

Equality Screening Template



The Council has a statutory duty to screen. This includes our strategies, plans, policies, legislative developments; and new ways of working such as the introduction, change or end of an existing service, grant funding arrangement or facility. This screening template is designed to help departments consider the likely equality impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training first. To find out about the training needed or any other queries on screening, contact the Equality and Diversity Officers (job-share) Stella Gilmartin or Lorraine Dennis on extension 6026/6027 or by email equality@belfastcity.gov.uk

The accompanying **Screening Guidance** note provides straightforward advice on how to carry out equality screening exercises. Detailed information about the Section 75 equality duties and what they mean in practice is available on the Equality Commission's website¹.

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

Section A - provides details about the policy / decision that is being screened

Section B – gives information on the consultation process, supporting evidence gathered and has 4 key questions outlining the likely impacts on all equality groups.

Section C - has 4 key questions in relation to obligations under the Disability Discrimination Order

Section D - is the formal record of the screening decision.

¹ <http://www.equalityni.org/archive/pdf/S75GuideforPublicAuthoritiesApril2010.pdf>

Section A

Details about the policy / decision to be screened

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

Belfast Resilience Strategy

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

The Belfast Resilience Strategy forms the evidence base for a citywide, collaborative approach to addressing vulnerabilities and threats that face Belfast both now and in the future. The Strategy sets out an evidence base, identifies priorities, and sets out high-level actions, which will support the City as it responds to change and develops in the future. The Strategy will form a framework for action in relation to Climate Change and a number of key strategic challenges, which face the City. The Strategy will generate conversation and collaboration with key stakeholders and the wider population of Belfast.

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

100 Resilient Cities defines urban resilience as the capacity of organisations, businesses, and systems within a city to survive, adapt, and grow no matter what kinds of chronic stresses and acute shocks they experience.

The aim of the Strategy is to set out a Belfast wide approach to building Resilience in response to existing and emerging threats and vulnerabilities, working collectively to address these. The Strategy will act as a catalyst for action and will establish a framework for Resilience linked activity across Belfast including the development and implementation of a Belfast Climate Mitigation and Adaptation Plan.

The three high level priorities that have been identified are:

1. Climate Resilience
2. Children and Young People
3. Connectivity

4. On whom will the policy / decision impact?

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

Staff	YES - supports cross council working
Service users	YES – will engage in action to improve City Resilience
Other public sector organizations	YES – will engage in action to improve City Resilience
Voluntary / community groups / trade unions	YES – will engage in action to improve City Resilience
Others, please specify	YES – will engage all residents in action to improve City Resilience

5. Are there linkages to other Agencies/ Departments?

YES – a number of other Agencies and Departments are key partners including NI Water, Translink, NIE, NIHE, Dept. for Economy, Dept. of Finance, Dept. for Infrastructure. A Belfast Resilience and Sustainability Board has been approved through the Belfast Community Planning Partnership, which brings Agencies and Departments together to work collaboratively to improve Resilience and Sustainability in Belfast.

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

Between August 2018 and March 2019, the Resilient Belfast team:

- Held 18 workshops involving 547 people
- Convened 35 focus groups involving 480 people
- Interviewed 140 people on a one-to-one basis

This process was based on the 100 Resilient Cities methodology and supporting tools, examining City Assets, City Risks, Perceptions, and Strengths.

Areas requiring further investigation were identified which included:

- Economic (vulnerability, cyber, exclusion, inequality, automation of industry, business start-ups, young people),
- Population (population decline),
- Poverty (children and young people),
- Connectivity (economic corridor, digital, physical),
- Transport (cheaper, cleaner, greener),
- Housing (lack of new social, affordable housing),
- Segregation (housing, education system, division),
- Civic Pride (one city, city story),
- Health (dependence on prescription drugs, mental health, nutrition awareness, rising obesity),
- Risk of returning to violence,
- Climate (change, extreme weather, and poor air),
- Car (orientated city),
- Infrastructure (deficit for future),
- City Centre (retail, housing, dereliction, declining core),
- UK Exit (impact on Belfast),
- Financing (the city, city revenue),
- Politics (lack of leadership, fragmented decision making), and
- Lack of spaces to play for children, and the city not designed for children.

A number of stakeholder meetings and workshops followed which resulted in three overarching priorities being identified which will form the basis of the Belfast Resilience Strategy:

- Climate Change;
- Children and Young People;
- Connected City.

The Resilience Strategy will be issued for public consultation following approval by Belfast City Council provisionally scheduled for December 2019. The consultation will include use of Citizen Space, and a range of consultation and engagement activity designed to maximise public involvement. This will include focused engagement with Section 75 groups.

7.0 Available Evidence

City Resilience Framework Methodology

There are six key steps, which make up the City Resilience Framework Methodology:

- 7.1 City Resilience Framework mapping tool
- 7.2 Citywide Engagement
- 7.3 City Assets and Risks
- 7.4 Data Analysis
- 7.5 Discovery Areas
- 7.6 Consultation on a Draft Strategy

Belfast's Unique City Context

- Belfast population 341,900 (2018 Mid-Year Estimate)
- Belfast accounts for 18% of the population and almost 30% of all jobs in NI
- 35% of the city population aged 25 or under
- 20% aged 0to15, 65% 16to64, 15 % 65+
- Life expectancy at birth – Male 75.8 female 81.0 (lowest of all council areas in NI)
- Standardised house price index £131,324 (Q4 2018)
- 143,593 Projected households (2018)
- Household waste recycled and composted 44% (2017)
- 85% Households with Broadband access (2017)
- £565 Fulltime Median Gross weekly pay (2018)
- 63% at least 5 GCSEs A*-C including maths and English (2016/17)
- estimated overnight trips in 2018 (1.7 million). A third of overnight trips to Northern Ireland were to Belfast LGD (33% of all overnight trips)
- An estimated 1.1 million hotel rooms were sold in Belfast LGD in 2018, the highest of any area in NI
- Two of the top 3 visitor attractions in NI are in Belfast Titanic Belfast and the Ulster Museum
- 11,500 street trees in Belfast and more than 66,000 larger trees in our parks
- A 10% increase in trees reduces the urban heat island effect by 3 degrees Celsius (Belfast Green and Blue Infrastructure Plan)
- 77.3% of the Belfast population live within recommended walking distances for either a park or play area. Improving access through peace lines would increase this by 0.4% (Belfast's Open Spaces Strategy)
- Living within 400m of a park – 24% more likely to go
- Average annual temp 9.2 degrees Celsius in 2018 (Met office) NI
- 68% of the households have access to 1 or more cars (2017 Continuous Household Survey)
- 53% of all journeys taken by Belfast Residents are in cars – 29% walking
- 2.5 million passengers went through Belfast city airport in 2018
- 34% think all leisure centres, parks, libraries and shopping centres in their areas are 'shared and open' to both Protestants and Catholics (NISRA, The Executive Office 2015-2016)

Section 75 category	Details of evidence/information and engagement
Religious belief	The Belfast Resilience Strategy shall have a positive impact on all residents of Belfast regardless of religious belief. We recognise the diverse religious beliefs of the Belfast population and those who visit the city and seek to engage in the most open and inclusive manner possible, as the issues we seek to address cut across all sections of society. The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible.
Political opinion	The Belfast Resilience Unit recognise the diversity of political opinion across Belfast and have sought to engage in an open and inclusive manner, with the aim of allowing all citizens the opportunity to influence and express their views. A Belfast Resilience and Sustainability Board has been established which will provide oversight for delivery, which will include consultation and engagement around our outcomes, and an All Party Working Group on the Climate Crisis has been established within Belfast City Council, which allows facilitates cross party working specifically around issues affecting the climate. The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible.
Racial group	The Belfast Resilience Unit recognise the diverse nature of the community across Belfast and have sought to develop a Strategy which impacts positively on all residents and visitors to the city. The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible.
Age	<p>The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible.</p> <p>The Belfast Resilience Strategy has identified Children and Young People as a priority due in part to the long term focus of the Strategy. It is essential that young people are engaged at the earliest opportunity in order to build their capacity and facilitate their involvement in shaping policy and the city itself.</p> <p>“Increasing inequity in cities often results in contrasts between informal and vulnerable communities being more at risk than the wealthiest and safest with whom they live side by side. Unless a clear targeting strategy is in place, urban programs can end up working with relatively well-off groups, and fail to reach those most at risk.</p> <p>This may be for a number of reasons, including: 1) authorities do not have a mandate or interest in poor or informal communities; 2) the most vulnerable children are often deliberately invisible because they avoid authorities; and 3) children, youth, girls and boys in urban settings often work in hazardous conditions for their and their families’ daily sustenance, which prevents them from accessing education and engaging with child-centred organisations. It is essential for organisations that intend to reach the most at risk to take these barriers into account when designing their</p>

	<p>programmatic response.”</p> <p>“Growing evidence shows that children can act as protagonists for action in reducing risk, and catalysts for behavioural change and collective action in communities.”</p> <p>ARUP – Child Centred Urban Resilience Framework</p>
Marital status	The Belfast Resilience Unit recognise the diverse nature of the community across Belfast and have sought to develop a Strategy which impacts positively on all residents and visitors to the city. The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible.
Sexual orientation	The Belfast Resilience Unit recognise the diverse nature of the community across Belfast and have sought to develop a Strategy which impacts positively on all residents and visitors to the city. The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible.
Men and women generally	The Belfast Resilience Unit recognise the diverse nature of the community across Belfast and have sought to develop a Strategy which impacts positively on all residents and visitors to the city. The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible.
Disability	The Belfast Resilience Unit recognise the diverse nature of the community across Belfast and have sought to develop a Strategy which impacts positively on all residents and visitors to the city. The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible.
Dependants	The Belfast Resilience Unit recognise the diverse nature of the community across Belfast and have sought to develop a Strategy which impacts positively on all residents and visitors to the city. The forthcoming Belfast Resilience Strategy Consultation shall be open and inclusive to all, encouraging views from as wide a range of backgrounds as possible. Families, parents and carers are important stakeholders as we wish to support the development of green, accessible, child and play friendly space in the city, and support for those with dependents is a key feature of this.

7. 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 Belfast Resilience Consultation and the Implementation of the Belfast Resilience Strategy provides an opportunity to engage with and influence how we improve resilience within the City. It also provides opportunities between religious groups and for those of religious belief to be	Minor - positive

	involved on a citywide level on Resilience issues that affect all residents and visitors to the City.	
Political opinion	Positive – the Belfast Resilience Consultation and Implementation of the Belfast Resilience Strategy provides an opportunity to engage with and influence resilience across party political opinion, and will facilitate opportunities for all political opinions on relevant issues to be heard.	Minor – positive
Racial group	Positive – the Belfast Resilience Consultation and Implementation of the Belfast Resilience Strategy provides an opportunity for people from all racial groups to participate in the development of the Belfast approach to Resilience both now and in the future.	Minor – positive
Age	<p>Positive – Children and Young People have been identified as a core element of the Belfast Resilience Consultation and Implementation of the Belfast Resilience Strategy as they tend to be under represented in policy formation and the design of urban resilience. Research and good practice (ARUP) indicates that young people should be at the heart of the urban design process.</p> <p>Although there is a positive focus on young people there is no disadvantage to other age groups as the needs of the whole population are considered within the Belfast Resilience Strategy.</p>	Major – positive
Marital status	No impact.	No impact.
Sexual orientation	No impact.	No impact.
Men and women generally	No impact.	No impact.
Disability	In assessing the resilience of the city, accessibility to play and green infrastructure will be key elements to be considered. It is important that people with a disability do not suffer to a greater extent than others due to their needs not being considered. In developing a resilient city it is important that an inclusive approach is at the heart of our plans.	Minor – positive
Dependants	Children and young people has been identified as a priority in the Resilience Strategy therefore consideration is to be given to parents and carers in	Major – positive

	particular when considering the use of city centre spaces for play.	
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9. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	Yes - we will seek to increase opportunities for all citizens to engage in making Belfast a more resilient city.	
Political opinion	Yes - we will seek to increase opportunities for all citizens to engage in making Belfast a more resilient city.	
Racial group	Yes - we will seek to increase opportunities for all citizens to engage in making Belfast a more resilient city.	
Age	Yes - there will be opportunities to promote equality of opportunity among young people when considering the impact of climate change and issues such as urban design, addressing mental health issues, and considering cyber resilience.	
Marital status	Yes - we will seek to increase opportunities for all citizens to engage in making Belfast a more resilient city.	
Sexual orientation	Yes - we will seek to increase opportunities for all citizens to engage in making Belfast a more resilient city.	
Men and women generally	Yes - we will seek to increase opportunities for all citizens to engage in making Belfast a more resilient city.	
Disability	Yes in the urban design of the city to increase play opportunities, green infrastructure and resilience it will be important to promote equality of opportunity for all those with disabilities.	
Dependants	Increased opportunities for all section 75 groups to be considered within the scope of the public consultation exercise and in the implementation of the Belfast Resilience Strategy	

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?

The Belfast Resilience Strategy sets out that:

“Belfast’s resilience is weakened because strong social capacity is critical in a crisis. Even the toughest most resilient physical infrastructure is not sufficient to respond to some challenges if strong social networks are not in place. Segregated housing and education are particularly concerning, as they affect future generations –

compounding division into the future, even though the intention is to reduce separateness.

Climate change will present profound risks to all cities globally, during this century. Cities that can build their capacity to maintain essential services, recover from shocks and continually adapt are more likely to survive. Divided cities will be much more exposed to risk.

It is not a coincidence that Belfast’s Resilience Strategy and its Good Relations Strategy have both prioritised ‘connectedness’ as a major problem to be solved. If Belfast is to thrive in the face of unexpected challenges, it must do so as a united, socially cohesive city.”

Belfast Resilience Strategy 2019

Good relations category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	Positive – in supporting connectivity and addressing segregation in Belfast	Minor
Political opinion	Positive – in supporting connectivity and addressing segregation in Belfast	Minor
Racial group	None	None

11. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes, provide details	If No, provide reasons
Religious belief	Yes Resilience is a cross cutting issue and many of the risks affecting the people and infrastructure of Belfast affect everyone equally. Therefore addressing the risks in a way that is inclusive and genuinely collaborative may be an opportunity to promote good relations.	
Political opinion	Yes Resilience is a cross cutting issue and many of the risks affecting the people and infrastructure of Belfast affect everyone equally. Therefore addressing the risks in a way that is inclusive and genuinely collaborative may be an opportunity to promote good relations.	

Racial group	Yes Resilience is a cross cutting issue and many of the risks affecting the people and infrastructure of Belfast affect everyone equally. Therefore addressing the risks in a way that is inclusive and genuinely collaborative may be an opportunity to promote good relations.	
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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?

In assessing and addressing resilience in Belfast there are likely to be opportunities to consider the needs of disabled people, and in doing so, promote positive attitudes towards disabled people.

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

In assessing and addressing resilience in Belfast there are likely to be opportunities to consider the needs of disabled people, and in doing so, provide opportunities for disabled people to participate more fully in public life.

14. Multiple Identities

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

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.

Equality	Good Relations	Disability Duties
Consultation feedback	Consultation feedback	Consultation feedback
Customer contact	Customer contact	Customer contact
Complaints	Complaints	Complaints

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Belfast Resilience Strategy

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)*

X	*Deferred - we are deferring the final decision in relation to the outcome of this comprehensive screening to allow for consultation feedback, including Section 75 groups. Once this consultation is complete, the feedback will to used, if applicable, to update the screening and a view taken as to the best screening outcome decision.
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	*Screened In – Necessary to conduct a full EQIA
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	*Screened Out – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
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	<p>* <u>Screened Out</u> - 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: _____ Date: _____

Department :

Signature: please insert a scanned image of your signature below

Screening decision approved by -

Name: _____ Date: _____

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. 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 –

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