

# Equality Screening Template



The Council has a statutory duty to screen. This includes our strategies, plans, policies, legislative developments; and new ways of working such as the introduction, change or end of an existing service, grant funding arrangement or facility. This screening template is designed to help departments consider the likely equality impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training first. To find out about the training needed or any other queries on screening, contact the Equality and Diversity Officers (job-share) Stella Gilmartin or Lorraine Dennis on extension 6026/6027 or by email [equality@belfastcity.gov.uk](mailto:equality@belfastcity.gov.uk)

The accompanying **Screening Guidance** note provides straightforward advice on how to carry out equality screening exercises. Detailed information about the Section 75 equality duties and what they mean in practice is available on the Equality Commission's website<sup>1</sup>.

The screening template has 4 sections to complete. These are:

**Section A** - provides details about the policy / decision that is being screened

**Section B** – gives information on the consultation process, supporting evidence gathered and has 4 key questions outlining the likely impacts on all equality groups.

**Section C** - has 4 key questions in relation to obligations under the Disability Discrimination Order

**Section D** - is the formal record of the screening decision.

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<sup>1</sup> <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:-**

Age-friendly Belfast Plan 2018-2021

## 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 is a continuation of the Age-friendly Project.

Belfast Strategic Partnership leads the age-friendly process supported by the Healthy Ageing Strategic Partnership (HASP)

The Age-friendly Belfast first delivery cycle (2014-2017 AF Action Plan) has been completed and HASP have evaluated the progress, produced an Age- friendly Belfast progress report, and developed a new 3 year plan 2018 -2021 for public consultation

Currently there are no legislative or procurement implications but The Belfast Agenda commits us to ensure an age-friendly Belfast.

Financial implications relate to the implementation of the Age-friendly Belfast Plan, and Belfast City Council Contribution is covered through existing resources.

### **Age-friendly Background**

In 2012, Belfast City Council All Party Reference Group on Older People provided the initial leadership to explore Belfast becoming an Age-friendly City. Subsequently, in May 2012, the Lord Mayor signed a declaration committing Belfast to this process That commitment was reconfirmed within the Belfast Agenda.

An Age-friendly City must:

1. Establish mechanisms to involve older people throughout the age-friendly process
2. Develop a baseline assessment of the age-friendliness of the city under eight domains:

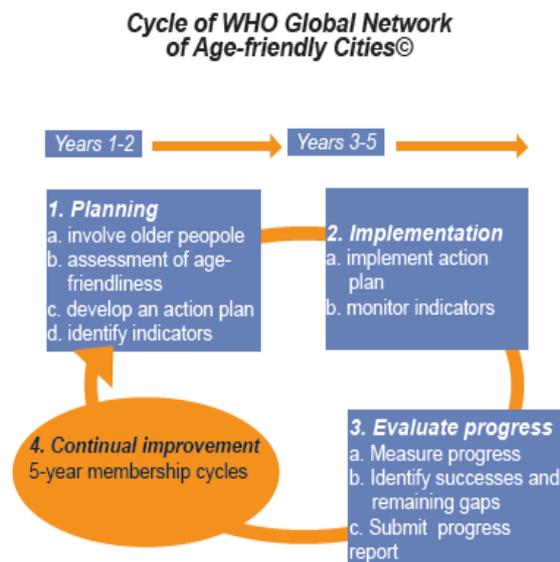


3. Develop a 3-year city-wide action plan
4. Identify measurements to monitor progress against this plan.

It was clear that in order to consider and develop these domains we would have to work in partnership with a wide range of voluntary, community and public organisations providing services for older people. Many of the organisations were already members of the Belfast Strategic Partnership (BSP) which had identified healthy ageing as a priority within its Framework for Action to reduce life inequalities in Belfast. It was therefore agreed by Council that BSP should lead the age-friendly process supported by the existing Healthy Ageing Strategic Partnership. Damian Connolly is the lead Council officer represented on HASP. (Appendix 5 HASP current membership).

It is also clear that a wide range of Council Departments and Services are essential to the features of an Age-friendly city and there is a need to engage senior officers from across the organisation to deliver this project.

HASP have been using a range of mechanisms to engage with older people and key stakeholders across the city with a view to identifying priority areas for the next 3 years and updating the baseline assessment. These have included working with city stats and partner organisations to utilise existing data sets, consultation events including the annual Age-friendly Belfast Convention and officer attendance at the Greater Belfast



Seniors Forum meetings. We have also secured a number of questions in recent Council residence surveys and supplemented these with a specific age-friendly Belfast survey. AgeNI were also commissioned to consult with some of the harder to reach older peoples groups (disabled, carers, LGBT, BME and people living in residential care) using peer facilitators.

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

*(What is the policy trying to achieve?)*

**Our Vision** remains

*Belfast – A City where older people live life to the full*

#### **Key strategic themes**

Achievement of the outcomes in the Belfast Agenda will need coordination of effort by many individuals and organisations beyond the scope of the Age-friendly Plan.

However, a set of key strategic themes for Age-friendly Belfast were identified through our consultations as important areas where action can be taken over the next three years.

#### **Partnership**

- Effective partnership working in delivering the Plan

#### **Infrastructure**

- Improved physical environment which encourages walking and active ageing,
- more accessible public transport network
- increased provision of suitable housing.

#### **Social inclusion**

- Older people are better informed and supported to engage in social, cultural life and civic life,
- older people are more connected and less isolated,
- older people feel more respected and
- improved community safety.

#### **Health and wellbeing**

- Older people know how to access services,
- older people make better lifestyle choices and
- older people have improved access to Belfast Health and Social Care services and support.

#### **Financial security**

- Improved employment opportunities,

- improved access to benefits and entitlements and
- better protection from financial scams and fraud.

### **Partnership**

Our aim is to have an effective working partnership which delivers the Age-friendly Belfast Plan and enables older people to influence the planning and design of services which meet their needs.

### **The following agencies have committed to participating in the Healthy Ageing Strategic Partnership (HASP):**

- Age NI
- The Alzheimer's Society
- Belfast City Council
- Belfast Health and Social Care Trust
- Belfast Healthy Cities
- The Department for Infrastructure
- Engage with Age
- Greater Belfast Seniors Forum
- The Health and Social Care Board/Belfast Local Commissioning Group
- Linking Generations Northern Ireland
- North Belfast Senior Citizens Forum
- Northern Ireland Housing Executive
- The Public Health Agency
- Volunteer Now

### **These agencies have also committed to:**

1. Review the Healthy Ageing Strategic Partnership (HASP) to make sure that it will be effective in taking forward the agreed actions and commitments in this plan.
2. Review the effective voice and influence of older people in HASP and in planning and designing services which meet their needs.
3. Providing leadership and governance for Age-friendly Belfast through the Belfast Strategic Partnership. The Healthy Ageing Strategic Partnership (HASP) will co-

ordinate delivery of the 3-Year Age-friendly Belfast Plan. HASP will regularly report against a detailed plan with short and medium term actions to Greater Belfast Senior Forum, Belfast Strategic Partnership, Belfast City Council All Party Reference Group on Older People and the Community Planning Partnership.

4. The HASP Age-friendly team will provide specific support for the development of the Age-friendly Belfast Charter, intergenerational work, Age-friendly Belfast ambassadors, collaboration on isolation and loneliness and Dementia Friendly Neighbourhood development.
5. Lead organisations identified will oversee the delivery and performance management of relevant aspects of the Age-friendly Belfast Plan and report progress to HASP.

### **Infrastructure**

Our aim is that older people live in a safer environment that encourages walkability and active ageing, supports access to services and transport, and provides for their housing needs.

#### **We have secured commitment for:**

1. Belfast Healthy Cities and HASP to review and update the walkability assessment tool to include dementia friendly communities and develop guidance on usage.
2. The Department for Infrastructure, Department for Communities, and HASP partners to work together to make sure that key schemes, projects and interventions in the city are developed to support older people to walk, cycle and access public transport services in Belfast. Consultation with older people and people living with dementia will take place on the development of key schemes and, where appropriate, use the Belfast Healthy Cities walkability assessment. Key schemes will include:
  - streets ahead phase 3 and 5,
  - improvements to the Belfast Bicycling Network,
  - improvements of the Comber Greenway, and
  - Urban Villages work in the Collin area of west Belfast.
3. The Department for Infrastructure, Department for Communities and Belfast City Council to collectively consider and address issues raised by older people in the

development of public realm schemes in relation to dropping kerbs, resurfacing footways, seating and lighting.

4. The Department for Infrastructure, Translink, The Inclusive Mobility and Transport Advisory Committee (IMTAC) and HASP partners to collaborate to ensure the Belfast Transport Hub is accessible for older people.
5. The Department for Infrastructure and Belfast City Council to make sure footways are accessible and as far as possible free from unnecessary clutter and obstruction. This will include:
  - Belfast City Council, who license pavement cafes will regulate them in accordance with Department for Infrastructure guidance to make sure they are sensitive to the needs of street users and the surrounding area.
  - The Department for Infrastructure will take action (including enforcement action) if appropriate to remove obstructions from footpaths, including parked vehicles on foot paths.
  - The Department for Infrastructure will make sure that construction site operators provide suitable temporary walkways (as much as possible).
6. Carry out research (through Belfast City Council) to identify barriers to accessing city centre shops, entertainment venues, bars, restaurants, accommodation and services with a view to identifying potential improvements, actions or priority areas.
7. Belfast City Council to review and implement it's Toilet Provision Strategy with a view to improving the accessibility of toilets to the public and encourage active ageing.
8. Belfast City Council to implement a programme of improving the quality standards of strategically located parks and open spaces covering all parts of the city to accredited Green Flag status. The Green Flag criteria includes access to toilets, seating, and many aspects that will make them more accessible to older people. Over the next three years the council will increase the number of accredited parks from 17 to 23. Belfast City Council will carry out age-friendly and dementia -friendly walkability assessments of all Green Flag parks and use the findings to prioritise improvements.
9. Belfast City Council to increase use of parks by older people through developing age-friendly and dementia-friendly walking routes in parks, holding events attractive to older people and using community outreach to target older peoples groups and networks.

10. Belfast City Council to assess and plan improvements to Roselawn Cemetery in consultation with older people to maintain its Green Flag status and achieve Green Flag status for at least one additional cemetery in the next three years.

11. Northern Ireland Housing Executive to put in place measures to heighten older people's awareness of housing options, and potential housing solutions available through:

- promoting the availability of Disabled Facilities Grants for private home owners to make sure households can stay at home for as long as possible.
- developing a feasibility study to bring forward an appropriate housing scheme to promote city centre living for older persons.
- developing its programme to promote digital inclusion to support older persons to sustain tenancies and reduce social isolation.
- raising awareness of housing options available to older persons, through its various community partnerships including the Belfast Regional Forum, and various area based Community foras and community news sheets.
- working partnerships with supported housing providers such as Home Care to reduce and prevent homelessness among older people.

**We will build on extensive work already underway through partnership working and progress reports on:**

- The Local Development Plan which will be the planning framework for the city and aim to improve health and wellbeing by design that will promote opportunities for walking, cycling, social interaction and access to services. The Plan will also aim to address current and future residential needs of the growing older population through the provision of sufficient, affordable, life time homes.
- The Belfast Agenda and the councils emerging approach to area working, to deliver our services in a more integrated way that is focused on the needs of people in local areas to make sure better outcomes for older people and their wider communities.
- The Active Belfast Travel Plan-Department for Communities working with Belfast Strategic Partnership
- Work through Belfast Healthy Cities Healthy places group

- Northern Ireland Housing Executive investment in its housing stock to reduce fuel poverty and increase energy efficiency, and promotion of the Department for Communities led Warm Homes scheme
- Northern Ireland Housing Executive provision of housing advisors, appropriate housing solutions for all vulnerable client groups and welfare case officers that liaise directly with the Health and Social Care Trusts.

### **Social inclusion**

Our aim is that older people are more socially, culturally and technologically connected.

#### **We have secured commitment for:**

1. the use of Advice NI website Portal for Older People Northern Ireland (POPNI) as the central information platform for information for older people in Belfast. HASP partners will sign up to use this portal and update their information regularly.
2. the citywide group on reducing isolation and loneliness in older people to develop a plan to:
  - increase the availability of befriending and other services to reduce loneliness in older people,
  - carry out a needs analysis and pilot training for key staff and volunteers on reducing isolation and loneliness in older people and
  - develop and test systematic referral pathways to connect older people to the services that they need.
3. Belfast City Council and the Department for Communities and Libraries NI to collaborate with the citywide technology and isolation group to deliver a comprehensive programme to deliver more digital inclusion sessions and courses with older people to include:
  - intergenerational programmes,
  - one-to-one approaches,
  - use of social media,
  - financial security and
  - using the POPNI website.

4. Belfast City Council and Volunteer Now to increase nominations of volunteers from hard to reach groups in Belfast develop for the Age-friendly Volunteer Awards and volunteering programmes.
5. The Belfast Health Development Unit, Greater Belfast Seniors Forum and Volunteer Now to identify older champions to promote the Take 5 steps to wellbeing messages across the city.
6. Campaign to End Loneliness to undertake public engagement campaigns to reduce the stigma of loneliness and encourage meaningful connections.
7. Age-friendly Belfast Team, Greater Belfast Seniors Forum, Alzheimer's Society and Dementia NI to review and update the Age-friendly Charter to:
  - make sure improvements are being made by organisations signed up to the charter,
  - increase the number of organisations signing up to the charter and
  - develops and support customer care assessments.
8. Alzheimer's Society, Dementia NI, Belfast City Council and HASP age-friendly team to establish a dementia-friendly city task and finish working group to:
  - host an awareness event in Belfast City Hall with city centre businesses and
  - work with Belfast City Centre businesses to improve dementia training and awareness (including awareness of the JAM card).
9. Alzheimer's Society, Dementia NI and HASP group to work with partners to extend the Dementia Friendly Neighbourhood Initiative to at least two additional neighbourhoods, and work with BME and LGB&T older people

**We will build on extensive work already underway through partnership working and progress reports on:**

- Belfast Strategic Partnership Emotional Resilience Strategy
- Age-friendly Belfast events, updates and calendar and a seniors page in the City Matters magazine delivered to all household in Belfast
- Positive Ageing Month, including specific programmes for 'hard to reach' groups of older people and linking to the development of Belfast as a Learning City

- Public Health Agency arts and older people programmes through Arts Council NI and Arts Care
- Linking Generations NI Intergenerational Programmes
- Belfast Safer City Plan
- A range of projects to tackle loneliness and isolation working with older people in Belfast
- Co-ordinated planning for extreme weather and emergency preparedness with older people

### **Health and wellbeing**

Our aim is that older people have better access to a range of recreational, health and social care services required to sustain their physical and mental health.

#### **We have secured commitment for:**

1. Belfast Health and Social Care Trust to work with other partners to address the communication and other barriers which affect access to health and social care services as identified in the report *Black and Minority Ethnic Groups: Health and Wellbeing of Older People in Belfast*. Barriers include language, lack of information, staff attitudes, lack of self-confidence and lack of confidence in the service. Progress will be demonstrated on each of these dimensions.
2. Belfast Health and Social Care Trust to produce an easy read *Patient, Client and Carers' Guide on Community Care*.
3. Belfast Health and Care Trust to make sure that frontline staff are trained to identify when older people have additional needs and to offer them support for these through the initiative *Every Contact Counts*.
4. The Public Health Agency to monitor participation rates and quit rates among older people within smoking cessation programmes and action taken to increase the rates.
5. The Greater Belfast Seniors Forum to raise awareness about suicide among older people and work with a range of partners to provide suicide awareness training to its forums and older people's groups.
6. The Connected Community Care Hubs in Belfast to help 4,000 older people by connecting them with the services they need to enable them to continue to live at home and manage or reduce their long term health conditions.

7. The Alzheimer's Society and the Public Health Agency (PHA) to include dementia risk reduction messages in PHA contracts with community organisations who provide healthy lifestyles programmes.
8. Active Belfast to ensure the Get Active Belfast action plans for each of the seven pledges will support active ageing and encourage healthy lifestyles among older people.
9. The Health and Social Care Board, Dementia NI and the Alzheimer's Society to work with Integrated Care Partnerships and GP Federations to adapt the Age-friendly Charter for use by GP practices, Community Pharmacies, Dental practices and Ophthalmic practices and make sure that the number of practices adopting the charter is increased year on year.

**We will build on extensive work already underway through partnership working and progress reports on:**

- Belfast Health and Social Care Trust's Health Sector Framework
- Public Health Agency and Belfast H&SC Trust to work with local partners to provide a range of physical activity programmes and strength and balance training for older people
- AgeNI peer facilitators, Age-friendly Belfast ambassadors and Volunteer Now Volunteering programmes

**Financial security**

Our aim is that older people have more financial security.

**We have secured commitment for:**

1. Business in the Community and Age NI to work in partnership to support employers and older employees through the Age at Work campaign. Age at Work will support older workers to remain in work or return to work in order to have enough income, stay connected and have a fuller working life. It urges employers to commit to an MOT at 50, to help people with future plans and pension savings.
2. Belfast City Council's Economic Development Unit to work alongside the Department for Communities, Job Centres Online and employer stakeholder's to reduce inactivity rates among the working age population. They will make sure employability and skills interventions appropriately target older people, in particular:

- employment academies; these are employer-led programmes focused on supporting those furthest from the labour market. In addition to the hotel, construction and hospitality employment academies which will continue to grow, new sectors being explored and developed include tourism, transport, public sector, retail, childminding, care, advanced manufacturing, creative and digital industries in line with employer demand.
  - business start-up and business growth programmes.
3. Belfast Strategic Partnership to promote and support an Age-friendly Business Award in the Belfast Business Awards focusing on improved employment opportunities and staying longer in workplace.
  4. Carers NI and Business in the Community to relaunch the Carers Passport and encourage business to use it. This is a record which identifies a carer in some way and leads to provision of support, services or other.
  5. The Greater Belfast Seniors, Age Partnership Belfast and Age-friendly Belfast to identify the advice services in relation to benefits uptake and advice and develop a campaign to raise awareness of these services.
  6. Age-friendly Belfast and Belfast City Council to work with Department for Communities, Scamwise NI, Advice NI and other advice services to focus the Be Prepared information sessions across the city on financial security, benefits uptake and scam awareness.

**We will build on extensive work already underway through partnership working and progress reports on:**

- Department for Communities work to promote awareness of the Make the Call Campaign
- The Greater Belfast Seniors Forum and the Belfast City Council Youth Forum continue work lobbying for a plan to end poverty, maximum benefits uptake, and promote better wages for workers looking at the living wage.
- Supporting Advice NIs POP NI information, training on Older People's Benefits and Building Resilience in Retirement programme
- The Commissioner for Older People in NI (COPNI) work on tackling financial abuse in older people

<b>Partnership</b>	<ul style="list-style-type: none"> <li>• HASP has effective partnership working</li> </ul>
<b>Infrastructure</b>	<ul style="list-style-type: none"> <li>• Improved physical environment which encourages walking and active ageing</li> <li>• More accessible transport</li> <li>• Increased provision of suitable housing</li> </ul>
<b>Social Inclusion</b>	<ul style="list-style-type: none"> <li>• Older people are better informed and supported to engage in social, cultural life and civic life</li> <li>• Older people are more connected and less isolated</li> <li>• Older people feel more respected</li> <li>• Improved community safety</li> </ul>
<b>Health and Wellbeing</b>	<ul style="list-style-type: none"> <li>• Older people know how to access services</li> <li>• Older people make better lifestyle choices</li> <li>• Older people have improved access to H&amp;SC services &amp; support</li> </ul>
<b>Financial Security</b>	<ul style="list-style-type: none"> <li>• Improved employment opportunities</li> <li>• Improved access to benefits and entitlements</li> <li>• Better protection from financial scams and fraud</li> </ul>

- Action on Elder Abuse (AEA) Northern Ireland campaigns to protect old people against financial abuse

### **Measuring success**

We will know we are making a difference by using an Outcomes Based Approach (OBA).

This means measuring how much we did, how well we did it and is anyone better off?

We will measure progress against the following outcomes outlined below.

OBA scorecards will be developed to identify performance and population indicators of our progress and a draft outcomes framework.

#### 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	YES
Voluntary / community groups / trade unions	YES
Others, please specify	NO

#### 5. Are there linkages to other Agencies/ Departments?

Leadership and governance for Age-friendly Belfast will be provided by Belfast Strategic Partnership (BSP), which is a collaborative multi-sectoral partnership that aims to reduce life inequalities in Belfast.

The Healthy Ageing Strategic Partnership (HASP) will co-ordinate delivery of the 3-Year Age-friendly Belfast Plan. It has submitted a detailed action plan to the World Health Organisation (WHO) with agreed indicators. HASP will periodically monitor and publish progress against the action plan and report to BSP. After three years HASP will evaluate the project, identify successes and areas for future improvement. The evaluation report will be submitted to BSP and subsequently to WHO. The HASP Age-friendly team will also provide specific support for the development of the positive ageing campaign, age-friendly charter, intergenerational work and the Age-friendly Convention.

Lead organisations as identified will oversee the delivery and performance management of relevant aspects of the age-friendly action plan and report progress to HASP.

##### **HASP involves the following organisations**

- Age NI
- The Alzheimer's Society
- Belfast City Council
- Belfast Health and Social Care Trust
- Belfast Healthy Cities

- The Department for Infrastructure
- Engage with Age
- Greater Belfast Seniors Forum
- The Health and Social Care Board/Belfast Local Commissioning Group
- Linking Generations Northern Ireland
- North Belfast Senior Citizens Forum
- Northern Ireland Housing Executive
- The Public Health Agency
- Volunteer Now

Internally in the council we also have a cross departmental Age-friendly Action Plan

## **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**

In compiling this report we have drawn upon a range of data, research reports and strategy documents outlined in appendix 1. We specifically refer to the following pieces of work:

- Belfast City Council Residents Surveys 2014 and 2017- in 2017 the sample size was 1,548 residents (436 aged 60+). A stratified sample meeting quotas for gender and age that covered all district electoral areas and wards across Belfast.
- The Age-friendly Belfast Surveys 2015 and 2017 were administered through a range of events, outreach sessions, an online survey and partnership contacts. This was a less robust survey that involved 411 older people in 2017
- The Northern Ireland Cohort for the Longitudinal Study of Ageing Wave 1 Key findings report (the NICOLA Study), Queen's University Belfast , November 2017
- Engagement with Hard to Reach Groups a focus group report compiled by Age NI peer facilitators in 2016 involving older people with a disability, older people from BME groups, older LGBT people, older carers and older people living in sheltered accommodation
- A stakeholder workshop with 120 older people and stakeholders June 2017

- A BCC officers workshop in March 2018
- A partner workshop in March 2018
- NISRA's NINIS site and their Belfast Age-friendly profile

## 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.*

<b>Section 75 category</b>	<b>Details of evidence / information and engagement</b>
Religious belief	<p>Details of the city wide consultation process and evidence gathering are described above.</p> <p>The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.</p>
Political opinion	<p>Details of the city wide consultation process and evidence gathering are described above.</p> <p>The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.</p>
Racial group	<p>Details of the city wide consultation process and evidence gathering are described above.</p> <p>AgeNI gathered information from older BME groups as did the BHSCT.</p>
Age	<p>While the WHO Age-friendly process is aimed at older people the plan will benefit all ages.</p> <p>We carried out intergenerational work with BCC youth Forum and the Greater Belfast Seniors Forum on poverty.</p>
Marital status	<p>Details of the city wide consultation process and evidence gathering are described above.</p>

	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.
Sexual orientation	AgeNI gathered information from older LGBT groups.
Men & women generally	<p>Details of the city wide consultation process and evidence gathering are described above.</p> <p>The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.</p> <p>There are older females than males living in Belfast.</p>
Disability	AgeNI gathered information from older people living with disabilities.
Dependants	AgeNI gathered information from older carers

**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	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.	Positive impact
Political opinion	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.	Positive impact
Racial group	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.	Positive impact
Age	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city and subsequently all ages.	Positive impact
Marital status	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.	Positive impact
Sexual orientation	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.	Positive impact
Men and women generally	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.	Positive impact

Disability	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.  A lot of issues relating to older people also affect disabled people so will benefit them as well.	Positive impact
Dependants	The Age-friendly Belfast Plan is a city wide plan that will benefit all older people in the city.	Positive impact

**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		Same equality of opportunity for all older people
Political opinion		Same equality of opportunity for all older people
Racial group	We plan to identify and research the current and future needs of black and minority ethnic older people in Belfast so we can act on them.	
Age	The plan is primarily aimed at older people	
Marital status		Same equality of opportunity for all older people
Sexual orientation	We plan to identify and research the current and future needs of lesbian, gay, bisexual, transgender older people in Belfast so we can act on them.	
Men and women generally		Same equality of opportunity for all older people

Disability		Same equality of opportunity for all older people
Dependants	In the plan there is an action to identify and research the needs of older carers in Belfast	

**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	People from all over the City attend city wide events together	Positive impact
Political opinion	People from all over the City attend city wide events together	Positive impact
Racial group	People from all over the City attend city wide events together	Positive impact

**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
Religious belief	Yes, People from all over the City attend city wide events together
Political opinion	Yes, People from all over the City attend city wide events together
Racial group	Yes, People from all over the City attend city wide events together

## **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*

We have consulted with disability groups and feel a lot of the issues that face older people also face disabled.

**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, there will be events, the business charter mark and neighborhood work that will actively increase the participation of disabled people in public life.

More local events that would be easier for disabled people to access.

### **14. Multiple Identities**

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

**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.*

<b>Equality</b>	<b>Good Relations</b>	<b>Disability Duties</b>

**Section D**

**Formal Record of Screening Decision**

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

Age-friendly Belfast Plan 2018-2021

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)*

	* <b><u>Screened In</u></b> – Necessary to conduct a full EQIA
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X	* <b><u>Screened Out</u></b> – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
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	* <b><u>Screened Out - Mitigating Actions</u></b> (minor impacts) <ul style="list-style-type: none"><li>• Provide a brief note here to explain how this decision was reached:</li><li>• Explain what mitigating actions and / or policy changes will now be introduced:</li></ul>
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**Formal Record of Screening Decision** (cont.)

**Screening assessment completed by (Officer Level) –**

Name: Gillian McEvoy

Date: 26/6/2018

Department: C&NS

Signature: please insert a scanned image of your signature below

**Screening decision approved by –**

Name: Siobhan Toland

Date: 13-11-18

Department: Director of City Services, 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](mailto:equality@belfastcity.gov.uk). The screening form will be placed on the BCC website and a link provided to the Council's Section 75 consultees.

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 9027 0511**

**[equality@belfastcity.gov.uk](mailto:equality@belfastcity.gov.uk)**