



Equality Screening Template

Belfast City Council District Council's Good Relations Action Plan 2014 - 2015

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 or 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 duties¹ 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.

¹ ECNI 'Section 75 of the NI Act 1998: A Guide for Public Authorities' April 2010. www.equalityni.org

Section A

Details about the policy / decision to be screened

Title of policy / decision to be screened:-

Good Relations Action Plan 2014 - 2015

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 an existing programme that Belfast City Council delivers annually. The Good Relations Action Plan is the annual programme of work undertaken by the Council to support Good Relations activity within the city. It is submitted to the Office of the First and Deputy First Minister and this plan fund 75% of the Council's Good Relations programme activity.

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

(What is the policy trying to achieve?)

To support communities and organisations, in partnership with the Council, in the promotion of Good Relations within and between communities; to tackle sectarianism & racism and to promote cultural diversity. As this is a new Action Plan, it is being screened.

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

Are there linkages to other Agencies/ Departments?

Yes, the Action Plan will be overseen by a Good Relations Partnership, which is accountable to the Strategic Policy and Resources Committee. The Partnership is made up of representatives from the NIHE, DSD, BHSCT, Trades unions, Faith, Church, Minority Ethnic, Business & community and voluntary sectors. The Action Plan will work closely with all BCC Departments, through joint working plus the delivery of Good Relations Awareness training

Section B

1. Outline consultation process achieved or planned

The Action Plan was designed following extensive consultation.

An independent Audit of Good Relations was undertaken in January and February 2014 identifying issues and needs.

The consultants met with staff within the Council, the Good Relations Partnership members, (including Elected Members of the GRP), plus representatives from the community/ voluntary/migrant and minority ethnic sectors.

The activities within the Action Plan references the needs identified by the audit.

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 category	Details of evidence / information and engagement
Religious belief	Church and faith groups on the Good Relations Partnership were consulted on the audit that informed the action plan.
Political opinion	Elected members on the Good Relations Partnership were consulted on the audit that informed the action plan. Representatives from the two main traditions were also consulted as part of the audit process.
Racial group	Minority ethnic representatives on the Good Relations Partnership were consulted on the audit that informed the action plan. Other M+ME representatives were also consulted as part of the audit process.

Age	All of the consultees are from a range of different ages.
Marital status	Not specifically relevant to this Action Plan
Sexual orientation	Don't know – not asked or disclosed as part of the consultation process. Not specifically relevant to this Action Plan
Men & women generally	Men and women generally were consulted as part of the consultation process
Disability	Not specifically relevant to this Action Plan
Dependants	Don't know – not asked or disclosed as part of the consultation process

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?

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	Positive. The Action Plan seeks to promote Good Relations between people from different religious backgrounds	Positive.
Political opinion	Positive. The Action Plan seeks to promote Good Relations between people from different political backgrounds	Positive.
Racial group	Positive. The Action Plan seeks to promote Good Relations between people from different racial backgrounds	Positive.

Age	Not specifically applicable to this category. However, the Plan does seek to improve the attitudes of children and young people with regard to traditional perceived differences.	In general, none; neither positive or negative. Positive. Major for young people.
Marital status	Not specifically applicable to this category.	In general, none; neither positive or negative.
Sexual orientation	Not specifically applicable to this category.	In general, none; neither positive or negative.
Men and women generally	Not specifically applicable to this category.	In general, none; neither positive or negative.
Disability	Not specifically applicable to this category.	In general, none; neither positive or negative.
Dependants	Not specifically applicable to this category.	In general, none; neither positive or negative.

4. 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	The purpose of the whole Action Plan seeks to promote Good Relations between people from different religious backgrounds	
Political opinion	The purpose of the whole Action Plan seeks to promote Good Relations between people from different political backgrounds	
Racial group	The purpose of the whole Action Plan seeks to promote Good Relations between people from different racial backgrounds	
Age	The Plan will involve people from different ages in its activity – promoting better equality of opportunity amongst this category.	
Marital status	Not specifically applicable to this category.	
Sexual orientation	Not specifically applicable to this category.	
Men and women generally	Not specifically applicable to this category.	
Disability	Not specifically applicable to this category.	
Dependants	Not specifically applicable to this category.	

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	Positive. The purpose of the whole Action Plan seeks to promote Good Relations between people from different religious backgrounds	Major
Political opinion	Positive. The purpose of the whole Action Plan seeks to promote Good Relations between people from different political backgrounds	Major
Racial group	Positive. The purpose of the whole Action Plan seeks to promote Good Relations between people from different racial backgrounds	Major

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	The purpose of the whole Action Plan seeks to promote Good Relations between people from different religious backgrounds	
Political opinion	The purpose of the whole Action Plan seeks to promote Good Relations between people from different political backgrounds	
Racial group	Positive. The purpose of the whole Action Plan seeks to promote Good Relations between people	

	from different racial backgrounds	
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7. Multiple Identities

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

Specify relevant Section 75 categories concerned.

People from different political and religious identities will benefit from involvement in this plan. People from different ethnic backgrounds

People with various faith and political perspectives will also be involved within this plan and will participate in its activities.

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

As this Action Plan is primarily concerned with the promotion of Good Relations between people from different religious, political and racial backgrounds (Section 75 (2)) categories, the plan does not provide for a direct opportunity to better promote positive attitudes towards disabled people. However, disabled people have been participants on programmes delivered through previous Action Plans in the past and therefore, this will continue under this plan.

- 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

The proposed Action Plan provides the opportunity for people with disabilities to participate in Good Relations programmes and projects.

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
Number of participants from the two main religious traditions	Number of participants from the two main religious traditions	N/A
Number of participants from various ethnic backgrounds	Number of participants from various ethnic backgrounds	
Number of participants classed as young people		

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Belfast City Council District Council's Good Relations Action Plan 2014 - 2015

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"/>	* Screened In – Necessary to conduct a full EQIA
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<input checked="" type="checkbox"/>	<p>*Screened Out – No EQIA necessary (no impacts)</p> <p>Provide a brief note here to explain how this decision was reached:</p> <p>This Action Plan will promote better relationships between people from different political, religious/faith and ethnic backgrounds. Therefore this Plan is a pro-active attempt to have a positive impact on a number of section 75 categories.</p>
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<input type="checkbox"/>	<p>* Screened Out - Mitigating Actions (minor impacts)</p> <ul style="list-style-type: none"> • Provide a brief note here to explain how this decision was reached: • Explain what mitigating actions and / or policy changes will now be introduced:
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Formal Record of Screening Decision (cont)

Screening assessment completed by (Officer level) -

Name: David Robinson

Date: 28th February 2014

Department: Health and Environmental Services

Signature: please insert a scanned image of your signature below

Screening decision approved by -

Name: Nicola Lane

Date:

Department / Job Title: Health and Environmental Services, Good Relations 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 or 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

gilmartins@belfastcity.gov.uk or dennisl@belfastcity.gov.uk