

Equality Screening Template



The Council has a statutory duty to screen. This includes our strategies, plans, policies, legislative developments; and new ways of working such as the introduction, change or end of an existing service, grant funding arrangement or facility. This screening template is designed to help departments consider the likely equality impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training first. To find out about the training needed or any other queries on screening, contact the Equality and Diversity Officers (job-share) Stella Gilmartin or Lorraine Dennis on extension 6026/6027 or by email equality@belfastcity.gov.uk

The accompanying **Screening Guidance** note provides straightforward advice on how to carry out equality screening exercises. Detailed information about the Section 75 equality duties and what they mean in practice is available on the Equality Commission's website¹.

The screening template has 4 sections to complete. These are:

Section A - provides details about the policy / decision that is being screened

Section B – gives information on the consultation process, supporting evidence gathered and has 4 key questions outlining the likely impacts on all equality groups.

Section C - has 4 key questions in relation to obligations under the Disability Discrimination Order

Section D - is the formal record of the screening decision.

¹ <http://www.equalityni.org/archive/pdf/S75GuideforPublicAuthoritiesApril2010.pdf>

Section A

Details about the policy / decision to be screened

1. Title of policy / decision to be screened:-

Proposed Amendments to Beacons and Directional Finger Post Signage within Forth Meadow Community Greenway

2. Brief description of policy / decision to be screened:-

(Explain - Is this a new, revised or existing policy? Are there financial / legislative / procurement implications?)

Forth Meadow Community Greenway is a £5.1million EU PEACE IV-funded project to connect existing open spaces in north and west Belfast along a 12km route from Clarendon Playing Fields to Weavers Cross, the new Transport Hub in the city centre. The greenway passes through two District Electoral Areas (DEAs), Black Mountain and Court.

The capital works include the addition of new paths and cycle ways along the route, additional planting, new pathway surfaces, new street furniture, visitor information, wayfinding signage and public art. There have also been enhancements to sites along the route including Springfield Park, which has been completed.

In parallel with the capital project, there have been a range of community activities and events at key sections along the greenway to help bring communities together and promote use of the shared space.

There are five distinct sections to the capital works.

Section 1: Glencairn Park to Forthriver Linear Park

This section of the greenway includes new paths, lighting and seating installed in Glencairn and Forthriver Parks, plus a new entrance added at Glencairn Park. Forthriver Linear Park's path was also upgraded, and the footbridge at Forthriver Way was refurbished.

Section 2: Ballygomartin Road to Springfield Road

This section is due to open later this summer. It includes a new shared space known as Springvale Park, with walking and cycling paths and a raised walkway over the wetlands. A new path will also connect the space to Paisley Park when it opens.

Section 3: Springfield Park to Falls Park

This section connects Springfield Road with the Whiterock Community Corridor and Falls Park. It also includes the £1.2 million redevelopment at Springfield Park including a new bridge across Springfield Dam.

Section 4: Bog Meadows Nature Reserve

This section includes enhancements to pathways within and connecting to the nature reserve, plus additional planting and lighting. The route connects to Broadway, where a new, welcoming entrance was added.

Section 5: Westlink to city centre

This section, starting at Broadway Roundabout and ending at the new Transport Hub, will see new wayfinding signage installed.

Three types of signage have been proposed along the Greenway (see Appendix 1):

- a) Beacons –four sided beacons at be located at the entrances to parks. These will be

highly visible at approx. 4m high and will be lit up;

b) Information Panels – descriptive panels at key locations along the Greenway;

c) Directional finger post signs - directional signage at key points along the Greenway.

During 2020/21, three separate screening exercises relating to the project were processed through the quarterly Screening Outcome Report (see below):

| Name of policy | Screening Status Notes | Screening Decision | Screening Outcome Report Period |
|--|------------------------|---|---------------------------------|
| Forth Meadow PEACE IV Connecting Open Spaces Project | Completed | Screened Out - Mitigating Actions (minor impacts) | 2020 Jul-Sep |
| Forth Meadow Community Greenway - Sectional Planning Application | Completed | Screened Out - No EQIA necessary (no impacts) | 2021 Jul-Sep |
| Forth Meadow Community Greenway – Information Panels | Completed | Screened Out - Mitigating Actions (minor impacts) | 2021 Oct-Dec |

(The screening forms have not been appended to this report but are available on request.)

Under the agenda item, Physical Programme Update, the issue of signage in the Forth Meadow project was brought to the Council’s Strategic Policy and Resources (SP&R) Committee on 24 March 2023. The minutes of that meeting state the following:

‘A member referred to the proposals in relation to the signage along sections of the Greenway which were within the Gaeltacht Quarter and expressed the view that these should be dual language signs, that is, English and Irish. Accordingly, it was Moved by Councillor Beattie, Seconded by Councillor Walsh’:

‘That the Committee agrees the proposals in respect of signage for the Forth Meadow Community Greenway as outlined in paragraph 3 of the report, subject to the Beacons, Information Panels and the Directional Finger Post Signs located in the Gaeltacht Quarter area (that is Section 3 – Fall Park, Section 4 – Bog Meadows, Section 5- Westlink to City Centre and Springfield Park/Dam) all being in dual-language, that is, English and Irish.’

On a vote, eight Members voted for the proposal and eight against; the Deputy Chairperson then exercised his second and casting vote in favour of the proposal and it was declared carried.

The minutes continue:

‘Accordingly, the Committee agreed the proposals in respect of signage for the Forth Meadow Community Greenway as outlined in paragraph 3 of the report, subject to the Beacons, Information Panels and the Directional Finger Post Signs located in the Gaeltacht Quarter area (that is Section 3 – Falls Park, Section 4 – Bog Meadows, Section 5- Westlink to City Centre and Springfield Park/Dam) all being in dual-language, that is, English and Irish. Also noted that it had previously been agreed that the

information plaque on the ‘Carry Each Other’ sculpture would be in English/Irish but it was now proposed that this in now in English/Irish and Ulster Scots. The Committee agreed accordingly.’

Members’ Agreement on Report Recommendations

The tables below illustrate the recommendations from (i) original report and (ii) the Members’ Agreement (with changes highlighted in blue).

4.1. Beacons

| Section | Original Report | Members’ Agreement |
|---|--|------------------------|
| 1: Glencairn | 2 sides English and 2 sides Ulster Scots | No change |
| 2: Forth River / Springfield Road/ Innovation Factory | 4 sides English | No change |
| 3.2: Springfield Park / Dam | 4 faces English | Dual - English / Irish |
| 3.1: Falls Park | 2 sides English and 2 sides Irish | No change |
| 4: Bog Meadows | 2 sides English and 2 sides Irish | No change |

4.2. Information Panels

| Section | Original Report | Members’ Agreement |
|---|------------------------|------------------------|
| 1: Glencairn | English | No change |
| 2: Forth River / Springfield Road/ Innovation Factory | English | No change |
| 3.2: Springfield Park / Dam | English | Dual - English / Irish |
| 3.1: Falls Park | Dual - English / Irish | No change |
| 4: Bog Meadows | Dual - English / Irish | No change |
| 5: Westlink to City Centre | English | Dual - English / Irish |
| ‘Carry Each Other’ Statue | Dual – English / Irish | English / Irish / U-S |

4.3. – Directional Finger Post Signs

| Section | Original Report | Members’ Agreement |
|---|-----------------|------------------------|
| 1: Glencairn | English | No change |
| 2: Forth River / Springfield Road/ Innovation Factory | English | No change |
| 3.2: Springfield Park / Dam | English | Dual - English / Irish |
| 3.1: Falls Park | English | Dual - English / Irish |
| 4: Bog Meadows | English | Dual - English / Irish |
| 5: Westlink to City Centre | English | Dual - English / Irish |

The seven lit beacons are to be placed along the greenway in the following locations

| Lit Beacons | |
|-------------|---|
| Beacon 1 | Forthriver Linear Park |
| Beacon 2 | Springvale Park |
| Beacon 3 | Springfield Dam Park |
| Beacon 4 | Falls Park |
| Beacon 5 | Falls Park |
| Beacon 6 | Bog Meadows Nature Reserve (at St Galls entrance) |

Call In

A Call In Requestion Form was signed and submitted on 3 April 2023. The Call In was made on both Section 41(1)(a) Procedural grounds and 41(1)(b) Community impact grounds.

A legal opinion to determine the merit of the Call In was subsequently sought. The findings in summary are:

41(1)(a) Procedural grounds - merited.

41(1)(b) Community impact grounds – not justified.

A further internal screening was then undertaken following Members Agreement.²

3. Aims and objectives of the policy / decision to be screened:-

(What is the policy trying to achieve?)

Forth Meadow Community Greenway will create a 12km route of connecting opening spaces and parks. The project has been funded by SEUPB Peace IV Programme, an EU funded cross border initiative designed to support peace and reconciliation in Northern Ireland and the border region. The primary objective of the programme is to promote positive relations characterised by respect, where cultural diversity is celebrated and people can live, learn and socialise together, free from prejudice, hate and intolerance.

The design of the Forth Meadow Community Greenway will aspire to meet this objective while also aligning with the Council's Good Relations Strategy and its five outcomes, namely;

- Strong, positive and transformative civic leadership – inclusive governance with community change makers.
- Shared and connected spaces - a smart connected city driven by the inclusive and transformative place making.
- Shared services – focusing on co-design and social innovation.
- Structured collaboration and partnerships.
- An intercultural city and respectful cultural expression within the rule of law.

In 2018 the Council adopted a Language Strategy 2018 - 2023. The Strategy aspires to create a place where linguistic diversity is celebrated and respected, and where those who live, work and visit Belfast can expect to access what Belfast has to offer, using forms of language with which they are familiar and comfortable. The aims of the strategy are to:

- Address language and communication challenges and opportunities within the Belfast Agenda outcomes;
- Establish a transparent set of principles for promoting, protecting and enhancing the linguistic diversity of the city;
- Increase the profile of different languages along with awareness and understanding of

²A screening template for the 'Council decision to erect dual language signage in sections of Forth Meadow Community Greenway located within the Gaeltacht Quarter' is available on request. This screening has not been published in line with the requirements of our Equality Scheme.

associated cultures, heritage and traditions;

- Engage with language communities to address language barriers and promote equality of opportunity through the development and integration of different languages into mainstream civic life;
- Enhance good relations within the city through the promotion of linguistic diversity and to celebrate the significance of language in the history and culture of the City;
- Address staff training and capacity building needs in relation to the role linguistic diversity has in the workplace and in the delivery of services;
- Work in partnership to promote linguistic diversity across the City, to move toward our shared vision of inclusive growth, where no one is left behind.

In January 2015, the Department of Culture, Arts and Leisure (DCAL) published a Strategy to Enhance and Protect the Development of the Irish Language over the period 2015-2035 (Straitéis le Forbairt na Gaeilge a Fheabhsú agus a Chosaint).

The key aims of the Strategy are to:

- Support quality and sustainable acquisition and learning of the Irish language;
- Enhance and protect the status and visibility of the Irish language;
- Deliver quality and sustainable Irish language networks and communities; and
- Promote the Irish language in a way that will contribute towards building a strong and shared community.

In relation to the delivery of public services, the Strategy envisages that public authorities will facilitate the use of Irish both orally and in writing and will produce and adhere to a Code of Courtesy that meets the needs of those who wish to conduct their business through Irish. The Strategy notes that language awareness and language training programmes need to be provided so that a higher proportion of public service staff can effectively deliver services in Irish to customers who seek them.

Local councils are expected to:

- Adopt Irish language policies and plans and appoint Irish language officers;
- Initiate or expand facilities for the use of Irish in their council and committee meetings;
- Increase the visibility of the Irish language by publicising the availability of their Irish language services;
- Provide an Irish or bilingual version of publications, official documents and forms in line with the approach of the Strategy and the European Charter for Regional or Minority Languages;
- Facilitate the proper preservation and signposting of Irish place-names and the naming of new housing developments; and
- Encourage tourism and cultural initiatives through Irish.

Under New Decade New Approach there was a further commitment to an Irish Language Strategy to be taken forward by DfC. This led to the publication in 2022 of an Expert Advisory Panel Recommendation Report which placed an emphasis on the need for Irish and English bilingual signage to be available throughout public buildings in Northern Ireland.

These commitments are reinforced by a number of international and national agreements including the the Framework Convention for the Protection of National Minorities, a multilateral treaty of the Council of Europe aimed at protecting the rights of minorities within Europe and including Irish and Ulster-Scots. The United Kingdom is a signatory nation to the

Framework.

While the Framework does not place any directly enforceable obligation on local councils it does include a number of provisions in relation to minority languages. In particular, Article 11 requires the state to facilitate the display of traditional local names, street names and other topographical indications in the minority language where there is a sufficient demand and in areas traditionally inhabited by substantial numbers of persons belonging to a national minority.

The Fifth Report on the United Kingdom by the Advisory Committee on the Framework Convention for the Protection of National Minorities (May 2023) addressed the issue of bilingual signage in Northern Ireland. This report placed an emphasis on the need for bilingual signage as a marker of shared territory.

Signage within the Greenway will also be governed by the Council's own Language Strategy. The aims of the strategy are to:

- Address language and communication challenges and opportunities within the Belfast Agenda outcomes;
- Establish a transparent set of principles for promoting, protecting and enhancing the linguistic diversity of the city;
- Increase the profile of different languages along with awareness and understanding of associated cultures, heritage and traditions;
- Engage with language communities to address language barriers and promote equality of opportunity through the development and integration of different languages into mainstream civic life;
- Enhance good relations within the city through the promotion of linguistic diversity and to celebrate the significance of language in the history and culture of the City;
- Address staff training and capacity building needs in relation to the role linguistic diversity has in the workplace and in the delivery of services;
- Work in partnership to promote linguistic diversity across the City, to move toward our shared vision of inclusive growth, where no one is left behind

Specifically, the proposal operates according to the following aim:

Operating in the context of the Council's Good Relations and Language Strategies, to install appropriate beacons, information panels and directional finger post signs along the length of the Forth Meadow Community Greenway in order to enhance the experience of those using the facility, to provide relevant information in easily accessible formats and to encourage the development of shared spaces along the length of the greenway.

4. On whom will the policy / decision impact?

Consider the internal and external impacts (both actual or potential) and explain:-

Staff: YES, all Council staff and in particular those who will manage and maintain the greenway

Service users: YES, and in particular those who will use/visit the greenway

Other public sector organisations: YES including representative groups, individuals and community associations who will use/visit the greenway

Voluntary / community groups / trade unions: YES as above

Others, please specify: YES, all interested parties in the city and beyond, and including those who live in proximity to the greenway.

5. Are there linkages to other Agencies/ Departments?

Some of the land that the Greenway will cross, or run adjacent to, is owned either by other agencies (e.g. DfC and DfI) or privately (e.g. Braidwater Housing) but these will have no input into or influence around the development, design and installation of the beacons, information panels and finger posts.

Section B

Information on the consultation process, supporting evidence gathered and has 4 key questions outlining the likely impacts for equality and good relations

6. Outline consultation process planned or achieved

Over the last four years there have been a number of public consultation exercises undertaken in relation to Forth Meadow Community Greenway. The first was a large workshop in City Hall, January 2019 where the greenway route was introduced, design concepts tested and feedback sought.

130 organisations were identified through a scoping exercise, it was promoted through Council networks including Council's Disability Advisory Forum and the Older People's Network. All Elected Members for West Belfast were invited. 58 organisations attended the event where roundtable facilitated sessions were held to encourage discussion and feedback. 33 evaluation forms were completed, 31 additional comments were provided, all of which positive in nature. In addition, the information provided at the workshop was made available on the Council's corporate website.

Brand Identity Guidelines for Forth Meadow Community Greenway were developed again in consultation with key stakeholders through a variety of means, including questionnaires, face to face meetings, focus groups and telephone feedback. This resulted in the name Forth Meadow Community Greenway with a brand positioning statement 'on common ground'. Community has been placed at the very heart of the Greenway. This is a city asset designed to be enjoyed by all walks of life, creating new links between previously divided community with the aim of getting more people to engage with the spaces.

In advance of a planning application being submitted for Section 2, consultation involving four public sessions was delivered across the local area adjoining Section 2. In addition, an online survey, which ran for from 28 August 2019 to 27 October 2019, was also delivered in order to capture feedback from those unwilling or unable to attend the public sessions. The consultation was promoted throughout the area using a variety of methods such as one to one meetings with groups, telephone contact with nominated group representatives, posters in local shops and promotion on the Council's website, adverts in the Shankill Mirror week of 9 August 2019, Shankill Extra week of 13 August 2019, Belfast Telegraph 28 August 2019, Irish News 28 August 2019 and Andersontown News 29 August 2019.

Respondents were presented with the concept design for Section 2 and asked to give their feedback in terms of issues such as whether or not they gained a wider understanding of the overall project, what type of events they would like to see programmed along the route and opportunity for any additional comments. Following the conclusion of the public consultation, the responses were collated, analysed and used to inform the design prior to the submission of the full planning application.

In advance of a planning application being submitted for Section 4, consultation involving four public sessions was delivered across the local area adjoining Section 4.

The consultation was promoted throughout the area using a variety of methods such as one to one meetings with groups, telephone contact with nominated group representatives, posters in local shops and promotion on the Council's website, adverts in the Belfast Telegraph 2019, Irish News 25 October 2019, Shankill and East Belfast Extra 17 October 2019 and Andersontown News 21 October 2019.

Respondents were presented with the concept design for Section 4 and asked to give their feedback in terms of issues such as whether or not they gained a wider understanding of the overall project, what type of events they would like to see programmed along the route and opportunity for any additional comments.

6. Outline consultation process planned or achieved

Following the conclusion of the public consultation, the responses were collated, analysed and used to inform the design prior to the submission of the full planning application.

With regard to the development of Springfield Park/Dam, numerous meetings were held with users of the dam and key stakeholders. Public consultation sessions were undertaken with regard to concept and designs to include that of the new bridge. All of these events were open to the public and were well attended by local user groups who held the view that the Dam should be a shared space. Subsequently a planning application was approved on 25 September 2019 to include environmental and ecological improvements works comprising upgrades to existing entrances, provision of a new entrance, rearrangement of existing car parking, enhancements to existing paths including a proposed circular pathway and landscaping, installation of a causeway bridge, modular classroom, fishing stands, floating habitat islands, fencing, lighting and additional street furniture.

7. Available evidence

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below to help inform your screening assessment.

It is important to record information gathered from a variety of sources such as: monitoring information; complaints; research surveys; consultation exercises from other public authorities.

Over recent years, the Council has gained considerable experience of addressing contentious language issues, for example with regard to the development of the Language Strategy, implementation of the Council's Dual Language Street Sign Policy and the Council's policy in relation to the naming and signage in the four city-wide leisure centres, and more recently, an EQIA on proposed bilingual signage in Olympia Leisure Centre. An annotated bibliography of relevant background information that has been used to inform these exercises is included below:

1. Guidance from Department for Communities (DfC) on implementation of European Charter (2016).
2. Foras na Gaeilge Guidance Document: Irish Language Services in the New Councils (2015).
3. United Nations Special Rapporteur on Minority Issues: Language Rights of Linguistic Minorities: A Practical Guide for Implementation (2017).
4. NI Human Rights Commission: Minority Language Rights (Briefing paper on the implications of the European Charter for Regional or Minority Languages, European Convention on Human Rights and other instruments (2010).
5. Guidance from Council of Europe periodical monitoring rounds from Advisory Committee, Committee of Ministers and Committee of Experts, regarding UK implementation of both the ECRML and the Framework Convention for the Protection of National Minorities. (including 5th ECRML UK Framework Report³, December 2020).
6. DfC Irish Language Strategy Expert Panel Report⁴ (2022).
7. DfC Consultation on DCAL Proposals for an Irish Language Bill⁵ (2015, including EQIA).
8. Response by ECNI to the Consultation on Proposals for an Irish Language Bill (May 2015).
9. European Charter for Regional or Minority Languages (1998)⁶.
10. Council of Europe Framework Convention for the Protection of National Minorities⁷ (1995).
11. New Decade, New Approach (2020).
12. Northern Ireland (St Andrews Agreement) Act (2006).
13. Belfast (Good Friday) Agreement (1998).
14. Judicial Review Application Conradh Na Gaeilge (March 2017).
15. Fair Employment and Treatment (NI) Order (1998).
16. ECNI Guidance on Promoting a Good and Harmonious Working Environment (2009).
17. DCAL Strategy to Enhance and Protect the Development of the Irish Language over the period 2015-2035 (2012).
18. Response by ECNI to Consultation on a Strategy for Protecting and Enhancing the Development of the Irish Language (November 2012).
19. DCAL Strategy to Enhance and Develop the Ulster-Scots Language, Heritage and Culture over the period 2015-2035 (2015).

³ <https://rm.coe.int/ukiria5rev-en/1680a0eef6>

⁴ <https://www.communities-ni.gov.uk/system/files/publications/communities/dfc-irish-language-strategy-expert-panel-report-eng.pdf>

⁵ <https://www.communities-ni.gov.uk/consultations/proposals-irish-language-bill>

⁶ <https://www.coe.int/en/web/european-charter-regional-or-minority-languages>

⁷ <https://rm.coe.int/16800c10cf>

20. Foras na Gaeilge Guidance Document: Irish Language Services in the New Councils (2015).
21. Welsh Language Act (1993).
22. Welsh Language (Wales) Measure (2011).
23. Gaelic Language (Scotland) Act (2005).
24. Republic of Ireland Official Languages Act (2003).
25. Submissions to EQIA on Bilingual Signage at Olympia, (including Conradh na Gaeilge and CAJ) (September 2023).
26. CAJ Report, 'Unequal Relations'⁸ (2013).
27. ECNI Response to CAJ Report, Unequal Relations (2013).
28. Williams, C. Minority Language Promotion, Protection and Regulation. London: Palgrave Macmillan. (2013).

In summary, alongside the considerable literature available, successive consultations have revealed the depth of feeling that can accompany consideration of language issues in the context of Northern Ireland, and the divisive nature of these deliberations.

With regard to the greenway, widespread consultation has already been used to help inform its development (see above), and will continue to inform the implementation of the project.

Furthermore, a series of events have already taken place within the greenway, and monitoring data are available in relation to these events (see Appendix 2 for list of events in 2022, including breakdown of attendance by community background). The monitoring data suggests a healthy level of participation by both communities in these events, contingent on the specific location within the greenway

This information also highlights the significance of Springfield Dam / Park as the unofficial adopted 'hub' of the greenway. Anecdotal information would suggest that Springfield Park / Dam is recognised as a shared space for everyone and it has already successfully hosted a wide range of community events and activities (see Appendix 2), together with volunteer training, a bridge naming group, pilot cross-community men's shed, community engagement sessions and information workshops.

The Forth Meadow Community Greenway runs through both Black Mountain and Court District Electoral Areas (DEAs) for Belfast. These two DEAs account for the entire route of the greenway.

On Census Day 2021, the usually resident population of **Black Mountain DEA** was 35,880 accounting for 1.9% of the NI population, placing Black Mountain as the fourth largest DEA in NI.

Of these, 92% were either brought up or were currently Roman Catholic (NI 46%), 3% were Protestant & other Christian religions (NI 43%), 2% other religions and 3% no religion.

Regarding ethnicity, 96% were classified as white (97% NI).

In terms of national identity, of those who chose only one, 75% self-identified as Irish, 13% Northern Irish and 5% British.

30% claimed to have some knowledge of Irish (NI 12%) but only 2% acknowledged some knowledge of Ulster-Scots.

⁸ <https://caj.org.uk/wp-content/uploads/2017/03/No.-64-Unequal-Relations-%E2%80%93-Policy-the-Section-75-duties-and-Equality-Commission-advice-etc-May-2013.pdf>

According to the 2021 census, the usually resident population of **Court DEA** was 33,475 accounting for 1.8% of the NI total.

Of these, those currently or raised as Protestant or other Christian religions accounted for 53% (NI 43%), Roman Catholics 36% (NI 46%), Other religions 2% (NI 1%) and no religion 9% (NI 9%).

95% self-classified as white with 5% other ethnic origins (3% NI).

Regarding national identity, of those who chose only one nationality, 43% declared themselves to be British (NI 32%), 27% Irish (29% NI) and 13% Northern Irish (20% NI).

10% claimed to have some knowledge of Irish, in comparison with 11% claiming some knowledge of Ulster-Scots.

| Section 75 category | Details of evidence/information and engagement |
|----------------------------|---|
| Religious belief | <p>(See above for details of consultation.) While Black Mountain DEA is predominantly single identity in terms of community background, parts of Court DEA are far more mixed. This is revealed by a more fine-grained consideration of the demography of the ‘Super Data Zones’ (SDZs) and ‘Data Zones’ (DZs) that make up each DEA.</p> <p>Black Mountain DEA comprises 15 SDZs⁹, and within each the breakdown by community background reveals an overwhelming majority (>86% in all SDZs) of those who are currently or were brought up as Roman Catholic.</p> <p>Court DEA comprises 20 SDZs¹⁰ but here the demographic profile is far more varied, with a number of SDZs being characterised by mixed identities and a number of interface areas where community tensions can run high.</p> <p>With regard to the greenway, this is especially true of Sections 1, 2 and 3.2, with the latter positioned on an interface between areas that would be characterised as being single identity.</p> |
| Political opinion | <p>See above with regard to community background generally.</p> <p>The Local Government Election May 2023 returned 7 Elected Members for the Black Mountain area – 6 Sinn Fein and 1 SDLP.</p> <p>The Court District Electoral Area returned 6 Elected Members - 3 DUP, 2 Sinn Fein and 1 TUV.</p> <p>All Elected Members have been fully engaged in the development and design of Forth Meadow Community Greenway through the Council’s Strategic Policy and Resources Committee, the Area Working Groups and Council’s Shared City Partnership. All Committee and Working Group recommendations/decisions ratified by Council.</p> |

⁹ <https://explore.nisra.gov.uk/area-explorer-2021/N10000302/>

¹⁰ <https://explore.nisra.gov.uk/area-explorer-2021/N10000306/>

| | |
|-------------------------|---|
| Racial group | <p>See above with regard to community background, and including national identity,</p> <p>On Census Day 27th March 2011, in Black Mountain District Electoral Area, considering the resident population:</p> <ul style="list-style-type: none"> • 98.22% were from the white (including Irish Traveller) ethnic group; <p>On Census Day 2021, 30% claimed to have some knowledge of Irish (NI 12%) but only 2% acknowledged some knowledge of Ulster-Scots.</p> <p>On Census Day 27th March 2011, in Court District Electoral Area:</p> <ul style="list-style-type: none"> • 98.05% were from the white (including Irish Traveller) ethnic group; <p>On Census Day 2011, 10% claimed to have some knowledge of Irish, in comparison with 11% claiming some knowledge of Ulster-Scots.</p> |
| Age | <p>On Census Day 27th March 2011, in Black Mountain District Electoral Area:</p> <ul style="list-style-type: none"> • 21.27% were aged under 16 years and 14.59% were aged 65 and over; • 36 years was the average (median) age of the population. <p>On Census Day 27th March 2011, in Court District Electoral Area:</p> <ul style="list-style-type: none"> • 20.78% were aged under 16 years and 16.26% were aged 65 and over; • 36 years was the average (median) age of the population. |
| Marital status | None – this is not relevant |
| Sexual orientation | None – this is not relevant |
| Men and women generally | <p>On Census Day 27th March 2011, in Black Mountain District Electoral Area:</p> <ul style="list-style-type: none"> • 47.24% of the usually resident population were male and 52.76% were female <p>On Census Day 27th March 2011, in Court District Electoral Area:</p> <ul style="list-style-type: none"> • 47.28% of the usually resident population were male and 52.72% were female; and |
| Disability | <p>On Census Day 27th March 2011, in Black Mountain District Electoral Area:</p> <ul style="list-style-type: none"> • 29.87% of people had a long-term health problem or disability that limited their day-to-day activities; • 70.45% of people stated their general health was either good or very good; and <p>On Census Day 27th March 2011, in Court District Electoral Area:</p> <ul style="list-style-type: none"> • 31.63% of people had a long-term health problem or disability that limited their day-to-day activities; • 67.03% of people stated their general health was either good or very good; and |

| | |
|------------|-----------------------------|
| | |
| Dependants | None – this is not relevant |

8. What is the likely impact (indicate if the policy impact is positive or negative) on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? What is the level of impact?

| Section 75 category | Likely impact? | Level of impact? Minor/Major/None |
|----------------------------|---|--|
| Religious belief | <p>Previous consultations dealing with the promotion of indigenous languages, and in particular Irish, have indicated that those from PUL communities can regard the introduction of bilingual signage into local areas as unwelcome and intrusive, and can be perceived to be a threat to their sense of religious identity. The imposition of bilingual signage in these circumstances may adversely impact on community relations which may in turn create a 'chill factor' for potential users of the greenway.</p> <p>In areas where use of Irish is more widespread and welcomed by the community then the adoption of bilingual signage is unlikely to be problematic and instead would align with the Council's Good relations and Language Strategies.</p> | Minor (-ve) |
| Political opinion | <p>Previous consultations dealing with the promotion of indigenous languages, and in particular Irish, have indicated that those from PUL communities can regard the introduction of bilingual signage into local areas as unwelcome and intrusive, and can be perceived to be a threat to their sense of political identity. The imposition of bilingual signage in these circumstances may adversely impact on community relations which may in turn create a 'chill factor' for potential users of the greenway.</p> <p>In areas where use of Irish is more widespread and welcomed by the community then the adoption of bilingual signage is unlikely to be problematic and instead would align with the Council's Good relations and Language Strategies.</p> | Minor (-ve) |
| Racial group | <p>Previous consultations dealing with the promotion of indigenous languages, and in particular Irish, have indicated that those from PUL communities can regard the introduction of bilingual signage into local areas as unwelcome and intrusive, and can be perceived to be a threat to their sense of national identity. The imposition of bilingual signage in these circumstances may adversely impact on community relations which may in turn create a 'chill factor' for potential users of the greenway.</p> <p>In areas where use of Irish is more widespread and</p> | Minor (-ve) |

| | | |
|-------------------------|---|---|
| | welcomed by the community then the adoption of bilingual signage is unlikely to be problematic and instead would align with the Council's Good relations and Language Strategies. | |
| Age | None | This policy is unlikely to have any impact on any particular age group. |
| Marital status | None | This policy is unlikely to have any impact on marital status |
| Sexual orientation | None | This policy is unlikely to have any impact on sexual orientation. |
| Men and women generally | None | This policy is unlikely to have any impact on men and women generally. |
| Disability | None | This policy is unlikely to have any impact on those who are classified with a disability. |
| Dependants | None | This policy is unlikely to have any impact on those with dependants. |

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

| Section 75 category | If Yes, provide details | If No, provide reasons |
|----------------------------|---|-------------------------------|
| Religious belief | <p>With appropriate signage that is sensitive to local demography, the Forth Meadow Community Greenway has the potential to promote positive attitudes towards shared public spaces, to help address post conflict issues, to improve connectivity in the city and to build on the city's wider potential. The letter of offer from SEUPB is predicated on the premise that the new greenway will develop shared spaces and while the proposal in general should help meet this aspiration and complements the Council's Language Strategy and Good Relations Strategy, through appropriate mitigations there may be opportunities to help better promote a perception of equality of opportunity within the PUL community in particular.</p> | |
| Political opinion | <p>With appropriate signage that is sensitive to local demography, the Forth Meadow Community Greenway has the potential to promote positive attitudes towards shared public spaces, to help address post conflict issues, to improve connectivity in the city and to build on the city's wider potential. The letter of offer from SEUPB is predicated on the premise that the new greenway will develop shared spaces and while the proposal in general should help meet this aspiration and complements the Council's Language Strategy and Good Relations Strategy, through appropriate mitigations there may be opportunities to help better promote a perception of equality of opportunity within the PUL community.</p> | |
| Racial group | <p>With appropriate signage that is sensitive to local demography, the Forth Meadow Community Greenway has the potential to promote positive attitudes towards shared public spaces, to help address post conflict issues, to improve connectivity in the city and to build on the city's wider potential. The letter of offer from SEUPB is predicated on the premise that the new greenway will develop shared spaces and while the proposal in general should help meet this aspiration and complements the Council's Language Strategy and Good Relations</p> | |

| | | |
|-------------------------|---|---|
| | Strategy, through appropriate mitigations there may be opportunities to help better promote a perception of equality of opportunity within the PUL community in particular. | |
| Age | | The proposal is unlikely to impact on this Section 75 category. |
| Marital status | | The proposal is unlikely to impact on this Section 75 category. |
| Sexual orientation | | The proposal is unlikely to impact on this Section 75 category. |
| Men and women generally | | The proposal is unlikely to impact on this Section 75 category. |
| Disability | | The proposal is unlikely to impact on this Section 75 category. |
| Dependants | | The proposal is unlikely to impact on this Section 75 category. |

10. To what extent is the policy likely to impact (positive or negatively) on good relations between people of different religious belief, political opinion or racial group? What is the level of impact?

| Good relations category | Likely impact? | Level of impact? Minor/Major/None |
|--------------------------------|---|--|
| Religious belief | Forth Meadow Community Greenway seeks to promote positive relations between people from different religious backgrounds. Dual language signage in sensitive interface locations of mixed identity may have a negative impact on community relations in these areas. | Major (-ve) ¹¹ |
| Political opinion | Forth Meadow Community Greenway seeks to promote positive relations between people from different political backgrounds. Dual language signage in sensitive interface locations of mixed identity may have a negative impact on community relations in these areas. | Major (-ve) |
| Racial group | Forth Meadow Community Greenway seeks to promote positive relations between people from different national identity backgrounds. Dual language signage in sensitive interface locations of mixed identity may have a negative impact on community relations in these areas. | Major (-ve) |

¹¹ A major negative impact will occur only if the mitigating measures as outlined in the screening form (p.23) are not put in place.

11. 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 | <p>Shared spaces programming will be delivered throughout Forth Meadow Community Greenway. This aims to promote positive relations between people from different religious backgrounds. While the introduction of bilingual signage within locations that are welcoming will complement the aspirations of the Council’s Language and Good Relations Strategies, their impact in other locations may be less positive, and here opportunities to mitigate that impact should be explored to help foster good community relations.</p> | |
| Political opinion | <p>Shared spaces programming will be delivered throughout Forth Meadow Community Greenway. This aims to promote positive relations between people from different religious backgrounds. While the introduction of bilingual signage within locations that are welcoming will complement the aspirations of the Council’s Language and Good Relations Strategies, their impact in other locations may be less positive, and here opportunities to mitigate that impact should be explored to help foster good community relations.</p> | |
| Racial group | <p>Shared spaces programming will be delivered throughout Forth Meadow Community Greenway. This aims to promote positive relations between people from different religious backgrounds. While the introduction of bilingual signage within locations that are welcoming will complement the aspirations of the Council’s Language and Good Relations Strategies, their impact in other locations may be less positive, and here opportunities to mitigate that impact should be explored to help foster good community relations.</p> | |

Section C

Belfast City Council also has legislative obligations to meet under the Disability Discrimination Order and Questions 12-13 relate to these two areas.

Consideration of Disability Duties

12. Does this proposed policy / decision provide an opportunity for the Council to better promote positive attitudes towards disabled people?

Explain your assessment in full

Not applicable given this proposal is only in relation to specific amendments to signage within the greenway.

13. Does this proposed policy / decision provide an opportunity to actively increase the participation by disabled people in public life?

Explain your assessment in full

Not applicable given this proposal is only in relation to specific amendments to signage within the greenway.

14. Multiple Identities

Provide details of data on the impact of the policy with multiple identities

Community relations often brings together three grounds of difference (religion, political opinion and race/ethnicity/nationality), and it is highly likely that any adverse impact attaching to this proposal will relate to all three grounds acting in concert (e.g. PUL communities).

15. Monitoring Arrangements

Section 75 places a requirement the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity.

Outline what data you will collect in the future in order to monitor the impact of this policy / decision on equality, good relations and disability duties.

| Equality | Good Relations | Disability Duties |
|--|--|--|
| User complaints, monitoring data re attendance at events, compliments and feedback | User complaints, monitoring data re attendance at events, compliments and feedback | User complaints, monitoring data re attendance at events, compliments and feedback |
| | | |

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened
Proposed Amendments to Beacons and Directional Finger Post Signage within Forth Meadow Community Greenway

I can confirm that the proposed policy / decision has been screened for –

| | |
|---|--|
| x | equality of opportunity and good relations |
| | disabilities duties |

On the basis of the answers to the screening questions, I recommend that this policy / decision is – *(place an X in the appropriate box below)*

| | |
|---|---|
| ? | <p>*<u>Screened In</u> – Necessary to conduct a full EQIA (see below)</p> |
|---|---|

| | |
|--|--|
| | <p>*<u>Screened Out</u> – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:</p> |
|--|--|

| | |
|----------|---|
| X | <p>* <u>Screened Out -</u> Mitigating Actions (minor impacts)</p> <ul style="list-style-type: none"> • Provide a brief note here to explain how this decision was reached: • Explain what mitigating actions and / or policy changes will now be introduced: <p>While many of the measures proposed by the Council align closely with its statutory obligations and its own strategies in relation to the promotion of minority languages and the enhancement of good relations, there is also the</p> |
|----------|---|

| | |
|--|---|
| | <p>unfortunate possibility that the proposed changes may act as a catalyst within certain locations for heightening community tensions, given the local demography and history of those areas. This would be most unfortunate given the considerable efforts that have been made by the project team to date in order to engage with local communities and to make the greenway as inclusive as possible. This is revealed by attendance at events to date.</p> <p>To avoid this eventuality, it is proposed that a single mitigating measures be considered, namely:</p> <ul style="list-style-type: none"> • The placement of Either trilingual signage (English, Irish and Ulster-Scots) or monolingual signage (English) generally within Section 3.2 i.e. Springfield Park / Dam; <p>In the absence of this mitigation, in light of Council’s previous experience there is the likelihood that community relations may be harmed by the proposed amendments, with a possible knock-on effect for the promotion of equality of opportunity. As a consequence, the success of the project as a whole may be placed in jeopardy.</p> <p>In these circumstances, should the mitigation not be accepted then it would be recommended that the original proposal should be subject to scrutiny through an EQIA including a consultation period lasting a minimum of twelve weeks to help determine the precise extent of adverse impact and possible mitigations.</p> <p>The EQIA could either consider all proposed amendments or could focus attention specifically on those connected with Springfield Park / Dam.</p> |
|--|---|

Formal Record of Screening Decision *(cont)*

Screening assessment completed by (Officer level) -

Name: _____ Date: _____
 Department : _____

Signature: please insert a scanned image of your signature below

Screening decision approved by -

Name: _____ Date: _____
 Department: _____

Signature: please insert a scanned image of your signature below

Please save the final version of the completed screening form and forward to the Equality and Diversity Officer – equality@belfastcity.gov.uk. The screening form will be placed on the BCC website and a link provided to the Council's Section 75 consultees.

For more information about equality screening contact –

Lorraine Dennis

Equality & Diversity Officer

Belfast City Council

City Hall

Belfast

BT1 5GS

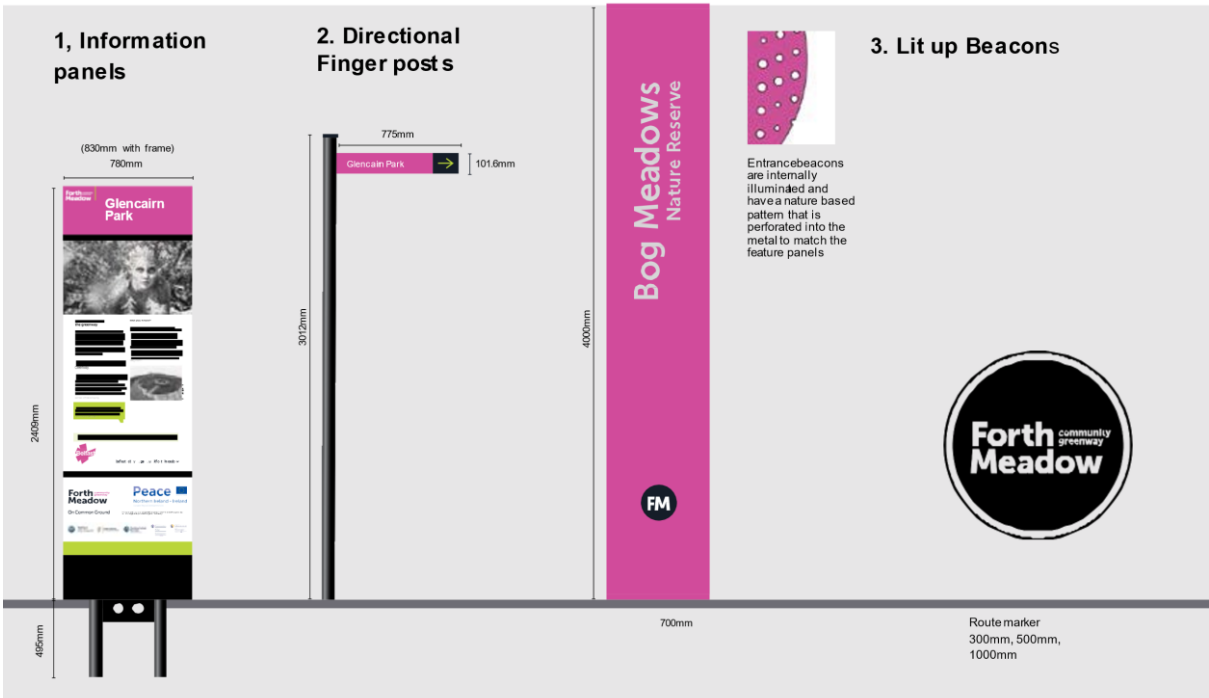
Telephone: 028 9027 0511

equality@belfastcity.gov.uk

DRAFT

APPENDIX 1: Signage Types

Forth Meadow Community Greenway Three types of signage along the Greenway



APPENDIX 2: Greenway Events 2022

| Event | Date | Category | Greenway Area | Attendees |
|-------------------------------|-----------------------------|----------|---|--------------------------|
| Luminate | 5th Mar | Large | Springfield Dam – Section 3 | 1,534 (RC 55%; P 42%) |
| Sunflower Festival | 12th Mar | Medium | St James’s Community Farm – Sections 4 & 5 | 230 |
| Steams & Stories | 20th Mar | Medium | Falls Park – Section 3 | 50 |
| Bat Walk | 26th Mar | Small | Glencairn Park – Section 1 | 59 |
| Swamp Festival | 14th May | Large | Bog Meadows – Section 4 | 1,637 (RC 50%; P 22%) |
| Dawn Chorus Nature Walk | 14th May | Small | Bog Meadows – Section 4 | 36 |
| Bog Meadows Past & Present | 14th May | Small | Bog Meadows – Section 4 | 27 |
| Community Cycle & Picnic | 28th May | Small | Springfield Dam to Glencairn Park | 30 |
| Colour Run | 5th June | Small | Falls Park – Section 5 | 96 |
| Colour Run | 12th June | Small | Glencairn Park – Section 1 | 40 (RC 22%; P 52%) |
| Bog Meadows Foraging Walk | 19th June | Small | Bog Meadows – Section 4 | 49 |
| FM Colour Fest | 18th June | Large | Woodvale Park | 2,494 (RC 15%; P 50%) |
| The Big Dig | 19th June | Medium | St James Community Farm | 117 (RC 60%; P 15%) |
| Paisley Park Foraging | 12th June | Small | Woodvale Park to Paisley Park | 23 (RC 20%; P 50%) |
| Bat Walk | 1st Sept | Small | Bog Meadows | 47 (RC 40%; P 15%) |
| Movies at the Dam | 24th Aug | Medium | Springfield Dam | 509 (RC 30%; P 30%) |
| Wellness on the Greenway | 22nd Aug and 26th Aug | Medium | Springfield Dam & Woodvale Park | 170 (RC 30%; P 40%) |
| FM Greenway Street Art Jam | 22nd October | Medium | Springfield Dam | 23 (RC 45%; P 25%) |
| Spooks on Spokes | 22nd Oct | Small | Springfield Dam to Woodvale Park | 13 (RC 40%; P 40%) |
| Day of the Dead | 22nd Oct | Large | Springfield Dam | 1027 (RC 70%; P15%) |
| | | | Total Attendees | 8,211 |