

# 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](mailto: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 website<sup>1</sup>.

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.

---

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

**Title of policy / decision to be screened:-**

Parks and Leisure Playing Pitches Agreements Policy

**Brief description of policy / decision to be screened:-**

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

Belfast has experienced extensive change in the last decade and that positive transformation is also evident in its Parks and Open Spaces not least through the continuing delivery of our £15 million pounds playing pitches strategy. We hope to use our Playing Pitches Strategy to encourage and enable people to access facilities and opportunities across the City.

A key objective of the partner agreements policy is to introduce new management arrangements at Council grass pitches which further strengthen the council's commitment to encourage public access at our pitches while balancing dedicated use by sporting clubs.

Historically, we provided facilities management agreements at a number of our sites. However, a number of these agreements have expired and we have following public consultation on the policy and process, opened an expression of interest for a new partner agreements programme which will replace FMAs at a number of our sites. Belfast City Council seeks to develop partner agreements with Belfast based sports clubs to maximise community involvement in the delivery of physical activity, health and sports programmes in its parks sites.

A partner agreement is an agreement for up to a period of 7 years between Council and an eligible partner for a Council grass pitch site. All partner agreement holders must deliver an active sports development programme to meet the needs agreed in their sports development plan. The plan must state the priorities of the partner regarding usage of the facilities at the site and also encourage wider community involvement in activities onsite and ongoing public access. The Council seeks to promote and provide assets which are contemporary and fit for purpose and being used to their full potential.

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

The specific policy objectives are:

1. Provide a departmental framework for working with sporting organisations and clubs and;
2. Develop the management approach for dedicated use by not for profit sporting organisations of sites whilst safeguarding public use;
3. Implement 'agreements for use' through an enhanced Support for Sport grant aid programme;
4. Develop site based sports development plans; and
5. Provide quality dedicated space for competitive sporting play.

The assessment of applications under this policy and associated process will be managed as an initial pilot under Support for Sport which aims to :

- Promote and support lifelong involvement in sport and physical activity;
- Work with sports clubs and community organisations to help create an active, healthy and vibrant city;
- Guide and assist coaches and volunteers to attain coaching awards so as to provide high quality and consistent coaching and leadership;
- Prioritise opportunities for under-represented groups and specifically women/girls, people with disabilities and older people;
- Promote sport and physical activity as a social integration and health improvement tool;
- Celebrate success with our sports people and welcome visitors to Belfast;
- Reward quality clubs achieving 'Clubmark' status; and
- Support our talented athletes to achieve their potential and hold them up as role models for an aspiring population.

### **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 – sports clubs and elite individual athletes.

### **Are there linkages to other Agencies/ Departments?**

The policy aims and objectives support the establishment of partnerships on Council grass pitches which have clear and definite linkage to this Council's range of objectives and wider objectives around equality and good relations, sport, physical activity and Health and Wellbeing all detailed in our current corporate plan:

<http://www.belfastcity.gov.uk/council/Publications/corporateplan>

## **Section B**

### **1. Outline consultation process achieved or planned**

The process undertaken incorporated the following;

1. Early independently facilitated engagement on proposed policy and process with clubs, governing bodies, elected members, stakeholders from incoming Council areas under local government and other relevant stakeholders through independently facilitated workshops;
2. Consultation with elected members at party briefings; and presentation of relevant reports to Committee which were ratified by full Council.
3. Full public consultation exercise on the proposed policy and process conducted in line with guidance over the recommended 12 week period; an open consultation exercise which was publically advertised and included public meetings citywide and a publicly-available, on-line questionnaire.
4. Social media posts by Council on both Facebook and messages on Twitter throughout the consultation phase.
5. Presentation and discussion of the policy and process at the Council's equality consultative forum during engagement phase and the public consultation period.

6. Presentation of consultation findings report to the Council's Parks and Leisure Committee on Tuesday 24 February 2015.
7. Minutes and relevant Committee reports available to public on Council website.
8. Publically advertised open expression of interest in April 2015.

## 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:

- Historical departmental/organisational records
- Engagement exercise findings from 2014
- Public consultation exercise findings from November 2014 to January 2015

Section 75 category	Details of evidence / information and engagement
Religious belief	The process outlined in the previous question did not produce any evidence relating to this category
Political opinion	The process outlined in the previous question did not produce any compelling evidence relating to potential/future partner agreement holders in this category; however, the process formally engaged with elected members and sought opinions and input from all parties on the introduction of partner agreements policy and process.
Racial group	The process outlined in the previous question did not produce any compelling evidence relating to this category. However, the policy in screening this policy Council is mindful of the potential need to introduce mitigating actions around increasing participation amongst those from a minority ethnic background.
Age	Evidence presented by community and sporting groups during the consultation process indicated that they felt that regular sports participation by young people was encouraged and would continue to be encouraged by them.
Marital status	The process outlined in the previous question did not produce any evidence relating to this category.
Sexual orientation	The process outlined in the previous question did not produce any evidence relating to this category.
Men & women generally	In considering the introduction of this policy and in screening it Council is mindful of the potential need to introduce mitigating actions around increasing participation amongst females.

Disability	In considering the introduction of this policy and in screening it Council is mindful of the potential need to introduce mitigating actions around increasing participation amongst people with disabilities.
Dependants	The process outlined in the previous question did not produce any evidence relating to this category.

**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?**

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	None	
Political opinion	None	
Racial group	Positive- there will be a likely impact on this category through the introduction of the policy with the Council and its partners at relevant sites working to create opportunities for under-represented groups and specifically women/girls, people with disabilities and those from a minority ethnic background.	Minor
Age	It is our belief based on the evidence that there will be a positive impact based solely on age as young people will frequently feature in sports development programming provided by partners. Furthermore, Council's partners must be committed to ensuring they provide programmes which have a wide range of participation types to ensure wider community use. As part of the Partner Agreement process, each sports development plan is required to include actions related to this category.	Minor
Marital status	None	
Sexual orientation	None	
Men and women generally	Positive- there will be a likely impact on this category through the introduction of the policy with the Council and its partners at relevant sites working to create opportunities for under-represented groups	Minor

	and specifically women/girls, people with disabilities and those from a minority ethnic background. As part of the Partner Agreement process, each sports development plan is required to include actions related to this category.	
Disability	Positive- there will be a likely impact on this category through the introduction of the policy with the Council and its partners at relevant sites working to create opportunities for under-represented groups and specifically women/girls, people with disabilities and those from a minority ethnic background. As part of the Partner Agreement process, each sports development plan is required to include actions related to this category.	Minor
Dependants	None	

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

<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
<b>Religious belief</b>		No. It is our belief that there are no opportunities to better promote equality of opportunity as there is equal opportunity for a person of any religious belief to access the service.
<b>Political opinion</b>		No. It is our belief that there are no opportunities to better promote equality of opportunity as there is equal opportunity for a person of any political opinion to access the service.
<b>Racial group</b>	Yes. It is our belief that there are opportunities to better promote equality of opportunity in relation to this category as a higher score will be given to those applicants who demonstrate that they will encourage wider community use and have plans in place to target wider use among at	

	least 4 groups one of which could be 'people from a minority ethnic background.'	
<b>Age</b>	Yes. It is our belief that there are opportunities to better promote equality of opportunity in relation to this category as a higher score will be given to those applicants who demonstrate they will encourage wider community use and have plans in place to target wider use among at least 4 groups one of which could be older people. There is also evidence that older people have a strong volunteering ethos and are actively involved in activities delivered by our partners at various levels.	
<b>Marital status</b>		Under the policy equality of opportunity is the same for people of different marital status
<b>Sexual orientation</b>		Under the policy equality of opportunity is the same for people of different sexual orientation
<b>Men and women generally</b>	Yes. It is our belief that there are opportunities to better promote equality of opportunity in relation to this category as a higher score will be given to those applicants who demonstrate they will encourage wider community use and have plans in place to target wider use among at least 4 groups one of which could be females.	
<b>Disability</b>	Yes. It is our belief that there are opportunities to better promote equality of opportunity in relation to this category as a higher score will be given to those applicants who demonstrate they will encourage wider community use and have plans in place to target wider use among at least 4 groups one of which could be people with a disability.	
<b>Dependants</b>		Under the policy equality of opportunity is the same for people with or without dependants

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	Positive – as part of the Partner Agreement process, each sports development plan is required to include actions related to promoting good relations.	Minor
Political opinion	Positive – as part of the Partner Agreement process, each sports development plan is required to include actions related to promoting good relations.	Minor
Racial group	It is our belief based on the evidence that there would likely be a minor impact based solely on racial group. This is based on a higher score being given to those applicants who demonstrate that they will encourage wider community use and have plans in place to target wider use among at least 4 groups one of which could be 'people from a minority ethnic background.'	Minor

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	Yes. The policy is open which are open to all sections of the community  There may be opportunities to promote support activities which bring together people of different religious belief, with the aim of promoting good relations	
Political opinion	Yes. The policy is open to all sections of the community  There may be opportunities to promote and grant aid activities which bring together people of different political opinion, with the aim of promoting good relations.	

Racial group	<p>Yes. The policy only supports organisations which are open to all sections of the community.</p> <p>There will be opportunities to promote and grant aid activities which bring together people of different racial groups, with the aim of promoting good relations.</p>	
--------------	--	--

### 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

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

##### Explain your assessment in full

The new policy provides the opportunity for the Council to promote positive attitudes towards disabled people by –

- In conjunction with our partners promoting activities by people with disabilities at Council pitches.

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

##### Explain your assessment in full

The new policy provides the opportunity for the Council in conjunction with its partners to actively increase participation by disabled people in public life through increased partnership working at pitches which aims to prioritise opportunities for under-represented groups and specifically women/girls, people with disabilities and older people.

**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.

<b>Equality</b>	<b>Good Relations</b>	<b>Disability Duties</b>
<p>The impact of the new policy will be monitored through applications received and review of mandatory post- award monitoring returns provided by recipients.</p>	<p>The impact of the new policy will be monitored through applications received and review of mandatory post- award monitoring returns provided by recipients. Relevant sites will also be visited at regular intervals by Council Officers as part of the monitoring process.</p>	<p>The impact of the new policy will be monitored through applications received and review of mandatory post- award monitoring returns provided by recipients. Relevant sites will also be visited at regularly by Council Officers as part of the monitoring process.</p>

## Section D

### Formal Record of Screening Decision

#### Title of Proposed Policy / Decision being screened

Parks and Leisure Playing Pitches Agreements Policy

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**

<input type="checkbox"/>	<b>*Screened In</b> – Necessary to conduct a full EQIA
--------------------------	--

<input type="checkbox"/>	<b>*Screened Out</b> – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
--------------------------	--

<input checked="" type="checkbox"/>  X	<b>* Screened Out - Mitigating Actions (minor impacts)</b> <ul style="list-style-type: none"> <li>Provide a brief note here to explain how this decision was reached:            The methodology used in developing the new policy incorporates a range of elements which have contributed to ensuring equality of opportunity has been considered. Those impacts which have been identified through this screening process are both positive and minor. The mitigating actions are around increasing participation amount underrepresented groups including females, people with disabilities and those from an ethnic minority background.</li> </ul>
--	---

**Formal Record of Screening Decision** (cont)

**Screening assessment completed by (Officer level) -**

Name: Claire Sullivan

Date: 22/07/2015

Department : Parks and Leisure

Signature: please insert a scanned image of your signature below

**Screening decision approved by -**

Name: Rose Crozier

Date: 28/8/15

Department : Parks and Leisure

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](mailto: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.