

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:-

Equality Action Plan 2015-16

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

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

This is a revision of the 2013-16 Equality Action Plan to promote equality of opportunity and good relations.

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

(What is the policy trying to achieve?)

The action plan outlines how we propose to fulfill the Section 75 duties in relation to relevant functions of Belfast City Council.

Section 75 of the Northern Ireland Act 1998 (the Act) requires Belfast City Council to comply with two statutory duties:

Section 75 (1)

In carrying out our functions relating to Northern Ireland we are required to have due regard to the need to promote equality of opportunity between

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependants and persons without.

Section 75 (2)

In addition, without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

4. On whom will the policy / decision impact?

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

Staff	YES (Staff will be responsible for delivery of action plan)
Service users (services received)	YES (The plan will be delivered throughout the city and impact on the services received)
Other public sector organizations	YES (some screenings will be done collaboratively)
Voluntary / community groups / trade unions	YES (actions will promote inclusion)
Others, please specify	NO

5. Are there linkages to other Agencies/ Departments?

As we move towards collaborative working there will be occasions when it is appropriate to carry out a joint screening with partner agencies.

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

Our Equality Scheme states: 'We will develop any action plans for a period of between one and five years in order to align them with our corporate and business planning cycles. Implementation of the action measures will be incorporated into our business planning processes.' In line with this commitment and in consideration of factors including the change in our functions as part of Local Government Reform a one year Equality Action Plan 2015/16 was developed as an interim plan. This Equality Action Plan was informed by an Audit of Inequalities undertaken in 2011, which was informed by extensive consultation and engagement.

The development of this one year Equality Action Plan is aligned with the interim corporate plan, which was influenced by the analysis of socio economic data, analysis of legislative changes and consultation through our residents' survey, section 75 consultative forum and stakeholder engagement workshops. Following this consultation process, the corporate plan contains a commitment to equality and good relations being central to the council's work in the year ahead. This is most evident in the following corporate objectives:

Improving Community Relations: we will work to address the divides in our city and ensure that Belfast becomes a shared, peaceful, welcoming and open place.

Active and empowered citizens: We will work to ensure that citizens are empowered, engaged and play a role in shaping the city's strategic direction and have the opportunities to help themselves and others to improve their quality of life.

This approach was discussed with the Commission who have agreed to the submission of a one year plan for 2015/16. Public consultation on this one year Equality Action Plan was undertaken from May to August 2015 and the period was also utilised as a pre-consultation for an audit of inequalities which will inform the Equality Action Plan going forwards from 2016.

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.

On 1 April 2015, as part of local government reform, we took in around 53,000 additional residents and 21,000 households as the number of councils in Northern Ireland is reduced from 26 to 11.

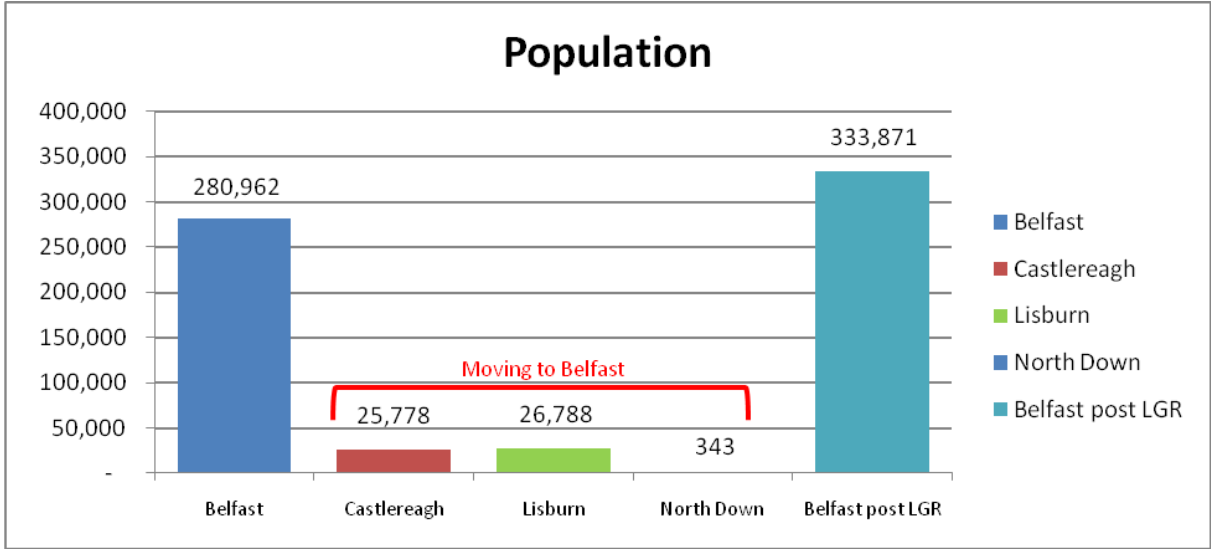
This process was previously known as the Review of Public Administration, and is designed to make local government stronger and more citizen-focused.

Using 2011 census data (geography, demography, ethnicity, housing, education, industry, economy, deprivation etc) it has been possible to develop a picture of the boundary extension, as outlined below, the equality action plan incorporates measures delivered across this new boundary. Where census data is not available the most appropriate source has been used. Area profiles, for those areas that Belfast is extending into, are now available through the projects section of CityStats (a web-based local intelligence service).

Small Areas (SAs) were introduced in Northern Ireland after the 2011 Census. Small Areas are generally created by amalgamating 2001 Census Output Areas (COA) which were built from clusters of adjacent postcodes. Small Areas nest within the 890 Super Output Areas (SOA) and the 582 Electoral Wards in Northern Ireland. There are 4,537 SAs in Northern Ireland.

There are currently 816 SAs within Belfast. After Local Government Reform (LGR) this will increase by 135 to 851. 77 of the additional SAs are currently located in Castlereagh, 57 in Lisburn and 1 in North Down. Although amalgamating SAs to create estimates for the new Local Government Districts (LGD) is not entirely accurate, it is the most suitable method for the purpose of this profile.

Throughout this document the ‘Current Belfast’ figure will relate to the Belfast Local Government District boundary pre LGR. Where the term ‘New Areas’ is used this will mean an amalgamation of all the areas in North Down, Lisburn and Castlereagh that are moving to Belfast. Any reference to each of LGD’s will be in relation to the population transferring to Belfast unless otherwise stated. The references to ‘Belfast Post LGR’ will be the ‘Current Belfast’ figures added to the ‘New Area’ figures.



In summary:

- 19% (53,000) increase in residents (281,000 to 334,000).
- 17% (21,000) increase in households (120,595 to 141,595).
- 18% (9) increase in Elected Members (51 to 60).

*All figures approximate.

The data outlined below provides structure for the delivery of our services and the Equality Action Plan.

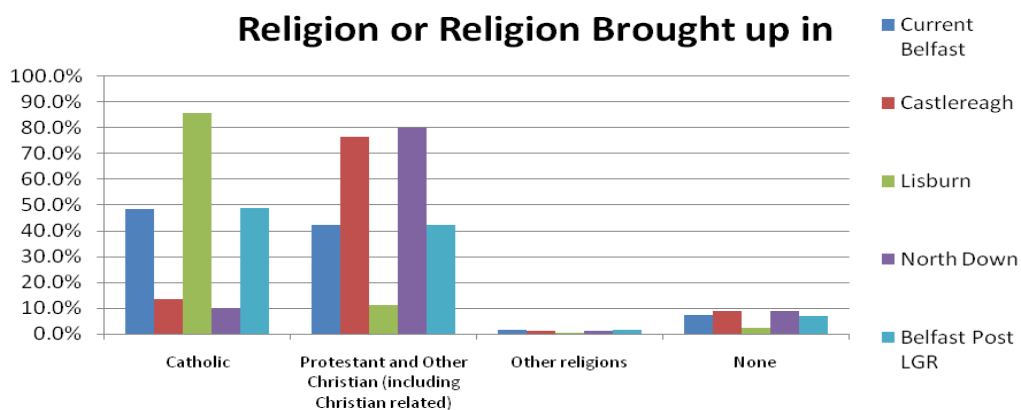
Section 75 category	Details of evidence / information and engagement
Religious	Note throughout this section the term ‘New Areas’ refers to the combination of the Small Areas that make up the entire area moving to Belfast from Castlereagh,

belief

Lisburn and North Down Local Government Districts.

	All usual residents	Catholic	Protestant and Other Christian (including Christian related)	Other religions	None
New Areas	52909	50.1%	43.3%	0.8%	5.8%
Current Belfast	280962	48.6%	42.3%	1.7%	7.4%
Castlereagh	25778	13.6%	76.3%	1.1%	9.1%
Lisburn	26788	85.8%	11.2%	0.5%	2.6%
North Down	343	10.2%	79.9%	1.2%	8.7%
Belfast Post LGR	333871	48.8%	42.5%	1.6%	7.1%

In the area within Castlereagh that is becoming part of Belfast, 76.3% of the people living there are from a Protestant (and other Christian related) background. This is similar to the percentage in North Down – 79.9%. In the Lisburn area 85.8% have been brought up in, or are Catholics.



Political opinion

In the last Belfast City Council election (May 2011), 30.9% of first preference votes were cast for Sinn Féin, 23.4% for the DUP, 13.7% for the SDLP, 12.6% for the Alliance Party, 8.6% for the UUP and 2.8% for the PUP. 51 Members were elected, this table shows the breakdown by party:

Party	Councillors elected 2011 - 2015
Sinn Féin	16
DUP	15
SDLP	8
Alliance	6
UUP	3
PUP	2
Independent	1

In the local government election held on 22 May 2014 31.84% of first preference votes were cast for Sinn Féin, 20.76% for the DUP, 12.49% for the Alliance Party, 10.9% for the SDLP, 9.81% for the UUP, 7.1% for the PUP, 2.88% for TUV, 2.53% for the Green Party, and 1.69% for the People before Profit Alliance. 60 Members of Belfast District Council were elected, this table shows the breakdown by party:

Party	Councillors elected 2014
Sinn Féin	19
Democratic Unionist Party (DUP)	13
Alliance Party	8
Social Democratic and Labour Party (SDLP)	7
Ulster Unionist Party (UUP)	7
Progressive Unionist Party	3
Green Party	1
People before Profit Alliance	1
Traditional Unionist Voice (TUV)	1

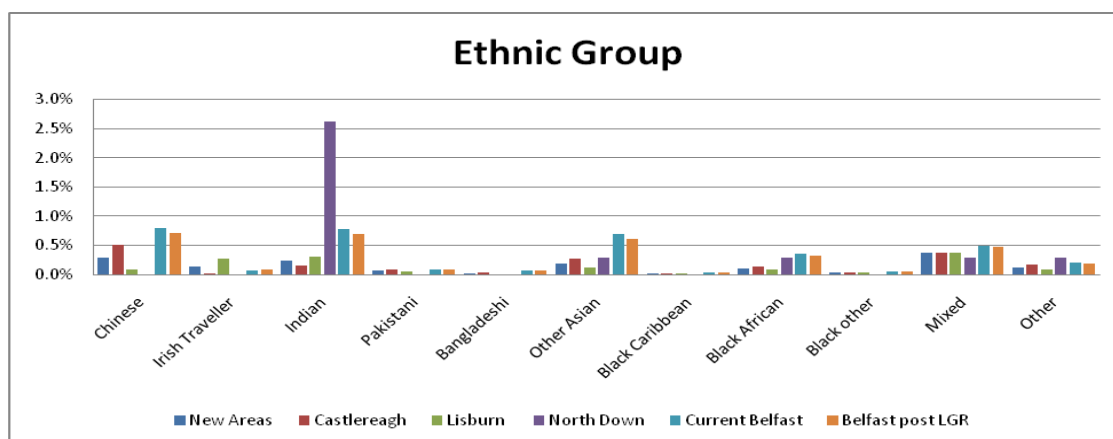
Racial group

Ethnic groups

All three areas have proportions across all ethnic groups that are similar to that of the Belfast average. In the area in North Down however 2.6% of people in the area are from an Indian ethnic group.

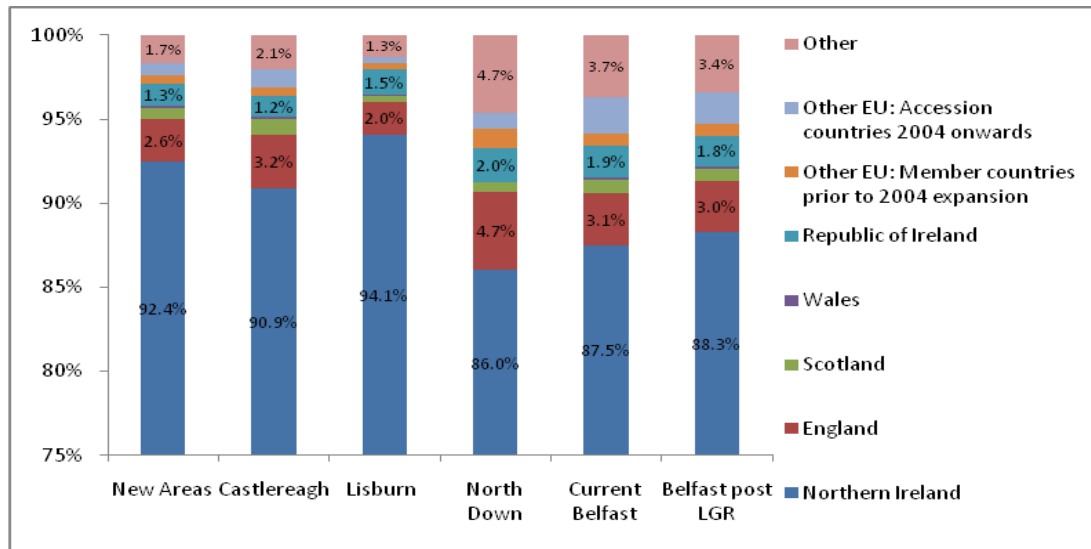
	All usual residents	White	Chinese	Irish Traveller	Indian	Pakistani	Bangladeshi
New Areas	52909	98.40%	0.30%	0.10%	0.20%	0.10%	0.00%
Castlereagh	25778	98.20%	0.50%	0.00%	0.10%	0.10%	0.00%
Lisburn	26788	98.60%	0.10%	0.30%	0.30%	0.00%	0.00%
North Down	343	96.20%	0.00%	0.00%	2.60%	0.00%	0.00%
Current Belfast	280962	96.40%	0.80%	0.10%	0.80%	0.10%	0.10%
Belfast post LGR	333871	96.70%	0.70%	0.10%	0.70%	0.10%	0.10%

	Other Asian	Black Caribbean	Black African	Black other	Mixed	Other
New Areas	0.20%	0.00%	0.10%	0.00%	0.40%	0.10%
Castlereagh	0.30%	0.00%	0.10%	0.00%	0.40%	0.20%
Lisburn	0.10%	0.00%	0.10%	0.00%	0.40%	0.10%
North Down	0.30%	0.00%	0.30%	0.00%	0.30%	0.30%
Current Belfast	0.70%	0.00%	0.40%	0.10%	0.50%	0.20%
Belfast post LGR	0.60%	0.00%	0.30%	0.00%	0.50%	0.20%



Country of Birth

Currently within Belfast 87.5% of the population were born in Northern Ireland. After LGR this figure will increase to 92.4%. This is mainly due to population transfer from the Lisburn area where 94.1% of the population living there was born in Northern Ireland.

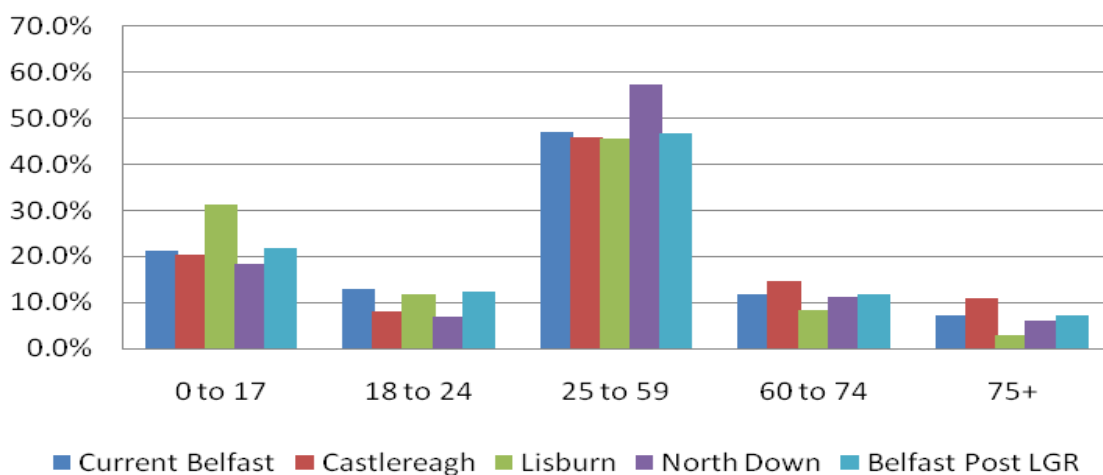


Age

The area within Lisburn has the youngest population in comparison to the current Belfast average. Castlereagh has a higher than average proportion of persons aged over 60.

	0 to 17	18 to 24	25 to 59	60 to 74	75+
New Areas	25.8%	10.0%	45.8%	11.5%	6.8%
Castlereagh	20.4%	8.1%	45.8%	14.7%	10.9%
Lisburn	31.2%	11.7%	45.7%	8.4%	2.9%
North Down	18.4%	7.0%	57.4%	11.1%	6.1%
Current Belfast	21.19	12.79	46.97	11.91	7.14
Belfast Post LGR	21.9%	12.3%	46.8%	11.8%	7.1%

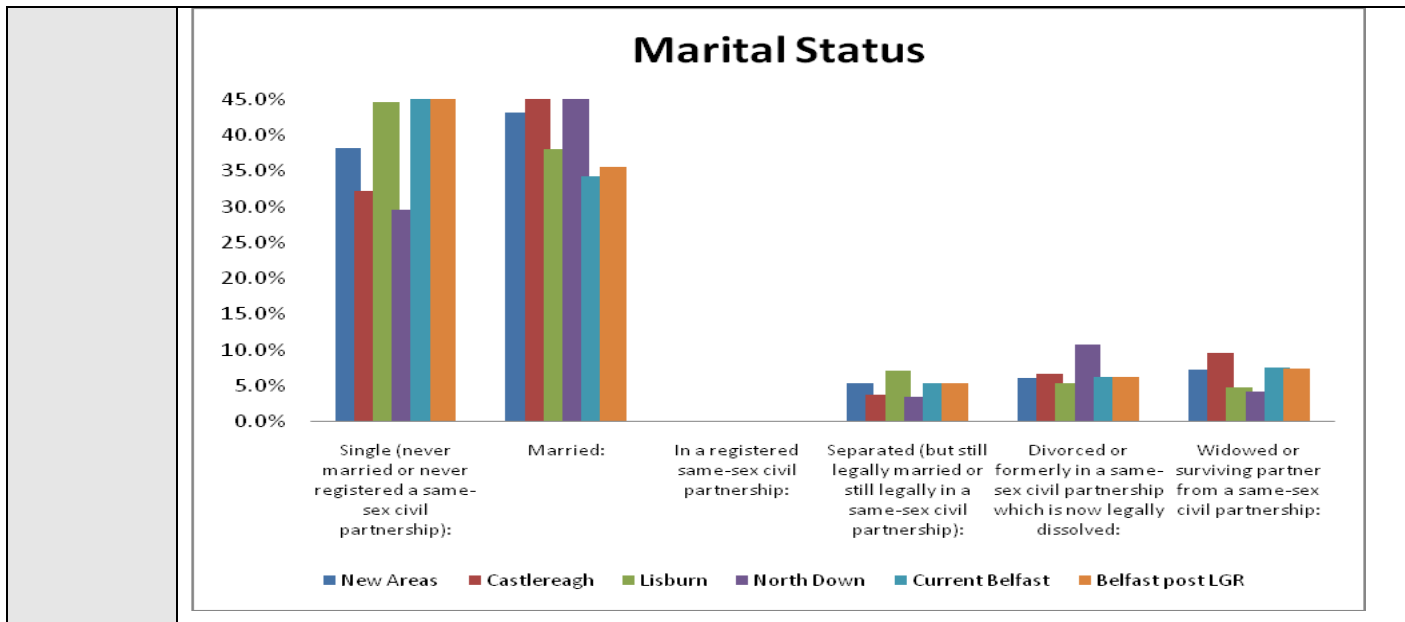
Age Structure



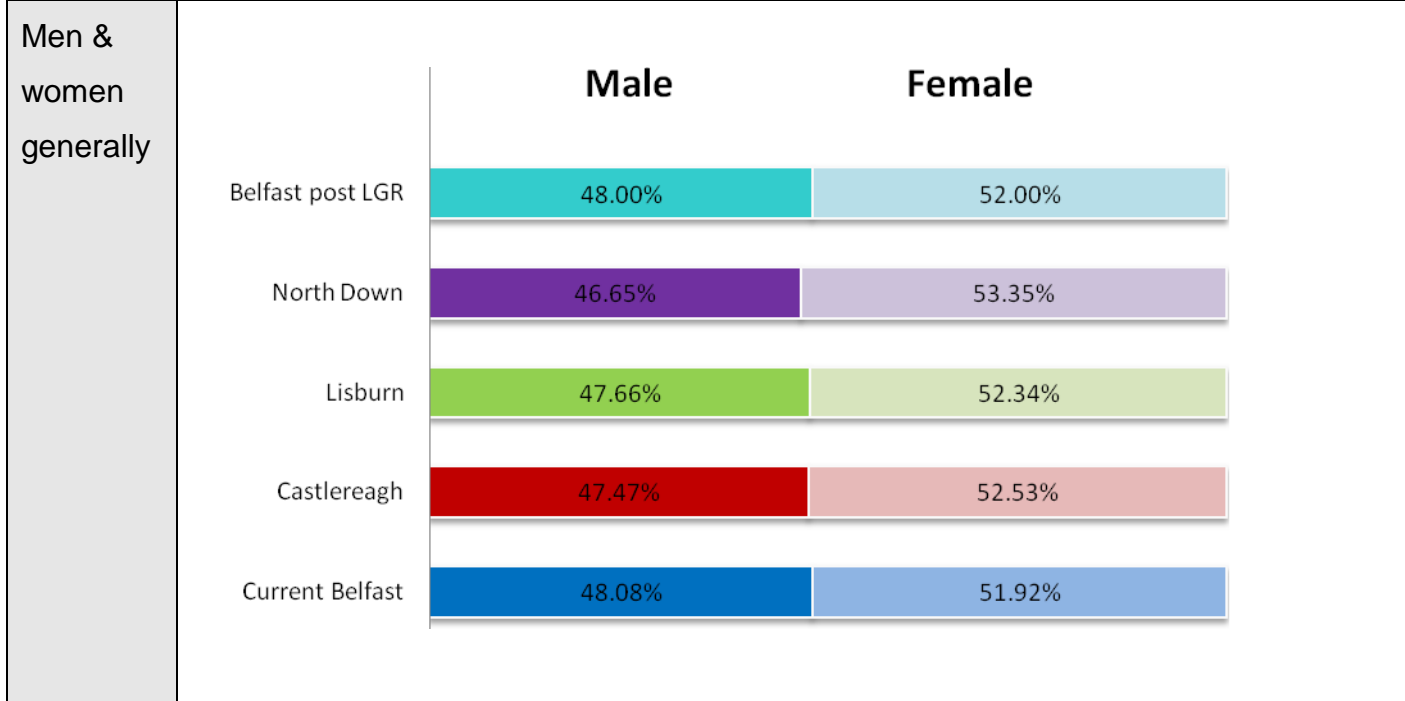
Marital status

	Aged 16+ years (%)						
	All usual residents: aged 16+	Single (never married or never registered a same-sex civil partnership):	Married:	In a registered same-sex civil partnership:	Separated (but still legally married or still legally in a same-sex civil partnership):	Divorced or formerly in a same-sex civil partnership which is now legally dissolved:	Widowed or surviving partner from a same-sex civil partnership:
New Areas	77.4%	38.2%	43.1%	0.1%	5.3%	6.1%	7.2%
Castlereagh	82.2%	32.3%	47.8%	0.1%	3.7%	6.6%	9.5%
Lisburn	72.8%	44.6%	38.0%	0.1%	7.1%	5.4%	4.8%
North Down	84.5%	29.7%	52.1%	0.0%	3.4%	10.7%	4.1%
Current Belfast	81.4%	46.6%	34.2%	0.1%	5.3%	6.2%	7.5%
Belfast post LGR	80.8%	45.3%	35.6%	0.1%	5.3%	6.2%	7.5%

(Age 16+ years %)

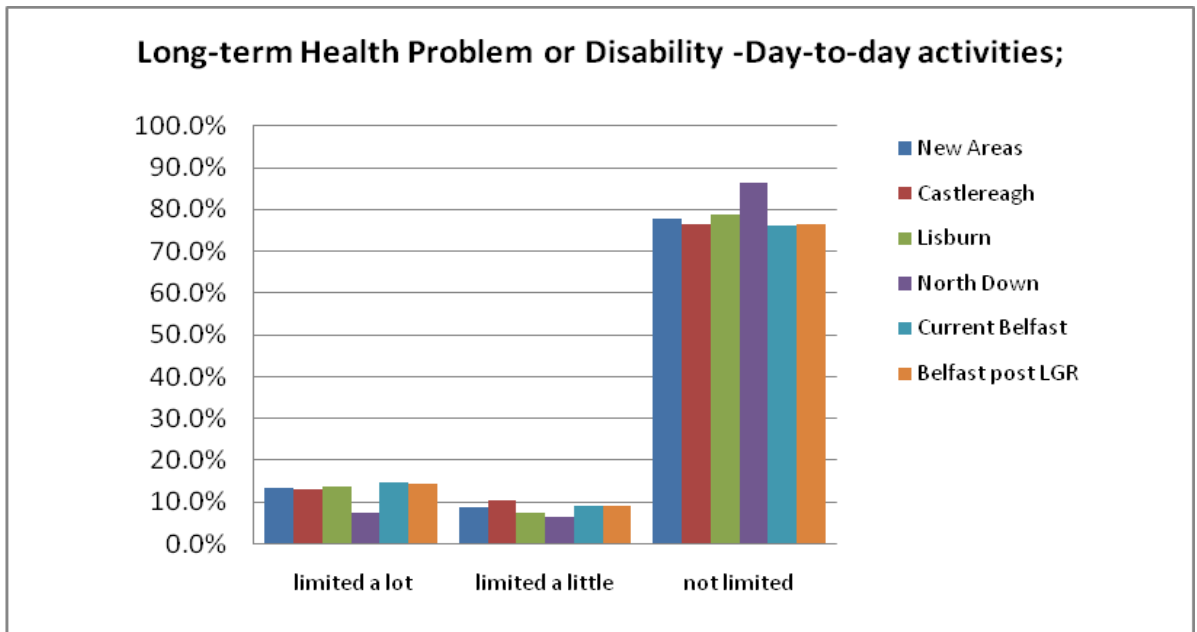


Sexual orientation The Rainbow Project estimates that, on the basis of national and international research, 1 in 10 people in Northern Ireland would not identify as being heterosexual.



Disability Fewer people in North Down have a long-term health problem or disability that limits their day-to-day activities. The proportions of people in this category in the other two areas are similar to the Belfast average.

	All usual residents	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited
New Areas	52909	13.3%	8.9%	77.8%
Castlereagh	25778	13.1%	10.3%	76.6%
Lisburn	26788	13.6%	7.5%	78.9%
North Down	343	7.3%	6.4%	86.3%
Current Belfast	280962	14.7%	9.1%	76.2%
Belfast post LGR	333871	14.4%	9.1%	76.5%

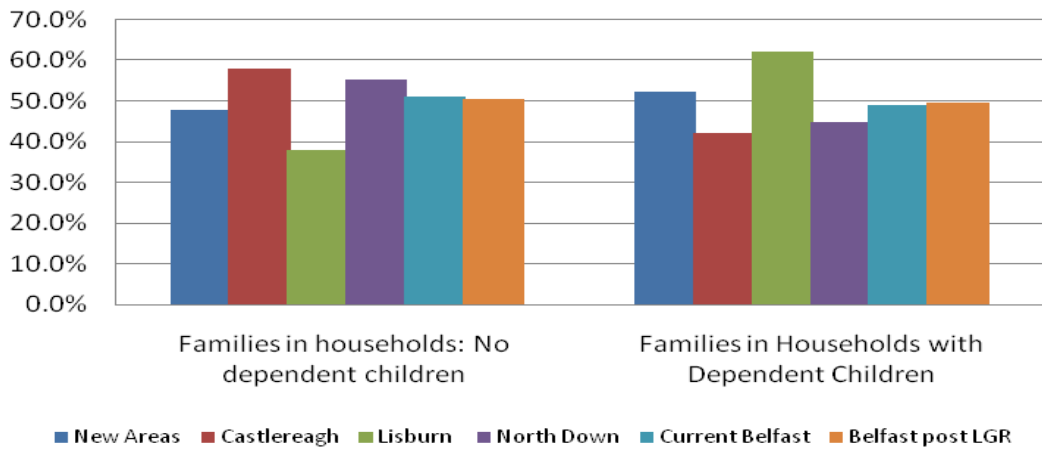


Dependants

The Lisburn area has a higher proportion of families in households with dependent children in comparison to all other areas and the Belfast average.

	All families in households	Families in households: No dependent children	Families in Households with Dependent Children
New Areas	14729	47.7%	52.3%
Castlereagh	7235	57.8%	42.2%
Lisburn	7391	37.8%	62.2%
North Down	103	55.3%	44.7%
Current Belfast	70790	51.2%	48.8%
Belfast post LGR	85519	50.6%	49.4%

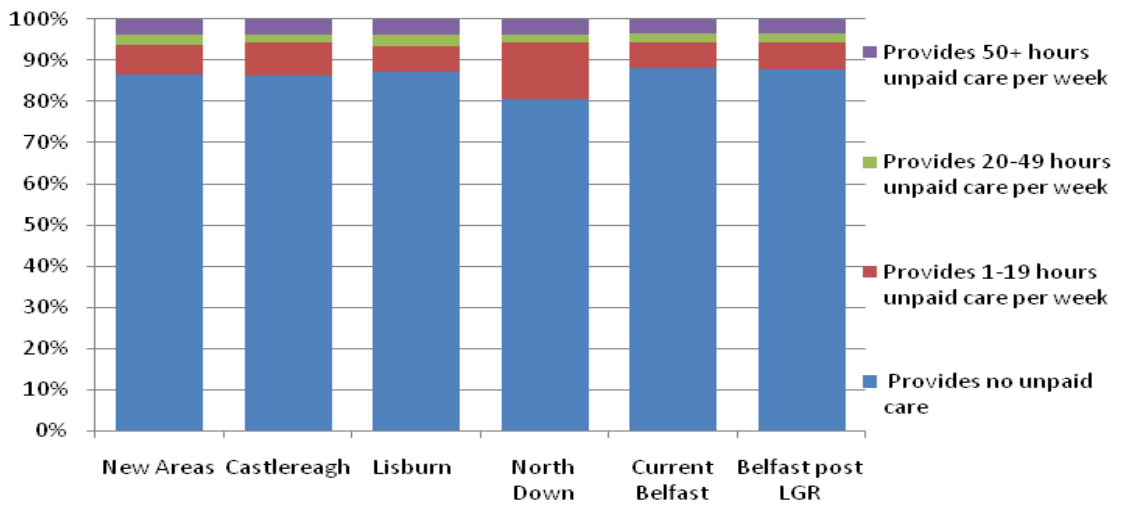
Dependent Children



Unpaid care

The graph below shows that the North Down area has the largest proportion of the population providing unpaid care. Note however that this area also has the smallest population numbers (343 people).

Provision of unpaid care



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	If Yes, provide details	If No, provide reasons
Religious belief	The Equality Action Plan will include measures to promote equality of opportunity.	
Political opinion	The Equality Action Plan will include measures to promote equality of opportunity.	
Racial group	The Equality Action Plan will include measures to promote equality of opportunity.	
Age	The Equality Action Plan will include measures to promote equality of opportunity.	
Marital status	The Equality Action Plan will include measures to promote equality of opportunity.	
Sexual orientation	The Equality Action Plan will include measures to promote equality of opportunity.	
Men and women generally	The Equality Action Plan will include measures to promote equality of opportunity.	
Disability	The Equality Action Plan will include measures to promote equality of opportunity.	
Dependants	The Equality Action Plan will include measures to promote equality of opportunity.	

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		The measures included address inequalities
Political opinion		The measures included address inequalities
Racial group		The measures included address inequalities
Age		The measures included address inequalities
Marital status		The measures included address inequalities
Sexual orientation		The measures included address inequalities
Men and women generally		The measures included address inequalities
Disability		The measures included address inequalities
Dependants		The measures included address inequalities

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	The Equality Action Plan will include measures to promote good relations.	
Political opinion	The Equality Action Plan will include measures to promote good relations.	
Racial group	The Equality Action Plan will include measures to promote good relations.	

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		The measures included will promote good relations.
Political opinion		The measures included will promote good relations
Racial group		The measures included will promote good relations

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

A separate Disability Action Plan is developed and delivered to in parallel with the Equality Action Plan. All communications and outcomes will be representative of the diverse citizens of Belfast, including promoting positive attitudes towards people with disabilities.

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

A separate Disability Action Plan is developed and delivered to in parallel with the Equality Action Plan. All communications and outcomes will be representative of the diverse citizens of Belfast, including participation in public life for people with disabilities.

14. Multiple Identities

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

The complexity of identities will be addressed through the actions outlined.

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 screenings undertaken	Number of screenings undertaken	Number of screenings undertaken
Number of complaints		

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Equality Action Plan 2015/16

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)*

	*Screened In – Necessary to conduct a full EQIA
x	<p>*Screened Out – No EQIA necessary (no impacts)</p> <p>Provide a brief note here to explain how this decision was reached:</p> <p>The Equality Action Plan outlines measures to be undertaken to promote equality of opportunity and good relations</p>

	<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:
--	---

Formal Record of Screening Decision (cont)

Screening assessment completed by (Officer level) -

Name: Lorraine Dennis

Date: 28-9-15

Department : City and Neighbourhood Services

Signature:

Screening decision approved by -

Name: Nicola Lane

Date: 28-9-15

Department: City and Neighbourhood Services

Signature:

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 –

Stella Gilmartin / Lorraine Dennis

Equality & Diversity Officer (job-share)

Belfast City Council

City Hall

Belfast

BT1 5GS

Telephone: 028 9027 0511

equality@belfastcity.gov.uk