



Equality Screening Template

Achieve: Belfast Bursary Fund

Belfast City Council - 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, contact – gilmartins@belfastcity.gov.uk or dennisl@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 duties¹ and what they mean in practice is available on the Equality Commission's website.

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

Section A - asks you to provide details about the policy / decision that is being screened.

Section B - has 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

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 ECNI 'Section 75 of the NI Act 1998: A Guide for Public Authorities' April 2010. www.equalityni.org

Section A

Details about the policy / decision to be screened

Title of policy / decision to be screened:-

Achieve: Belfast Bursary Fund

Brief description of policy / decision to be screened:-

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

The Council made £300,000 available through the Investment Programme for 2012-2015 for the Achieve: Belfast Bursary Fund. The Fund is administered through Belfast Metropolitan College (Belfast Met) and The Prince's Trust.

At Belfast Met, full-time students who are beginning their first year of study, living in the Belfast City Council area, aged between 16-24 years and whose annual household income is £23,820 or less can apply for grants of up to £500. Students must have secured a place on one of a number of recognised Achieve: Belfast Bursary Fund training courses at Levels 2-5, including IT, multimedia, renewable energies, science, tourism and hospitality to qualify for the award. These sectors have been identified in Belfast City Council's research as sectors that are growing.

The Prince's Trust bursary (with funding allocated through the charity's Development Awards programme) is open to young people aged 16-25 residing in the city who are not in education, training or employment (NEET). The scheme aims to help recipients overcome barriers which may prevent them from undertaking training and education or moving into employment.

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

(What is the policy trying to achieve?)

Achieve Belfast Bursary aims to support employability and skills development via £300,000 bursary fund to help 16-24 year-olds move into further education, training and employment. This need arises from the Investment Programme for 2012-2015

which recognises that:

- Employment levels in the region have fallen and there has been a rise in unemployment, with young people and graduates being hit particularly hard.
- There is need for specific, targeted interventions to ensure that people in all parts of Belfast have the opportunity to develop the skills necessary to apply for and secure jobs particularly our young people (aged 16-24) who have been badly impacted by the economic downturn.

On whom will the policy / decision impact?

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

- Staff
- Service users
- Other public sector organizations
- Voluntary / Community groups / Trade Unions
- Others, please specify (Belfast Met students and Prince's Trust clients/ stakeholders)

Are there linkages to other Agencies/ Departments?

Yes. The Fund is administered through Belfast Metropolitan College (Belfast Met) and The Prince's Trust.

Section B

1. Outline consultation process achieved or planned

Residents were asked what they thought the Council's key priorities should be and 31% stated that supporting children and young people was a top priority. Those aged 16-34 year olds (40%) and those with children in the household (45%) were more likely to think that supporting young people should be a priority for the Council. ²

Belfast has relatively highly skilled residents but also has a high proportion of people with no formal qualifications. Obtaining a level two qualification is out of reach for many Belfast residents. The proportion of Belfast's population without qualifications sits at 30.4%.

A report commissioned by Belfast City Council in 2009 identified the scale of the skills challenge across the city and its potential to impact adversely on the city's economic growth due to issues of skills mismatch and also due to the geographical concentration of those with low skills levels, which risked widening the social divide in the city. It noted that, while some areas of the city had large volumes of residents with "low or no skills" levels and 6 out of 7 jobs in the future would require qualification levels in excess of this.

2. 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. Please note: It is important to record information gathered from a variety of sources such as:

- *Monitoring information*
- *Complaints*
- *Research /surveys*
- *Consultation exercise and other public authorities*

² Survey of Belfast Resident Population, Ipsos MORI, 2010

Section 75 category	Details of evidence / information and engagement
Religious belief	<p>Religion of household members 2009-2010 Continuous Household Survey</p> <ul style="list-style-type: none"> - Catholic 43% - Protestant 50% - Other or no religion 6% - Unwilling to answer 1% <p>One of the underlying principles of the Investment Programme is balanced investment across the city and the Council will ensure that investment responds to recognised need. Achieve: Belfast Bursary Fund will benefit all Belfast residents, irrespective of their religious belief or political opinion.</p>
Political opinion	<p>In terms of political opinion, in the last Council election (May 2011), 29.4% of first preference votes were cast for Sinn Féin (SF), 23.5% for the Democratic Unionist Party (DUP), 13.8% for the Social, Democratic and Labour Party (SDLP), 12.7% for the Alliance Party (ALL) and 8.6% for the Ulster Unionist Party (UUP).</p> <p>The DSD Households Below Average Income (HBAI) reports use data collected in the Family Resources Survey in Northern Ireland. The latest figures show that over a quarter of individuals living in families classified as Catholic were below the low-income threshold, while just over a fifth of those living in families classified as Protestant were in low-income. The proportion of children living in poverty also varies according to the religion of the family; 32% of children living in Catholic families lived in poverty in 2008-09 compared with 18% of children living in Protestant families.³</p> <p>Achieve: Belfast Bursary Fund will benefit all Belfast residents, irrespective of their religious belief or political opinion.</p>

³ Households Below Average Income, DSD, 2009

Racial group	<p>Belfast is becoming a more culturally diverse city. It is recognised that minority ethnic people may have more difficulties accessing public services, particularly if English is not their first language.</p> <p>A study commissioned by the Council in 2006⁴ estimated that approximately 7500 migrants had settled in Belfast during the previous 2 years, mostly people within the 18-34 age range. Most new migrants to Belfast come from Poland, followed by Slovaks, Filipinos, Indians and Czechs.</p> <p>The Labour Force Survey⁵ estimates indicate that in April-June 2010 the number of those not born in the UK or Ireland of working age was 62,000 of whom 52,000 were in employment. Overall this suggests that approximately 7% of those of working age and in employment in Northern Ireland comprised migrant workers.</p> <p>Travellers are at greater risk than any other minority ethnic group of poverty, multiple deprivation and exclusion. They also experience the most stark health inequalities and their general health and life expectancy are lower than for any other group.</p>
Age	<p>Research published in 2010⁶ indicates that there has been a decline in employment rates in Northern Ireland between 2006 and 2009 and that the biggest decline has been for the 18-24 age group. One direct impact of the recession has been an increase in economic inactivity rates for younger people as they defer entry to the labour market by entering either further education or higher education.</p>
Marital status	<p>A relatively high percentage of Belfast residents are single at 41.3% compared with the NI average of 33.1%. There is also a higher percentage of widowed people at 9.3% compared with the NI average of 7.8%. There are fewer married people at 36.9% compared with the NI average of 48.5%⁷. Belfast hosted 42 civil partnership ceremonies in 2011.</p>

⁴ New Migrants and Belfast, Jarman, N , 2006

⁵ Labour Force Survey Apr-Jun 2010, NI Statistics and Research Agency, 2011

⁶ Employment Inequalities in an Economic Downturn, Equality Commission for NI, 2010

⁷ Census of Population, NI Statistics and Research agency, 2001

	<p>Research published in 2010⁸ indicated that the greatest impact of the recession has been on those who are single or separated, although this finding is largely driven by the fact that this group is likely to be made up of large numbers of younger people. The bursary seeks to assist households on a low income.</p>
Sexual orientation	<p>The bursary scheme is open to all individuals and is promoted accordingly.</p> <p>There is limited statistical data available on sexual orientation in Northern Ireland and within Belfast. The 2005 Life & Times Survey showed that 1.7% of respondents identified themselves as lesbian, gay or bisexual⁹; however, the Council currently has no data specific to Belfast.</p>
Men & women generally	<p>Belfast has a predominantly female population (53.2% of residents). This is slightly higher than the NI figure of 51.3%¹⁰. Despite considerable advances in recent years, in terms of the rates of economic activity, employment and entrepreneurial activity, women are less well connected to the labour market than men.</p> <p>Unemployment figures for young men are a particular concern, especially if they translate into long term unemployment. Women are also in a vulnerable position in the jobs market in low paid, part-time employment.¹¹</p> <p>To encourage women with dependents to undertake training – particularly lone parents, the bursary can be used for childcare (also cross referenced to the Dependents category).</p>
Disability	<p>People with disabilities face a range of recognised physical barriers such as transport, access, signage, seating and general facilities; attitudes of others can also create a barrier.¹²</p>

⁸ Employment Inequalities in an Economic Downturn, Equality Commission for NI, 2010

⁹ NI Life & Times Survey, ARK, 2005

¹⁰ Census of Population, NI Statistics and Research Agency, 2001

¹¹ Employment Inequalities in an Economic Downturn, Equality Commission for NI, 2010

¹² Audit of Inequalities, Belfast City Council, 2011

	<p>People living in a household with one or more disabled adults have a higher than average risk of living in relative poverty.¹³ 30% of individuals living in a household with one or more disabled adults live below the poverty line compared to 21% of individuals in the population as a whole. (Relative poverty is defined as all those living below 60% of the median UK income.)</p> <p>For persons with a disability the employment rate is considerably lower than that for persons without a disability. (Labour Force Survey, Apr-Jun 2010). Therefore the bursary is designed to target those households on a low income.</p>
Dependants	<p>Single parents are at greater risk of economic disadvantage than other household types; 39% of people living in a lone parent household are living in relative poverty.¹⁴</p> <p>Persons with dependants are likely to face additional barriers to employment. These include access to affordable childcare and continuation of benefits once in employment¹⁵.</p>

3. 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?

Where an external partner takes the lead in implementing a particular project/ programme, they will be responsible for ensuring that the statutory duties are met but the Council will use its knowledge of key inequalities in Belfast to assist in the process of assessing and addressing equality impacts.

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	Achieve Belfast Bursary fund will have a positive impact on all Section 75 groups, both directly and indirectly by contributing to the economic growth in the city. Impact is likely to be positive and	None

¹³ Households Below Average Income, DSD, 2010

¹⁴ Breakthrough Northern Ireland, Centre for Social Justice, 2010

¹⁵ What Can We Do to Tackle Child Poverty in NI?, Joseph Rowntree Foundation, 2009

	addresses recognised need. In this context, the bursary has the potential to promote equality and good relations while addressing issues of exclusion and marginalisation.	
Political opinion	Impact is likely to be positive and addresses recognised need. In this context, the bursary has the potential to promote equality and good relations while addressing issues of exclusion and marginalisation.	None
Racial group	Achieve will be promoted widely to ensure all groups know about the bursary award via Belfast Met, the Prince's Trust and Belfast City Council's promotional activities. Access will be provided to the formal information on the scheme including access to languages enabling participation. For example, the application form for Belfast Met will include a statement saying available in other formats on request on the front page.	None
Age	Impact is likely to be positive and addresses recognised need on the 16-24 group, as identified in section 2 of the screening form.	None
Marital status	The bursary recognises the need to provide childcare as part of the scheme.	None
Sexual orientation	Achieve: Belfast Bursary is open to all 16-24 year olds, regardless of sexual orientation.	None
Men and women generally	The bursary is open to all young men and women and actively encourages them to update training and education.	None

Disability	Achieve: Belfast Bursary will be promoted to all Section 75 groups. The application will be produced in an accessible format. The application form for Belfast Met will include a statement saying available in other formats on request on the front page. Training/education will be provided in buildings that are accessible. Information about the award will be communicated to disability specialist groups.	None
Dependants	Participants can use the bursary to cover childcare costs. Single parents, in particular, are at greater risk of economic disadvantage than other household types; 39% of people living in a lone parent household are living in relative poverty. The proportion of lone parents in employment is also well below the average, with female lone parents at the highest risk of poverty. There are also indications of higher job exit levels among lone parents.	None

4. 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	The communications plan will ensure that the scheme is opened to all Belfast City council residents aged 16-24 regardless of religious belief. Equality information will be monitored and reviewed on a yearly basis.	
Political opinion	The communications plan will ensure that the scheme is opened to all Belfast City council	

	<p>residents aged 16-24 regardless of political opinion. Equality information will be monitored and reviewed on a yearly basis.</p>	
Racial group	<p>The communications plan will ensure that the scheme is opened to all Belfast City council residents aged 16-24 regardless of racial group. Equality information will be monitored and reviewed on a yearly basis.</p>	
Age	<p>The communication plan will include age specific groups, schools, training providers and careers advisors working in the age sector specific groups to promote the programme via Belfast City Council, Belfast Met and Prince's Trust stakeholder groups.</p>	
Marital status	<p>Childcare costs have been identified as a barrier to participation in training/education. The bursary can be used to cover the costs of childcare and this will have a positive effect on parents –particularly lone parents. The communication plan will include lone parent specific groups.</p>	
Sexual orientation	<p>Promote the bursary through Belfast City Council's Section 75 distribution list.</p>	
Men and women generally	<p>Work with Belfast Met Widening Participation/ outreach to ensure that women and men can apply.</p>	
Disability	<p>The application form will be made available in a variety of formats. Information will be provided among disability specialist groups by Belfast City Council and delivery partners.</p>	

Dependants	Childcare costs have been identified as a barrier to participation in training/education. The bursary can be used to cover the costs of childcare and this will have a positive effect on parents –particularly lone parents.	
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5. 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	Ensure that all communities are welcome to apply for the bursary.	None
Political opinion	Ensure that all communities are welcome to apply for the bursary.	None
Racial group	Ensure that all groups are welcome to apply for the bursary.	None

6. 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	Monitor/evaluate the bursary scheme uptake at the end of the second year to ensure that all communities have access to information and can apply for the bursary.	
Political opinion	Monitor/evaluate the bursary scheme uptake at the	

	end of the second year to ensure that all communities have access to information and can apply for the bursary.	
Racial group	Monitor/evaluate the bursary scheme uptake at the end of the second year to ensure that all groups have access to information and can apply for the bursary.	

7. Multiple identities

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

Achieve: Belfast Bursary Fund is likely to have a positive impact on all Section 75 groups, both directly and indirectly, by contributing to economic growth and social progress. It is anticipated, however, that some areas of investment will have a differential impact on a number of Section 75 groups in a positive manner through addressing recognised need and these are highlighted below.

- Projects to support employability and skills development, including investing £300,000 to create bursaries, will target young people (16-24) who have been badly impacted by the economic downturn and help them into further education, training and employment.
- The ‘cumulative impact’ of multiple sources of disadvantage – low incomes, dependency on benefits, limited skills and qualifications, absence of role models – have the potential to combine together to create long term inequalities in our society.
- Women are less well connected to the labour market than men in terms of the rates of economic activity, employment and entrepreneurial activity, despite considerable advances in recent years – this has a bearing on the dependents, gender and marital status categories.
- The recession has impacted heavily on those who are single or separated, although this may be largely as a result of the fact that this group is likely to be made up of large numbers of younger people.
- Divorced and separated people have the highest risk of poverty while married or co-habiting households have the lowest. However, this changes with age; women pensioners in couples aged over 65 have the lowest total incomes and, among men, singles aged 65 and over have the lowest incomes.

Section C

Belfast City Council also has legislative obligations to meet under the [Disability Discrimination Order](#) and Questions 5 -6 relate to these two areas.

Consideration of Disability Duties

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

Explain your assessment in full

Our communication plan will ensure that young people with a disability have the opportunity to participate on the programme. Where relevant, possible positive attitudes will be promoted through promotional activities (press, online media).

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

Explain your assessment in full

Achieve Belfast Bursary aims to support employability and skills development including a £300,000 bursary fund to help 16-24 year-olds move into further education, training and employment. The scheme is underpinned by Belfast City Council's Investment Programme 2012-2015 which supports the need for specific, targeted interventions to ensure that the city's residents have the opportunity to develop the skills necessary to apply for and secure jobs, with a particular emphasis on young people who have been badly impacted by the economic downturn.

The Section 2 of the Equality Screening template recognises that people with disabilities face a range of recognised barriers including transport, access, general facilities. The bursary can be used to cover the costs of transport to enable young people with a disability to participate in the scheme. For persons with a disability the employment rate is considerably lower than that for persons without a disability and therefore the Council's communication plan recognises the need to promote the scheme to disability specialist groups to encourage participation.

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
Information will be collated by delivery partners and reported to Belfast City Council on a yearly basis. The communication plan will be reviewed where gaps emerge.	Information will be collated by delivery partners and reported to Belfast City Council on a yearly basis. The communication plan will be reviewed where gaps emerge.	Information will be collated by delivery partners and reported to Belfast City Council on a yearly basis. The communication plan will be reviewed where gaps emerge.

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Achieve: Belfast Bursary Fund

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

<input checked="" type="checkbox"/>	Equality of opportunity and good relations
<input checked="" type="checkbox"/>	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***

<input type="checkbox"/>	*<u>Screened In</u> – Necessary to conduct a full EQIA
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<input checked="" type="checkbox"/>	*<u>Screened Out</u> – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
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<input type="checkbox"/>	* <u>Screened Out -</u> Mitigating Actions (minor impacts) <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:
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Formal Record of Screening Decision (cont)

Screening assessment completed by (Officer level) -

Name: Nora Quigley

Date: 18 April 2014

Department : Economic Development

Signature: please insert a scanned image of your signature below

Screening decision approved by -

Name: Colin McCabrey

Date: 18 April 2014

Department : Economic Development

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 – gilmartins@belfastcity.gov.uk or dennisl@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 –

Stella Gilmartin / Lorraine Dennis

Equality & Diversity Officer (*job-share*)

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