

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:-

Stadium Community Benefits Initiative

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

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

The Department for Communities, Belfast City Council and the Irish Football Association are working together to deliver the Stadium Community Benefits Initiative which focuses on maximising the potential of the new National Football Stadium at Windsor Park to deliver social benefits.

The Initiative will continue for ten years (2016 – 2026) and will benefit from £150,000 per year investment. The overarching objective of the Initiative is to improve the quality of life now and for future generations.

Themes which will guide the implementation of the Initiative's Action Plan include:

- encouraging wellbeing and healthy lifestyle choices
- improving community engagement through schools, clubs and youth organisations
- Supporting new and existing football clubs to increase their capacity to deliver, creating more participation opportunities for the people Belfast.

Although football is currently the main delivery sport of the Initiative, we hope that other sports governing bodies will become involved in the future.

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

(What is the policy trying to achieve?)

The overarching objective of the Initiative is to improve the quality of life now and for future generations. Themes which will guide the implementation of the Initiative's Action Plan include:

- encouraging wellbeing and healthy lifestyle choices.
- improving community engagement through schools, clubs and youth organisations.
- Supporting new and existing football clubs to increase their capacity to deliver, creating more participation opportunities for the people Belfast.

A community benefits map has been developed with consideration to all section 75 groups, aligned to the strategies from the 3 key partner organisations (Belfast Agenda – BCC, Programme for Government – DfC and Football for All – IFA). This map has identified 19 out-puts (quantitative) and 12 outcomes (qualitative), and forms a framework by which the programme of work has been aligned to.

4. On whom will the policy / decision impact?

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

Staff **NO**

Service users **YES**

They will benefit from a range of intermediate benefits including increased physical activity participation opportunities, educational/skill development opportunities, in addition to a range of community events at the Stadium. Open to all sectors of the community.

Other public sector organizations **YES**

DfC are a lead partner in the initiative

Voluntary / community groups / trade unions **YES**

Community groups were consulted and will be considered as the programme develops

Others, please specify **NO**

5. Are there linkages to other Agencies/ Departments?

External Links:

The Stadium Community Benefits Initiative is a partnership programme between:

- Belfast City Council
- Irish Football Association
- Department for Communities

Another key external link is GLL who manage the Olympia Leisure Centre based in the West stand of the Stadium.

Internal links:

Belfast City Council, Sports Development (City and Neighbourhood services) are leading from council perspective, and there are other inter-departmental links to:

- Active Belfast (Belfast Strategic Partnership),
- Community Development department.
- Good Relations department

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

A baseline consultation took place from January 2017 – April 2017.

The consultation process included the completion of a survey and face to face consultation.

Survey

- Completed by 90 Football Clubs (from 165 contacted = approx. 58% return rate)
- Completed by 7 Youth Groups (from 20 known within the immediate vicinity to Stadium)
- Completed by 10 Schools (from 15 known within the immediate vicinity to Stadium)
- Surveys were circulated to: 1) Football clubs city-wide via the assistance of Belfast football leagues, IFA & BCC football club databases and IFA club

development/grassroots team. 2) Schools via Educational Authority Database, Belfast City Council sports development database and IFA school co-ordinators. 3) Community groups: via Belfast City Council community database and IFA community database.

Face to Face Consultation

- 22 groups engaged including: NGB's, football clubs, schools and community organisations. The consultation was mainly focused in the 1/2 mile radius area surrounding the Stadium as this was identified as a focus area in the initial phases of delivery.

Surveys and consultations included questions around:

- Perception of Stadium being a safe space, perception of stadium as a shared space.
- Current physical activity opportunities & provision for under-represented groups including: U16's, females, people with a disability, older people and ethnic minorities.
- Aspirations of clubs, schools and community groups to provide/avail of more opportunities for under-represented groups and identified skill development required.

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.

Section 75 category	Details of evidence/information and engagement
Religious belief	<p>Historical evidence suggests that religious belief and political opinion in Northern Ireland (NI) are interconnected. It is considered that Sport in NI and in particularly football has a connection with religion/political opinion. The sport people choose to participate in or club individuals choose to join/support is often influenced by their religious affiliation.</p> <p>The two football teams that play at the National Football Stadium, Windsor Park are no different. One of these clubs is a Irish Premier league and the other is the Northern Ireland national team. Fans of both teams would be considered to have a link to the same religious affiliation/political belief (PUL community), however the national team is considered to have have a wider fan base.</p> <p>During the SCBI baseline consultation inference was made regarding location of stadium 'being a difficult area for one section of the community' to attend. Reference was also made to the fact that some people may not view the stadium as shared because of the teams that play there and the fan base they attract. Although the majority of SCBI baseline respondents deemed the Stadium to be safe (73% of respondent clubs, 60% of respondent schools and 100% of respondent community groups), only 46% of clubs considered it to be a shared space.</p> <p>The IFA have acknowledged the need to make football more inclusive, including tackling the perceived sectarianism and improving the atmosphere at international matches. This has resulted in the creation of the 'Football for All' programme in 2000, a programme to take football into the community and break down social barriers. One example of how the</p>

	<p>'football for all' team are trying to make attendance at games more accessible to families, is through hosting a family-friendly fan zone prior to games.</p> <p>The establishment of the 'Football for All' team coincided with fan led initiatives to change the culture at the National Football Stadium at Windsor Park. One of those was the "Sea of Green" movement. This campaign encourages fans to wear green Northern Ireland shirts, rather than club tops to avoid portraying potential political messages, at games.</p> <p>The Euro's in France 2016 demonstrated that significant strides have been made in uniting supporters of both Northern Ireland and Republic of Ireland teams. The exemplary behavior and sportsmanship of their fans, was recognized by the Mayor of Paris by presenting them an award.</p> <p>Therefore the introduction of the SCBI initiative has been launched at an opportune time and is hoped that the initiative will strengthen the progress currently being made. The ambition is that it will strengthen the work currently being delivered for the FA foundation's 'Football for All' team, providing more shared opportunities for communities across Belfast.</p>
Political opinion	<p>As outlined above historical evidence suggests that religious belief and political opinion in Northern Ireland are interconnected. It is considered that Sport in NI and in particularly football has a connection with religion/political opinion. The sport people choose to participate in or club individuals choose to join/support is often influenced by their religious affiliation/political opinion.</p>
Racial group	<p>During consultation with local community leaders & residents in the south Belfast area surrounding the stadium, it was apparent that the demographic in this area includes a wide spectrum of nationalities and people from different racial groups.</p> <p>Consultation with the IFA highlighted that there is already been work done to create a more inclusive environment in football, with the FA foundation's partnership with 'World United' and the delivery of 'Show Racism the Red Card' workshops. Opportunities for this work to continue will be supported through SCBI.</p>

Age	<p>SCBI Baseline consultation asked respondent clubs, schools and community groups what particular age demographic they considered required the most support.</p> <p>The majority of clubs who expressed a desire to grow in membership, indicated that youth development was was their priority focus.</p> <p>Complementary to this finding, schools and youth group respondents expressed a clear desire to engage with local clubs, with aspirations that more of their pupils/members would join a sports club within 5 years time.</p> <p>The IFA's 'Football for All' team are mindful of the need for targeted engagement at grass-root level and shared their plan to explore the use of the new Olympia pitch to deliver some of these programmes.</p> <p>In addition to this focus, Older people (over 55's) have been identified as a target group by the FA foundation and as such have expressed their ambition to use the SCBI programme to help them engage with local communities to expand their walking football and the 'back in the game' campaigns, attracting more older participants.</p>
Marital status	<p>The baseline consultation did not produce any evidence relating to this category</p>
Sexual orientation	<p>The baseline consultation did not produce any evidence relating to this category. However anecdotally it is acknowledged that within sport there may be perceived challenges for people of different sexual orientation to participate in sport. We will monitor ongoing development in relation to best practice in this area.</p>
Men and women generally	<p>The baseline consultation demonstrated community respondents desire to engage with the programmes creating more opportunities for both men and women, but it was acknowledged that women were the clear underrepresented gender and should be directly targeted in the initial years of delivery.</p> <p>A target has been set to increase female participation in football as a player, coach, referee and club administrator/volunteer.</p> <p>This will complement the IFA's women and girls strategy.</p>
Disability	<p>The baseline consultation engaged with football clubs who demonstrated that they are already striving to become more inclusive, or expressed a</p>

	<p>desire to increase their capacity so that they could cater for people with disabilities within their club.</p> <p>The majority of respondent clubs displayed an aspiration to increase the number of disabled members over the next 5 years.</p> <p>However qualitative findings suggest there is still some work needs to be done to make clubs inclusive with specific requests for more training.</p> <p>Disability clubs including Northern Ireland's only deaf football club were consulted. They have expressed their aspirations, which are being considered in the SCBI work-plan design.</p> <p>The IFA already have a disability strategy which is being implemented by their Disability Development manager. It is hoped that the SCBI resource will help to strengthen the impact of this work.</p>
Dependants	The process outlined in the previous question did not produce any evidence relating to this category

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	Likely impact?	Level of impact? Minor/Major/None
Religious belief	<p>SCBI partners (Belfast City Council, Irish Football Association and Department for Communities) are aware that there are perceived religious and political connotations associated with football and in particular it's link to the fan-base at the National Football Stadium at Windsor Park.</p> <p>As outlined above this acknowledgement has led to interventions and campaigns being implemented to help combat negative perceptions and to create a more inclusive and united football community across Belfast.</p> <p>The ambition of the SCBI programme is to bring together communities from across Belfast to</p>	Minor - positive

	engage them in programmes and events being delivered at the Stadium, helping to create a shared space, with the objective of making the Stadium more accessible for all sectors of the community.	
Political opinion	There will likely be a positive impact, with anti-sectarian workshops being built into the SCBI programme and the programme design will include cross community engagement.	Minor - positive
Racial group	Positive – there will likely be a positive impact. Consultation with local community groups have indicated that there is diverse ethnic population in the 2 mile radius around the stadium, who have demonstrated enthusiasm in getting involved in the stadium community benefit initiative. Actions have been set to engage with these groups to include them in community events at the Stadium, making the stadium more accessible for all. Contacts from these community groups have been added to the SCBI database, so that they will be invited to SCBI events at the Stadium, making the Stadium more accessible to this sector of the community.	Minor - positive
Age	Positive - there will be a likely positive impact on people of all ages with emphasis on underrepresented groups, U16's and older people. <i>Prioritise opportunities for under-represented groups and specifically women/girls, people with disabilities and older people(extract baseline report)</i>	Minor - positive
Marital status	It is our understanding that based on the evidence collected as part of the baseline survey and consultation, that there is no likely impact, on marital status.	Not known

Sexual orientation	There is not currently sufficient evidence available to determine likely impact. This will be reviewed in line with best practice.	Not known
Men and women generally	<p>Positive – there will be a likely positive impact on both men and women, with a range of programmes catering for both genders. However the baseline consultation highlighted the need for specific emphasis on female specific programmes / female development support, with an ambitious growth target set by clubs to raise the involvement of females in football clubs as players, coaches and volunteers.</p> <p><i>Girls football is a specific focus of the project but also the work of the IFA Football for All team. Alongside clubs aspiration to grow female membership, schools and community respondents have also expressed a desire for their female pupils/members to become more involved in football related programmes, both as a player and volunteer.(Page 116 – baseline report)</i></p>	Minor - positive
Disability	<p>Positive - there will likely be a positive impact on people with disabilities with SCBI programmes to compliment the support currently provided by the IFA Disability Football Development officer.</p> <p><i>Respondent clubs expressed an aspiration to increase the number of disabled members over the next 5 years. However qualitative findings suggest there is still some work needs to be done to make clubs inclusive, with specific requests for more provision to support deaf football. (extract baseline report)</i></p>	Minor - positive
Dependants	There is not currently sufficient evidence available to determine likely impact. This will be reviewed in line with best practice.	Not known

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 year 1 pilot programme has aimed to create cross community engagement, (inviting clubs from both sides of the community together) to the stadium for a tour and good relations workshop, with the aim to strengthen relationships and improving perceptions of the stadium, making the stadium a shared space and promoting equality of opportunity for all in accessing it.	
Political opinion	The year 1 pilot programme has aimed to create cross community engagement, (inviting clubs from both sides of the community together) to the stadium for a tour and good relations/anti-sectarian workshop, with the aim to strengthen relationships and improving perceptions of the stadium, making the stadium a shared space and promoting equality of opportunity for all in accessing it.	
Racial group	The year 1 pilot programme has aimed to engage with ethnic minority groups, inviting them to the stadium for events, promoting integration, making the stadium a shared space and promoting equality of opportunity for all in accessing it.	
Age	The year 1 pilot programme has aimed to prioritise opportunities for under-represented age-groups U16's and over 55's, providing the opportunity to promote equality of opportunity for these groups and promoting equality of opportunity for all in accessing it. SCBI programmes to support this include walking football, school coaching tasters and tours for the young and older sections of the population. Links have been established with Age Friendly, where opportunities to	

	develop age friendly events at the stadium will be explored.	
Marital status	The current programme does not identify any actions in relation to this group. However this will be reviewed annually and actions will be developed as required and in line with best practice.	No evidence or impact identified.
Sexual orientation	The current programme does not identify any actions in relation to this group. However this will be reviewed annually and actions will be developed as required and in line with best practice.	No evidence or impact identified.
Men and women generally	The year 1 pilot programme has aimed to prioritise opportunities specifically women/girls (as they are considered the minority gender in football and historically less likely to access the stadium), providing the opportunity to promote equality of opportunity for these groups and promoting equality of opportunity for all in accessing it.	
Disability	The year 1 pilot programme has aimed to prioritise opportunities for under-represented groups including people with disabilities providing the opportunity to promote equality of opportunity for these groups and promoting equality of opportunity for all in accessing it. Links have been established with local disability groups where opportunities to develop programmes through SCBI will be explored.	
Dependants	None	No evidence or impact identified.

10. To what extent is the policy likely to impact (positive or negatively) on good relations between people of different religious belief, political opinion or racial group? What is the level of impact?

Good relations category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	The key aim of the programme is to create a shared space by improving good relations.	Minor positive
Political opinion	The key aim of the programme is to create a shared space by improving good relations	Minor positive
Racial group	The key aim of the programme is to create a shared space by improving good relations	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, the key aim of the programme is to create a shared space by improving good relations	
Political opinion	Yes, the key aim of the programme is to create a shared space by improving good relations	
Racial group	Yes, The key aim of the programme is to create a shared space by improving good relations	

Section C

Belfast City Council also has legislative obligations to meet under the **Disability Discrimination Order** and Questions 12-13 relate to these two areas.

Consideration of Disability Duties

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

Explain your assessment in full

Positive attitudes towards people with disabilities will be supported through the IFA Disability Football Development officer and through a range of SCBI community programmes at the Stadium.

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

Respondent clubs expressed an aspiration to increase the number of members of people with a disability over the next 5 years. However, qualitative findings suggest there is still some work needs to be done to make clubs inclusive, with specific requests for more provision to support deaf football. Plans include the delivery of training to increase capacity for clubs to cater for and increase accessibility for people with disability to join local clubs.

14. Multiple Identities

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

N/A

Specify relevant Section 75 categories concerned.

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.

- There is another SCBI review planned in January 2021 and as part of this we will update the baseline findings that were undertaken in 2017.

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Stadium Community Benefits initiative

I can confirm that the proposed policy / decision has been screened for –

X	equality of opportunity and good relations
X	disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is – *(place an X in the appropriate box below)*

<input type="checkbox"/>	*Screened In – Necessary to conduct a full EQIA
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<input type="checkbox"/>	*Screened Out – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
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X	<p>* Screened Out - Mitigating Actions (minor impacts)</p> <ul style="list-style-type: none">• Provide a brief note here to explain how this decision was reached: <i>This decision was reached via feedback from SCBI consultation and baseline surveys, which has helped shape the SCBI programme.</i>• Explain what mitigating actions and / or policy changes will now be introduced: <i>Feedback from the SCBI surveys and consultations has helped shape the SCBI programme to ensure emphasis will be placed on providing participation opportunities for all underrepresented groups, but in particular for women, U16's and people with a disability as per SCBI baseline feedback.</i> <i>The initiative will include participation by GAA as a partner organization further providing opportunities for improved good relations outcomes.</i> <i>The SCBI work-plan is reviewed and updated on an annual basis through the policy and performance governance structure. During this process consideration given to the monitoring report which is collected on a quarterly basis, which outlines impact to section 75 groups and the programme is amended accordingly.</i>
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Formal Record of Screening Decision (cont.)

Screening assessment completed by (Officer Level) –

Name: Lynne Wilson

Date: 6/11/18

Department: City & Neighbourhood Services

Signature: please insert a scanned image of your signature below

Screening decision approved by –

Name: Rose Crozier

Date: 7/11/18

Department: City & Neighbourhood Services

Signature: please insert a scanned image of your signature below

Please save the final version of the completed screening form and forward to the Equality and Diversity Officer – equality@belfastcity.gov.uk. 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*)

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Belfast

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