

# 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**

#### **Title of policy / decision to be screened:-**

Special one off illuminate of the City Hall in support of UN International Day of Human Rights/Irish Language

#### **Brief description of policy / decision to be screened:-**

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

The key aim of the project is to introduce a new low-energy LED lighting infrastructure on the City Hall in order to sustainably reduce energy consumption and CO<sub>2</sub> emissions. As part of this, it will also enable the building to be illuminated in a variety of colours and colour combinations which are not currently possible. This will in turn allow the Council to mark specific days of significance to various groups within the wider community and which are associated with a particular colour or colours by illuminating the building appropriately.

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

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

The Illuminate project will replace the existing City Hall façade lighting on the front, east and west façades as well as the main dome and turrets with a new low-energy lighting infrastructure. The key aim of the project is to sustainably reduce energy consumption and CO<sub>2</sub> emissions. Part of this will enable the City Hall to be illuminated in a variety of colours and colour combinations which are not currently possible.

These features, if properly and imaginatively used, have the potential to enhance the appearance and public perception of the City Hall amongst tourists, visitors and residents. However the Council has agreed that the number of days the new lighting features will be used will be limited in order to protect the image of the City Hall as the city's most iconic building and the reputation of the Council. It should be noted that the new lighting features cannot project images or logos etc onto the building; instead the building can be 'washed' in broad colour combinations using the static LED fittings. It is

therefore only appropriate for use in marking days or events which are associated with specific colour(s).

The governance arrangements for the Illuminate project have been agreed by the Council's Strategic Policy & Resources Committee at its meeting on 18<sup>th</sup> February 2013. These arrangements are outlined below -

- only the charities nominated by the Lord Mayor, Deputy Lord Mayor and High Sheriff may avail of the features provided by the new lighting system (these charities change as the incumbents change and so over time there should be an opportunity for all charities to benefit);
- only events organised in the City Hall and/or grounds by the council itself (either directly or in partnership with others) will have access to the lighting system;
- a schedule of additional days of more general public interest will also be agreed by the Committee and the building washed<sup>[2]</sup> in the appropriate colour(s)
- the Director of Legal & Civic Services may, in exceptional circumstances, seek the approval of a specific request by the Committee even where the above criteria are not satisfied; *and*
- where time does not allow the prior permission of the Committee to be sought the Director of Legal & Civic Services may approve access to the facilities in appropriate circumstances, and will subsequently report the matter to the Committee for note.

In addition, the SP&R Committee agreed that other events/days may be considered by SP&R Committee as necessary if specific requests are made. Committee also agreed to create and keep under review an approved list of additional days which the council may wish to mark and agreed to review the management and control arrangements after 12 months in order to permit any necessary changes to be made

Charities nominated by the Lord Mayor, Deputy Lord Mayor and High Sheriff - As part of these governance arrangements the Council agreed that 12 nominated charities selected by our civic dignitaries (Lord Mayor, Deputy Lord Mayor and High Sheriff – 4 per civic dignitary) will be able to use the new lighting features for charity events etc. In addition, the new lighting features will also be used to promote inclusivity and cultural awareness by recognizing days of particular significance to groups within the wider community

through the illumination of the City Hall in the relevant colour(s). No requests have yet been made via this route

Events organized by the Council – As agreed under the governance arrangements it was agreed that events organised in the City Hall and/or grounds by the council itself (either directly or in partnership with others) could be illuminated. The City Hall was illuminated for the conference dinner during India Week (in June 2013), for Belfast Restaurant Week (October), for the World Fire and Police Games (August) and to celebrate the 400th Anniversary of the Awarding of the Town Charter (April) under this arrangement.

Schedule of additional days – In line with the agreed governance arrangements the SP&R Committee has agreed that the City Hall will be illuminated on 10 specific days of particular interest to local people and communities namely:

- St. Patrick's Day
- Orangefest
- St. Valentine's Day
- May Day
- Remembrance Sunday
- the Official celebration of Her Majesty's Birthday
- International Women's Day
- Gay Pride
- Chinese New Year
- Polish Independence Day

6 of these days (St. Patrick's, Orangefest, Valentine's, Gay Pride, Chinese New Year and Polish Independence Day) were agreed by the SP&R Committee on 21 February 2013. A further two days were agreed by SP&R Committee on 19 April 2013 (May Day and International Women's Days). The Official Celebration of Her Majesty's Birthday and Remembrance Sunday were agreed by the SP&R Committee in May 2013.

The SP&R Committee agreed in August 2013 to the lighting up of City Hall in gold on Saturday 7<sup>th</sup> September, 2013 for the 'Light it up Gold' campaign to highlight issues around children's cancer. This request was for a single occurrence only and the date was not to be added to the existing schedule of additional days

In addition the SP&R Committee agreed a request by the Royal British Legion at its meeting on 20<sup>th</sup> September to illuminate the City Hall on a one off basis on 24<sup>th</sup> October 2013 to coincide with the launch of the 2013 Poppy Appeal and agreed to a request by

the Cathedral Quarter Trust to celebrate Belfast Book Week by lighting up the City Hall in yellow on 20th September on a one-off basis.

In addition the SP&R Committee agreed in November 2018 to the lighting up of the City Hall in red on a one off basis on a date to be agreed in January 2019 for UN International Day of Human Rights/Irish Language to highlight the promotion of the Irish language.

These one off illuminates do not sit outside the overall screening which was initially carried out in 2013. In relation to the last 2 it is already acknowledged under Section 75 Political Opinion Category '....some sections of the community may perceive that schedule of additional days is unbalanced towards one side of the community....' The level of impact is listed as Minor both positively and negatively.

### **On whom will the policy / decision impact?**

*Consider the internal and external impacts (both actual or potential)*

- Staff
  - Service users
  - Other public sector organizations
  - Voluntary / community groups / trade unions
  - Others, please specify
- General Public

### **Are there linkages to other Agencies/ Departments?**

The Illuminate project, has been part-funded by EU grant (through the Innovative Lighting Systems programme), and is being developed in partnership with six other cities (including Genoa Porto Antico, Genoa Aquarium, Rotterdam Zoo, Lithuania Sea Museum, the Hellenic Centre for Marine Research, Crete and the Experimentarium Museum, Copenhagen)

## **Section B**

### **1. Outline consultation process achieved or planned**

The decision to proceed with the Illuminate project was taken by the Council on 1<sup>st</sup> May 2012. As time bound EU funding was an integral part of the project there was no opportunity to undertake a consultation process.

## **2. Available evidence**

*What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below to help inform your screening assessment. Please note: It is important to record information gathered from a variety of sources such as:*

- *Monitoring information*
- *Complaints*
- *Research /surveys*
- *Consultation exercise and other public authorities*

Section 75 of the Northern Ireland Act (1998) requires public authorities to have due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

In addition to this obligation, public authorities are required to have regard to the desirability of promoting good relations between people of different religious belief, political opinion or racial group. These obligations are designed to ensure that equality and good relations considerations are carefully considered as part of the policy development process.

The City Hall is the most prestigious building in the city of Belfast and is one of the most instantly recognisable symbols of the city. It has a unique, iconic status and is very much seen as the 'heart of the city'. The building has three prestigious function areas: the Reception Room, the Banqueting Hall and the Great Hall. These rooms typically hold around 400 functions a year, attracting over 30,000 guests each year. The City Hall is open to the public Monday to Sunday and free public and private tours of the City Hall are conducted on these days. Since 2009 (when the City Hall reopened after being renovated) visitor numbers

have been steadily rising. The opening of a new Exhibition visitor attraction in May 2017 has helped to increase the overall number of visitors to the City Hall to over 100,000.

The City Hall also benefits from its extensive grounds which act as a focal point being the only green open space in the city centre. The grounds are open to the public and are frequently used for high profile public events including the Christmas and Spring Continental markets.

The Strategic Framework for Belfast Tourism 2010-2014 states that the tourist industry is a growing industry in Northern Ireland and Belfast. Tourism boosts the economy, provides jobs and opportunities, enables new facilities to be developed across the city and is a source of communal pride and cohesion. The tourist industry generates £451 million to the city’s economy, delivers 9.3 million visitors and supports 10,000 jobs

Similar types of projects have been introduced in cities across the world to great acclaim – for example the Empire State Building in New York where the use of lighting on particular days has become a major tourist attraction. Other examples of major attractions and iconic buildings across the world which are colour washed on specific days include - the Sydney Opera House, the Leaning Tower of Pisa and the Burj al Arab in Dubai. Buckingham Palace in London is also using colour wash on particular days.

<b>Section 75 category</b>	<b>Details of evidence / information and engagement</b>
<b>Religious belief</b>	Information is available from NISRA (Census 2011). The 2011 census indicates that 48.58% of Belfast’s population indicated that they were Catholic, while 42.30% indicated they were protestant or other Christian. People from a variety of religions who live, work and visit the city of Belfast may or may not identify with the colours which are being illuminated on the City Hall on one of the designated days. There is potential that some sections of the community may perceive that schedule of additional days is unbalanced towards one side of the community.

<b>Political opinion</b>	<p>People from a variety of political opinions who live, work and visit the city of Belfast may or may not identify with the colours which are being illuminated on the City Hall on one of the designated days. There is potential that some sections of the community may perceive that schedule of additional days is unbalanced towards one side of the community.</p> <p>According to the last census 13.66% of people in Belfast speak and understand Irish. The census shows that the majority of people who report an ability in Irish come from the Catholic community. There is a perceived link in Northern Ireland between religious belief and political opinion.</p>
<b>Racial group</b>	<p>People from a variety of political opinions who live, work and visit the city of Belfast may or may not identify with the colours which are being illuminated on the City Hall on one of the designated days.</p>
<b>Age</b>	<p>In relation to this category there is no relevant information applicable to this Council decision</p>
<b>Marital status</b>	<p>In relation to this category there is no relevant information applicable to this Council decision</p>
<b>Sexual orientation</b>	<p>People from a variety of political opinions who live, work and visit the city of Belfast may or may not identify with the colours which are being illuminated on the City Hall on one of the designated days.</p>
<b>Men &amp; women generally</b>	<p>In relation to this category there is no relevant information applicable to this Council decision</p>
<b>Disability</b>	<p>In relation to this category there is no relevant information applicable to this Council decision</p>
<b>Dependants</b>	<p>In relation to this category there is no relevant information applicable to this Council decision</p>

**3. What is the likely impact (indicate if the policy impact is positive or negative) on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? What is the level of impact?**

It should be noted that the City Hall will be only be lit for one day only on each of the agreed designated days.

<b>Section 75 category</b>	<b>Likely impact?</b>	<b>Level of impact? Minor/Major/None</b>
<b>Religious belief</b>	Depending on the days agreed, there is potential that some sections of the community may perceive that schedule of additional days is unbalanced towards one side of the community. However requests to mark other days are considered as necessary by Committee and as per the outlined governance arrangements the schedule of days is agreed by the Council’s SP&R Committee and ratified by Council.	Minor
<b>Political opinion</b>	Depending on the days agreed, there is potential that some sections of the community may perceive that schedule of additional days is unbalanced towards one side of the community. However requests to mark other days are considered as necessary by Committee and as per the outlined governance arrangements the schedule of days is agreed by the Council’s SP&R Committee and ratified by Council.	Minor
<b>Racial group</b>	The proposals in relation to Polish Independence Day and the Chinese New Year have been made on the basis of population data. Other racial groups may feel marginalized by the decision to just mark these two days. However requests to mark other days will be considered as necessary by Committee.	Likely impact: minor

<b>Age</b>	We do not believe that the lighting of the City Hall on agreed days of significance, will impact on the equality of opportunity by this group.	None
<b>Marital status</b>	We do not believe that the lighting of the City Hall on agreed days of significance, will impact on the equality of opportunity by this group.	None
<b>Sexual orientation</b>	We do not believe that the lighting of the City Hall on agreed days of significance, will impact on the equality of opportunity by this group.	None
<b>Men and women generally</b>	We do not believe that the lighting of the City Hall on agreed days of significance, will impact on the equality of opportunity by this group.	None
<b>Disability</b>	We do not believe that the lighting of the City Hall on agreed days of significance, will impact on the equality of opportunity by this group.	None
<b>Dependants</b>	We do not believe that the lighting of the City Hall on agreed days of significance, will impact on the equality of opportunity by this group.	None

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

<b>Section 75 category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
<b>Religious belief</b>	The Council has agreed that the City Hall will be illuminated with colours on 22 occasions per year – the 10 days of cultural/social significance as outlined and the uses by the charities chosen by the Council's civic dignitaries. The Council will keep this policy under review and if further days/events of cultural/social significance (either	

	internal or external) are agreed by Council then these can be incorporated into the policy.	
<b>Political opinion</b>	As above	
<b>Racial group</b>	As above	
<b>Age</b>	As above	
<b>Marital status</b>	As above	
<b>Sexual orientation</b>	As above	
<b>Men and women generally</b>	As above	
<b>Disability</b>	As above	
<b>Dependants</b>	As above	

5. 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?

<b>Good relations category</b>	<b>Likely impact?</b>	<b>Level of impact? Minor/Major/None</b>
<b>Religious belief</b>	<p>Potential positive impact on some members of the Catholic or Protestant or other faith communities who identify positively with the use of colours or a combination of colours to illuminate the City Hall on the agreed days.</p> <p>Potential negative impact on some members of the Catholic or Protestant or other faith communities who do not identify with the use of colours or a combination of colours to illuminate the building on the agreed days and may perceive the use of such colours as potentially</p>	<b>Minor impacts both positively and negatively</b>

	divisive or alienating a particular faith community.	
<b>Political opinion</b>	<p>Potential positive impact on some individual or groups from different political opinions who identify positively with the use of colours or a combination of colours to illuminate the City Hall on the agreed days.</p> <p>Potential negative impact on some individual or groups from different political opinions who do not identify with the use of colours or a combination of colours to illuminate the building on the agreed days and may perceive the use of such colours as potentially divisive or alienating a particular political opinion group.</p>	<b>Minor impacts both positively and negatively</b>
<b>Racial group</b>	<p>Potential positive impact on some people from a variety of ethnic backgrounds who identify positively with the use of colours or a combination of colours to illuminate the City Hall on the agreed days.</p> <p>Potential negative impact on some people from a variety of ethnic backgrounds who do not identify with the use of colours or a combination of colours to illuminate the building on the agreed days and may perceive the use of such colours as potentially divisive or alienating a particular racial group.</p>	<b>Minor impacts both positively and negatively</b>

**6. 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
<b>Religious belief</b>	<p>This decision by Council fits with the Council's objective of promoting good relations, which includes celebrating cultural diversity. Belfast City Council's Equality and Good Relations Strategy states that promoting equality and good relations are key to improving the quality of life for everyone in the city- making Belfast a better place to live, work, socialise and do business. The strategy aims to ensure that fairness, equality and respect are at the heart of everything the Council does.</p> <p>We recognise that some people or groups may be impacted on both positively and negatively by this decision but are also cognisant of the following comments made by the Equality Commission: 'The notion that providing equality or protection for one group limits their availability for another is both unfounded in itself and acts to the detriment of all who seek to live in a society that is fair and equitable and should in avoided in drafting of public policy'.</p> <p>As highlighted the Council has committed to keeping this policy under review. The Council will consider additional requests for the City Hall to be illuminated as necessary and these requests will be subject to the Council's normal governance and decision making processes.</p>	
<b>Political Group</b>	As above	

<b>Racial group</b>	As above	
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**7. Multiple identities**

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

*Specify relevant Section 75 categories concerned.*

## **Section C**

Belfast City Council also has legislative obligations to meet under the [Disability Discrimination Order](#) and Questions 5 -6 relate to these two areas.

### **Consideration of Disability Duties**

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

***Explain your assessment in full***

No; at present there is no specific proposal in relation to disabled people although the proposed governance scheme would allow the inclusion of such recognition if deemed appropriate.

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

***Explain your assessment in full***

No, as above.

### **10. 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.*

The policy is subject to continuous review and also to a one-year review by the relevant Committee of the Council. The nomination of charities by civic dignitaries is also subject to change routinely.

<b>Equality</b>	<b>Good Relations</b>	<b>Disability Duties</b>
<p>Number of complaints received.</p> <p>The Council's Strategic Policy &amp; Resources Committee has agreed to create and keep under review the approved list of additional days which the council may wish to mark and has agreed to review the management and control arrangements after 12 months in order to permit any necessary changes to be made</p>	<p>Number of complaints received.</p> <p>The Council's Strategic Policy &amp; Resources Committee has agreed to create and keep under review the approved list of additional days which the council may wish to mark and has agreed to review the management and control arrangements after 12 months in order to permit any necessary changes to be made</p>	

**Section D**

**Formal Record of Screening Decision**

<b>Title of Proposed Policy / Decision being screened</b> Illuminate Project – Access to Colour-wash facilities on City Hall Façade
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I can confirm that the proposed policy / decision has been screened for –

<input checked="" type="checkbox"/>	Equality of opportunity and good relations
<input checked="" type="checkbox"/>	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"/>	<b>*Screened In</b> – Necessary to conduct a full EQIA
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<input checked="" type="checkbox"/>	<b>*Screened Out</b> – No EQIA necessary (no impacts) No adverse impact on any Section 75 group.
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<input type="checkbox"/>	<b>* Screened Out -</b> Mitigating Actions (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: Joanne Murray

Date:

Department: Civic Services Manager

Signature: please insert a scanned image of your signature below

**Screening decision approved by –**

Name: John Walsh

Date:

Department: Director of Legal and Civic 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)**