

# 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:-**

Waterworks Pitches (Westland)

#### **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 decision is to offer a ground share agreement with both Westland Young Men and St Patrick's FC for the Waterworks pitch (Westland) for Saturday afternoon home matches. For this agreement to be in place for up to 5 years and reviewed.

People and Communities committee of 7<sup>th</sup> June 2016 agreed (i) the policy to determine how pitches are allocated for association football leagues, (ii) to the application of criteria for allocation of pitches in exceptional circumstances when there is no agreement between clubs, (iii) in the case of the Westland Pitch at the Waterworks, engagement would take place with the relevant stakeholders with a view to reaching a decision on allocation for the 2016/2017 season.

An expression of interest process was carried out and six teams expressed an interest in using the pitch for Saturday afternoon fixtures. Following initial engagement, four of the teams withdrew their interest in using the site. When a consensus could not be reached between the two remaining teams Council officers contracted a mediation service. The mediation service liaised with the two teams in advance of agreeing terms for a meeting which was held on 24<sup>th</sup> August 2017, this mediation was unsuccessful.

During this time the pitch has not been used.

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

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

To bring the pitch into use through determining which teams would be provided with priority access to the site for home games as required by some leagues. From the six teams initially expressing an interest, four formally withdrew and one other team contacted the Council after the closing date for the formal process. This decision aims to

achieve a consensus among local teams for pitch access for Saturday afternoon matches.

#### 4. On whom will the policy / decision impact?

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

Staff	YES/NO
Service users	YES/NO
Teams, clubs and leagues who previously used other pitches can now use this pitch	
Other public sector organizations	YES/NO
Voluntary / community groups / trade unions	YES/NO
Others, please specify	YES/NO

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

Yes.

The two footballs teams are members of the Northern Amateur Football League (NAFL) and the South Antrim Football League (SAFL).

The leagues are governed by the Irish Football Association.

Department for Culture, Arts and Leisure (DCAL) and its arm's length body Sport NI.

## **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

Council required clubs/teams to register an expression of interest to access the pitch as a home ground. A number of these teams withdrew their interest in using the pitch. Consultation was carried out with representatives of the three teams and an attempt was made to gain agreement on potential ground share. This was through an unsuccessful mediation process concluded on 24<sup>th</sup> August 2017.

Recently a newly formed team showed an interest in the pitch. Council takes the view that making this decision with only the teams identified through the formal expression of interest is not unreasonable.

## 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>Association Football is a played by people of all religious beliefs and in Northern Ireland it is widely played by people of the two main religious traditions. The two clubs involved draw the majority of their players from specific geographic areas in proximity to the pitch. It is likely that the majority of the members of one team are from a predominantly protestant background and that the majority of the members of the other team are from a predominantly catholic background.</p> <p>Council is unaware of any specific monitoring information related to either of the clubs.</p> <p>Council's Good Relations Audit 2017, said that key stakeholders raised issues with regard to shared space namely: issues with regard to interfaces and barriers to sharing; the need for greater social cohesion and inclusion</p> <p>Council's Good Relation Strategy (to be agreed Sept 19) suggest a number of principle for shared spaces; welcoming, accessible, good quality and safe. It states that the Council will encourage the use and development of shared services through different mechanisms and will be cognisant of the need for accompanying programming support and the key</p>

	<p>role of community organisations in their delivery. We will support projects that build the capacity of organisations and individuals to be able to confidently access services across the city.</p> <p>In the context of Northern Ireland it is often perceived that political, religious and racial background are inter related</p>
Political opinion	<p>Association Football is a played by people of all political opinions and in Northern Ireland it is widely played by people of the two main religious traditions. The two clubs involved draw the majority of their players from specific geographic areas in proximity to the pitch. It is likely that the majority of the members of one team are from a predominantly unionist/loyalist background and that the majority of the members of the other team are from a predominantly nationalist/republican background.</p> <p>Council is unaware of any specific monitoring information related to either of the clubs.</p> <p>Council's Good Relations Audit 2017, said that key stakeholders raised issues with regard to shared space namely: issues with regard to interfaces and barriers to sharing; the need for greater social cohesion and inclusion</p> <p>Council's Good Relation Strategy (to be agreed Sept 19) suggest a number of principle for shared spaces; welcoming, accessible, good quality and safe. It states that Council will encourage the use and development of shared services through different mechanisms and will be cognisant of the need for accompanying programming support and the key role of community organisations in their delivery. We will support projects that build the capacity of organisations and individuals to be able to confidently access services across the city.</p> <p>In the context of Northern Ireland it is often perceived that political, religious and racial background are inter related</p>
Racial group	<p>Research commissioned by the UK Sports Councils (2009) concluded that inequality and discrimination persist in the provision of and access to sport</p>

	<p>and physical recreation opportunities by black and ethnic minority communities (BME).</p> <p>The NI Strategic Migration Group state that 5.9% of the Belfast population were born outside the UK or Ireland</p> <p>Council is unaware of any specific monitoring information related to either of the clubs.</p> <p>In the context of Northern Ireland it is often perceived that political, religious and racial background are inter related</p>
Age	<p>Young people under the age of 16 are not permitted to play at this level, it is unlikely that older people will play at this level.</p> <p>This decision specifically provides access to adult male football teams to the pitch for league home games during a narrow time frame of 14:00 to 16:00 on Saturdays from August to April.</p> <p>Council is unaware of any specific monitoring information related to either of the clubs.</p>
Marital status	<p>There is no information to indicate that marital status is a factor in accessing football.</p> <p>Council is unaware of any specific monitoring information related to either of the clubs.</p>
Sexual orientation	<p>Research commissioned by the UK Sports Councils (2009) concluded that there is no reliable evidence to allow analysis of the extent to which LGBT people undertake different levels of sport. There is no information to indicate that sexual orientation is a factor in accessing football.</p> <p>Council is unaware of any specific monitoring information related to either of the clubs.</p>
Men and women generally	<p>In Northern Ireland Association football is played more by men than women. Women's football in Northern Ireland is played as a summer sport and there is no demand from women's football to access this pitch at these times and dates.</p>

	<p>No women's teams expressed an interest in accessing the site in the consultation phase.</p> <p>This decision specifically provides access to adult male football teams to the pitch for league home games during a narrow time frame of 14:00 to 16:00 on Saturdays from August to April.</p>
Disability	<p>Disability Sport NI estimates that on 10-15% of people with disabilities in Northern Ireland regularly participate in sport or physical activity.</p> <p>This decision specifically provides access to adult male football teams to the pitch for league home games during a narrow time frame of 14:00 to 16:00 on Saturdays from August to April.</p> <p>Council is unaware of any specific monitoring information related to either of the clubs.</p>
Dependants	<p>Sport England recognise that women aged 25-34 with children at home are half as likely as women the same age without children to take part in in sport on a regular basis.</p> <p>This decision specifically provides access to adult male football teams to the pitch for league home games during a narrow time frame of 14:00 to 16:00 on Saturdays from August to April.</p> <p>Council is unaware of any specific monitoring information related to either of the clubs.</p>

**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 decision will facilitate access to the site by people regardless of religious belief during the	Major, positive

	specified times and dates. The decision will facilitate access to the site during other days and have enhanced positive impact	
Political opinion	The decision will facilitate access to the site by people regardless of political opinion during the specified times and dates. The decision will facilitate access to the site during other days and have enhanced positive impact	Major, positive
Racial group	The decision will facilitate access to the site by people regardless of racial group during the specified times and dates. The decision will facilitate access to the site during other days and have enhanced positive impact	Major, positive
Age	The decision limit access to the site by younger people and older people during the specified times and dates. The decision will facilitate access to the site during other days and have enhanced positive impact	Minor, positive
Marital status	The decision will facilitate access to the site by people regardless of marital status during the specified times and dates. The decision facilitate access to the site during other days and have enhanced positive impact	Major, positive
Sexual orientation	The decision will facilitate access to the site by people regardless of sexual orientation during the specified times and dates. The decision facilitate access to the site during other days and have enhanced positive impact	Major, positive
Men and women generally	The decision will limit access to the site by women and girls during the specified times and dates. The decision will facilitate access to the	Minor, positive

	site during other days and have enhanced positive impact	
Disability	The decision will limit access to the site by people with disabilities during the specified times and dates. The decision will facilitate access to the site during other days and have enhanced positive impact	Minor, positive
Dependants	The decision will facilitate access to the site by people with dependants during the specified times and dates. The decision will facilitate access to the site during other days and have enhanced positive impact	Major, positive

**9. 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>
Religious belief	As the site is currently unused, the decision will facilitate improved access to the site for users of all religious belief during the times specified for home games by the two teams and at other times.	

	<p>Council delivers a wide range of initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.</p>	
Political opinion	<p>As the site is currently unused, the decision will facilitate improved access to the site for users of all political opinion during the times specified for home games by the two teams and at other times.</p> <p>Council delivers a wide range of initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.</p>	
Racial group	<p>As the site is currently unused, the decision will facilitate improved access to the site for users of all racial groups belief during the times specified for home games by the two teams and at other times.</p> <p>Council delivers a wide range of initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.</p>	
Age	<p>The decision will limit access to older people and to children during the specified times. As the site is currently unused, the decision will facilitate improved access to the site for users of all ages at other times.</p> <p>Council will advise the IFA Foundation and local youth leagues of the availability of the pitch for morning use. Council delivers a wide range of initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.</p>	
Marital status	<p>As the site is currently unused, the decision will facilitate improved access to the site for users of all marital status during the times specified for home games by the two teams and at other times.</p>	

	<p>Council delivers a wide range of initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.</p>	
Sexual orientation	<p>As the site is currently unused, the decision will facilitate improved access to the site for users of all sexual orientation during the times specified for home games by the two teams and at other times.</p> <p>Council delivers a wide range of initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.</p>	
Men and women generally	<p>The decision will limit access to women and girls during the specified times. As the site is currently unused, the decision will facilitate improved access to the site for female users at other times. Women's football season runs in contrast to men's football and this site may be considered as an option for league fixtures in the future.</p> <p>Council will advise the IFA Foundation Women's Football section of the availability of the pitch for morning use. Council delivers a wide range of initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.</p>	
Disability	<p>The decision will limit access to users with disabilities during the specified times. As the site is currently unused, the decision will facilitate improved access to the site for users with disabilities at other times</p> <p>Council will advise the IFA Foundation Disability Football section of the availability of the pitch for morning use. Council delivers a wide range of</p>	

	initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.	
Dependants	<p>As the site is currently unused, the decision will facilitate improved access to the site for people with dependants during the times specified for home games by the two teams and at other times.</p> <p>Women's football season runs in contrast to men's football and this site may be considered as an option for league fixtures in the future.</p> <p>Council delivers a wide range of initiatives in partnership with IFA and the decision provides potential for enhanced delivery on this site.</p>	

**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?**

<b>Good relations category</b>	<b>Likely impact?</b>	<b>Level of impact? Minor/Major/None</b>
Religious belief	<p>The decision will support the Belfast Agenda outcome of a welcoming, safe, fair and inclusive city for all through the Living Here priority.</p> <p>Matches played by the two teams will enable footballers from all community backgrounds to play together.</p> <p>Bookings at other times, more likely to be for youth/developmental activities will enable footballers from all community backgrounds to play together and have access to the pitch.</p> <p>The decision is an opportunity to develop a shared space site and a facility that provides safe access for all of the community which has</p>	Minor, positive

	<p>the potential to foster greater levels of social integration.</p>	
Political opinion	<p>The decision will support the Belfast Agenda outcome of a welcoming, safe, fair and inclusive city for all through the Living Here priority.</p> <p>Matches played by the two teams will enable footballers from all community backgrounds to play together.</p> <p>Bookings at other times are more likely to be for youth/developmental activities and will enable footballers from all community backgrounds to have access to a pitch within the site.</p> <p>The decision is an opportunity to develop a shared space site and a facility that provides safe access for all of the community which has the potential to foster greater levels of social integration.</p>	Minor, positive
Racial group	<p>The decision will support the Belfast Agenda outcome of a welcoming, safe, fair and inclusive city for all through the Living Here priority.</p> <p>Matches played by the two teams will enable footballers from all community backgrounds to play together.</p> <p>Bookings at other times are more likely to be for youth/developmental activities and will enable footballers from all community backgrounds to have access to a pitch within the site.</p> <p>The decision is an opportunity to develop a shared space site and a facility that provides safe access for all of the community which has</p>	Minor, positive

	the potential to foster greater levels of social integration.	
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**11. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

<b>Good relations category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
Religious belief	<p>The pitch is currently unused. The decision will facilitate weekly use by the two named teams during the named and a wide range of visiting teams from diverse community backgrounds.</p> <p>The two teams will co-ordinate their fixtures with their respective leagues and rival teams to ensure home fixtures are played on the pitch.</p> <p>The decision will facilitate access to the site for users of all religious belief during the times specified for home games by the two teams and their visiting rivals and will enable sue of the pitch for other users from all religious beliefs outside these times</p>	
Political opinion	<p>The pitch is currently unused. The decision will facilitate weekly use by the two named teams during the named and a wide range of visiting teams from diverse community backgrounds.</p> <p>The two teams will co-ordinate their fixtures with their respective leagues and rival teams to ensure home fixtures are played on the pitch.</p> <p>The decision will facilitate access to the site for users of all political opinions during the times specified for home games by the two teams and their visiting rivals and will enable sue of the pitch for other users from all political opinions outside these times</p>	

Racial group	<p>The pitch is currently unused. The decision will facilitate weekly use by the two named teams during the named and a wide range of visiting teams from diverse community backgrounds.</p> <p>The decision will facilitate access to the site for users of all racial groups during the times specified for home games by the two teams and their visiting rivals and will enable use of the pitch for other users from all racial groups outside these times</p>	
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## **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*

The sport's governing body, the Irish Football Association, has policies, strategies and action plans in place to promote positive attitudes towards disabled people directly and through its clubs. The pitch and associated facilities to include the changing pavilion are compliant with current legislative requirements for accessibility and can be promoted on this basis through Council.

#### **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. The decision will allow Council to work with IFA to offer access to the pitch for delivery of disability football programmes.

Enhanced access to playing and training facilities and targeted programmes will increase participation by disabled people.

#### **14. Multiple Identities**

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

Yes. The decision will allow Council to work with IFA to offer access to the pitch for delivery of football programmes.

Enhanced access to playing and training facilities and targeted programmes will increase participation by people 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>
Usage from identified different groups taken from booking information	Usage from identified groups taken from booking information	Usage from identified groups taken from booking information
Data from complaints	Data from complaints	Data from complaints

**Section D**

**Formal Record of Screening Decision**

<p><b>Title of Proposed Policy / Decision being screened</b></p> <p>Waterworks Pitch (Westland)</p>
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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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	<p>*<b><u>Screened Out</u></b> – No EQIA necessary (no impacts)</p> <p>Provide a brief note here to explain how this decision was reached:</p>
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X	<p>* <b><u>Screened Out - Mitigating Actions</u></b> (minor impacts)</p> <ul style="list-style-type: none"> <li>• Provide a brief note here to explain how this decision was reached: The decision will enable bookings for a currently unused pitch within the park. Bookings for the two groups will be enable the pitch to be used as a shared space for their home matches. Bookings at other times by other users will enable the pitch to be used as a shared space for training and matches.</li> <li>• Explain what mitigating actions and / or policy changes will now be introduced: The decision will have a minor impact on younger and older people, women and girls and disabled people during the specific times and days. The decision will now allow bookings by these groups at all other times, which is not currently the case. Council will advise the IFA Foundation, the</li> </ul>
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	youth football leagues and Women's FA of the availability of the pitch and encourage bookings for development activities for the underrepresented groups. North Belfast Parks outreach officer will encourage underrepresented groups to book the pitch for activities.
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**Formal Record of Screening Decision** (cont.)

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

Name: Cormac McCann

Date: 09/09/19

Department: City and Neighbourhood Services Department

Signature: please insert a scanned image of your signature below

**Screening decision approved by –**

Name: Ryan Black

Date: 09/12/19

Department: City and Neighbourhood Services Department

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)**