



Equality Screening Template

Forthriver Innovation Centre facility

Belfast City Council -Equality Screening Template

The Council has a statutory duty to screen all policies. Please note, a policy can be written or unwritten, formal or informal. 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. Please note a policy can be written or unwritten, formal or informal.

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. To find out about the training contact Stella Gilmartin at gilmartins@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:-

Innovation Centre (Innovation Factory)

Brief description of policy / decision to be screened:-

Background

The Forthriver Innovation Centre (formally the Mackie site) will be situated in west Belfast. 15 wards are in close proximity to the site. This policy is related to a new build business facility which will be completed by Spring 2016. An operator will then be appointed to run the building.

Forthriver Innovation Centre:

- Is a space for new start-up and growing businesses, as well as those seeking additional space and, potentially, foreign direct investment businesses?
Research suggests that this area is under-represented in terms of investment levels and number of start-ups – particularly those with high growth potential;
- At full occupancy, the building could employ up to 382 people and will boast 35,000 square foot of lettable space. It will act as a catalyst for the development of the wider Mackie's site and create additional employment prospects for the area;
- Will include high-quality business space along with excellent telecoms infrastructure, meeting rooms and shared space where businesses can come together, collaborate innovate and develop new products, processes and business ideas;
- Forms part of the Council's Investment Programme pledge to support regeneration by investing in infrastructure which will make it easier for businesses to start up and grow. The Investment Programme is a commitment to addressing the economic downturn and making the city a better place to live, work, visit and invest and is supported by all political parties and includes major schemes to boost the economy, create jobs and improve quality of life in the

city's neighbourhoods. This, in turn, will create wealth and employment opportunities for local residents; and

- Is close to Belfast Metropolitan College's E3 campus, which provides an additional opportunity to complement the investment and act as a space for entrepreneurial ideas to be generated.

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

(What is the policy trying to achieve?)

Forthriver Innovation Centre aims to:

1. Establish an Innovation Centre which meets the infrastructure needs of small companies in key business sectors.
2. Support collaboration between resident businesses and encourage new business ventures.
3. Provide business support services which will encourage further economic growth.
4. Create an integral element of the business growth infrastructure in the city, aligning with adjacent skills development and business support resources.

Boosting entrepreneurship and economic growth in the area as well as maximising the input of the local community in the building of, and in the branding of the business facility, is central to this policy/decision making process. There is a strong need to understand how local people feel about this development and how they wish to input into the brand of the Innovation Centre. The site is in an area of high deprivation and therefore ensure that local residents are encouraged and made aware of the opportunities to start-up or grow businesses (Aim 2). It is adjacent to a peace line which is often a focal point for anti-social behaviour. Strong community engagement has taken place during the development and building phase and this has helped address several challenges. Please refer to the Social Integration and Community Engagement Plan attached.

It is anticipated that the Innovation Centre project will deliver the following high-level objectives:

1. To support at least 145 jobs by 31 December 2018 and at least 187 jobs in the operation of the Innovation Centre by 31 December 2020.
2. To promote and encourage the social and economic regeneration of West Belfast by 31 December 2020.
3. To provide Business Innovation Support to 100 companies and 5 collaborative networks by 31 December 2020.
4. To encourage local and foreign direct investments to the Innovation Centre by 31 December 2020.
5. To act as a catalyst for further development of the Forthriver site by 31 December 2020.
6. To develop Grade A accommodation in the form of a 55,284 sq ft building, comprising 32,895 sq ft lettable space and 4,478 sq ft innovation space by 31 March 2016.
7. To achieve 50% occupancy at the Innovation Centre by 31 March 2018 and 71% occupancy at the Innovation Centre by 31 March 2020.
8. To support innovation by 31 December 2020. Innovation support is defined as support provided to new and existing companies to help them generate and exploit ideas for new product and process development as well as technology improvements to support new ways of doing business.

On whom will the policy / decision impact?

Consider the internal and external impacts (either actual or potential).

X Staff

Yes. Council will own the new facility, however the operational aspects of the facility will be the responsibility of an external operator. The Council will engage in a competitive dialogue process to appoint an external operator.

X Service users

Yes. The new facility will attract new service users in terms of achieving its key economic aims, to provide a new facility that will attract and encourage micro/small growth businesses. As it is a new service area, it will not affect any existing service users.

X **Other public sector organisations**

Yes. This new facility has the potential to compliment other education facilities within the area, such as E3. In addition, it will contribute to other government strategies, in terms of employability (and self-employment), worklessness, upskilling and economic regeneration aims and objectives. The project is funded by Council (25%) Invest NI (25%) and the European Regional Development Fund for NI (50%). It contributes directly to a number of policies including Programme for Government targets Department for Enterprise, Trade and Investment's Economic Strategy.

X **Voluntary / community groups / trade unions**

A key outcome of this project through the appointment of the operator will be community benefit and at present this is unknown. However, as part of the competitive dialogue and appointment process for an external operator, consideration around community benefit will be identified and assessed.

There are three thematic areas for community benefit:

- To create employment and training opportunities.
- To create a catalyst and environment for further economic development and regeneration of the area.
- To promote and facilitate the number, growth and ongoing success of start up businesses.

X **Others, please specify:**

It is anticipated that the post construction end impacts/benefits of this project will affect a wide range of stakeholders. For example, an opportunity as a new facility for tenant businesses and an opportunity to regenerate the site which is currently derelict to further promote the location and positively impact the local community. An opportunity for local enterprise agencies to direct potential clients for more intensive R&D support.

Are there linkages to other Agencies/ Departments?

A stakeholder analysis was conducted at the outset of the project and a number of key stakeholders (other agencies/departments) were identified:

Stakeholder agency/department	Nature of relationship
Invest NI	<ul style="list-style-type: none"> - Site landowner - Project funder - Local Economic Development Agency
Planning Service	<ul style="list-style-type: none"> - Key decision maker around Planning Policy.
DETI	<ul style="list-style-type: none"> - Sponsoring Department
ERDF	<ul style="list-style-type: none"> - Project funder
Operator	<ul style="list-style-type: none"> - The appointed Operator will deliver a contracted service for the council that will outline responsibilities for the management and operational aspects of the facility (Facility and programme/mentor management).
Belfast Metropolitan College	<ul style="list-style-type: none"> - Working partner – referrals/sign post clients; links with graduate base and potential use of expertise and equipment for proof of concept/ R&D.
Employment Agencies	<ul style="list-style-type: none"> - Working partner – referrals/sign post clients; links with unemployed
Local Businesses	<ul style="list-style-type: none"> - Potential service user
Community Group & Associations	<ul style="list-style-type: none"> - Community support and engagement will be a critical element of success for the Capital Project Development and Operator Facility Management and delivery.
Department of Justice	<ul style="list-style-type: none"> - Each year the site is restricted to facilitate parades. PSNI are routinely

	engaged on matters pertaining to the site (including issues such as trespassing, anti-social behaviour and assaults).
Belfast City Councilors	- Via the investment programme, this project is supported by all political parties.

Section B

1. Outline consultation process achieved or planned

Physical Building/Construction aspect

A communication and engagement plan was developed at the project initiation stage, which included consultation with a range of stakeholders including residents and community groups in the local area. A list of local community and voluntary groups was compiled in consultation with the Council Services working in the area. There were a number of stages during the project development process at which consultation took place:

- **Emerging proposal stage:** Information was presented to introduce what the council was planning to do to gain feedback. Proposals were positively received. Pedestrian access and shared vehicular access to the site was identified as an issue for ongoing consideration.
- **Site investigation activity:** Information was provided to the local residents and community groups that site investigations were taking place.
- **Preparing for planning application submission:** Stakeholder meetings were held to present draft plans for the site, to show what the facility might look like ahead of the Planning Application submission. Specific comments were raised around the height of the facility and pedestrian access, but this was addressed. Statutory consultation was also conducted via the Planning Service application process to assess against all legislative and regulatory requirements.

Examples of the consultation process

- **Springvale Interagency** – A Council representative attended the Springvale Interagency Meetings so as to provide an update on the development of the project and to provide members of the group with an opportunity to ask questions or to voice any concerns. This group are important stakeholders for the project and provide a good link to other relevant service providers in the area;
- **Community Drop In Sessions** – A number of ‘drop in’ sessions were held in West Belfast in 2015 so as to provide local residents with an opportunity to speak directly with Council Officers. A community questionnaire was issued to elicit opinions. Local people had an opportunity to put forward their ideas via a community suggestion box at drop in sessions and site visits were arranged for the local community;
- **Community Engagement for Centre Branding** – A number of pre and post brand development workshops were delivered inviting members of the community

to get involved in the centre branding process. Feedback from this, as well as key **stakeholder interviews** including local Councilors was used to inform the new centre name and brand strategy. To ensure all communities were involved, press releases appeared in the local newspapers, social media was used to invite local people along to the consultation events and direct telephone calls and emails were made to community organisations to ensure they were involved in the branding decision. Voting slips were distributed to ask for opinions on what the site should be called.

- **Young Enterprise Northern Ireland Master class** – The master class focused on the theme of regeneration using the innovation centre as a case study. School pupils worked with Young Enterprise Northern Ireland to develop business ideas that could address certain social needs. These would be typical innovation centre businesses. The GCSE students visited the site as part of the scheme, which is encouraging local young people to think about running their own business and gain the skills needed to take a product to market. These initiatives not only invited communities to get involved in shaping the centre but also equipped them with the skills needed to take advantage of the opportunities.
- **Housing Executive Residents Groups** – engaged in a Springvale Interagency Group
- **West Belfast Partnership Board** – The Economic Development Manager was invited to attend the West Belfast Partnership Board to provide an update on the Innovation Centre. This took the form of a presentation and a Q&A session;
- **West Belfast Action Group** - The West Belfast Action Group have been involved with project development and were consulted on the brand design and Centre's name;
- **Regular updates in City Matters magazine;**
- **Community newsletters** and update were issued. It explained the purpose and progress of Forthriver Innovation Centre and made local residents aware of the opportunities available at the centre. Involving young people was deemed important. The newsletter was delivered by youths to local residents from Forthspring youth centre to ensure involvement of young people; and
- There social clauses inserted in the builder's contract. Heron Bros - the main building contractor, publicised job and training opportunities to the local communities via Job Centre, Job Centre Online, Heron Bros website careers section and a citywide skills and employability event. As a result of community

engagement and working with the council, Heron Bros was able to offer 8 apprentices and 48 weeks of student placement.

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; and
- Consultation exercise and other public authorities.

Belfast City Council commissioned a Feasibility Study and Business Case (February 2013)

Prior to BCC capital programme approval to commit to this project, a feasibility study and business case were commissioned to examine the need for an 'innovation centre'. This report examined a range of sources and identified the need for this project based on the following:

- The socio economic profile of the area. This area is a highly deprived area of Belfast;
- Skills levels are low. On Census Day in 2011, considering the population aged 16 years old and over just 14.95% had a degree or higher qualification; while 52.02% had no or low (Level 1*) qualifications;
- The need for innovation in this area of the city. The proportion of innovation startups in the city is particularly low compared to other parts of the city;
- Key drivers: Based on feedback from Invest NI, we found that suitable accommodation in the city for its client base was close to full capacity and there was increasingly a lack of suitable accommodation to show potential Foreign Direct investment (FDI) clients;
- Given the current offering around blue chip tenants in the Springfield Road locality and the recent investment of the Belfast Met E3 building, there is potential given the existing support mechanisms in the area and opportunities to maximize strategic partnerships;

- Market failure and complementarily. There is market failure in greater Belfast as a whole, where there is a lack of provision of Grade A accommodation, specifically in West Belfast and Greater Shankill area. A technical team was commissioned to contribute their ideas into the detailed design of the centre. This included Oxford Innovation, an operator of Innovation Centres throughout the UK. The purpose of this input was to ensure that the capital project design met the needs of its users and clients. While the needs analysis has not been specifically categorized under the Section 75 categories, the project has been economically appraised by ERDF/DETI economists to ensure the business justification exists; and
- There are 15 council wards in close proximity to Forthriver Innovation Centre facility: Andersonstown, Beechmount, Clonard, Crumlin (Belfast LGD), Falls, Falls Park, Glen Road, Glencairn, Glencolin, Highfield, Ladybrook, Shankill, Upper Springfield, Whiterock and Woodvale. Data has been extracted from the 2011 census study. The table below shows that deprivation, income and employment rank among the highest in Northern Ireland. Whiterock, Shankill, Falls, Clonard and Crumlin are in the top 10 most deprived areas in Northern Ireland. Education Skills and Training is very low particularly in Whiterock, Crumlin, Falls, and Shankill. It is essential that residents are engaged by the operator in the most deprived areas so they have opportunity to avail of the centre. These will be promoted via social regeneration activities in the operator's service contract.

	MDM - Rank of MDM Score (where 1 is most deprived)	MDM - Rank of Income Domain Score (where 1 is most deprived)	MDM - Rank of Employment Domain Score (where 1 is most deprived)	MDM - Rank of Health Deprivation and Disability Domain Score (where 1 is most deprived)	MDM - Rank of Education Skills and Training Deprivation Domain Score (where 1 is most deprived)	MDM - Rank of Proximity to Services Domain Score (where 1 is most deprived)	MDM - Rank of Living Environment Domain Score (where 1 is most deprived)	MDM - Rank of Crime and Disorder Domain Score (where 1 is most deprived)
Andersonstown	118	129	72	73	214	569	160	160
Beechmount	34	39	33	29	72	575	55	53
Clonard	7	9	8	4	44	579	35	22
Crumlin	6	13	7	13	2	578	51	51
Falls	2	4	3	1	4	577	39	6
Falls Park	101	121	81	51	230	566	171	55
Glen Road	43	51	24	31	144	534	111	121
Glencairn	31	50	31	43	17	397	98	153
Glencolin	33	49	27	34	46	343	134	126
Highfield	78	139	51	90	41	364	131	151
Ladybrook	88	77	65	69	171	509	212	154

Shankill	4	6	11	5	1	580	26	27
Upper Springfield	11	16	9	6	15	529	107	98
Whiterock	1	1	1	2	8	554	33	41
Woodvale	19	25	22	44	3	571	24	138

Section 75 category	Details of evidence / information and engagement																																																																																																																																																									
Religious belief	<p>The table below shows the religious breakdown and compares that against the NI average. 10 of the wards are predominately Roman Catholic while 5 are predominately Protestant.</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th>Religion: Catholic (%)</th> <th>Religion: Presbyterian Church in Ireland (%)</th> <th>Religion: Church of Ireland (%)</th> <th>Religion: Methodist Church in Ireland (%)</th> <th>Religion: Other Christian (including Christian related) (%)</th> <th>Religion: Other religions (%)</th> <th>Religion: No religion (%)</th> <th>Religion: Religion not stated (%)</th> </tr> </thead> <tbody> <tr><td>Andersonstown</td><td>86.49</td><td>0.29</td><td>0.29</td><td>0.00</td><td>0.26</td><td>0.24</td><td>3.32</td><td>9.11</td></tr> <tr><td>Beechmount</td><td>82.73</td><td>0.57</td><td>0.95</td><td>0.02</td><td>0.93</td><td>0.57</td><td>3.92</td><td>10.32</td></tr> <tr><td>Clonard</td><td>80.48</td><td>0.28</td><td>0.48</td><td>0.40</td><td>0.50</td><td>0.58</td><td>3.50</td><td>13.77</td></tr> <tr><td>Crumlin (Belfast LGD)</td><td>6.98</td><td>30.36</td><td>30.10</td><td>7.27</td><td>5.54</td><td>0.50</td><td>8.66</td><td>10.58</td></tr> <tr><td>Falls</td><td>76.43</td><td>1.02</td><td>0.62</td><td>0.23</td><td>0.93</td><td>2.14</td><td>3.92</td><td>14.72</td></tr> <tr><td>Falls Park</td><td>86.17</td><td>0.30</td><td>0.37</td><td>0.04</td><td>0.39</td><td>0.52</td><td>4.23</td><td>7.97</td></tr> <tr><td>Glen Road</td><td>87.33</td><td>0.20</td><td>0.27</td><td>0.05</td><td>0.27</td><td>0.47</td><td>2.78</td><td>8.63</td></tr> <tr><td>Glencairn</td><td>13.42</td><td>23.69</td><td>31.21</td><td>5.28</td><td>5.33</td><td>0.69</td><td>8.75</td><td>11.63</td></tr> <tr><td>Glencolin</td><td>84.40</td><td>0.48</td><td>0.28</td><td>0.11</td><td>0.32</td><td>0.18</td><td>2.82</td><td>11.42</td></tr> <tr><td>Highfield</td><td>6.90</td><td>30.47</td><td>31.30</td><td>5.56</td><td>7.11</td><td>0.85</td><td>11.02</td><td>6.78</td></tr> <tr><td>Ladybrook</td><td>77.10</td><td>1.92</td><td>4.11</td><td>0.92</td><td>1.14</td><td>0.57</td><td>5.22</td><td>9.04</td></tr> <tr><td>Shankill</td><td>4.80</td><td>29.69</td><td>31.32</td><td>5.48</td><td>5.71</td><td>0.50</td><td>9.04</td><td>13.47</td></tr> <tr><td>Upper Springfield</td><td>84.69</td><td>0.44</td><td>0.50</td><td>0.10</td><td>0.42</td><td>0.30</td><td>2.76</td><td>10.80</td></tr> <tr><td>Whiterock</td><td>85.83</td><td>0.56</td><td>0.42</td><td>0.09</td><td>0.58</td><td>0.19</td><td>1.98</td><td>10.34</td></tr> <tr><td>Woodvale</td><td>3.38</td><td>28.82</td><td>31.58</td><td>7.12</td><td>6.68</td><td>0.49</td><td>9.86</td><td>12.08</td></tr> <tr><td>Northern Ireland</td><td>40.76</td><td>19.06</td><td>13.74</td><td>3.00</td><td>5.76</td><td>0.82</td><td>10.11</td><td>6.75</td></tr> </tbody> </table> <p>This site is in close proximity to an interface area in west Belfast and historically there have been community tensions. One of the underlying principles of the Council's Investment Programme is that investment is balanced across the city and the Council will ensure that investment responds to recognised need. Plans have been put in place at each stage of the development to ensure that all communities are actively engaged by the operator and the building can be accessed by all communities. One of the communication plan's key messages is that Forthriver Innovation Centre is open for business to all communities. The operator will be responsible for monitoring and addressing shortfalls and delivering a shared</p>		Religion: Catholic (%)	Religion: Presbyterian Church in Ireland (%)	Religion: Church of Ireland (%)	Religion: Methodist Church in Ireland (%)	Religion: Other Christian (including Christian related) (%)	Religion: Other religions (%)	Religion: No religion (%)	Religion: Religion not stated (%)	Andersonstown	86.49	0.29	0.29	0.00	0.26	0.24	3.32	9.11	Beechmount	82.73	0.57	0.95	0.02	0.93	0.57	3.92	10.32	Clonard	80.48	0.28	0.48	0.40	0.50	0.58	3.50	13.77	Crumlin (Belfast LGD)	6.98	30.36	30.10	7.27	5.54	0.50	8.66	10.58	Falls	76.43	1.02	0.62	0.23	0.93	2.14	3.92	14.72	Falls Park	86.17	0.30	0.37	0.04	0.39	0.52	4.23	7.97	Glen Road	87.33	0.20	0.27	0.05	0.27	0.47	2.78	8.63	Glencairn	13.42	23.69	31.21	5.28	5.33	0.69	8.75	11.63	Glencolin	84.40	0.48	0.28	0.11	0.32	0.18	2.82	11.42	Highfield	6.90	30.47	31.30	5.56	7.11	0.85	11.02	6.78	Ladybrook	77.10	1.92	4.11	0.92	1.14	0.57	5.22	9.04	Shankill	4.80	29.69	31.32	5.48	5.71	0.50	9.04	13.47	Upper Springfield	84.69	0.44	0.50	0.10	0.42	0.30	2.76	10.80	Whiterock	85.83	0.56	0.42	0.09	0.58	0.19	1.98	10.34	Woodvale	3.38	28.82	31.58	7.12	6.68	0.49	9.86	12.08	Northern Ireland	40.76	19.06	13.74	3.00	5.76	0.82	10.11	6.75
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	<p>space plan, Community Engagement Plan and Good Relation Plan.</p> <p>Embedded into the centre’s development plans is engagement with all communities regarding the build and branding of the site to address social inclusion. Forthriver Innovation Centre will benefit all Belfast residents (west Belfast residents in particular), irrespective of their religious beliefs.</p>																				
<p>Political opinion</p>	<p>The table below shows the latest election results within Belfast City Council. One of the underlying principles of the Investment Programme (which received cross-party endorsement) is balanced investment across the city and the Council will ensure that investment responds to recognised need. Forthriver Innovation Centre will benefit all Belfast residents (especially those in west Belfast), irrespective of their political opinion.</p> <p>Election results 2014</p> <p>Results by political party</p> <table border="1" data-bbox="387 949 1158 1272"> <thead> <tr> <th>Party</th> <th>Councillors</th> </tr> </thead> <tbody> <tr> <td>Sinn Féin</td> <td>19</td> </tr> <tr> <td>Democratic Unionist Party (DUP)</td> <td>13</td> </tr> <tr> <td>Alliance Party</td> <td>8</td> </tr> <tr> <td>Social Democratic and Labour Party (SDLP)</td> <td>7</td> </tr> <tr> <td>Ulster Unionist Party (UUP)</td> <td>7</td> </tr> <tr> <td>Progressive Unionist Party</td> <td>3</td> </tr> <tr> <td>Green Party</td> <td>1</td> </tr> <tr> <td>People before Profit Alliance</td> <td>1</td> </tr> <tr> <td>Traditional Unionist Voice (TUV)</td> <td>1</td> </tr> </tbody> </table>	Party	Councillors	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
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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																				
<p>Racial group</p>	<p>According to the latest census figures (2011), all 15 wards are predominately white (around 98% on average).</p> <p>Census figures (2011) show that Upper Springfield and Whiterock appear to have the highest proportion of travelers at 0.40% and 0.39% respectively. Travelers are at greater risk than any other minority ethnic group of poverty, multiple deprivation and exclusion and it is important for the operator to include residents and representative groups in outreach and communication activities.</p> <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. Beechmount (5.76%) and Clonard (2.82%) are home to a number of Asian residents and Falls is</p>																				

	<p>home to residents from the Indian Community (3.96%)</p> <p>The needs of ethnic minority groups will form part of the operator’s outreach plans and activities, so that all residents who wish to start or grow their business are aware of assistance at the centre. Specific barriers may include language, where English is not the first language, but this can be mitigated by making information available in other languages, or offering interpretation services when required.</p>
Age	<p>Age is an important factor to consider, if young people are to be supported into employment and self employment. The employment needs of young people were identified as a key area within the Council’s Investment Programme. Given the high unemployment rate, engagement with young people is critical. Census figures from 2011 show the unemployment rates among males aged between 16-24 years is highest in Shankill (39.49%), Crumlin (35.63%) and Falls Park (35.37%). The Northern Ireland average unemployment rate is 29.55% and 13 out of 15 wards are above that average.</p> <p>Some groups of residents face bigger barriers than others therefore it is important to provide opportunities for people far from the employment and self employment markets.</p> <p>The table below shows self employment and employment rates in the 15 wards (aged 16-74). Self employment is very low in west Belfast – Falls, Whiterock and Woodvale rank among the lowest areas.</p> <p>Unemployment among residents is high among 16-24 year olds. Falls Park (36.57%), Beechmount (34.08%) and Glencolin (34.77%) rank particularly high.</p> <p>Unemployment among residents is high among 50-74 year olds. Glen Road (20.61%), Ladybrook (16.84%) and Andersonstown (16.84%) rank the highest.</p> <p>Long term unemployment among those aged 16-74 is extremely high and Woodvale, Andersonstown and Highfield rank among the highest - all over 50%.</p>

	Economically active: Self-employed: Aged 16-74 years (%)	Unemployed: Aged 16-24 years (%)	Unemployed: Aged 50-74 years (%)	Unemployed: Never worked: Aged 16-74 years (%)	Long-term unemployed: Aged 16-74 years (%)
	16-74 years	16-24 years	50-74 years	16-74 years	16-74 years
Andersonstown	5.10	29.59	16.84	13.78	50.51
Beechmount	2.62	34.08	11.24	25.47	39.33
Clonard	2.13	31.63	10.88	24.49	46.60
Crumlin (Belfast LGD)	2.18	31.88	15.28	28.38	46.72
Falls	1.78	28.24	12.68	32.56	42.07
Falls Park	5.19	36.57	12.50	22.69	40.74
Glen Road	3.99	34.65	20.61	17.98	46.05
Glencairn	2.87	27.03	12.97	24.86	44.86
Glencolin	4.48	34.77	16.17	23.18	44.47
Highfield	4.31	30.00	16.82	18.64	50.00
Ladybrook	5.12	31.23	16.84	22.11	44.56
Shankill	2.40	37.89	11.45	29.07	47.58
Upper Springfield	2.72	32.84	13.13	33.43	40.60
Whiterock	1.66	34.37	14.24	38.39	41.80
Woodvale	1.99	29.54	15.61	20.68	50.63

Marital status	<p>Census 2011 figures in the table below shows that a relatively high percentage of residents are single. Falls, Clonard and Whiterock are in the top three wards and all the wards are higher than the NI average of 36%. There is also a higher percentage of widowed people – 11/15 wards are higher than the NI average of 6.8%. There are fewer married people in all 15 wards, compared with the NI average of 48%.</p>
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	Single (never married or never registered a same-sex civil partnership): Aged 16+ years (%)	Married: Aged 16+ years (%)	In a registered same-sex civil partnership: Aged 16+ years (%)	Separated (but still legally married or still legally in a same-sex civil partnership): Aged 16+ years (%)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved: Aged 16+ years (%)	Widowed or surviving partner from a same-sex civil partnership: Aged 16+ years (%)
Andersonstown	39.65	38.11	0.00	5.81	4.65	11.78
Clonard	54.41	21.43	0.08	9.45	7.39	7.24
Crumlin (Belfast LGD)	43.08	27.13	0.06	8.32	9.17	12.24
Falls	55.54	18.99	0.02	10.09	6.99	8.37
Falls Park	40.68	38.36	0.07	6.64	4.61	9.64
Glen Road	44.57	33.62	0.04	6.13	6.07	9.57
Glencairn	39.57	35.02	0.07	7.79	7.53	10.03
Glencolin	45.17	32.49	0.08	8.42	6.53	7.32
Highfield	37.04	44.05	0.14	5.51	6.49	6.78
Ladybrook	41.54	41.37	0.02	5.81	4.75	6.51
Shankill	44.93	25.43	0.10	8.41	10.10	11.03
Upper Springfield	48.14	27.37	0.00	10.43	5.84	8.21
Whiterock	54.06	22.21	0.05	10.77	5.38	7.53
Woodvale	42.15	29.95	0.15	7.71	9.61	10.42

Beechmount	49.83	28.67	0.12	8.39	6.08	6.91
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Research published in 2010² 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.

It is important that Forthriver Innovation Centre through its operation delivers to the benefit of the local area.

Sexual orientation

Forthriver Innovation Centre is open to all individuals who are involved in entrepreneurial activities and will be promoted accordingly within the operators remit once appointed.

There is limited statistical data available on sexual orientation in Northern

² Employment Inequalities in an Economic Downturn, Equality Commission for NI, 2010

	<p>Ireland and within Belfast. The 2005 Life & Times Survey showed that 1.7% of respondents identified themselves as lesbian, gay or bisexual³; however, the Council currently has no data specific to Belfast.</p>
<p>Men & women generally</p>	<p>Despite considerable advances in recent years, in terms of the rates of economic, employment and entrepreneurial activity, women are less well connected to the labour market than men.</p> <p>According to the 2011 Census figures, the Northern Ireland average unemployment rate among women was 27.69% which is 1.86% below the male rate. Unemployment rates among females aged between 16-24 years are highest in Woodvale (41.25%), Falls Park (39.13%) and Whiterock (36.27%). 13 out of 15 wards are above the NI average.</p> <p>Unemployment figures for young men (aged 16-24) 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.⁴</p> <p>The self-employment rate among males aged between 16-74 in NI sits at 13.72% and all wards fall below this average with Whiterock (2.73%), Woodvale (2.91%) and Falls (3.14%) are in the bottom of the tables. The self employment rate among females aged between 16-74 in NI is significantly lower compared to men (4.18%) and similar to the male rate, all wards fall below this average. Falls (0.51%), Whiterock (0.76%) and Clonard (0.86%) are in the bottom three wards.</p> <p>The Northern Ireland average for males who are unemployed and never worked and are aged 16-74 years sits at 16.16% and 13 out of the 15 wards are higher – with Whiterock (38.01%) and Upper Springfield (32.78%) sitting at double the rate of the NI average.</p> <p>The Northern Ireland average for females who are unemployed and never worked and are aged 16-74 years sits at 18.15% and 1.99% higher than the male rate. 12 out of the 15 wards are higher – with Whiterock (39.22%), Falls (35.29) and Upper Springfield (35.11%) particularly high.</p>

³ NI Life & Times Survey, ARK, 2005

⁴ Employment Inequalities in an Economic Downturn, Equality Commission for NI, 2010

	Economically active: Self-employed: Aged 16-74 years (Females) (%)	Economically active: Unemployed: Aged 16-74 years (Females) (%)	Unemployed: Aged 16-24 years (Females) (%)	Unemployed: Aged 50-74 years (Females) (%)	Unemployed: Never worked: Aged 16-74 years (Females) (%)	Long-term unemployed: Aged 16-74 years (Females) (%)
	16-74 years	16-74 years	16-24 years	50-74 years	16-74 years	16-74 years
Andersonstown	1.86	2.18	21.95	26.83	7.32	68.29
Beechmount	0.93	3.96	34.12	10.59	17.65	40.00
Clonard	0.86	4.39	32.93	6.10	26.83	43.90
Crumlin (Belfast LGD)	1.18	4.08	23.19	4.35	30.43	53.62
Falls	0.51	6.03	28.57	10.08	35.29	38.66
Falls Park	2.31	3.39	39.13	11.59	20.29	44.93
Glen Road	1.42	3.22	42.42	18.18	19.70	53.03
Glencairn	0.85	3.76	32.08	9.43	20.75	47.17
Glencolin	1.79	4.32	36.54	17.31	29.81	45.19
Highfield	1.60	3.81	29.63	14.81	14.81	54.32
Ladybrook	2.38	3.62	27.96	18.28	19.35	48.39
Shankill	0.49	4.90	34.29	10.00	28.57	54.29
Upper Springfield	1.28	4.64	29.79	17.02	35.11	48.94
Whiterock	0.76	4.85	36.27	10.78	39.22	37.25
Woodvale	1.08	5.41	41.25	13.75	22.50	48.75

Two-thirds (66 per cent) of all usual residents in Northern Ireland aged 16 to 74 years were economically active in the week before Census Day 2011.

These were primarily composed of full-time employees (36 per cent of usual residents), part-time employees (13 per cent), the self-employed (8.9 per cent) and unemployed persons (5%); the remaining 3.7% were economically active full-time students.⁵

Underrepresented groups will be encouraged to participate on appropriate tailored programmes delivered at Forthriver Innovation Centre.

⁵ <http://www.niassembly.gov.uk/globalassets/documents/raise/publications/2012/general/7013.pdf>

	Economically active: Self-employed: Aged 16-74 years (Males) (%)	Economically active: Unemployed: Aged 16-74 years (Males) (%)	Unemployed: Aged 16-24 years (Males) (%)	Unemployed: Aged 50-74 years (Males) (%)	Unemployed: Never worked: Aged 16-74 years (Males) (%)	Long-term unemployed: Aged 16-74 years (Males) (%)
	16-74 years	16-74 years	16-24 years	50-74 years	16-74 years	16-74 years
Andersonstown	8.71	9.18	31.61	14.19	15.48	45.81
Beechmount	4.62	10.01	34.07	11.54	29.12	39.01
Clonard	3.52	12.43	31.13	12.74	23.58	47.64
Crumlin (Belfast LGD)	3.32	10.85	35.63	20.00	27.50	43.75
Falls	3.14	12.35	28.07	14.04	31.14	43.86
Falls Park	8.40	8.07	35.37	12.93	23.81	38.78
Glen Road	6.68	8.26	31.48	21.60	17.28	43.21
Glencairn	5.17	10.67	25.00	14.39	26.52	43.94
Glencolin	7.26	11.47	34.08	15.73	20.60	44.19
Highfield	7.31	7.26	30.22	17.99	20.86	47.48
Ladybrook	8.26	8.52	32.81	16.15	23.44	42.71
Shankill	4.59	12.63	39.49	12.10	29.30	44.59
Upper Springfield	4.35	13.62	34.02	11.62	32.78	37.34
Whiterock	2.73	12.55	33.48	15.84	38.01	43.89
Woodvale	2.91	10.90	23.57	16.56	19.75	51.59

Disability	<p>In terms of physical disabilities, the centre is fully accessible and therefore open to everyone who wants to start or grow a business.</p> <p>Over one in five of the NI population (21%) had a long-term health problem or disability which limited their day-to-day activities. This is considerably higher in the west Belfast Assembly area (27.41%). There is an association between general health and economic activity, in that those with better self-reported general health are more likely to be economically active, according to the 2011 census. It will therefore be important for the operator to make facilities and services available to those people with disabilities, who can, and are able to, work at the centre and incorporate these requirements within the communication and outreach plans.</p>
Dependants	<p>Belfast West constituency contains the highest proportion of lone parent households (19 per cent of all households), followed by Foyle (15 per cent) and Belfast North (14 per cent).⁶ It is important for the centre policies and procedures encourage participation by the target market and those who may have dependants.</p> <p>Although the building does not have a crèche facility, there are a number of</p>

⁶ <http://www.niassembly.gov.uk/globalassets/documents/raise/publications/2012/general/7013.pdf>

crèches in close proximity to the site which suit the needs of parents with young children.

Lone parent households aged 16-74 years in part-time employment with dependent children are lowest in Upper Springfield (30.48%), Crumlin (30.20%) and Falls (26.82%).

Lone parent households aged 16-74 years in full-time employment with dependent children in is lowest in Falls (7.50%), Whiterock (8.80%) and Shankill (9.28%).

There are more lone parent females with dependent children who work part-time in all wards than men.

There are more males with dependent children who work full-time in all but one ward

There are more males not in employment compared to females in 12 out of 15 wards. The table overleaf shows a breakdown of figures for each of the wards.

	Lone parent households with dependent children: Lone parent aged 16-74 years in part-time employment (%)	Lone parent households with dependent children: Lone parent aged 16-74 years in full-time employment (%)	Lone parent households with dependent children: Lone parent aged 16-74 years not in employment (%)	Lone parent households with dependent children: Lone parent aged 16-74 years in part-time employment (Male) (%)	Lone parent households with dependent children: Lone parent aged 16-74 years in full-time employment (Male) (%)	Lone parent households with dependent children: Lone parent aged 16-74 years not in employment (Male) (%)	Lone parent households with dependent children: Lone parent aged 16-74 years in part-time employment (Female) (%)	Lone parent households with dependent children: Lone parent aged 16-74 years in full-time employment (Female) (%)	Lone parent households with dependent children: Lone parent aged 16-74 years not in employment (Female) (%)
	All	All	All	Male	Male	Male	Female	Female	Female
Andersonstown	31.16	25.13	43.72	0.00	75.00	25.00	33.16	21.93	44.92
Clonard	30.75	10.71	58.54	5.88	35.29	58.82	32.84	8.64	58.52
Crumlin (Belfast LGD)	30.20	9.39	60.41	19.05	14.29	66.67	30.83	9.12	60.05
Falls	26.82	7.50	65.68	4.17	0.00	95.83	28.13	7.93	63.94
Falls Park	40.69	17.32	41.99	25.00	25.00	50.00	41.55	16.89	41.55
Glen Road	38.87	15.36	45.77	21.74	17.39	60.87	40.20	15.20	44.59
Glencairn	35.23	13.52	51.25	14.29	23.81	61.90	36.92	12.69	50.38
Glencolin	39.50	13.24	47.26	20.59	20.59	58.82	41.09	12.62	46.29
Highfield	36.50	16.32	47.18	5.26	42.11	52.63	38.36	14.78	46.86
Ladybrook	33.26	15.60	51.15	15.15	33.33	51.52	34.74	14.14	51.12
Shankill	30.54	9.28	60.18	7.14	35.71	57.14	31.56	8.13	60.31
Upper Springfield	30.48	8.56	60.96	11.76	11.76	76.47	31.32	8.42	60.26
Whiterock	30.80	8.80	60.41	18.52	18.52	62.96	31.38	8.33	60.28
Woodvale	30.59	9.54	59.87	13.04	21.74	65.22	32.03	8.54	59.43

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	Forthriver Innovation Centre should 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 addresses recognised need. In this context, the centre has the potential to promote equality and good relations, while addressing issues of exclusion and marginalisation. It is essential that local communities as well as the centre's target market are engaged by the operator, so they have opportunity to avail of the centre either directly or via spin-out benefits.	None
Political opinion	Forthriver Innovation Centre's impact is likely to be positive and addresses recognised need. In this context, the centre has the potential to promote equality and good relations, while addressing issues of exclusion and marginalisation. The capital development can help design a neutral space on what was previously a site associated with anti social behaviour.	None
Racial group	Forthriver Innovation Centre's impact is likely to be positive and addresses recognised need. The centre will be promoted widely to ensure all ethnic groups know about the centre and the opportunities to set up or grow a business as part of the outreach and communication plans. Information will be made	Minor

	available in a variety of languages on request.	
Age	Forthriver Innovation Centre's 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	Forthriver Innovation Centre's impact is likely to be positive and addresses recognised need. It is recognised that the operator should reach out and encourage participation to lone parents in particular to boost their income levels and provide opportunities to learn more about starting a business or growing a business.	None
Sexual orientation	Forthriver Innovation Centre's impact is likely to be positive and addresses recognised need. The centre is open to all, regardless of sexual orientation and this will be embedded in the communication and outreach plans by the operator.	None
Men and women generally	Forthriver Innovation Centre's impact is likely to be positive and addresses recognised need. Self employment in west Belfast is very low among men and women, and the programme of outreach activities will ensure that pathways to self employment are mapped out for those who want to avail of the centre.	Minor
Disability	Forthriver Innovation Centre's impact is likely to be positive and addresses recognised need. The facility design is DDA compliant and parking facilities were included in the planning application proposal. The centre will be promoted to all Section 75 groups. Employment and self employment	Minor

	opportunities will be publicised.	
Dependants	<p>Forthriver Innovation Centre's impact is likely to be positive and addresses recognised need. Lone parents, in particular, are at greater risk of economic disadvantage than other household types; 39% of people who live 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.</p>	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	<p>The communications plan will ensure that the centre is open to all Belfast City Council residents (in particular West Belfast residents), regardless of religious belief. Equality information will be monitored and reviewed on a yearly basis to ensure the facility is promoted, in terms of good relations, between people of various religious beliefs.</p>	
Political opinion	<p>The communications plan will ensure that appropriate programmes and services are available to all Belfast City Council residents (in particular West Belfast residents) 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 appropriate programmes and services are available</p>	

	<p>to all Belfast City council residents in particular West Belfast residents) regardless of racial group.</p> <p>Equality information will be monitored and reviewed on a yearly basis.</p>	
Age	<p>Reaching out to the 16-24 year old age group is a particular need. The communications and outreach plan will include age specific groups, schools, Belfast Met, universities, youth focused training providers and careers advisors and other age sector specific groups to promote the centre.</p>	
Marital status	<p>The communications and outreach plan will ensure that the building is open to all Belfast City Council residents (in particular West Belfast residents), regardless of marital status. The communication plan will include ways in which to ensure that lone parents are given every opportunity to engage and participate in the centre's activities.</p>	
Sexual orientation	<p>The communications and outreach plan will ensure that the building is open to all Belfast City Council residents (in particular West Belfast residents), regardless of sexual orientation.</p>	
Men and women generally	<p>The communications and outreach plan will ensure that the building is open to all Belfast City Council residents (in particular West Belfast residents) who are interested in employment/self employment activities.</p>	
Disability	<p>The communications and outreach plan will ensure that the building is opened to all Belfast City Council residents (in particular West Belfast residents) who are interested in employment/self employment</p>	

	activities.	
Dependants	The communications and outreach plan will ensure that the building is opened to all Belfast City Council residents (in particular West Belfast residents) who are interested in employment/self-employment activities. The communication plan will include ways in which to ensure that lone parents are given every opportunity to engage and participate in the centre's activities.	

5. 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	<p>The operator is required to contribute to a cohesive and inclusive community throughout the adoption of the council's principles on shared space. Please refer to the Good Relations and Share Space Policy attachment. This is defined as space:</p> <p>That is welcoming - people feel secure to interact in unfamiliar situations;</p> <p>That is safe - for all people and groups - trusted by locals and visitors;</p> <p>That has good quality design and management - attractive, high quality and unique services and well designed buildings and spaces; and</p> <p>That is accessible - well connected through transport and pedestrian links within a network of similar space across the city and managed to promote maximum participation by all.</p>	

	<p>The council set out initial ideas for consideration and the potential operator which includes the following:</p> <ul style="list-style-type: none"> - Facilitation of an employer engagement forum consisting of local employability and skills interests and community representation; - Implementation of a local schools and college engagement plan, with appropriate, dedicated programmes towards promoting an enterprise culture, growing local innovation and informing future career choices; - Placement opportunities within the staff structure of the innovation centre All marketing and outreach activities will be proactively marketed and monitored to ensure outreach to non-traditional audiences and participation across all backgrounds; and - Marketing will be informed by the communications plans and outreach activities. Monitor/evaluate the centre's programmes and facilities uptake at the end of the first year, to ensure that all groups are made aware of the centre and are enabled to avail of the opportunities to start or grow a business. - As part of the competitive dialogue process to appoint an operator for this facility, there will be a requirement for operators to demonstrate how they can deliver against the objectives regarding community benefits. As part of this assessment, the council will seek to identify how the operator's proposals could better promote the facility, in terms of good relations. 	
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Political opinion	Monitor/evaluate the centre's programmes and facilities uptake at the end of the first year, to ensure that all groups are made aware of the centre and are enabled to avail of the opportunities to start or grow a business.	
Racial group	Monitor/evaluate the centre's programmes and facilities uptake at the end of the first year to ensure that all target markets are made aware of the centre and are enabled to avail of the opportunities to start or grow a business.	

6. Multiple Identities

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

Specify relevant Section 75 categories concerned.

- Forthriver Innovation Centre is likely to have a positive impact on all Section 75 groups, both directly and indirectly, by contributing to economic growth and social regeneration. 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 needs and these are highlighted below.
- 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 and self-employment opportunities 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.

Based on the research, consultation and engagement process throughout this project it is our belief that there would be no likely impact based solely on people with multiple identities.

Section C

Belfast City Council also has legislative obligations to meet under the [Disability Discrimination Order](#) and Questions 5 and 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?

The building has been designed to provide flexible working space that can be adapted to the needs of any tenant and as a result, there will be potential for people with disabilities who require workspace to have access to quality accommodation and assistance to further develop innovative business ideas.

The Operator's communication plan will ensure that people with a disability have the opportunity to participate. Where relevant, possible positive attitudes will be promoted through promotional activities (press, online media).

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

Forthriver Innovation Centre aims to:

- Establish an innovation centre which meets the infrastructure needs of small companies in key business sectors;
- Support collaboration between resident businesses and encourage new business

ventures;

- Provide business support services which will encourage further economic growth; and
- Create an integral element of the business growth infrastructure in the city, aligning with adjacent skills development and business support resources.

For people with a disability, the employment rate is considerably lower than that for persons without a disability and, therefore the operator’s communication and outreach plan recognises the need to promote the centre to participants with a disability and disability specialist groups to encourage participation.

Monitoring Arrangements

Section 75 places a requirement on 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
<p>Information will be collated by delivery partners and reported to Belfast City Council on a yearly basis. This will be reviewed where gaps emerge.</p> <p>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.</p>	<p>Production and implementation of a locally agreed “Good Relations Plan” will be reviewed annually and made publicly available. The development of this plan should include and involve those communities that the Centre is adjacent to, as well as other relevant stakeholders within the</p>	<p>Eliminate barriers disabled people face in accessing the physical environment and services, so they can participate fully.</p> <p>Disabled people can participate fully in all activities facilitated by the operator and are encouraged to do so.</p>

	<p>locality. It is expected the Good Relations Plan will incorporate social regeneration activities to be delivered by the Service Provider.</p> <p>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.</p>	<p>Disabled people have appropriate support so that they can participate on an equal basis.</p> <p>Ensure disabled residents know about the opportunities in accessing training around self employment and business growth or work placements.</p> <p>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.</p>
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Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Innovation Centre (Innovation Factory)

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
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	* Screened Out – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
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X	* Screened Out – Mitigating Actions Raised awareness in the operator brief in relation to target groups.
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Formal Record of Screening Decision (cont.)

Screening assessment completed by (Officer level) -

Name:

Nora Quigley

Date: 30/9/16

Department

Economic Development Unit/Economic Development Officer

Screening decision approved by -

Name:

Colin McCabrey

Date: 30/9/16

Economic Development Unit / Economic Development Manager

Please save the final version of the completed screening form and forward to the Equality and Diversity Officer – gilmartins@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
Equality & Diversity Officer
Belfast City Council
City Hall
Belfast
BT1 5GS
Telephone: 028 90270511
gilmartins@belfastcity.gov.uk