



# Equality Screening Template

Destination Belfast Programme

## Belfast City Council - Equality Screening Template

The Council has a statutory duty to screen all policies. Please note a policy can be written or unwritten, formal or informal. 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. Please note a policy can be written or unwritten, formal or informal.

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. To find out about the training contact – [gilmartins@belfastcity.gov.uk](mailto:gilmartins@belfastcity.gov.uk) or [dennisl@belfastcity.gov.uk](mailto:dennisl@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<sup>1</sup> and what they mean in practice is available on the Equality Commission's website.

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

**Section A** - asks you to provide details about the policy / decision that is being screened.

**Section B** - has 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

**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> ECNI 'Section 75 of the NI Act 1998: A Guide for Public Authorities' April 2010. [www.equalityni.org](http://www.equalityni.org)

## Section A

### Details about the policy / decision to be screened

**Title of policy / decision to be screened:-** Destination Belfast Programme

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

Destination Belfast is an EU funded initiative to improve the quantity and quality of the local tourism offer across the city. The project has three elements:

1. Tourism Development Programme
2. Tourism Champions
3. WorldHost

The Destination Belfast Initiative will be aimed at enhancing the competitiveness of local businesses predominantly in the hospitality and tourism sector. The three separate but inter-related initiatives proposed will assist local businesses to actively position themselves to take advantages of the business opportunities within this growth sector, particularly focusing on the major events which will take place in Belfast in the coming two years.

The hospitality industry has bucked the trend in recent years in that it has continued to grow, despite the downturn. It is now one of the most important business sectors for the city of Belfast and is forecast to grow even further in future years.

Like most businesses in Belfast, hospitality companies are generally micro-businesses. There has not, to date, been a dedicated support programme for the sector. The opportunities presented by the year-long programme of events to celebrate the centenary of the launch of the Titanic (2012) as well as the World Police and Fire Games – attracting 25,000 participants over a 10 day period in summer 2013 – represent one-off opportunities for businesses to capitalise on the business development opportunities presented.

The programme will encourage sustainable economic growth in that it is

focused entirely on indigenous businesses, rather than multi-national or national investments. Developing local “champions” in each area will ensure that the initiative is embedded and becomes a focus for development locally.

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

This is a new programme. Procurement will be in line with BCC internal policies and ERDF external policies.

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

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

The principle objectives of the Destination Belfast programme of activity are to:

- Make organisations aware of upcoming opportunities to capitalize on tourist demand in coming years.
- Increase buy-in to the delivery of the Belfast Tourism Framework, particularly the key initiatives of the framework.
- Enhance quality standards in the hospitality industry.
- Promote ‘best in class’ initiatives to improve breadth and quality of offering.
- Recognise and reward innovation and new developments.
- Maximise opportunities for new business from key events and support businesses to avail of these opportunities.
- Help local businesses to develop new products and services.

These objectives will be achieved through a combination of workshops, visits and mentoring, depending on target group and area of focus.

The outcomes of the of the initiatives will include:

- Enhanced awareness among companies in the hospitality and other sectors of the business opportunities arising from the upcoming investments in the industry.

- Enhanced quality and customer service standards within the industry, as measured by external evaluations.
- Greater coordination across the hospitality sector to maximise growth within the industry.
- Increase in new tourism product and growth in innovation within the sector
- Increase in turnover for participating businesses.

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

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

- Staff
- Service users
- Other public sector organisations
- Voluntary / community groups / trade unions
- Others, please specify –
  - Small (under 50 FT employees) businesses in the tourism and hospitality sector and their employees.
  - Visitors to Belfast.

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

DETI, (2020 NI Tourism Strategy)

DEL

Invest NI

Integrated Belfast Tourism Framework 2014

Economic Development Plan 2015

Belfast City Council's Investment Strategy 2015

## Section B

### 1. Outline consultation process achieved or planned

The Belfast Tourism Framework was agreed by Belfast City Council's Development Committee on 24<sup>th</sup> November 2010 and ratified by Council in December 2010. A number of specific actions including local tourism delivery, maximising events agreed on 15<sup>th</sup> February 2011.

### 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*

The project aims to promote the sustainability and competitiveness of local businesses through enhanced efficiencies and through creating access to new business development opportunities. The intention of the Programme is to assist these businesses to retain staff.

The local champions element of the programme encourages local economic development in those areas of the city which may not, to date, have benefited from the investment opportunities in the city. This will address the economic disparities in those areas and promote inclusion.

<b>Section 75 category</b>	<b>Details of evidence / information and engagement</b>
Religious belief	All proposed initiatives are open to businesses and individuals from across Belfast and where venues are required to host activities which are taking place, we will ensure that they are all shared spaces and accessible by all.

Political opinion	All proposed initiatives are open to businesses and individuals from across Belfast and where venues are required to host activities which are taking place, we will ensure that they are all shared spaces and accessible by all.
Racial group	None
Age	None
Marital status	None
Sexual orientation	None
Men & women generally	None
Disability	None
Dependants	None

**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?**

<b>Section 75 category</b>	<b>Likely impact?</b>	<b>Level of impact? Minor/Major/None</b>
Religious belief		None
Political opinion		None
Racial group		None
Age		None
Marital status		None

Sexual orientation		None
Men and women generally		None
Disability		None
Dependants		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>
Religious belief		No adverse impacts identified.
Political opinion		No adverse impacts identified.
Racial group		No adverse impacts identified.
Age		No adverse impacts identified.
Marital status		No adverse impacts identified.
Sexual orientation		No adverse impacts identified.
Men and women generally		No adverse impacts identified.
Disability		No adverse impacts identified.

Dependants		No adverse impacts identified.
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**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?**

Good relations category	Likely impact?	Level of impact? Minor/Major/None
Religious belief		None
Political opinion		None
Racial group		None

**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
Religious belief		No adverse impacts identified.
Political opinion		No adverse impacts identified.
Racial group		No adverse impacts identified.

### **7. Multiple Identities**

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

*Specify relevant Section 75 categories concerned.*

N/A

## 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*

N/A

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*

N/A

### 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>
Number of complaints received	Number of complaints received	Number of complaints received

## Section D

### Formal Record of Screening Decision

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

Destination Belfast Programme

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) All proposed initiatives are open to businesses and individuals from across Belfast and where venues are required to host activities which are taking place, we will ensure that they are all shared spaces and accessible by all.
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<input type="checkbox"/>	* <b>Screened Out -</b> Mitigating Actions (minor impacts) <ul style="list-style-type: none"><li>• <i>Provide a brief note here to explain how this decision was reached:</i></li><li>• <i>Explain what mitigating actions and / or policy changes will now be introduced:</i></li></ul>
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## **Formal Record of Screening Decision** (cont)

### **Screening assessment completed by (Officer level) -**

Name: Caroline Redmond

Date: 15/05/2014

Department: Caroline Redmond, Destination Belfast Project Manager

Signature: please insert a scanned image of your signature below

### **Screening decision approved by -**

Name: Colin McCabrey

Date: 15/05/2014

Department /Job Title: Colin McCabrey, Economic Development Assistant Manager

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 – [gilmartins@belfastcity.gov.uk](mailto:gilmartins@belfastcity.gov.uk) / [dennisl@belfastcity.gov.uk](mailto:dennisl@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**

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