



**Belfast
City Council**

Equality Screening Outcome Report

January to September 2017

Introduction

Legislation – An Overview

Section 75 Statutory Equality Duties

Section 75 of the Northern Ireland Act 1998 requires the Council, when carrying out its functions in relation to Northern Ireland, to have due regards to the need to promote equality of opportunity between nine categories of persons, namely:

- 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; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the council must also have regards to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Council's Revised Equality Scheme was formally approved by the Equality Commission in March 2015. The revised Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the council gave a commitment to apply the screening methodology below to all new and revised policies and where necessary and appropriate to subject new policies to further equality impact assessment.

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?

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

In keeping with the Council's commitments in its Equality Scheme, the Council has applied the above screening criteria to new policies and proposals. Screening identifies policies that are likely to have an impact on equality of opportunity and/or good relations.

Screening identifies the impact of the policy/proposal as major, minor or none.

- If major – an Equality Impact Assessment may be carried out.
- If minor – consider mitigation or alternative policy and screen out.
- If none – screen out and give reasons.
- Ongoing screening – for strategies/policies that are to be put in place through a series of stages – screen at various stages during implementation.

The council also committed within its Revised Equality Scheme to prepare and publish for information regular reports on its screening exercises. This is screening report providing details on all screenings undertaken from the period January to September 2017.

To further promote openness and transparency, there is a link to each completed screening template on the Council's website. www.belfastcity.gov.uk

The screening report details all policies screened over this period and includes decisions reached.

Consultation

The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved.

Planning for, and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

If you have any queries about this document, and its availability in alternative formats (including Braille, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

Stella Gilmartin or Lorraine Dennis
Equality and Diversity Officers (job share)
Good Relations Unit
Belfast City Council
City Hall
BT1 5GS

Direct Line 02890 270511
or 028 90 320202 ext 6026/6027
email: equality@belfascity.gov.uk

Screening Outcome

The screening outcomes are outlined in the table below. Three possible outcomes are recorded:

If **Major** – an Equality Impact Assessment may be carried out. **EQIA** - subject to further scrutiny under Section 75 of the NI Act 1998 to determine the impact upon those directly affected, which in turn will require informal and formal consultation with a wide range of stakeholders.

If **Minor** – consider mitigation or alternative policy and screen out.

If **None** – screen out and give reasons.

Screening Outcome Options

Major= In

Minor= Out with mitigation

None= Out without mitigation

Belfast City Council

Equality Screening Outcome report

This report includes published screenings for the period January to September 2017.

Description of Policy/Proposal	Link to Policy Background	Screening Decision
Volunteering Policy	http://www.belfastcity.gov.uk/community/Volunteering/volunteering.aspx	Screened Out – No EQIA necessary (no impacts)
International Relations Framework 2017-21	http://www.belfastcity.gov.uk/business/internationalrelations/internationalrelations.aspx	Screened Out - Mitigating Actions (minor impacts)
Food Waste Ban	http://www.belfastcity.gov.uk/buildingcontrol-environment/foodsafety/foodwastelegislation.aspx	Screened Out – No EQIA necessary (no impacts)
Shared Parental Leave Policy	https://belfastcitycouncil.sharepoint.com/sites/intranet/intranet/Documents/shared-parental-leave-policy.pdf	Screened Out – No EQIA necessary (no impacts)
City Hall Cenotaph	http://www.belfastcity.gov.uk/tourism-venues/cityhall/titanicmemorialgardens.aspx	Screened Out – No EQIA necessary (no impacts)