

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:-

International relations framework 2017–21

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

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

This screening document relates to the new International relations framework, covering the period 2017-2021. It is a revision of previous strategies that ran from 1998 to 2010 and 2012 to 2015. This framework was discussed and agreed at City Growth and Regeneration Committee on 9 November 2016

<http://gsintmin01:9077/ieListDocuments.aspx?CIId=165&MIId=5826&Ver=4>

The purpose of the framework is to position the city on an international stage as a competitive location to start and grow a business and to live, work, visit, trade and invest in. It sets out targets for each of the three identified primary market segments: trade and investment, tourism, and education and learning. It is important to note that the framework's primary markets are tourists, international students and international businesses who do not normally or currently reside in Belfast. However, it does have an indirect impact on Belfast's residents in terms of contribution to economic growth and creation of a welcoming, vibrant and diverse city.

The framework also sets out how these actions are linked to council strategy, namely the Belfast Agenda, and regional policy. Belfast City Council is one of the many city stakeholders with established connections to the world through a range of channels and relationships. In order to win new investment, attract talent and visitors and connect to the world, Belfast must present a united position that enables all stakeholders to fulfil their own goals. In short, city stakeholders must speak to the world as one city, with one voice. We will therefore work with our city partners and world friends to jointly deliver the framework.

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

(What is the policy trying to achieve?)

Based on consultation with city stakeholders, the overarching aim of council's International relations framework is to position the city on an international stage as a competitive location to start and grow a business and to live, work, visit, trade and invest in.

In particular, our work in this field aims to:

- Maximise economic return of international relations for Belfast
- Increase the economic benefits of marketing Belfast internationally
- Attract a greater proportion of visitors to the island to visit and stay in Belfast
- Grow the international student base

The following objectives are proposed to help increase the economic benefits of developing a city-wide approach to proactively marketing Belfast internationally:

- Defining and communicating a single marketing proposition in partnership with the city's stakeholders
- Strengthening our international relationships and those who are active locally in this field
- Objectively assessing new relationships and opportunities: to ensure we are utilising our resources effectively and efficiently
- Promoting trade and investment
- Attracting visitors and tourists
- Ensuring transparency in our activities
- Measuring and communicating success

This framework will help us build on existing international relationships and partnerships to develop effective collaborative approaches to achieve shared city development goals. This means that the city has one voice internationally which will provide the foundation to create sustainable and meaningful relationships with different cities and organisations which will support and sustain growth in Belfast. This will be achieved by attracting inward investment and increasing tourism as well as attracting and retaining talent in the city.

This citywide approach means that the council and our partners in the delivery of the International relations framework will contribute to the outcomes in the draft Programme for Government. These include:

- Outcome 3: We have a more equal society. The International relations framework recognises that “Diversity can strengthen and enrich our society through embracing the talents and the range of perspectives of different people and communities.”
- Outcome 9: We are a shared society that respects diversity. The International relations framework will help build “a city that is welcoming to international visitors, students and workers”.
- Outcome 10: We are a confident, welcoming, outward-looking society. The International relations framework recognises that “Integral to this will be building confidence in communities to view connections with the wider world as opportunities to build a stronger society”.

4. On whom will the policy / decision impact?

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

Staff	NO
Service users	NO
Other public sector organizations	YES
Voluntary / community groups / trade unions	YES
Others, please specify	YES
Visitors to the city; business tourists; businesses; labour market; education sector	

5. Are there linkages to other Agencies/ Departments?

Yes, Belfast City Council owns the policy and has drafted it; however, other agencies and departments will deliver on certain aspects of the framework. These same agencies are either members of the geographic stakeholder groups or engage on a project-by-project basis.

Trade and investment

With regards to outward and inward business, trade conferences and missions, we engage with the council’s Economic development team and work in partnership with Invest Northern Ireland and the NI Executive office as well as private businesses.

Education and culture

Regarding cultural activity within the International relations framework, we engage with the council’s Good relations and Community services teams, and we work with relevant delivery

agents from the voluntary, community and private sector.

We work with the British Council, University of Ulster, Queens University, Belfast Metropolitan College and the Department of Education in the field of education and skills.

Business tourism

We engage with the Tourism, culture, heritage and arts unit and actively work with Tourism Ireland, Tourism NI and Visit Belfast.

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

The need for the council to promote international relations is documented in the Belfast Agenda priorities of:

- Attracting investment into Belfast
- Increasing tourism spend
- Promoting and positioning the city to compete
- Attracting more tourists
- Enhancing the skill levels of our residents and attracting and retaining more skilled people

The Belfast Agenda was developed in consultation with a wide range of partners including representatives from the statutory, business, higher education, community and voluntary sectors. The Council also consulted with individuals through workshops and survey, which engaged c.650 people.

In developing the International Framework, consultants approached a variety of key city stakeholders which had previously engaged with the unit in delivering the previous framework (see page 9 for a list of key stakeholders).

We will continue to consult through our stakeholder group meetings. The purpose of these groups is to exchange information, avoid duplication of actions already being undertaken by other agencies and to add value and collaborate when and where necessary to maximise the impact of international work.

In promoting the message that Belfast is the place to live, study, work, visit

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.

A general note on beneficiaries

Section 75 of the Northern Ireland Act requires public authorities to have due regard to equal opportunities and good relations when carrying out their functions relating to NI.

The primary markets for the International relations framework are international students, tourists and foreign businesses, which are outwith the council's jurisdiction. In 2012, for example, just over 38 per cent of visitors were from outside NI; the remainder, by definition, do not normally reside or work in Belfast.

The demographic make-up of these markets is not known, in part because the activity is still to happen, and in part because public authorities do not have duty or authority to record section 75 data relating to people outside their jurisdiction.

However, Belfast ratepayers are the ultimate intended beneficiaries of the International relations framework, which aims to create jobs and investment within the city. This has been reflected in the evidence table below.

A general note on impact

The purpose of the framework is to position the city on an international stage as a competitive location to start and grow a business and to live, work, visit, trade and invest in. If successful, the framework will therefore foster favourable conditions in which there will be an increase in foreign direct investment; the creation of new jobs; an increased number of international students; and increased tourism spend. However, while the International relations framework may help to create favourable conditions, the benefits realisation is not entirely within the control of the council or key stakeholders. For example, job creation resulting from increased international trade is most likely to be within the private sector.

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	According to the 2011 Census, 48.8 per cent of Belfast residents are from a Catholic community background and 42.5 per cent are from a Protestant and other Christian community background. Visitors, international students and business come from a diverse	Positive minor

	<p>range of countries, which may encompass a range of religions. The council already has strong ties with Europe, China, India and the US. For example, Belfast has sister city agreements with Nashville and Hefei; there are China and North America stakeholder groups; and a high proportion of inward investment comes from Mumbai and Boston. The International relations framework will prioritise new city partnerships that have current cultural links to Belfast, e.g. how many residents in Belfast are from the potential source market.</p> <p>The International Relations Unit has learned through experience that it is important to be aware of and knowledgeable about may offend people of a particular religious belief. They recognise it is important to be cognisant of:</p> <ul style="list-style-type: none"> • Shared space • Procurement Catering for events, e.g. vegetarian or type of meat • Religious festivals and days relating to observance • Access to churches or places of worship • Access to prayer room • Offensive to a particular religion • Lack of inclusion in monitoring questions <p>This strategy will not impact people differently depending on religious belief. However, by promoting the benefits of good international relations and of local diversity, the International relations framework is likely to have a positive impact on good relations between people of different religious beliefs. Initiatives that make the city more welcoming to people from different countries may also have a positive impact for current residents.</p>																					
<p>Political opinion</p>	<p>In the last Belfast Council election (May 2014), results by political party is as follows:</p> <table border="0" data-bbox="370 1294 1181 1657"> <thead> <tr> <th style="text-align: left;">Party</th> <th style="text-align: left;">No. of Councillors</th> </tr> </thead> <tbody> <tr> <td>Sinn Féin</td> <td>19</td> </tr> <tr> <td>Democratic Unionist Party</td> <td>13</td> </tr> <tr> <td>Alliance Party</td> <td>8</td> </tr> <tr> <td>Social, Democratic and Labour Party</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</td> <td>1</td> </tr> </tbody> </table> <p>The political opinion of visitors, international students and businesses is not yet known. However, the International relations framework seeks to promote tourism, trade, investment and educational partnership irrespective of political persuasions, and it will benefit Belfast residents regardless of their political opinion.</p>	Party	No. of Councillors	Sinn Féin	19	Democratic Unionist Party	13	Alliance Party	8	Social, Democratic and Labour Party	7	Ulster Unionist Party (UUP)	7	Progressive Unionist Party	3	Green Party	1	People before Profit Alliance	1	Traditional Unionist Voice	1	<p>None</p>
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<p>Racial group</p>	<p>The 2011 Census shows that there is a higher than average proportion of people from a black and minority ethnic background in the Belfast City Council area than in NI overall at 3.3 per cent and 1.79 per cent respectively. The largest minority ethnic communities are the Chinese community and the Indian community</p>	<p>Positive minor</p>																				

	<p>at 0.7 per cent of the population each.</p> <p>The majority of visitors to Belfast currently are Caucasian. The majority of FDI business comes from the US and Europe. The majority of international students come from Asia.</p> <p>88.3 per cent of Belfast’s population were born in NI. 3.4 per cent were born in non-EU countries.</p> <p>The International relations framework will prioritise new city partnerships that have current cultural links to Belfast, e.g. how many residents in Belfast are from the potential source market. It will promote exchange, partnership and knowledge transfer with a range of countries including, for example, China and India.</p> <p>The International Relations Unit has learned through experience that it is important to consider the following when working in international relations:</p> <ul style="list-style-type: none"> • Access to information • Communication • Literacy issues • Lack of “knowhow” may require capacity building • Catering for events, e.g. vegetarian or type of meat • Access to oral and written translation service <p>This strategy will not impact people differently depending on racial group. However, by promoting the benefits of good international relations and of local diversity, the International relations framework is likely to have a positive impact on good relations between people from different racial groups. Initiatives that make the city more welcoming to people from different countries may also have a positive impact for current residents.</p>											
Age	<p>The age of Belfast’s population breaks down as follows.</p> <table border="1" data-bbox="375 1332 1332 1444"> <thead> <tr> <th>0 to 17</th> <th>18 to 24</th> <th>25 to 59</th> <th>60 to 74</th> <th>75+</th> </tr> </thead> <tbody> <tr> <td>21.9%</td> <td>12.3%</td> <td>46.8%</td> <td>11.8%</td> <td>7.1%</td> </tr> </tbody> </table> <p>International students are most likely to be aged between 18 and 24. It may be that initiatives designed to attract and benefit them may also benefit young Belfast residents.</p> <p>The framework aims to promote trade and investment, contributing to increased employment opportunities. This is likely to benefit residents of working age.</p>	0 to 17	18 to 24	25 to 59	60 to 74	75+	21.9%	12.3%	46.8%	11.8%	7.1%	Positive minor
0 to 17	18 to 24	25 to 59	60 to 74	75+								
21.9%	12.3%	46.8%	11.8%	7.1%								
Marital status	The marital status of all Belfast residents aged 16 and over is as follows.	None										

	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership	Separated (but still legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership	
	45.3%	35.6%	0.1%	5.3%	6.2%	7.5%	
	The strategy will benefit Belfast residents irrespective of their marital status.						
Sexual orientation	The sexual orientation of target markets is not known. The Rainbow project estimates that, on the basis of national and international research, 1 in 10 people in Northern Ireland would not identify as being heterosexual. The framework will benefit Belfast residents regardless of their sexual orientation.						None
Men and women generally	52 per cent of Belfast residents are female, and 48 per cent are male. The economic activity rate and employment rate is higher among males than females in Belfast. Unemployment figures for young men are a particular concern, especially if they translate into long-term unemployment. The tourism sector employs a slightly higher percentage of women than men. However, women are also more likely to be in a vulnerable position in the jobs market in low paid, part-time employment. The type of jobs supported through the International relations framework are not yet known. However, the framework overall is likely to benefit both men and women generally.						None
Disability	23.5 per cent of Belfast residents have a disability or long-term health problem. Based on NI figures, the employment rate for those without disabilities (76%) is twice that of people with disabilities (38%). People living in a household with one or more disabled adults also have a higher than average risk of living in relative poverty. While activities delivered under the International relations framework will be inclusive of people with disabilities, people without disabilities are more likely to naturally benefit from job creation, a long-term intended impact, fostered through the framework.						Positive minor
Dependants	49.4 per cent of Belfast households have dependent children. Lack of childcare or access to childcare can be a barrier to employment for people with dependents, particularly women. The majority of visitors to Ireland travel as part of a couple, with 14 per cent travelling with family and 23 per cent with "other adult party". Efforts to attract foreign investment and tourists to Belfast may have a positive minor impact on childcare and family-friendly provision. International students are less likely to have dependents.						Positive minor

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		People from different religious backgrounds are likely to benefit equally from the framework. There is no impact on equality of opportunity.
Political opinion		People of different political opinions are likely to benefit equally from the framework. There is no impact on equality of opportunity.
Racial group		People from different racial groups are likely to benefit equally from the framework. There is no impact on equality of opportunity.
Age	People of working age are most likely to benefit from the long-term impacts of the framework, e.g. job creation. It may also be that initiatives designed to attract and benefit international students may also benefit young Belfast residents.	
Marital status		People of different marital status are likely to benefit equally from the framework. There is no impact on equality of opportunity.
Sexual orientation		People of different sexual orientation are likely to benefit equally from the framework. There is no impact on equality of opportunity.

Men and women generally		Men and women generally are likely to benefit equally from the framework. There is no impact on equality of opportunity.
Disability	People with disabilities are more likely to be unemployed than people without disabilities. People without disabilities are therefore more likely to benefit from jobs that are created as a long-term impact of the framework.	
Dependants		People with and without dependents are likely to benefit equally from the framework. There is no impact on equality of opportunity.

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

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	The International relations framework will promote a positive image of diversity, which may contribute to a more inclusive, welcoming and tolerant city and, in turn, foster increased inclusivity among minority groups. Events and activities will be cognisant of the needs and expectations of different religious groups. Marketing material will positively promote diversity.	
Political opinion		There is no perceived differential impact. People of different political opinions are likely to benefit equally from the framework.
Racial group	The International relations framework will promote a positive image of diversity, which may contribute to a more inclusive, welcoming and tolerant city and, in turn, foster increased inclusivity among minority groups. Events and activities will be cognisant of the needs and expectations of different racial groups. Marketing material will positively promote diversity.	

Age	While the long-term impacts of the framework will largely benefit those of working age, events and activities will be cognisant of the needs and expectations of different age groups, and marketing will promote ageing positively. Older workers and younger workers may also face different barriers to the job market. Their needs will be further considered at the Economic Growth Forum in partnership with those agencies with a primary remit for employment and employability.	
Marital status		There is no perceived differential impact. Opportunities to benefit are inclusive regardless of marital status.
Sexual orientation		There is no perceived differential impact. Opportunities to benefit are inclusive regardless of sexual orientation.
Men and women generally	While men and women are likely to benefit equally from the strategy overall, there are differentials in terms of gender and employment which can be further considered at the Economic Growth Forum in partnership with those agencies with a primary remit for employment and employability.	
Disability	Events and activities will be cognisant of the needs and expectations of disabled people. Marketing material will positively promote diversity. Differentials in terms of employment can be further considered at the Economic Growth Forum in partnership with those agencies with a primary remit for employment and employability.	
Dependants	Efforts to attract foreign investment and tourists to Belfast may have a positive minor impact on provision for residents and workers with dependants. Marketing material will promote Belfast as a family friendly place to live, work and invest.	

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
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Religious belief	The framework is likely to further diversify Belfast's population, and it projects a positive image of people from different countries and cultures. Events and activities will be cognisant of the needs and expectations of different religious groups. Marketing material will positively promote diversity. The framework will prioritise new city partnerships that have a current cultural link with Belfast, e.g. a number of Belfast residents originally from the potential source market, thus having a direct impact on good relations between residents from different cultural and community backgrounds.	Minor positive
Political opinion	There is no anticipated impact	None
Racial group	The impact is likely to be minor yet positive. The Framework will support diversity in different cultures through engagement and events and therefore will encourage a greater understanding of different racial groups. The framework will prioritise new city partnerships that have a current cultural link with Belfast, e.g. a number of Belfast residents originally from the potential source market. The framework will prioritise new city partnerships that have a current cultural link with Belfast, e.g. a number of Belfast residents originally from the potential source market, thus having a direct impact on good relations between residents from different cultural and community backgrounds.	Minor positive

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	Yes, through positive marketing, events and international links as outlined above.	
Political opinion		There is no perceived impact on people of different religious opinions.
Racial group	Yes, through positive marketing, events and international links as outlined above.	

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

Marketing materials will promote diversity

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

Employment differentials can be further considered at the Economic Growth Forum

14. Multiple Identities

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

None identified

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
<ul style="list-style-type: none"> - Catalogue of promotion material - Feedback from international participants - Country of origin of direct beneficiaries - Record of complaints and comments - Minutes of stakeholder meetings 	<ul style="list-style-type: none"> - Catalogue of promotion material - Feedback from international participants - Country of origin of direct beneficiaries - Record of complaints and comments - Minutes of stakeholder meetings 	<ul style="list-style-type: none"> - Catalogue of promotion material - Feedback from international participants - Record of complaints and comments - Minutes of stakeholder meetings

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

International relations framework 2017–21

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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	<p>*Screened Out – No EQIA necessary (no impacts)</p> <p>Provide a brief note here to explain how this decision was reached:</p>
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X	<p>* <u>Screened Out</u> - Mitigating Actions (minor impacts)</p> <ul style="list-style-type: none"> • Provide a brief note here to explain how this decision was reached • Explain what mitigating actions and / or policy changes will now be introduced <p>There are likely to be minor positive impacts resulting from the International relations framework. There are also opportunities to promote equal opportunities and good relations between people from different Section 75 dimensions through international exchanges, positive marketing and inclusive and welcoming events.</p>
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Formal Record of Screening Decision (cont)

Screening assessment completed by (Officer level) -

Name: Frances Murray
 Department : Development

Date: 07.04.17

Signature:

Screening decision approved by -

Name: Donal Durkan
 Department: Development

Date:

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