targets on equality and good relations have now been aligned with the corporate plan and will be monitored as part of the corporate planning cycle. In the updated corporate plan greater emphasis is placed on collaborative working with DARD, councils and other stakeholders to address the issues identified in relation to the promotion of equality and good relations that may have a detrimental effect on the sustainability of the three Harbours.

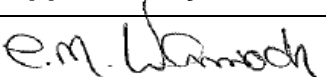
All the issues identified by consultees in terms of the better promotion of Equality for people with disabilities have been included in the final version of the corporate plan.

### **Monitoring**

NIFHA will use the guidance contained in the Commission’s Monitoring Guidance for Use by Public Authorities (July 2007).

The Authority will implement monitoring arrangements where the plan has been amended to take cognizance of the issues that emerged through the consultation process.

### **Approval and authorisation**

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
<b>Approved By:</b>		
	<b>Chief Executive</b>	<b>5<sup>th</sup> December 2011</b>

**CONSULTEE LIST (ADVISED DOCUMENT ON WEBSITE)**

Age Concern NI  
Alliance Party  
British Deaf Association (NI)  
C & N Chambers Mr Norman Chambers  
Carafriend  
Carers National Association NI  
C-Fish Selling Limited Harold Nicholson  
Chinese Welfare Association  
Church of Ireland Board for Social Responsibility NI  
Cloughmore Shellfish Mr Brian Cunningham  
Democratic Unionist Party  
Denholm Fishselling Limited S Mawhinney  
Equality Coalition  
Free Presbyterian Church  
GMB Belfast Office  
Gracey Fish R Gracey  
Green Party of Northern Ireland  
Leavenworth Ltd T/A Kilkeel Fish Selling Company  
MENCAP  
N I Unionist Party  
N I Womens Coalition  
NI African Cultural Centre  
NI Council for Ethnic Minorities (NICEM)  
NI Human Rights Commission  
NI Gay Rights' Association (NIGRA)  
NIACRO  
NIFSA Secretary Mr Paul Annett  
NSPCC  
Progressive Unionist Party  
QueerSpace  
RNID Northern Ireland  
Sinn Fein  
STEP  
The Workers Party  
Traveller Movement NI  
Ulster Unionist Party  
Youth Council for NI  
Youthnet

**CONSULTEE LIST (HARD COPY RECEIVED)**

A- NIFPO Limited Mr Alan McCulla  
Ardglass Festival Association Mr Gerry Casey  
Ardglass Development Association Mrs Mary McCargo  
Ards Borough Council Mr Ashley Boreland  
Community Relations Council NI (CRC)  
DARD Mr Ian Humes  
Disability Action Dr Monica Wilson  
Down District Council Mr John Dumigan  
Equality Commission for NI  
Kilkeel Development Association Mrs Pamela Houston  
Newry & Mourne District Council Mr Thomas McCall  
NIFHA Mr Warnock Edmund  
NIFHA Mr Michael Young  
NIFHA Mr John Smyth  
NIFPO Limited Mr R H James  
Portavogie & District Community Association The Chairman  
SDLP Constituency Office Ms Margaret Ritchie  
The Fisherman's Mission Mr Morris Lake

**DARD EQUAL OPPORTUNITIES SURVEY OF SEA FISHING AND  
AQUACULTURE INDUSTRIES – 2004**

**Religious Affiliation** (175 returns)

Protestant	109	62%
Roman Catholic	49	28%
Other Christian	8	5%
No Religion	8	5%
Non Christian	1	

**Gender** (165 returns)

Male	159	96%
Female	6	4%

**Marital Status** (175 returns)

Married	139	79%
Single	23	13%
Cohabiting	8	5%
Widowed	4	2%
Separated	-	
Divorced	1	<1%
Other	-	

**Carers** (154 returns)

No caring responsibilities	54	35%
Care for own children	77	50%
Care for other relative	20	13%
Other	3	2%

**Disability** (170 returns)

Yes	22	13%
No	148	87%

**Disabilities stated as:-**

Mobility disability	6	Physical disability	4
Hearing impairment	4	Mental health disability	3
Learning difficulties	2	Other	3
Communication difficulties	2	Visual impairment	1

**Ethnic Origin** (156 returns)

White	155	>99%
Other	1	<1%

**Age** (175 returns)

25 or under	6	3.5%
26 – 59	146	83.5%
60 or over	23	13%

### The Authority's Workforce Profile

As of 1st January 2007 the Authority employed 24 employees. The range of posts and employees reflect the particular services provided by the Authority. For example those areas employing people in industrial or operational type work such as the harbours (SOC groups 2 or 9); in addition there are managerial and administrative posts within the head office (SOC groups 1,2 and 4).

The most recent figures available have been drawn from the 2004-2006 Article 55 Review required under the Fair Employment and Treatment (NI) Order 1998 and as such relate to information in this three year period. The following figures are based on this Review.

Religion - 67% are Protestant  
- 33% are Roman Catholic  
- 0% are non-determined

Gender 75% of the employees are male, of whom  
- 72% are Protestant  
- 28% are Roman Catholic  
- 0% are non-determined

25% of the employees are female, of whom  
- 50% are Protestant  
- 50% are Roman Catholic  
- 0% are non-determined

Based on the Section 75 survey of staff in 2008 (78% of employees returned the survey) the following monitoring information is also available;

- No employees have a significant disability that the Authority is aware of.
- 28% of the employees declared dependents i.e. carers responsibilities.
- 55.5% of our employees fall into the 30-44 Age Category and 44.5% in the 45-59 Age Category.
- 83.5% are Married, 5.5% Remarried, 5.5% Divorced and 5.5% are Single.
- The political opinions and sexual orientations of employees were not monitored.

## Appendix Five

### NORTHERN IRELAND ECONOMICALLY ACTIVE POPULATION OF WORKING AGE BY OCCUPATION AND COMMUNITY BACKGROUND (RELIGION OR RELIGION BROUGHT UP IN)

Source 2001 Census

SOC Group	Protestant and Other Christian (including Christian related)	Catholic	Total
<b>SOC1</b> <b>Managers And Senior Officials</b>	<b>42,794</b> [60.6%]	<b>27,865</b> [39.4%]	<b>73,149</b>
<b>SOC2</b> <b>Professional Occupations</b>	<b>37,344</b> [53.7%]	<b>32,207</b> [46.3%]	<b>72,115</b>
<b>SOC3</b> <b>Associate Professional And Technical Occupations</b>	<b>50,949</b> [60.1%]	<b>33,769</b> [39.9%]	<b>88,009</b>
<b>SOC4</b> <b>Administrative And Secretarial Occupations</b>	<b>59,575</b> [60.3%]	<b>39,268</b> [39.7%]	<b>101,290</b>
<b>SOC5</b> <b>Skilled Trades Occupations</b>	<b>60,581</b> [55.3%]	<b>49,033</b> [44.7%]	<b>112,146</b>
<b>SOC6</b> <b>Personal Service Occupations</b>	<b>25,638</b> [55.9%]	<b>20,230</b> [44.1%]	<b>46,804</b>
<b>SOC7</b> <b>Sales And Customer Service Occupations</b>	<b>29,587</b> [57.2%]	<b>22,098</b> [42.8%]	<b>53,158</b>
<b>SOC8</b> <b>Process, Plant And Machine Operatives</b>	<b>43,313</b> [57.1%]	<b>32,550</b> [42.9%]	<b>77,321</b>
<b>SOC9</b> <b>Elementary Occupations</b>	<b>49,185</b> [56.8%]	<b>37,367</b> [43.2%]	<b>88,704</b>
<b>Never worked</b>	<b>2,507</b> [34.2%]	<b>4,831</b> [65.8%]	<b>7,556</b>
<b>All Economically Active</b>	<b>401,473</b> [57.3%]	<b>299,218</b> [42.7%]	<b>720,252</b>

## Consultation Responses

Comments	NIFHA Response
<p>Disability Action is dismayed that this document has not been offered in a range of alternative formats. Disability Action strongly recommends that a statement offering a range of accessible formats should be placed at the beginning of the main consultation document and in any future documents for ease of reference.</p>	<p>Accepted and final draft amended accordingly</p>
<p>Disability Action believes that the contact details in this consultation document should include a textphone or dedicated SMS number to enable deaf people the same access as those who are hearing. (Covering Letter).</p>	<p>Accepted – textphone facility already in place</p>
<p>Regarding compliance with all legal responsibility Disability Action requests the Authority to include Section 75 on the NI Act 1998 in the list outlined. (Item 4.3, Page 13).</p>	<p>Accepted and final draft amended accordingly</p>
<p>Disability Action would recommend that for any refurbishment or new build proposed the Authority must adopt good practice in regards to accessibility and go beyond the minimum standards contained within the DDA 1995 (Objective 1, D, Page 13).</p>	<p>Accepted</p>
<p>Regarding the development of a Communications Plan Disability Action believes the Plan must be accessible to all 9 categories listed under Section 75, especially people with disabilities. (Objective 3, E, Page 15)</p>	<p>Accepted</p>
<p>Disability Action would advise the authority that a reference to the Audit of Inequalities and emanating Action Plan that accompanies the equality scheme should be included.</p>	<p>The Authority will consult on the revised Equality Scheme and Action Plan</p>

Comments	NIFHA Response
<p>Disability Action is concerned that the Authority does not include as a target the Disability Action Plan covered under the DDO 2006. (Objective 5, E, Page 16)</p>	<p>Accepted and included in final plan.</p>
<p>Disability Action would advise that new policies or plans emanating from this Corporate Plan must be screened under Section 75 as they are developed.</p>	<p>Accepted</p>
<p>One Processor commented on 'the normal' CNR/PUL tensions within Kilkeel.</p>	<p>Noted and addressed in the actions and targets</p>
<p>Two processors stated local community has no issues with migrant workers (mainly Baltic states / Bulgarians) in general, as they don't want the jobs they occupy.</p>	<p>Noted</p>
<p>It was highlighted by a number of the respondents that many boats are crewed by Filipino's, as local community do not want to work for low wages.</p>	<p>Noted</p>