



**Belfast**  
City Council

## Equality Screening Template

**Belfast City Council  
Consultation & Engagement Framework**

# Draft Equality Screening Consultation & Engagement Framework (draft)

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.

The screening template has 4 sections. 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.

# Section A

## Details about the policy / decision to be screened

### 1. Title of policy / decision to be screened:-

Consultation & Engagement Framework

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

Belfast City Council has developed a draft corporate framework, which will guide how we plan and deliver consultation and engagement. The framework does not specify a single, one-size-fits-all approach, but instead requires each exercise to be tailored to individual need based on an agreed set of principles and standards. To support the delivery of the framework, we have been working to develop and refine our internal processes and guidance. This includes an officer toolkit and action plan to drive continuous improvement.

Whilst the framework builds on existing policy and practice, it represents a new approach for council in that it brings together and clarifies in a written document existing council policy and best practice approaches to consultation and engagement. By articulating the council's approach at a high level and setting out the standards that each consultation and engagement exercises will endeavour to meet, it will provide a clearer and more consistent policy context moving forward.

The corporate framework seeks to provide the support and guidance necessary for ensuring that all our consultation and engagement is delivered in line with legal commitments and good practice. It supports and supplements the commitments in our Equality Scheme and our responsibilities to consult under Section 75 of the Northern Ireland Act 1998, the Planning Act (NI) 2011 and the Local Government Act (NI) 2014 and represents a further step towards embedding meaningful consultation into the council's planning and decision-making processes.

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

Through this framework, and its supporting guidance and action plan, we want to improve the quality, effectiveness and value of our consultation and engagement. Specifically the framework aims to:

- Make our consultation and engagement processes **Meaningful and Fit for Purpose**
- Ensure our consultation and engagement is **Inclusive** and gives all people **Equal Opportunity** to contribute, enabling greater access and participation

- Build trust and confidence in council through **Fair, Open and Transparent** consultation and engagement
- Provide **Value for Money**, reducing costs and avoiding duplication
- Strengthen strategic planning through a consistent and continually improving use of consultation and engagement - **A ‘One-Council’ Coordinated Approach**

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

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

The framework will impact on any group or individual with whom the council wishes to consult or engage or any group or individual who wishes to participate in engagement with the council. This includes: all residents, visitors, business owners and anyone who has an interest in Belfast and/or the council.

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

Whilst this sets out the approach and standards that Belfast City Council will adopt, we hope that this framework will provide a basis for improving and coordinating consultation and engagement across Belfast. We will continue to work with partners to align to and support the engagement and delivery of the “Belfast Agenda”. A joined up and coordinated approach across agencies, should help reduce duplication and consultation fatigue, save money and resources, whilst also ensuring that engagement is meaningful and effective.

## **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**

The framework has been developed based on best practice research and input from external expertise via consultants and the Consultation Institute. As a key focus of the framework was on improving our internal processes and mechanism for supporting and sharing consultation and engagement activity, an internal working group was set up to help develop and refine the framework.

In November 2015, the draft framework was brought to the council's s.75 Consultative Forum. Generally, the Forum endorsed the approach and welcomed the emphasis on meaningful and inclusive dialogue. Slight amendments were also incorporated into subsequent drafts. However, a full public consultation on the framework was postponed to enable supporting infrastructure to be implemented and for emerging engagement requirements associated with the Belfast Agenda to be more fully taken into account.

During 2016, we began to look at what was needed to ensure council would be in a position to deliver the framework and the principles outlined in it. A number of actions were taken, such as introducing a new on-line consultation hub: <https://yoursay.belfastcity.gov.uk> and investing in staff capacity building. Further improvements have been incorporated into an action plan as council continues its programme of organisational improvement and its support and facilitation of the Belfast Agenda. This includes for example, the development of civic voice and community engagement, enhancements to engagement methodologies and the development of toolkits and feedback mechanisms. Before council decides to implement any new processes or structures, further screening and consultation (if appropriate) will be undertaken.

A revised draft framework and action plan was approved by SP&R on 22<sup>nd</sup> November and has now been published for public consultation together with the draft equality screening. Feedback on the framework and equality implications will be sought as part of this consultation processes.

## 7. Available evidence

Section 75 category	Details of evidence/information and engagement								
General	<p>The framework incorporates existing council guidelines on consultation and equality (BCC Equality Scheme) which requires that any potential barriers/ access to engagement based on the s.75 groups is addressed and taken into account as appropriate. In addition, the supporting toolkit places a string emphasis on identifying key stakeholders who may be affected by or have an interest in the issue being consulted on, and ensuring that the chosen methods of engagement enables them to participate. Whilst not solely based on s.75 groups this focus on end users and their unique characteristics will enhance equality of opportunity and access in its broadest sense.</p> <p>Where appropriate, monitoring data is collected to enable us to analyse responses based on s.75 groups and to understand who is responding to our consultations. To ensure as wide as participation as possible, we do not make these questions mandatory. Generally, around a quarter of respondents do not answer these monitoring questions.</p>								
Religious belief	<p>Where appropriate, monitoring data is collected to enable us to analyse responses based on religious belief and community background, which helps determine take up and/or potential difference in opinion or experience.</p> <p>In our recent waste collection consultation, we received 2175 responses to our online survey. When analysed from a participation rate it illustrates equality of access based on community background / religious belief:</p> <table border="1" data-bbox="349 1330 1281 1476"> <thead> <tr> <th>Protestant background</th> <th>Roman Catholic Background</th> <th>Neither / nor</th> <th>Not answered</th> </tr> </thead> <tbody> <tr> <td>29%</td> <td>25%</td> <td>20%</td> <td>26%</td> </tr> </tbody> </table> <p>In this survey, 41% described themselves as Christian, 30% as having no religion and 2% as other religions. 27% did not answer this question.</p>	Protestant background	Roman Catholic Background	Neither / nor	Not answered	29%	25%	20%	26%
Protestant background	Roman Catholic Background	Neither / nor	Not answered						
29%	25%	20%	26%						
Political opinion	<p>Our monitoring data does not include questions about political opinion. However, we do collected monitoring information based on community background and national identity. Using these as a proxy, there is no evidence of participation bias based on political opinion.</p> <p>In our recent waste collection consultation, we received 2175 individual responses to our online.</p> <table border="1" data-bbox="349 1924 1324 2056"> <thead> <tr> <th><i>Protestant background</i></th> <th><i>Roman Catholic Background</i></th> <th><i>Neither / nor</i></th> <th><i>Not answered</i></th> </tr> </thead> <tbody> <tr> <td>29%</td> <td>25%</td> <td>20%</td> <td>26%</td> </tr> </tbody> </table>	<i>Protestant background</i>	<i>Roman Catholic Background</i>	<i>Neither / nor</i>	<i>Not answered</i>	29%	25%	20%	26%
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29%	25%	20%	26%						

<b>British</b>	<b>Irish</b>	<b>N. Irish</b>	<b>Other</b>	<b>Not answered</b>
22%	23%	25%	5%	26%

Racial group

Whilst monitoring data is collected (where appropriate) to enable us to analyse responses based on racial group, the baseline numbers are often too low to be statistically reliable. For example, in our most recent biennial resident survey, which is a representative survey with quotas applied based on gender, age and DEA only, of 1600 respondents only 1% were from a non-white background. This was replicated in the recent waste consultation. However, best practice and academic research has highlighted that people from ethnic minority groups can face particular barriers to participation based on language or culture. Therefore, where appropriate, specific outreach is undertaken to ensure consultations and engagement reach ethnic minority groups; for example through bespoke focus group and/or engagement with council’s Migrant Forum or Traveller’s Liaison Officer.

Age

Evidence from recent surveys suggest that younger people tend to be less involved in council consultation and engagement and are also less aware of what council does and the services we provide. For example, in our recent waste collection consultation, the breakdown of respondents by age was:

<b>&lt; 24</b>	<b>25 - 59</b>	<b>60+</b>	<b>DNA</b>
2%	61%	12%	24%

Whilst the results from the 2019 resident survey indicated that those aged 16 - 24 were more likely to answer “Don’t know”

<b>Age band</b>	<b>Satisfied with BCC</b>	<b>Neither / nor</b>	<b>Dissatisfied with BCC</b>	<b>Don’t know</b>
16 - 24	50%	27%	5%	18%
25 - 59	68%	23%	4%	5%
60+	70%	22%	4%	4%

Whilst there is a range of research to suggest that social media and online engagement may be preferred by younger people, it is clear that more needs to be done to inform and engage young people. Equally, although, society generally is moving towards increasing digital solutions, our framework recognises that some older people may not have the same access to or

	<p>competence in ICT. In light of this, council established a Youth Forum and an Older People's Forum to enable improved face-to-face dialogue and engagement.</p>
<p>Marital status</p>	<p>We do not believe that marital status on its own presents a barrier to engagement or impacts significantly on results. Age and gender, which can have a correlation to marital status, impact more significantly on participation, and in certain circumstances, opinion than marital status. However, where appropriate, monitoring data is collected to enable us to monitor and analyse responses based on marital status. In keeping with the framework standards and our Equality Scheme, we will continue to take steps as necessary to ensure that any potential barriers/ access to engagement based on marital status is addressed and taken into account. In surveys where we ask for data regarding marital status, on average 25 - 30% of respondents do not answer this question.</p>
<p>Sexual orientation</p>	<p>Where appropriate, monitoring data is collected to enable us to analyse responses based on sexual orientation. However, as sample sizes achieved for this group can be limited, valid statistical analysis can be problematic. Generally, we tend to achieve a good level of participation from the LGBT community compared to estimated population. For example, in the waste survey, 10% of respondents indicated that their sexual orientation was towards someone of the same sex. This compares favourably to the commonly used estimate of LGBT people in the UK, accepted by Stonewall UK, as being approximately 5-7% of the population.</p>
<p>Men and women generally</p>	<p>Although participation by gender can vary by subject matter (e.g. more women than men replied to the waste collection survey) we have generally found participation to be representative of the Belfast population based on gender as evidenced by the responses to the Sunday trading and Andersonstown Leisure Centre consultations. Results are typically always analysed by gender, with variances reported if applicable. When designing any consultations, potential barriers or impact based on gender (or indirectly on gender such as child caring responsibilities) is taken into account.</p>
<p>Disability</p>	<p>The framework incorporates existing council guidelines on consultation and equality (BCC Equality Scheme) which requires that any potential barriers/ access to engagement based on the s.75 groups is addressed and taken into account as appropriate. This includes specific guidance to ensure venues</p>

meet DDA and other access requirements (see our Inclusive Events Guide - <http://www.belfastcity.gov.uk/nmsruntime/saveasdialog.aspx?IID=26944&SID=1192>) Our online consultation platform adheres to WCAG 2.1 AA standards and works with assistive technology downloaded on respondent's own devices. However, we are conscious that people with disabilities face additional barriers to participation. For example, in the recent waste consultation, 15% of respondents to the online survey indicated that their day-to-day activities were limited (either a lot or a little) because of illness or disability, which is lower than the comparable figure for Belfast from the 2011 census (23.5%). Efforts are therefore made to ensure that their voices are heard - for example through targeted outreach with representative bodies and by bringing pertinent consultations to the attention of Council also has a Disability Access group where proposals or consultations that have specific disability impacts can be discussed.

**Dependants**

The framework incorporates existing council guidelines on consultation and equality (BCC Equality Scheme) which requires that any potential barriers/ access to engagement based on the s.75 groups is addressed and taken into account as appropriate. We recognise that people with dependents or caring responsibilities may find it more difficult to participate in events. Therefore, if roadshows, workshops or other events are held as part of a consultation, care is taken to ensure that timings are varied throughout the day and evening so that those with dependents are able to participate. Through our online engagement programme, generally access to consultations for people with dependents is fair and accessible as evidenced by the following response rates:

	<i>People with dependents</i>	<i>People without dependents</i>	<i>Did not answer</i>
<b>Springfield Dam and Park</b>	49%	47%	4%
<b>Waste Collection</b>	38%	36%	25%
<b>Sunday trading</b>	27%	43%	30%

**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
General	The draft framework and supporting toolkit emphasises the need to identify all relevant stakeholders (especially those who may be directly or indirectly impacted by decisions) and to ensure that appropriate methods are used to reach and involve those stakeholders. This focus on stakeholder mapping, which takes into account the barriers or capacity to engage of target stakeholder groups, will make a positive contribution to civic engagement. Whilst stakeholders will not always be confined to the s.75 groups, the systematic planning and the active encouragement of equality implications should have a positive impact on equality of opportunity and decision making.	Positive impact - general
Religious belief	It is our belief that based on current practice and participations rates there will be no likely impact based solely on religious belief or community background. In line with the existing Equality Scheme monitoring data will continue to be collected as appropriate.	None
Political opinion	It is our belief that based on current practice and participations rates there will be no likely impact based solely on political opinion. In line with the existing Equality Scheme monitoring data will continue to be collected as appropriate.	None
Racial group	The framework incorporates existing council guidelines on consultation and equality (Equality Scheme). However, in developing the framework we realise that people falling within this category are more likely to face barriers and are at higher risk of being or becoming	Minor Positive impact as encourages active consideration of

	<p>“seldom heard”. In the officer toolkit being developed to support the framework, we highlight the potential barriers to access and seek to ensure all reasonable steps are taken to be inclusive. The likely impact will be positive as council officers will be more aware of the potential barriers and be better equipped to address these and take them into account e.g. language and cultural barriers. Targeted focus groups and other outreach mechanisms is encouraged, as appropriate. Through the linked action plan, we will also assess how we can make more effective use of our existing migrant forum and/or develop new mechanisms aimed at strengthening participation. Proposals will be developed in collaboration with this target group and their representative organisations.</p>	<p>barriers to participation</p>
<p>Age</p>	<p>We are aware that age can have implications for engagement preferences and participation; therefore care must be taken to ensure that engagement techniques do not deter or make it more difficult for certain age groups to access engagement. This will be achieved by offering a wide choice of engagement options rather than relying solely on a single mechanism. Whilst our Youth Forum is an extremely positive and proactive engagement mechanism, as younger people are more at risk of being excluded or excluding themselves, specific targeted interventions will also be considered as appropriate. The action plan that is being developed to support the implementation of the framework, therefore contains a specific action stream based around improving participation of young people. Equally, work to ensure digital inclusion should also benefit older people’s access.</p>	<p>Minor Positive impact as encourages active consideration of barriers to participation</p>
<p>Marital status</p>	<p>It is our belief based that there will be no differential impact based solely on marital status. In line with the existing Equality Scheme monitoring data will continue to be collected as appropriate.</p>	<p>None</p>

Sexual orientation	It is our belief based on the evidence that there will be no differential impact based solely on sexual orientation. However, the framework will seek to ensure that monitoring data becomes more available (as appropriate) for this category, and that where appropriate targeted outreach is undertaken where particular groups are potentially impacted by decisions or face particular barriers or discrimination. This focus on inclusivity and understanding needs should have a positive impact on the LGBT community.	Minor Positive impact as encourages active consideration of barriers / monitoring of need
Men and women generally	Our current policy and practice supports access to and participation in consultation and engagement regardless of gender, with specific steps taken to engage people and seldom heard groups. Barriers to participation, direct or indirect (for example caring responsibilities) are / will be actively taken into account when designing consultations or engagement.	Minor Positive impact as encourages active consideration of barriers / monitoring of need
Disability	The framework incorporates existing council guidelines on consultation (BCC Equality Scheme) which requires that any potential barriers / access to engagement is addressed and taken into account as appropriate. However, in developing the framework we realise that people falling within this category are more likely to face barriers and are at higher risk of being or becoming “seldom heard”. Actions resulting from the ongoing development of this framework, such as the civic voice proposals, will be assessed to ensure that they enable greater participation by disabled people and/or their representative organisations. Our online consultation platform enables us to present meaningful summary information in a more easy read and user friendly format, as well as detailed document uploads. This ability to present pertinent information, particularly with regards to detail strategies, should help with improved	Minor Positive impact as encourages active consideration of barriers / monitoring of need

	access for all. We provide advice on plain English and are currently looking at adopting age friendly and easy read versions to ensure wider participation from all age groups and those with hidden or learning disabilities.	
Dependants	The council's S.75 Consultative Forum, has pointed out that people with caring responsibilities may find it harder for people to access certain engagement opportunities. The framework will seek to ensure that, as with other groups, a wide range of opportunities to engage are made available. The Council is aware of potential barriers to access and will ensure all reasonable steps are taken to be inclusive during our consultation and engagement activities. By highlighting the potential barriers the framework and guidance should have a positive impact on equality of access / opportunity.	Minor Positive impact as encourages active consideration of barriers / monitoring of need

**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>
General	The framework is designed to improve the opportunity for all people to engage with council and participate in civic dialogue. By recognising that some categories of people face specific or additional barriers to participation, and by proactively taking steps to address those barriers, the framework will have a positive impact and help promote equality of opportunity.	
Religious belief	Yes – by reinforcing our Equality Scheme and focusing on inclusion and equal opportunity to participate, it should ensure that potential barriers or chill factors are removed within our C&E activity. For example by ensuring that locations are welcoming to all regardless of religious belief.	

Political opinion	Yes – by reinforcing our Equality Scheme and focusing on inclusion and equal opportunity to participate, it should ensure that potential barriers or chill factors are removed within our C&E activity for example by ensuring that locations are welcoming to all regardless of political opinion.	
Racial group	Yes - the framework encourages services to think about equality of opportunity for racial groups and to take reasonable and proactive steps to enable their voices to be heard. This includes, for example, providing formats in different languages and ensuring activities outlined in consultation and engagement plans are open and accessible for people from racial groups. Emerging civic voice mechanisms will be assessed to ensure that people are able to participate, particularly for those from an ethnic minority background.	
Age	Yes - the framework encourages services to think about equality of opportunity for racial groups and to take reasonable and proactive steps to enable their voices to be heard. This includes, for example, looking at innovative solutions and ensuring activities outlined in consultation and engagement plans are open and accessible to both older and younger people.	
Marital status	It is our belief that equality of opportunity to participate in consultation and engagement will be the same for people regardless of their marital status. However, in keeping with our equality commitments, this will always be considered and taken into account where necessary.	
Sexual orientation	Whilst it is our belief that equality of opportunity to participate in consultation and engagement will be the same for people regardless of their sexual orientation, a focus on stakeholder identification and ensuring all voices are heard, should better ensure that impacts on this group is captured (as appropriate) and therefore better understood and responded to.	

Men and women generally	Yes - the framework encourages services to think about equality of opportunity and to take reasonable and proactive steps to enable all voices to be heard. Where necessary and appropriate targeted engagement to ensure equality of opportunity will be identified and carried out.	
Disability	Yes - the framework encourages services to think about equality of opportunity, particularly barriers to participation, and to take reasonable and proactive steps to enable all voices to be heard. Emerging civic voice mechanisms will be assessed to ensure that people with disabilities are able to participate and that any structures are representative of people with disabilities.	
Dependants	Yes - the framework encourages services to think about equality of opportunity, particularly barriers to participation and to take reasonable and proactive steps to enable all voices to be heard. For example: ensuring that the timing of consultation and engagement activities suit people who have caring responsibilities.	

**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>
General	Positive. The framework commits council to report back on the results of its consultation and engagement. We will also consider the feasibility of publishing all consultation responses in the public domain, with express permission. This added transparency and openness may help people better understand each other's viewpoints and particular circumstances, thereby encouraging improved relations.	Minor
Religious belief	As above	Minor

Political opinion	As above	Minor
Racial group	As above	Minor

**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>
General	This will vary depending on the nature of each consultation or engagement. Generally, consultations are two-way between council and each individual respondent, which provides limited opportunity to promote good relations. Engagement mechanisms, however, may provide a vehicle for promoting good relations, providing all voice can be heard fairly. Undertaking shared engagement and/or focus groups may provide an opportunity to promote good relations, depending on the issue or matter being explored.	
Religious belief	The potential to promote good relations will be considered in individual projects where it is relevant, for example projects or consultations located near interface areas.	
Political opinion	The potential to promote good relations will be considered in projects where it is relevant, for example, projects or consultation located near interface areas.	
Racial group	Whilst a key focus of the framework is on ensuring that the people from ethnic minority background are more able to participate, the potential to promote good relations as part of shared focus group and feedback, will be considered where it is relevant.	

## Section C

### Consideration of Disability Duties

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

The corporate framework seeks to embed a positive approach to the involvement and participation of all people, and for people's views to be valued and respected. Whilst applied universally across the s.75 categories and the public generally, this underlying principle will help, in and by itself, promote positive attitudes towards disabled people and a better understanding of the potential challenges and barriers they may face.

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

The corporate framework is designed to increase civic participation and engagement generally; it also specifically recognizes that disabled people are more likely to face barriers to their participation. Therefore by requiring council officers to be aware of those potentially barriers and to actively seek to mitigate them, we believe that the framework will provide a prompt and mechanism for increasing the participation of disabled people in public life.

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

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

As the framework is about improving internal process and our policy approach to engagement, decisions at this level will not impact adversely on people with multiple identities. However, the approach to inclusion and stakeholder mapping as outlined in the framework and guidance, will require council officers to be conscious of end users or those who may be impacted by decisions when developing and undertaking consultation and engagement. This awareness should lead to a better understanding of need and impact including those with multiple identities e.g. women with dependents from a minority ethnic background may face multiple barriers to participation, which in turn should lead to more inclusive engagement and better decision-making.

## 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>
<p>Participation:</p> <p>Monitoring data gathered as part of consultation and engagement processes will allow us to monitor participation rates and any impacts. Services will be encouraged to monitor participation throughout individual exercises and to take steps to improve participation if deemed necessary and commensurate with need / impact. Evaluations will be carried out after significant consultation process with learning used to improve standards and practice.</p>	(as before)	(as before)
<p>Process:</p> <ul style="list-style-type: none"> <li>• Number of consultations and responses per annum;</li> <li>• number of focus groups or panes per annum and participation rates;</li> <li>• number of complaints/satisfaction with process; feedback and monitoring forms.</li> </ul>	(as before)	(as before)
<p>Outcomes: % of residents who:</p> <ul style="list-style-type: none"> <li>• agree that the council consults with and listens to views of local residents</li> <li>• agree that they are able to have a say in how services are run in their local area</li> <li>• rate council highly in terms of (a) reputation and (b) trustworthiness</li> <li>• agree that the council provides good customer service</li> </ul>		

# Section D

## Formal Record of Screening Decision

**Title of Proposed Policy / Decision being screened:**

Corporate Consultation & Engagement Framework

**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 this draft screening, I am recommending that this policy framework 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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	<b>*<u>Screened Out</u></b> – No EQIA necessary (no impacts)
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X	<p><b>* <u>Screened Out</u> - Mitigating Actions (minor impacts)</b></p> <ul style="list-style-type: none"> <li>• The policy should have a positive impact across the various s.75 groups as it strengthens and promotes the need to be inclusive and to take positive action to mitigate or remove potential barriers to participation.</li> <li>• Through the monitoring of the framework and guidance we will begin to build up a better understanding of participation levels and what works best for particular groups and in particular situations. This will not only help with providing more reliable monitoring evidence but also build up best practice awareness amongst employees.</li> </ul>
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**Formal Record of Screening Decision** (cont.)

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

Name: **Patricia Flynn**

Date: 28<sup>th</sup> November 2019

Department : **City & Organisational Strategy**

**Screening decision approved by -**

Name:

Date:

Department:

Signature: please insert a scanned image of your signature below

For more information about equality screening contact [equality@belfastcity.gov.uk](mailto:equality@belfastcity.gov.uk)