

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

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:-

An Aquatics Strategy for Belfast 2018-2030

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 new policy which covers the period 2018-2030 and which has an overarching focus on getting more people, more active, more often. The strategy has been developed in response to the Council's upgrade of existing facilities and development of new facilities. This has resulted in the provision of additional water facilities and this strategy will assist in the management and programming of these.

There are no legislative or procurement implications in relation to this strategy. Whilst the Council has a £105million Leisure Transformation Programme budget there are no direct financial implications relating to this strategy.

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

(What is the policy trying to achieve?)

The strategic vision of the strategy is:

To provide a top class aquatics service designed to promote social regeneration, tackle health inequalities, ensure affordable equitable access for all, maximise participation and enable people to reach their full potential.

The aquatics strategy is written taking account of the capital investment programme and with particular focus on alignment with the Belfast Agenda 2017-2021 key priorities of:

- growing the economy
- living here
- city development, and

- working and learning.

4. 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 -sports governing bodies and sports clubs

5. Are there linkages to other Agencies/ Departments?

The strategy was developed and will be delivered in partnership with Active Belfast Ltd (ABL) and Greenwich Leisure Ltd (GLL).

Section B

6. Outline consultation process achieved or planned

In the development of the strategy consultation as outlined below took place:

Development of the strategy

The proposal to develop an Aquatics Strategy was prompted by the Active Belfast Ltd (ABL) board at its meeting on 9th June 2016. A further report was presented to the ABL board on 31 August 2016 outlining a proposed development approach and a broad scope works. Approval to proceed was granted and a working group consisting of representatives from ABL, Belfast City Council (BCC) and Greenwich Leisure Ltd (GLL) was set up to deliver the project.

The Aquatics Strategy Working Group was made up of officers from BCC, staff from GLL and members of the ABL Board.

The Working Group met on the following dates:

6 October 2016	
25 October 2016	Site visits to London
15 November 2016	
28 November 2016	
26 January 2017	
30 March 2017	Draft document format and content sign off for pre consultation
3 October 2017	Post pre consultation review
16 October 2017	
26 October 2017	1st draft of final document sign off for BCC approval and public consultation

There were numerous development sessions between formal working group meetings.

Aquatics Strategy update reports were presented to the ABL board and subsequently to BCC – SP&R on the following dates:

ABLB

9 June 2016

31 August 2016

13 October 2016

5 December 2016

21 March 2017

20 April 2017

7 August 2017

30 October 2017

5 March 2018

10 September 2018

SP&R

24 June 2016

23 September 2016

21 October 2016

16 December 2016

21 April 2017

19 May 2017

18 August 2017

24 November 2017

23 March 2018

21 September 2018

Pre-consultation

Pre consultation with key stakeholders was undertaken between 7 July and 10 August 2017 and we received a total of 14 responses.

Public consultation on the draft strategy

A period of public consultation on the draft strategy took place between 24 July and 12 October 2018. A copy of the draft strategy and a response questionnaire were available to download from the Council's website.

A total of 58 written responses were received to the public consultation. Of the responses received 24 were made on behalf of organisations.

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. 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

A range of evidence and information was used in the screening of the strategy, including:

- Information obtained from the pre and public consultation exercises outlined in the previous question.
- Pool usage figures from 2017 and 2018 by age and gender and the activity areas.
- A breakdown of GLL membership (as of December 2018) by gender, age, disability and ethnicity.

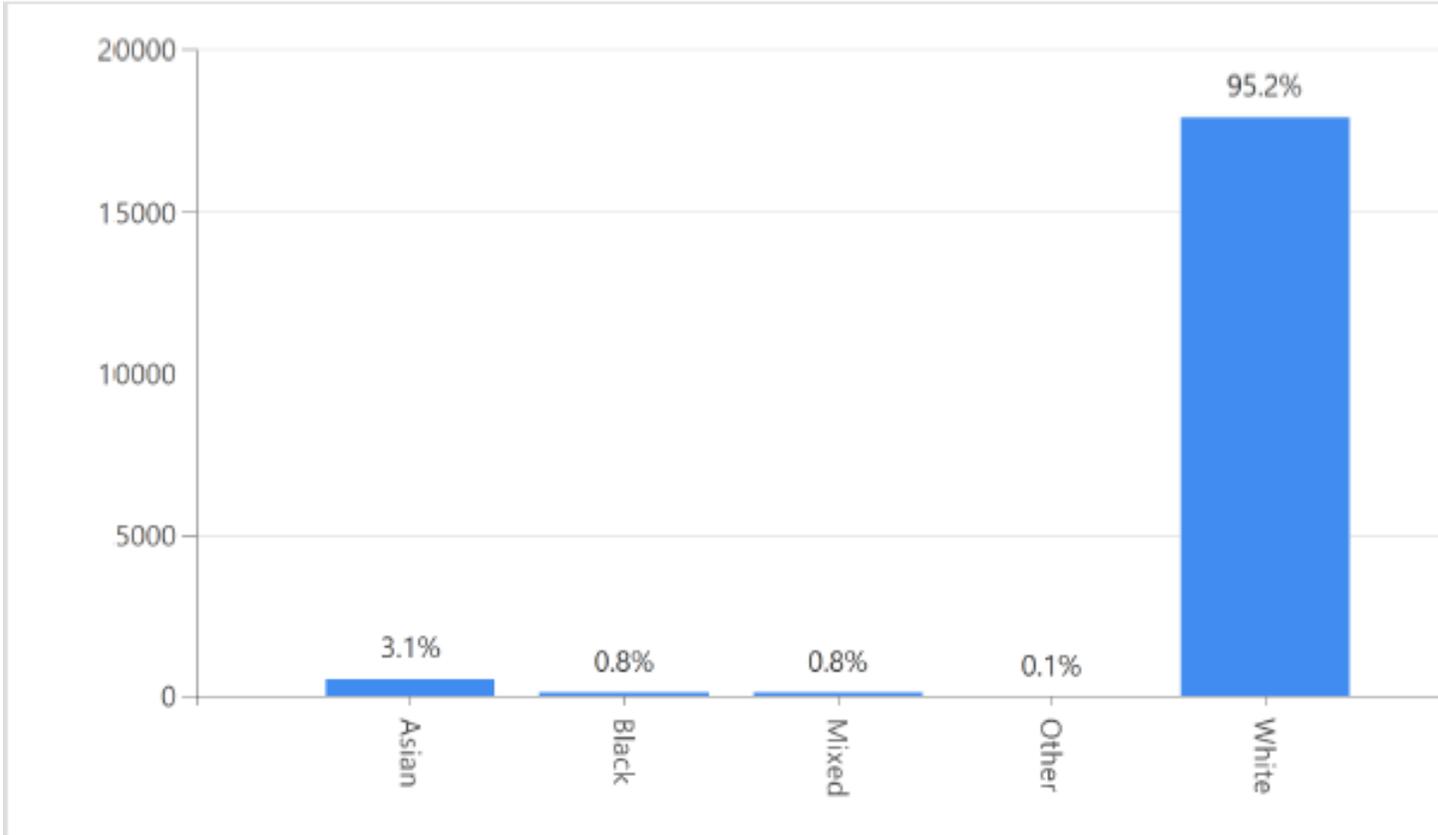
Section 75 category	Details of evidence / information and engagement																																													
Religious belief	<p>Limited evidence/information exists around religious belief. No information on this category is held on members. During the public consultation phase respondents as part of the monitoring information, were asked to provide information on their religious denomination. The responses were:</p> <table border="1" data-bbox="405 437 2047 863"> <thead> <tr> <th>Option</th> <th>Total</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>No religion</td> <td>16</td> <td>27.59%</td> </tr> <tr> <td>Christian</td> <td>27</td> <td>46.55%</td> </tr> <tr> <td>Buddhist</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Hindu</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Jewish</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Muslim</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Sikh</td> <td>1</td> <td>1.72%</td> </tr> <tr> <td>Other religion (please specify below)</td> <td>1</td> <td>1.72%</td> </tr> <tr> <td>Not Answered</td> <td>13</td> <td>22.41%</td> </tr> </tbody> </table> <p>The response to other was Jedi.</p> <p>Respondents were also asked to provide information on their community background. The responses were:</p> <table border="1" data-bbox="405 1070 2047 1289"> <thead> <tr> <th>Option</th> <th>Total</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>Protestant</td> <td>12</td> <td>20.69%</td> </tr> <tr> <td>Roman Catholic</td> <td>19</td> <td>32.76%</td> </tr> <tr> <td>I am not a member of either the Protestant or Roman Catholic communities.</td> <td>14</td> <td>24.14%</td> </tr> <tr> <td>Not Answered</td> <td>13</td> <td>22.41%</td> </tr> </tbody> </table> <p>Within the responses to both the pre consultation and the public consultation, one respondent in each made reference to the view that the majority of participants in water polo were from West Belfast and therefore it is a predominately catholic</p>	Option	Total	Percent	No religion	16	27.59%	Christian	27	46.55%	Buddhist	0	0%	Hindu	0	0%	Jewish	0	0%	Muslim	0	0%	Sikh	1	1.72%	Other religion (please specify below)	1	1.72%	Not Answered	13	22.41%	Option	Total	Percent	Protestant	12	20.69%	Roman Catholic	19	32.76%	I am not a member of either the Protestant or Roman Catholic communities.	14	24.14%	Not Answered	13	22.41%
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sport and locating the competition pool in the new center in East Belfast will be unrealistic and impractical. (It should be noted that this statement was not backed up by evidence by the respondent). ????

Political opinion No specific information was gathered in relation to this category.

Racial group The following graph shows the ethnic origin of all GLL members as of December 2018.

Ethnic Origin - All Current Members



The following table show the GLL Member usage by ethnicity (Dec 18):

Usage Frequency by Prepaid Members Ethnicity

Ethnicity	Attending Once	Attending Once Percent	Attending 3x Per Week	Attending 3x Per Week Percent
Asian	211	65.7%	46	14.3%
Black	60	57.1%	9	8.6%
Mixed	50	55.6%	18	20.0%
Not Given	840	60.8%	221	16.0%
Other	6	85.7%	1	14.3%
Unknown	98	62.0%	19	12.0%
White	5,495	53.3%	1,497	14.5%
TOTAL	6,760	54.6%	1,811	14.6%

During the public consultation phase respondents as part of the monitoring information, were asked to provide information on their ethnic group. The responses were:

Option	Total	Percent
White	45	77.59%
Chinese	0	0%
Irish Traveller	0	0%
Indian	0	0%
Pakistani	0	0%
Bangladeshi	0	0%
Black Caribbean	0	0%
Black African	0	0%
Black other	0	0%
Mixed Ethnic group (please specify below)	1	1.72%
Not Answered	12	20.69%

Respondents to the public consultation were asked to describe how they would describe their national identity. The responses were:

Option	Total	Percent
British	12	20.69%
Irish	14	24.14%
Northern Irish	17	29.31%
English	1	1.72%
Scottish	0	0%
Welsh	0	0%
Other (please specify below)	2	3.45%
Not Answered	12	20.69%

The other respondents were Portuguese and European.

Age

The following information shows pool usage broken down by age groups:

Age	2017	2018
Adult	47.8%	48.2%
Junior	52.2%	51.8%
Grand Total	100.0%	100.0%

Age Group	2017	2018
00 to 04	2.5%	2.5%
05 to 10	6.9%	6.8%

11 to 15	2.5%	2.3%
16 to 44	44.4%	44.9%
45 to 59	20.2%	20.0%
60+	23.6%	23.4%
Grand Total	100.0%	100.0%

Pool usage 2017 by activity type

Activity Area	Jan	Feb	Mar	April	May	June
Pools	69356	73168	84721	63048	72526	65459
Pools Clubs	10759	9632	11510	6972	9566	7991
Pools Schools	3961	4739	8810	4494	7239	5820
Pools Spectators	156	204	647	573	859	604
Pools Swimming	39931	43417	45482	38644	40872	38204
Pools Wet Courses	10100	10742	12780	9814	9659	10444
Pools Wet Events	4449	4434	5492	2551	4331	2396

Activity Area	July	Aug	Sep	Oct	Nov	Dec
Pools	45942	59034	66684	66862	65974	36022
Pools Clubs	2378	2214	8029	9833	10095	6616
Pools Schools	330		5090	7554	7710	3780
Pools Spectators	664	531	409	490	368	314
Pools Swimming	40672	46843	37151	34006	32574	19430
Pools Wet Courses	1264	8477	12837	11581	11611	4848
Pools Wet Events	634	969	3168	3398	3616	1034

Pool usage 2018 by activity type

Activity Area	Jan	Feb	March	April	May	June	July	Aug	Sept
Pools	66917	67978	64598	66273	69451	66935	47511	62297	68233
Pools Clubs	9122	9156	8678	7210	10747	9115	3935	4897	11274
Pools Schools	6915	6229	5664	5022	6499	4162			5098
Pools Spectators	589	608	500	299	184	177	197	293	171
Pools Swimming	35468	38465	37440	40485	36922	39552	39240	46226	35694

Pools Wet									
Courses	11755	10479	9379	10235	11214	11456	3775	10188	12432
Pools Wet									
Events	3068	3041	2937	3022	3885	2473	364	693	3564

0-18 year olds usage Jan – Sept 2018

Activity Area	Jan	Feb	March	April	May	June	July	Aug	Sept
Pools	5620	5680	5683	5611	5494	5956	3793	5984	5673
Pools									
Spectators	1			2	1	1		5	3
Pools									
Swimming	5590	5612	5566	5576	5399	5915	3781	5922	5603
Pools Wet									
Courses	15	38	47	33	47	38	12	26	35
Pools Wet									
Events	14	30	70		47	2		31	32

18 – 59 year old usage Jan – Sept 2018

Activity Area	Jan	Feb	March	April	May	June	July	Aug	Sept
Pools	9976	10071	10523	10258	10150	9662	8317	10374	9061
Pools									
Spectators	33	32	38	26	22	31	13	24	13
Pools									
Swimming	9267	9349	9734	9524	9559	9213	7936	9744	8679
Pools Wet									
Courses	564	611	598	585	504	401	368	606	249
Pools Wet									
Events	112	79	153	123	65	17		0	120

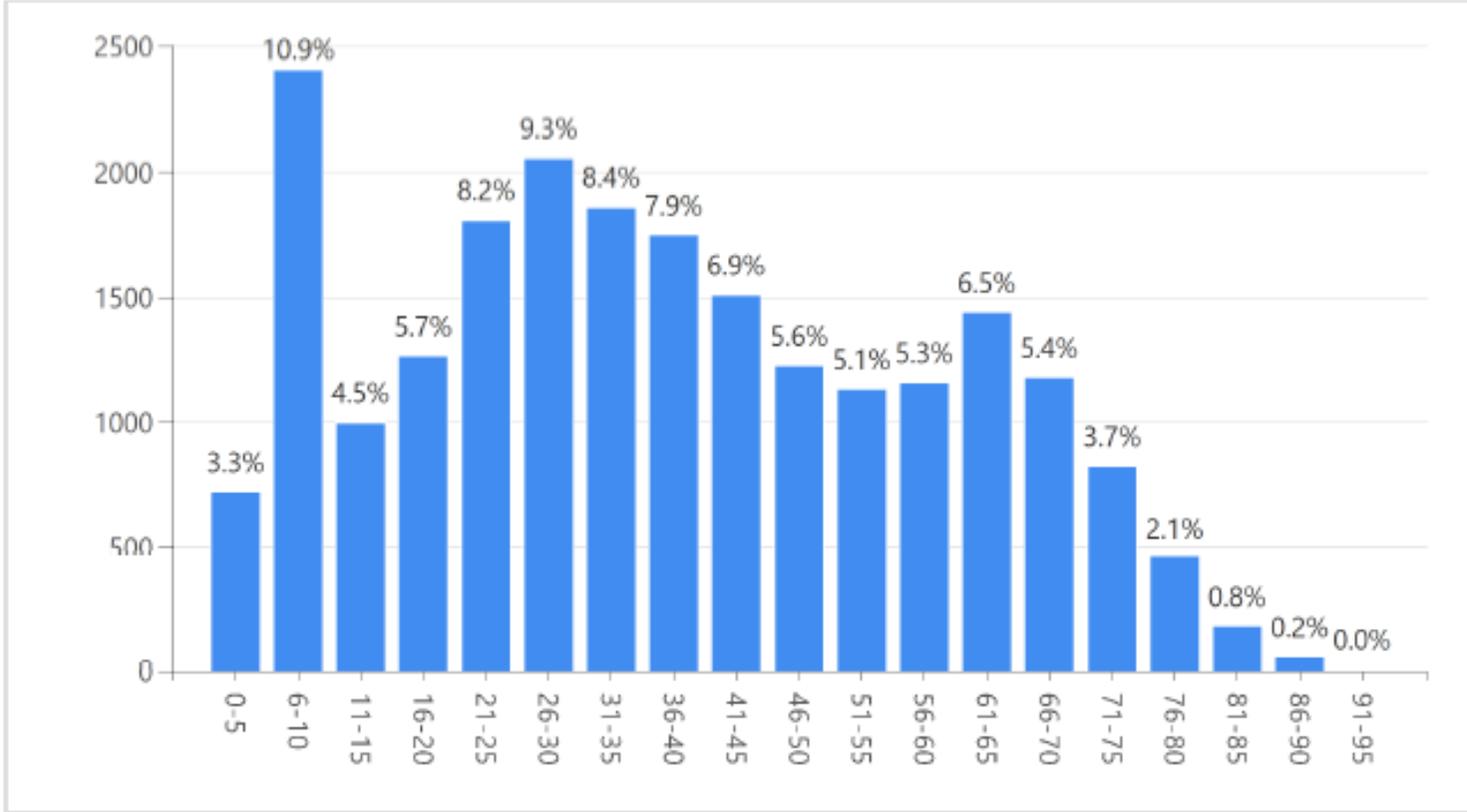
60 + usage Jan – Sept 2018

Activity Area	Jan	Feb	March	April	May	June	July	Aug	Sept
Pools	7008	7400	7812	7428	7615	7215	6230	7671	6879
Pools									
Spectators	2	2		1		2	5	2	15
Pools									
Swimming	6693	7023	7466	7148	7287	6989	6076	7509	6726

Pools Wet									
Courses	293	269	231	221	189	162	149	159	101
Pools Wet									
Events	20	106	115	58	139	62		1	37

The following graph shows the age profile of all GLL members as of December 2018.

Age - All Current members



The following table show the GLL Member usage by age groups (Dec 18):

Usage Frequency by Prepaid Members Marketing Age Groups

Age Group	Attending Once	Attending Once Percent	Attending 3x Per Week	Attending 3x Per Week Percent
0-15	571	43.6%	33	2.5%
16-17	149	50.9%	17	5.8%
18-25	1,040	51.9%	192	9.6%
26-45	3,043	54.3%	812	14.5%
46-55	1,131	65.8%	396	23.1%
56-65	658	69.3%	272	28.7%
66+	175	70.6%	97	39.1%
TOTAL	6,767	55.8%	1,819	15.0%

During the public consultation phase respondents as part of the monitoring information, were asked to provide information on their age. The responses were:

Option	Total	Percent
Under 18	0	0%
18-24	0	0%
25-34	10	17.24%
35-44	16	27.59%
45-54	16	27.59%
55-64	4	6.90%
65+	0	0%
Not Answered	12	20.69%

Within the comments provided both in the pre consultation and public consultation exercises, several people referred to the provisions that needed to made for competitive sport (swimming and water polo) and the impacts that this would have on the large number of young people involved in competitive sport. These young people should have the appropriate facilities to train and compete in.

Other comments relating to this category included:

- We are a water polo club that requires the use of the full pool with floating floors to accommodate different age groups with various swimming abilities
- The introduction of water polo taster sessions for primary school age children has been very popular
- Why not offer adult only times
- I think there should be a move to support free swimming for children – this would make it more likely to achieve many of the outcomes
- Charging is a significant barrier to children and young people
- I would like to see a firmer focus on young people

Marital status

Limited evidence/information exists around marital status. No information on this category is held on members. During the public consultation phase respondents as part of the monitoring information, were asked to provide information on their marital status. The responses were:

Option	Total	Percent
Single (never married or never registered as a same-sex civil partnership)	10	17.24%
Married or registered in a same-sex civil partnership	29	50.00%
Living together, as if you are married or in a registered same-sex civil partnership	2	3.45%
Separated (but still legally married or in a registered same-sex civil partnership)	2	3.45%
Divorced or formerly in a same sex civil partnership which is now legally dissolved	1	1.72%
Widowed or surviving partner from a same sex civil partnership	0	0%
Prefer not to say	3	5.17%
Not Answered	11	18.97%

Sexual orientation	<p>Limited evidence/information exists around sexual orientation. No information on this category is held on members.</p> <p>During the public consultation phase respondents as part of the monitoring information, were asked to provide information on their sexual orientation. The responses were:</p> <table border="1" data-bbox="398 308 2107 671"> <thead> <tr> <th>Option</th> <th>Total</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>The same sex</td> <td>6</td> <td>10.34%</td> </tr> <tr> <td>Different sex</td> <td>39</td> <td>67.24%</td> </tr> <tr> <td>Both sexes</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Questioning / not sure</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Prefer not to say</td> <td>2</td> <td>3.45%</td> </tr> <tr> <td>Other (please specify below)</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Not Answered</td> <td>11</td> <td>18.97%</td> </tr> </tbody> </table>	Option	Total	Percent	The same sex	6	10.34%	Different sex	39	67.24%	Both sexes	0	0%	Questioning / not sure	0	0%	Prefer not to say	2	3.45%	Other (please specify below)	0	0%	Not Answered	11	18.97%
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Men & women generally	<p>The membership information for pool usage shows that a greater number of members are male, than female.</p> <table border="1" data-bbox="398 770 1095 1066"> <thead> <tr> <th>Gender Type</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>39.0%</td> <td>39.1%</td> </tr> <tr> <td>Male</td> <td>61.0%</td> <td>60.9%</td> </tr> <tr> <td>Grand Total</td> <td>100.0%</td> <td>100.0%</td> </tr> </tbody> </table> <p>The stats for GLL Membership (as at December 2018) showed that 53.5% of all members were male and 46.7% were female. The GLL Membership usage frequency data show that 53% of females attend once a week compared to 56% of men and that 11.5% of females attend 3 times per week compared to 17.4% of men.</p>	Gender Type	2017	2018	Female	39.0%	39.1%	Male	61.0%	60.9%	Grand Total	100.0%	100.0%												
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During the public consultation phase respondents as part of the monitoring information, were asked to provide information on their gender. The responses were:

Option	Total	Percent
Male	20	34.48%
Female	26	44.83%
Prefer not to say	1	1.72%
Not Answered	11	18.97%

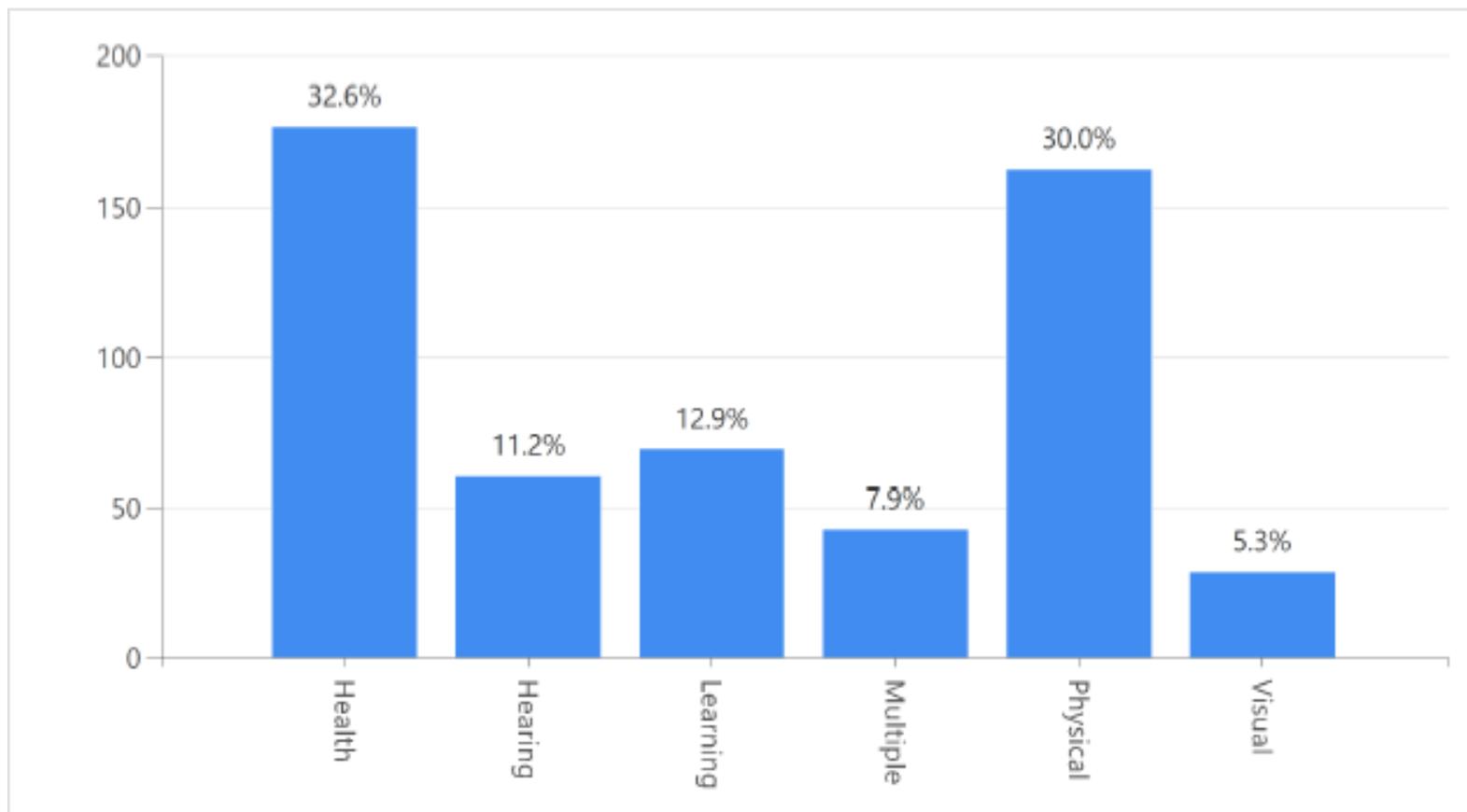
Specific comments from the pre consultation and public consultation relating to this category include:

- Targeting females should be a priority – research shows this is an underrepresented group
- Why not offer male/female only times?
- The target for club booking lane hours is low – clubs tend to have predominantly female swimmers especially at the upper age ranges, so perhaps increasing club lanes could influence achievement` of this target. (It should be noted that this statement was not backed up by evidence by the respondent).

Disability

The following graph shows the breakdown of GLL members with a disability, by type as of December 2018.

Disabled Member Breakdown by Disability Type



During the public consultation phase respondents as part of the monitoring information, were asked to provide information on whether or not they had a health problem or disability that limited their day to day activities. The responses were:

Option	Total	Percent
Yes, limited a lot	0	0%
Yes, limited a little	9	15.52%
No	36	62.07%
Prefer not to say	1	1.72%
Not Answered	12	20.69%

The following responses were received in relation to disability type:

Option	Total	Percent
Physical disability	3	5.17%
Hearing impairment	1	1.72%
Sight impairment	0	0%
Mental health condition	3	5.17%
Learning disability	1	1.72%
Long standing illness	2	3.45%
Prefer not to say	1	1.72%
Other	2	3.45%
Not Answered	49	84.48%

The other responses were: Bronchiectasis and Arthritis.

Specific comments from the pre consultation and public consultation relating to this category include:

- Children and adults with learning disabilities and require sole use of the pool so sharing with other users is not suitable for this group

- S75 is too much of a catch all and should consider prioritising within it i.e. learning disability
- Free access to blue badge holders and their carers would be a very positive step for children/young people who require carers to support them when using the pool
- Ensure that individuals with disabilities have access to the pools and ensure flexibility so as the needs of individuals can be met.
- Very surprised to see such low target figures for individuals with a disability

Dependants

Limited evidence/information exists around those with and without dependents. No information on this category is held on members. During the public consultation phase respondents as part of the monitoring information, were asked to provide information on their dependents or caring responsibilities for family members or other persons. The responses were:

Option	Total	Percent
Yes	31	53.45%
No	16	27.59%
Not Answered	11	18.97%

Option	Total	Percent
A child or children	28	48.28%
A person with a disability	4	6.90%
An elderly person	2	3.45%
Other	0	0%
Not Answered	27	46.55%

Specific comments from the pre consultation and public consultation relating to this category include:

- Make more family friendly swim hours – we find it difficult to swim as a family at Olympia because pool is often booked out to clubs and swimming lessons
- There is a need for changing facilities that parent/carers with children of both genders can use

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>It is our belief based on the evidence that there would be no likely impact based solely on political opinion.</p> <p>However two comments to the consultation exercises, made reference to the situation that the majority of participants of water polo are from West Belfast and therefore it is a predominately Catholic sport. It is the Council's view that water polo is played by members of all religious beliefs and none, and no evidence has been provided to show that it is perceived as a Catholic sport. This view is shared by Swim Ulster and the Water Polo Governing Body.</p>	None
Political opinion	<p>It is our belief based on the evidence that there would be no likely impact based solely on political opinion.</p>	None
Racial group	<p>The evidence suggest that the majority of users of our facilities are white. However schools are one of the biggest users of our pools and therefore facilities which have local schools with high numbers of pupils from different racial groups, within their catchment area, will have a high number of users from different racial backgrounds.</p>	Minor
Age	<p>In the screening of the strategy it was identified that the usage of our pools is across all age groups and therefore there is potential for people of all ages to be positively impacted on. In particular given the high usage of pools by schools and clubs there is a high potential of having a positive impact on children and young people. The evidence also shows a high usage by people aged 60+.</p>	Minor

Marital status	It is our belief based on the evidence that there would be no likely impact based solely on marital status.	None
Sexual orientation	It is our belief based on the evidence that there would be no likely impact based solely on sexual orientation. However it should be noted that all new wet facilities being developed within the Council's Leisure Transformation Programme have village style changing area and are therefore not gender specific.	None
Men and women generally	The evidence shows that there is a higher pool usage among males rather than females and therefore there is potential to have a positive impact on females through increasing participation in this underrepresented group.	Minor
Disability	The evidence shows that there are members with a range of disabilities and therefore there is potential to have a positive impact on people with a disability through increasing participation in this underrepresented group.	Minor
Dependants	Whilst there is limited evidence in relation to people with dependents, over 50% of those people that responded to the public consultation exercise said they had a dependent and there were some suggestions around how participation for this group could be improved. Therefore there is potential to have a positive impact on people with dependants.	None

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	<p>Whilst there is equal opportunity for a person of any religious belief to access the service and there are no specific actions included that will target this group, there are several priorities within the strategy aimed at increasing participation across all the population, including:</p> <ul style="list-style-type: none"> • Our pool operating procedures, programming and marketing will support and encourage increased participation from Section 75 listed categories and other traditionally underrepresented groups 	
Political opinion	<p>Whilst there is equal opportunity for a person of any political opinion to access the service and there are no specific actions included that will target this group, there are several priorities within the strategy aimed at increasing participation across all the population, including:</p> <ul style="list-style-type: none"> • Our pool operating procedures, programming and marketing will support and encourage increased participation from Section 75 listed categories and other traditionally underrepresented groups 	
Racial group	<p>Yes - Through the delivery of the strategy there are opportunities to better promote equality of opportunity within this Section 75 category.</p> <p>These include:</p> <p>The target to increase school swimming lessons per week – as previously referenced a number of facilities are based in areas where schools have a high number of pupils from different racial groups. By increasing the number of schools that are using our</p>	<p>A lot greater targeted approach could be in the strategy</p>

	<p>facilities, including those that have a high number of pupils from different racial groups, we are providing the opportunity for increasing participation for children and young people within this category.</p>	
Age	<p>Yes - Through the delivery of the strategy there are opportunities to better promote equality of opportunity within this Section 75 category.</p> <p>These include:</p> <p>The target to increase school swimming lessons per week which will provide the opportunity for increasing participation for children and young people.</p> <p>The target to grow 60+ age group pool visits to 12% which will provide the opportunity for increasing participation for older people.</p> <p>Within the priorities for the strategy there are several that have the potential to increase participation among various ages groups:</p> <ul style="list-style-type: none"> • We will maintain concessionary rates for specified user groups along preferential discounts for Belfast residents (Note that currently U5s receive free admission at all times and Over 60s are free prior to 11am) • More children able to swim at least 25m 	
Marital status	<p>Whilst there is equal opportunity for a person of any marital status to access the service and there are no specific actions included that will target this group, there are several priorities within the strategy aimed at increasing participation across all the population, including:</p> <ul style="list-style-type: none"> • Our pool operating procedures, programming and marketing will support and encourage increased participation from Section 75 listed categories and other traditionally underrepresented groups 	

Sexual orientation	<p>Whilst there is equal opportunity for a person of any sexual orientation to access the service and there are no specific actions included that will target this group, there are several priorities within the strategy aimed at increasing participation across all the population, including:</p> <p>Our pool operating procedures, programming and marketing will support and encourage increased participation from Section 75 listed categories and other traditionally underrepresented groups</p>	
Men and women generally	<p>Yes - Through the delivery of the strategy there are opportunities to better promote equality of opportunity within this Section 75 category particularly to increase participation among females, traditionally an underrepresented group.</p> <p>These include:</p> <p>The target to grow female pool visits to 50%.</p>	
Disability	<p>Yes - Through the delivery of the strategy there are opportunities to better promote equality of opportunity within this Section 75 category.</p> <p>These include:</p> <p>The targets to increase disabled group booking lane hours per week and grow people with disability pool visits to 5%.</p>	Seems a very bland response to potential to do a lot more for different under represented groups
Dependants	<p>Whilst there is equal opportunity for a person with or without dependants to access the service and there are no specific actions included that will target this group, there are several priorities within the strategy aimed at increasing participation across all the population, including:</p> <p>Our pool operating procedures, programming and marketing will support and encourage increased</p>	Seems odd

	participation from Section 75 listed categories and other traditionally underrepresented groups	
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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	It is our belief based on the evidence that there would be no likely impact based solely on religious belief.	None
Political opinion	It is our belief based on the evidence that there would be no likely impact based solely on political opinion.	None
Racial group	It is our belief based on the evidence that there would be no likely impact based solely on racial grouping.	None

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		No - It is our belief that there are no opportunities to better promote equality of opportunity as there is equal opportunity for a person of any religious belief to access the service. However historically in Northern Ireland, there are connections between religious belief, political opinion and racial groups.
Political opinion		No - It is our belief that there are no opportunities to better promote equality of opportunity as there is equal opportunity for a person of any political opinion to access the service. However historically in Northern Ireland, there are connections between religious belief, political opinion and racial groups.

Racial group		No - It is our belief that there are no opportunities to better promote equality of opportunity as there is equal opportunity for a person of any racial group to access the service. However historically in Northern Ireland, there are connections between religious belief, political opinion and racial groups.
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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

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

Within the strategy there are strategic objectives and priorities that provide an opportunity for the Council to better promote positive attitudes towards disabled people. These include:

- Equitable access for all users recognising the different needs of particular groups.

Can you refer to the sections

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

Within the action plans there are strategic objectives and priorities that provide an opportunity for the Council to actively increase the participation by disabled people in public life. Specific targets have been included within the strategy to increase participation amongst people with disabilities:

- Increase disabled group booking lane hours per week.
- Grow people with a disability pool visits to 5%.

Monitoring Arrangements

Section 75 places a requirement the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity.

Outline what data you will collect in the future in order to monitor the impact of this policy / decision on equality, good relations and disability duties.

Equality	Good Relations	Disability Duties
A series of performance indicators are attached to	A series of performance indicators are attached to the	A series of performance indicators are attached to the

<p>the strategy the data gathered as part of this will allow us to monitor the impact of the implementation of this strategy on equality, good relations and disability duties.</p>	<p>strategy and the data gathered as part of this will allow us to monitor the impact of the implementation of this strategy on equality, good relations and disability duties.</p>	<p>strategy and the data gathered as part of this will allow us to monitor the impact of the implementation of this strategy on equality, good relations and disability duties.</p>
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Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

An Aquatics Strategy for Belfast 2018-2030.

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

x	equality of opportunity and good relations
x	disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

*place an X in the appropriate box below

	*Screened In – Necessary to conduct a full EQIA
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	*Screened Out – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
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X	* Screened Out - Mitigating Actions (minor impacts) <ul style="list-style-type: none">• Provide a brief note here to explain how this decision was reached:<p>The research undertaken in the development of the strategy showed that there was potential within the strategy to have a positive impact on several groups, and strategic objectives and priorities are included within the strategy to address these. These include priorities that have the potential to make a positive impact on a number of groups including, people from different racial groups, people of different ages, females and people with a disability. There is also a strategic objective of 'Focus on priority target groups' and a priority around increasing participation from traditionally underrepresented groups. Put this into the body of the report</p><p>Within the strategy there are also two strategic objectives that aim to increase participation across all groups and therefore have the potential to have a positive impact on everyone:</p><ul style="list-style-type: none">○ Equitable access for all users recognising the different needs of particular groups.
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	<ul style="list-style-type: none">○ Balanced and fair booking policies with an emphasis on shared use.● Explain what mitigating actions and / or policy changes will now be introduced: One of the priorities within the strategy is the development of a detailed action plan within three months of the launch of the strategy. Within this action plan, specific actions will be included to target the groups as outlined previously and help achieve the targets to increase participation among underrepresented groups.
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Formal Record of Screening Decision (cont.)

Screening assessment completed by (Officer Level) –

Name: Claire Sullivan

Date: 05/04/19

Department: City and Neighborhood Services

Signature: please insert a scanned image of your signature below

Screening decision approved by –

Name: Rose Crozier

Date: 05/04/19

Department: City and Neighborhood 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*)

Belfast City Council

City Hall

Belfast

BT1 5GS

Telephone: 028 9027 0511

equality@belfastcity.gov.uk