

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:-

Good Relations Strategy

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

A revision of the Council's Good Relations Strategy

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

(What is the policy trying to achieve?)

To refocus the Council on its Good Relations vision for the City, in light of the Belfast Agenda.

4. On whom will the policy / decision impact?

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

Staff: The revised strategy will serve as a reference point for Council staff in delivering their functions

Service users: The revised strategy will help to inform service users of the Good Relations focus and ambition of the Council, seeking to deliver Good Relations outcomes in service delivery.

Other public sector organizations: The revised strategy will seek to be a model of intent and service delivery, seeking to influence other public sector organisations in the delivery of Good Relations outcomes for the City.

Voluntary / community groups / trade unions: The revised strategy will be one that is accountable to the community, and delivered in partnership with the community in the achievement of our goals.

Elected Members: The revised strategy will be an opportunity to enable Elected Members buy in to and endorse the delivery of Good Relations outcomes as an integral component of the delivery of the Belfast Agenda.

5. Are there linkages to other Agencies/ Departments?

Yes, Good Relations is a cross cutting theme, a key corporate objective and an underpinning principle of the Belfast Agenda.

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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
A draft strategy is being developed. A range of consultation and engagement exercises have already been undertaken, where we asked various groups of their view on what a new Good Relations strategy should contain. Consultation and engagement was undertaken with the following stakeholders:

- **Staff from various Council departments**
- **A range of external experts in the area of Good Relations**
- **The Council’s Corporate Management Team**
- **Members of the Council’s Shared City Partnership**

A draft report is being developed and will be brought to the Shared City Partnership on the 10th September. Following this, it will go to SP+R, with a recommendation to

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.

Section 75 category	Details of evidence/information and engagement
Religious belief	A new Good Relations strategy is required in light of the Belfast agenda. The key aspiration of the Belfast Agenda is ‘Inclusive Growth; leaving no-one behind’. Improving Good Relations, promoting cohesion, tackling sectarianism and racism & promoting cultural diversity are all essential to the achievement of the Belfast Agenda. Belfast is still a segregated City, where social housing is still 96% predominantly of one or other of the two ‘main’ communities. According to the Belfast Interface Project, there are upwards of 99 physical barriers that separate communities from each other. The costs of delivering services in a divided city is disproportionately higher than other cities of comparable size. Health inequalities persist with the health and well-being being disproportionately poorer for those who live closest to ‘interface areas’, compared with those who don’t. PSNI statistics continue to show high levels of sectarian and racist incidents and hate crime. A new strategy, focusing on Good Relations outcomes will improve the quality of life and health and well-being for communities across the city, helping these communities to be central to the outcomes envisaged within the Belfast Agenda.
Political opinion	A new Good Relations strategy is required in light of the Belfast agenda. The key aspiration of the Belfast Agenda is ‘Inclusive Growth; leaving no-one behind’. Improving Good Relations, promoting cohesion, tackling

	<p>sectarianism and racism & promoting cultural diversity are all essential to the achievement of the Belfast Agenda. Belfast is still a segregated City, where social housing is still 96% predominantly of one or other of the two 'main' communities. According to the Belfast Interface Project, there are upwards of 99 physical barriers that separate communities from each other. The costs of delivering services in a divided city is disproportionately higher than other cities of comparable size. Health inequalities persist with the health and well-being being disproportionately poorer for those who live closest to 'interface areas', compared with those who don't. PSNI statistics continue to show high levels of sectarian and racist incidents and hate crime. A new strategy, focusing on Good Relations outcomes will improve the quality of life and health and well-being for communities across the city, helping these communities to be central to the outcomes envisaged within the Belfast Agenda.</p>
Racial group	<p>A new Good Relations strategy is required in light of the Belfast agenda. The key aspiration of the Belfast Agenda is 'Inclusive Growth; leaving no-one behind'. Improving Good Relations, promoting cohesion, tackling sectarianism and racism & promoting cultural diversity are all essential to the achievement of the Belfast Agenda. Belfast is still a segregated City, where social housing is still 96% predominantly of one or other of the two 'main' communities. According to the Belfast Interface Project, there are upwards of 99 physical barriers that separate communities from each other. The costs of delivering services in a divided city is disproportionately higher than other cities of comparable size. Health inequalities persist with the health and well-being being disproportionately poorer for those who live closest to 'interface areas', compared with those who don't. PSNI statistics continue to show high levels of sectarian and racist incidents and hate crime. A new strategy, focusing on Good Relations outcomes will improve the quality of life and health and well-being for communities across the city, helping these communities to be central to the outcomes envisaged within the Belfast Agenda.</p>
Age	
Marital status	
Sexual orientation	
Men and women generally	
Disability	
Dependants	

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	Positive. That people from all different religious backgrounds will be able to fully participate in the economic, civic, social and cultural life of a shared city.	Minor
Political opinion	Positive. That people from all different political backgrounds will be able to fully participate in the economic, civic, social and cultural life of a shared city.	Minor
Racial group	Positive. That people from all different ethnic backgrounds will be able to fully participate in the economic, civic, social and cultural life of a shared city.	Minor
Age	None	
Marital status	None	
Sexual orientation	None	
Men and women generally	None	
Disability	None	
Dependants	None	

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	Yes. That people from all different religious backgrounds will be able to fully participate in the economic, civic, social and cultural life of a shared city.	
Political opinion	Yes. That people from all different political backgrounds will be able to fully participate in the economic, civic, social and cultural life of a shared city.	
Racial group	Yes. That people from all different ethnic backgrounds will be able to fully participate in the economic, civic, social and cultural life of a shared city.	
Age	Yes. The presence of Good Relations will support people from all ages in developing better relationships with their neighbours from different religious, political and ethnic backgrounds.	
Marital status	N/A	
Sexual orientation	Yes. Promoting a culture of acceptance and respect for difference could have a positive outcome from people from different sexual orientations.	
Men and women generally	N/A	

Disability	Yes. The promotion of shared services, and a culture of respect for differences could have a positive impact on how society delivers services for people with disabilities.	
Dependants	N/A	

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	Positive. The purpose of this strategy is to create a vision for better relationships between people from the two indigenous communities within the City.	Minor
Political opinion	Positive. The purpose of this strategy is to create a vision for better relationships between people from the two indigenous communities within the City.	Minor
Racial group	Positive. The purpose of this strategy is to create a vision for better relationships between people from the indigenous community and migrant and minority ethnic communities within the City.	Minor

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	Yes. The purpose of this strategy is to ensure that people, from whatever background will be able to enjoy the benefits outlined in the Belfast Agenda.	

Political opinion	Yes. The purpose of this strategy is to ensure that people, from whatever background will be able to enjoy the benefits outlined in the Belfast Agenda.	
Racial group	Yes. The purpose of this strategy is to ensure that people, from whatever background will be able to enjoy the benefits outlined in the Belfast Agenda.	

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?

The policy primarily relates to issues to do with racial background, religious belief and political opinion. However, opportunities will be explored within the strategy to assess how it can impact positively on attitudes to people with disabilities.

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

The policy primarily relates to issues to do with racial background, religious belief and political opinion. However, opportunities will be explored within the strategy to assess how it can impact positively on the participation of people with disabilities in public life.

14. Multiple Identities

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

The strategy will potentially serve to challenge the myth about people's political, religious and ethnic identity. Within us all we have a range of different identities that form our make-up. Within our identity, there are multiple identities. Our political, religious and ethnic identity is not always obvious. In a more intercultural society, it is important that Good Relations enables people to feel comfortable with the range of different identities that they possess.

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
Number of complaints	Improvements in the national Good Relations indicators.	

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened
Good Relations Strategy

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

X	equality of opportunity and good relations
X	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)*

	*<u>Screened In</u> – Necessary to conduct a full EQIA
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	<p>*<u>Screened Out</u> – No EQIA necessary (no impacts)</p> <p>Provide a brief note here to explain how this decision was reached:</p> <p>As the proposed strategy seeks to promote better community and race relations across the City, the impact of the strategy will be positive on improving equality and good relations within the areas of racial background, religious belief and political opinion.</p>
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X	<p>* <u>Screened Out -</u> Mitigating Actions (minor impacts)</p> <p>Because of the nature of our diverse society, the strategy and screening documents will be translated into the main migrant and minority ethnic languages and posted on the Council’s website. A hard copy will be published in English and a braille copy will also be made available from Council offices, on request.</p>
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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 –

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