

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 6026/7 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:-

The Twilight Market event series at St George's Market

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

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

Following a one day pilot in 2015, this is a new event series of Twilight Markets held in the afternoon and evening which will aim to showcase local food and drink at St George's Market intended to raise the profile of quality regional food and drink.

Tourism NI has designated 2016 as the Northern Ireland Year of Food and Drink. As part of the Council's role in developing food tourism in the city and across the region, The Twilight Market series has been developed as a food and drink initiative to showcase the unique local food and drink sector.

The Twilight Market is being delivered by Belfast City Council in partnership with the Department of Agricultural, Environment and Rural Affairs (DAERA) through the Northern Ireland Regional Food Programme.

This series of events which will happen, on up to three occasions, over the 2016 Year of Food and Drink as agreed by Council's City Growth and Regeneration Committee in January 2016. The anticipated popularity of the event, which could attract over 15,000 visitors in the course of a single evening, indicates the importance of promoting the inclusivity and accessibility of the event.

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

(What is the policy trying to achieve?)

The Twilight Market event series at St George's Market has been identified as an action within the Belfast Food and Drink action plan which will animate the city and support the economy. It aims to support the development of food tourism, creating food and drink experiences and increasing awareness of Belfast as a food and drink destination.

4. On whom will the policy / decision impact?

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

Staff	YES
Service users	YES
Other public sector organizations	NO
Voluntary / community groups / trade unions	NO
Others, please specify	YES
- General public	
- Market Traders	

5. Are there linkages to other Agencies/ Departments?

Tourism NI, Tourism Ireland, Food NI, Visit Belfast, DAERA, Belfast City Council Services e.g. Environmental Health, Licensing

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

Consultation on this event series included engagement with relevant stakeholders including BCC Equality and Diversity Officer, BCC Tourism, Culture, Heritage and Arts, BCC Corporate Comms, BCC Markets Team, DAERA, Tourism NI, Visit Belfast, NI Good Food and a dedicated event management company, Event-ful.

In addition, feedback was gathered from visitors and traders to the pilot market held in 2015. Going forward an evaluation tour by a group of S75 representatives is planned for the first Twilight Market event in May 2016, and this feedback will be built into future programming.

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.

Background information and links to other policies:

A range of evidence and a variety of information sources have been interrogated to inform the development of this event series including desk research and stakeholder engagement.

Section 75

Section 75 of the Northern Ireland Act (1998) requires public authorities to have due regard to the need to promote equality of opportunity across all section 75 groups and promote good relations.

Tourism Strategy

The Belfast Tourism Strategy sets out the main priorities and major activities for the city to improve tourism over the next five years. Tourism currently attracts almost 9.5 million visitors to the city each year and contributes over £430 million to the Belfast economy. This in turn supports over 9,300 full time jobs. The aim of the strategy is to double this by the year 2020.

The Council commissioned this strategy but it has been developed through extensive consultation with partners and stakeholders. It is very much a strategy for the city and will help focus everyone's efforts around the priority issues. The improvements that it

suggests will be delivered in partnership with all those organisations that have an interest in increasing tourism into the city.

The Tourism Strategy has a number of key strands, including the expansion of experiential tourism which will include the development of international standout experiential products that will support city positioning and attract target market segments.

Belfast Food and Drink Plan 2016

The Belfast Food and Drink Plan has been developed in response to the Northern Ireland Year of Food and Drink 2016 campaign. The action plan will focus on supporting the development of food tourism, creating food and drink experiences and increasing awareness of Belfast as a food and drink destination.

A Twilight Market event series at St George’s Market has been identified as an action within the plan which will animate the city and support the economy. As well as being a unique and captivating food tourism experience the event also generates positive PR for the city and is an example of being a key outcome of the city’s new Positioning strategy. It is also integral to the Markets development agenda. Twilight is currently funded by Belfast City Council, the Department of Agriculture, Environment and Rural Affairs and the private sector via pitch fees. The event is also supported in a promotional capacity by Tourism NI, Tourism Ireland, Food NI and Visit Belfast.

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	<p>In terms of religion or religion brought up in, the 2011 Census indicates that 48.6% of Belfast City residents are from a Catholic community background and 42.3% from a Protestant community background.</p> <p>Belfast City is recognised as a popular visitor and tourist destination. It is also a regional centre for restaurants, bars and shopping within Northern Ireland. There are approximately 105,000 people who work in Belfast but live outside it, with 25% of residents in council areas surrounding Belfast employed in the city. (ONS NOMIS Workplace Data based on 2011 Census, Nov 14).</p> <p>People from a variety of religions live, work, visit or study in the city centre. This event aims to develop food tourism, animate the city and support the evening economy. The event is being held in a council venue, open and accessible to all.</p> <p>A 2010 research study by Queen’s University examines the role of Belfast City Centre as a neutral and shared space. The study suggested that Belfast city centre has the potential to be an important arena driving social change in the everyday life of the city. http://www.conflictincities.org/PDFs/WorkingPaper15rev_11.3.10.pdf</p>	None

	<p>As this is primarily a food and drink market, in order to consider religious observance such as Ramadan and Jewish dietary law, the programming of the stalls participating will actively consider a broad range of health and religiously observant food provision including vegetarian and gluten free options. Additionally, the event is held outside of religious days.</p>	
Political opinion	No data available which indicates a positive or negative difference between groups of different political opinion.	None
Racial group	<p>There is a higher than average proportion of people from a black and minority ethnic background in Belfast at 3.64% compared with 1.79% in Northern Ireland as a whole. The largest minority ethnic groups in Belfast are the Chinese community (0.79%) and the Indian community (0.78%). The 2011 Census shows that 2.85% of the Belfast populations were born in EU countries.</p> <p>In line with this, it is intended that the food offer and the stalls represented at the market will have something to offer all ethnic groups with a range of international cuisines and dishes represented.</p> <p>Additionally, Belfast City Centre and council venues in particular are generally considered to be neutral areas and therefore welcoming and accessible to all.</p>	None
Age	<p>Belfast has a lower percentage of young people (aged under 16 years) than the NI average and almost exactly the same percentage of older people (aged over 65 years) as the NI average. According to the 2011 Census, 18.61% of Belfast residents are under 16 years (compared with 20.95% in NI as a whole) and 14.55% are aged over 65 years (compared with 14.56%). Population projections for the 15 year period ending 2021 indicate that the percentage of young people is likely to fall and the percentage of older people is likely to rise.</p> <p>The survey sample data from the pilot market event indicates that there was a broad range of ages attending the event, with 97% aged from 16 – 65 years.</p> <p>The Twilight Market event will be open and accessible to all ages. However, due to alcohol licensing restrictions, the event will be limited to over 18's after 9pm. These restrictions could potentially impact 21.9% (NISRA) of the city's population aged 17 and under. To mitigate the</p>	Minor

	<p>impact of this legislative requirement, the operational hours of the event have been extended on day two of the market to start at lunchtime. This will allow easier access for young people to the event. The activities and programme scheduling reflects this with a number of child friendly activities and entertainments planned for Day 2 afternoon to ensure a family friendly event.</p> <p>In addition as indicated in the Accessibility Action Plan, to ensure that all age ranges are able to enjoy the event, there will a number of seating areas placed around the market to accommodate older people, young families and anyone with mobility issues that may require additional seating. There will also be a quiet seating area set aside where noise levels will be reduced and no crowding.</p>	
Marital status	No data available which indicates a positive or negative difference between groups of different marital status.	None
Sexual orientation	No data available which indicates a positive or negative difference between groups with different sexual orientation.	None
Men and women generally	<p>Belfast has a predominantly female population (51.92% of residents). This is slightly higher than the NI figure of 51.00%.</p> <p>No data available which indicates a positive or negative difference between genders.</p>	None
Disability	<p>The 2011 Census showed that one in three (34.35%) of Belfast residents has a disability or long term health problem, which is close to the NI average of 31.43%.</p> <p>To support the planning for this event, a full Accessibility Action Plan was developed to identify key actions and plans that would be put in place in advance of and throughout the event to support the full and active attendance and participation of disabled people in the event and therefore in public life. This action plan was supported by a communication plan to ensure full dissemination of all information.</p>	Minor
Dependents	On Census Day 2011, 28.58% of households in Belfast included dependent children, compared with the NI average of 33.86%. 11.71% of households consisted of a lone parent and a dependent child or children, compared with the NI average of 9.09%. 92.78% of lone	None

	<p>parents in Belfast are female.</p> <p>While the event is primarily an evening event, operational hours have been extended on day two covering afternoon and evening to allow easier access for families, young people, older people and carers with dependants. The programme scheduling reflects this as there will be a number of child friendly activities and entertainments planned. It is hoped that the needs of this groups will be met though the actions within the inclusive Accessibility Action Plan.</p>	
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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 Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.	
Political opinion	The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.	
Racial group	<p>It is intended that the food offer available at the Twilight Market will showcase a range of local and international dishes, thereby both representing the increasing ethnic population of Belfast and providing a positive opportunity for all attending.</p> <p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby</p>	

	encouraging positive good relations.	
Age	<p>To ensure a wide range of visitors are able to attend and enjoy the event, a number of provisions have been made within the Accessibility Action Plan including extended operating hours, additional seating and a quiet area.</p> <p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	
Marital status	The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.	
Sexual orientation	The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.	
Men and women generally	The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.	
Disability	The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.	
Dependents	To ensure a wide range of visitors are able to attend and enjoy the event, a number of provisions have	

	<p>been made within the Accessibility Action Plan including extended operating hours, additional seating and a quiet area.</p> <p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	
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9. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

Communication to promote this event and the opportunities it presents, has been issued through multiple channels, including City Matters, Facebook, Twitter and regular St George’s Market e-zine newsletters, to a range of audiences to help ensure that Belfast’s diverse communities are aware of the Twilight Market and the invitation to participate in the event. Additionally, Council has ensured that positive images of the city’s diverse communities are used in the marketing and promotion of the event.

It is intended that this event will be kept under review, for example by inviting a group of S75 representative to critique the event and provide feedback which we can build into future events and planning. In addition, visitors and traders at the event will also be surveyed for feedback.

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.	
Political opinion	The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.	

Racial group	<p>An inclusive the Accessibility Action Plan has been developed to promote equality of opportunity for all while ensuring a wide range of visitors are able to attend and enjoy this event.</p> <p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	
Age	<p>An inclusive Accessibility Action Plan has been developed to promote equality of opportunity for all while ensuring a wide range of visitors are able to attend and enjoy this event.</p> <p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	
Marital status	<p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	
Sexual orientation	<p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	
Men and women generally	<p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	

Disability	<p>An inclusive the Accessibility Action Plan has been developed to promote equality of opportunity for all while ensuring a wide range of visitors are able to attend and enjoy this event.</p> <p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	
Dependants	<p>An inclusive the Accessibility Action Plan has been developed to promote equality of opportunity for all while ensuring a wide range of visitors are able to attend and enjoy this event.</p> <p>The Twilight Market event programme is representative of the city, with opportunities for groups from across Belfast to participate regardless of religious belief, opinion, race, age, gender or ability. The event is free to attend and provides for cross sections of the community to engage thereby encouraging positive good relations.</p>	

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	N/A	N/A
Political opinion	N/A	N/A
Racial group	The Twilight Market event is designed to be open to all, with the event free to attend and provide exposure to the city of all ethnic groups and their ethnic/ international culinary dishes to encourage positive good relations.	Minor

11. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes, provide details	If No, provide reasons
Religious belief	This event provides an opportunity to engage in the culinary aspects of Belfast and Northern Irish culture. In this regard, it presents an opportunity to increase accessibility for disabled and older people and to engage younger people thereby providing a cultural intergenerational activity.	
Political opinion	N/A	
Racial group	<p>This event provides potential to attract and engage a diverse cross section of communities, through the exploration of food, drink and cultural activity, including market traders, residents and visitors.</p> <p>Over the course of the event, a number of chef's demonstrations are planned will showcase how local ingredients can be the basis for a range of local/ ethnic and international dishes is accessible to all.</p>	

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

Yes

As part of the event planning considerations for this market series, a full Inclusive Accessibility Action Plan was written up to identify key actions and plans that would be put in place in advance of and throughout the event to support the full and active attendance and participation of disabled people in the event and therefore in public life. This action plan was supported by a communication plan to ensure full dissemination of all information. The Accessibility Action Plan is available in the appendix.

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

Yes

As part of the event planning considerations for this market series, a full Inclusive Accessibility Action Plan was written up to identify key actions and plans that would be put in place in advance of and throughout the event to support the full and active attendance and participation of disabled people in the event and therefore in public life. This action plan was supported by a communication plan to ensure full dissemination of all information. The Inclusive Action Plan is available in the appendix.

14. Multiple Identities

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

N/A

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
Monitoring is planned through the event Accessibility Action Plan and by obtaining feedback from event participants.	Monitoring is planned through the event Accessibility Action Plan and by obtaining feedback from event participants.	Monitoring is planned through the event Accessibility Action Plan and by obtaining feedback from event participants.

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Twilight Market event series

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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X	* Screened Out – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached: The Twilight Market will have a positive impact on the groups identified
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	* Screened Out - Mitigating Actions (minor impacts) <ul style="list-style-type: none">• Provide a brief note here to explain how this decision was reached:• Explain what mitigating actions and / or policy changes will now be introduced:
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Formal Record of Screening Decision (cont.)

Screening assessment completed by (Officer level) -

Name: Christina Bateson

Date: 23rd May 2016

Department : Development Department

Signature:

Screening decision approved by -

Name: Donal Durkan

Date: 23rd May 2016

Department: Development Department

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 90270511

equality@belfastcity.gov.uk