

Screening flowchart and template

Introduction

Part 1. Policy scoping – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

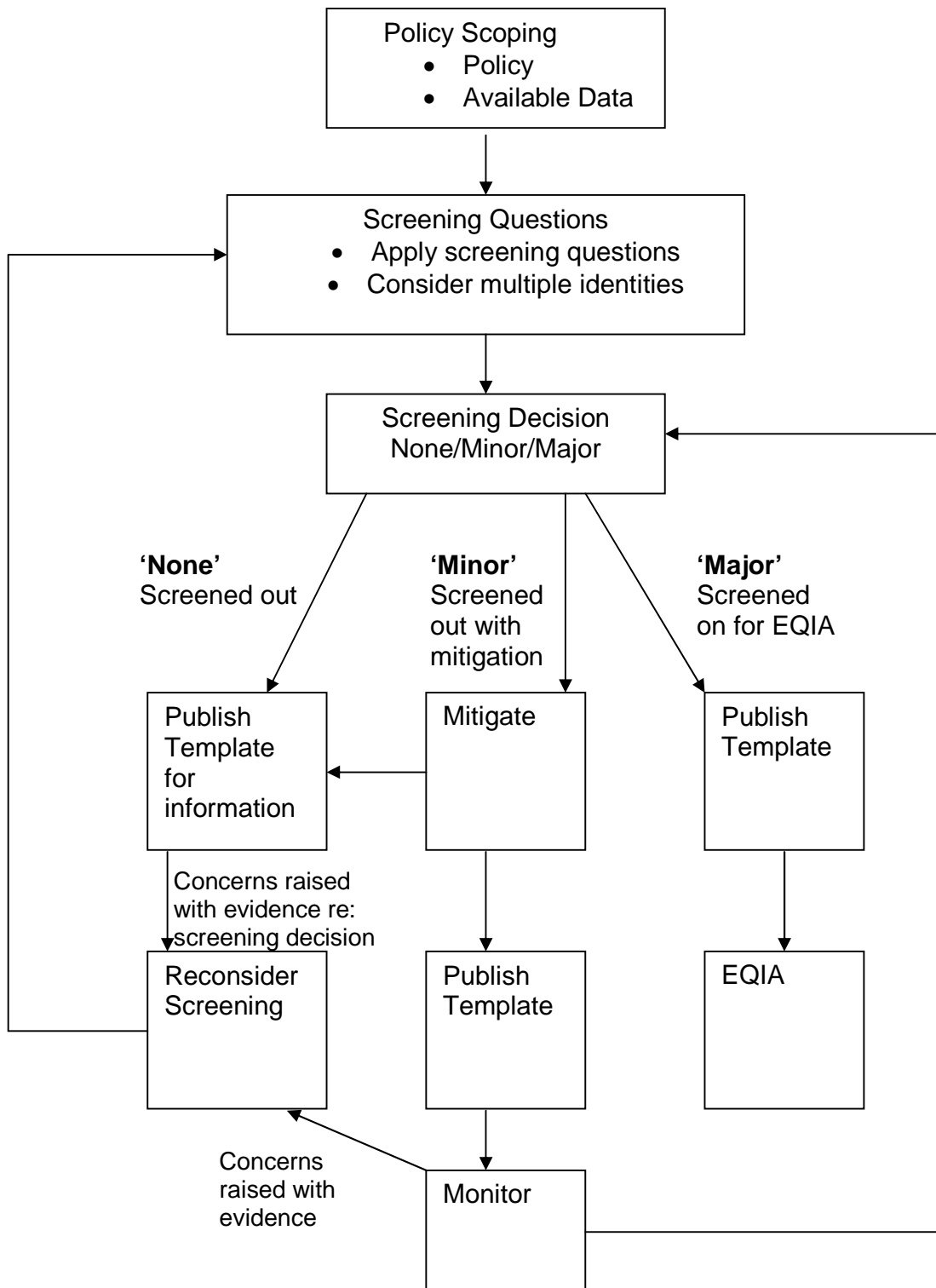
Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

A screening flowchart is provided overleaf.

SCREENING FLOWCHART



Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the policy

Strategic Regeneration Frameworks for Belfast (SRFs).

Is this an existing, revised or a new policy?

The SRFs, prepared by the Belfast Area Partnerships, supported by the Department for Social Development, cover a range of existing policy areas within the remit of many Government Departments, agencies, Non-Departmental Public Bodies and the City Council.

What is it trying to achieve? (intended aims/outcomes)

The SRFs aim to express a strategic vision and context for guiding regeneration, planning and development in Belfast. While they are not in themselves statements of Government policy, they are intended to guide the development and implementation of policy.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

As comprehensive statements of priority for the 5 Belfast Area Partnership areas (North, South, East, West and Greater Shankill), the subject matters covered by the SRFs could be expected to benefit all sections of society, particularly those in greatest social need.

Who initiated or wrote the policy?

As above, the SRFs were prepared by the Belfast Area Partnerships.

Who owns and who implements the policy?

The 5 SRFs are each owned by the respective Belfast Area Partnerships. A process of engagement with Government Departments and the Belfast City Council was carried out in 2009 and 2010. The purpose of the engagement process was to raise awareness of the SRFs so that Departments and the Council could take them into account in developing policy and strategy for the City of Belfast.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they

- Financial - **YES**
- Legislative - **YES**
- other, please specify

As comprehensive statements of priority expressed by the 5 Belfast Area Partnerships, the SRFs could be expected to influence policy development that will in itself have financial and legislative consequences. In most cases, the financial consequences are not significant since the SRFs are concerned with shaping the way in which decisions are made and services delivered, rather than calling for significant increases in public spending. It will be for the lead implementation body in each instance to address these factors if they decide to make policy or strategy in line with the SRFs.

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- Staff - **YES**

- service users - **YES**
- other public sector organizations - **YES**
- voluntary/community/trade unions - **YES**
- other, please specify

As comprehensive statements of priority expressed by the 5 Belfast Area Partnerships, the SRFs could be expected to affect all of the groups specified above if the lead implementation body in each instance decides to make policy or strategy in line with the SRFs.

Other policies with a bearing on this policy

- what are they?
- who owns them?

In the preparation of the SRFs, the Belfast Area Partnerships examined a wide range of policies owned by the full range of statutory bodies that have a bearing on the development of Belfast and the delivery of services in the city. Examples include (but are not limited to):

- **Belfast Urban Area Plan 2001 (BUAP)**
- **Regional Development Strategy (RDS): Shaping our Future 2025**
- **Planning Policy Statements**
- **Draft Belfast Metropolitan Area Plan 2015 (dBMAP)**
- **Investment Strategy for NI (2005-15)**
- **People and Place – A Strategy for Neighbourhood Renewal**
- **Investing for Health**

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Section 75 category	Details of evidence/information
Religious Belief	NI Census 2001 data, the most recent available, has been examined to compare details for Belfast against Northern Ireland as a whole. There was no data available on persons of different sexual orientation but taking into account the very broad scope of recommendations in the SRFs, this is not considered to be a major factor in the equality screening exercise. Details of the comparison are at appendix 1. A further breakdown by Parliamentary constituency was also carried out. It should be noted that while the areas covered by the BAPs for North, South, East and West are largely the same as the Parliamentary constituency, parts of the Greater Shankill area fall into either the North or West Belfast constituency.
Political opinion	
Racial group	
Age	
Marital status	
Sexual Orientation	
Men and women generally	
Disability	
Dependants	

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 category	Details of needs, experiences and priorities
Religious Belief	<p>The SRFs cover a very broad range of matters that could from time to time impact on the needs, experiences and priorities of people who fall into any of the Section 75 categories, or a combination of categories.</p> <p>The nature of the SRFs, as expressions of the priorities of the communities served by the 5 Belfast Area Partnerships, rather than as statements of policy, means that the extent to which they will impact on the needs, experiences and priorities of the Section 75 groups will depend on the extent to which the SRFs are, over time, used by the statutory authorities to determine their policy and strategy.</p> <p>Each of the 5 Belfast Area Partnerships is representative of the community that it serves: each has a mix of statutory, elected, community, private sector and other sectoral interests such as the faith-based groups and trades unions. The SRFs have been endorsed by these partners as robust expressions of the priorities of the communities.</p>
Political opinion	
Racial group	
Age	
Marital status	
Sexual Orientation	
Men and women generally	
Disability	
Dependants	

Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;

- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious Belief	At the Belfast-wide level of the SRFs, there are no discriminatory or adverse impacts in terms of persons of different religious belief and persons with no religious belief. Any residual differential impact is likely to be minor at most and can be accounted for in terms of the population profile of the city as a whole.	None
Political opinion	At the Belfast-wide level of the SRFs, there are no discriminatory or adverse impacts in terms of persons of different political opinion. Any residual differential impact is likely to be minor at most and can be accounted for in terms of the population profile of the city as a whole.	None
Racial group	At the Belfast-wide level of the SRFs, there are no discriminatory or adverse impacts in terms of persons of different racial background. Any residual differential impact is most likely to be minor at most and can be accounted for in terms of the population profile of the city as a whole.	None

Age	At the Belfast-wide level of the SRFs, there are no discriminatory or adverse impacts in terms of persons of different age. A number of proposals relate to education and training and are therefore likely to impact positively on younger people. There is not likely to be any adverse impact on older people as a result. Any residual differential impact is most likely to be minor and can be accounted for in terms of the population profile of the city as a whole.	Minor
Marital status	At the Belfast-wide level of the SRFs, there are no discriminatory or adverse impacts in terms of persons of different racial background. Any residual differential impact is most likely to be minor and can be accounted for in terms of the population profile of the city as a whole.	Minor
Sexual Orientation	While there is a lack of robust data on sexual orientation in Belfast, the proposals contained in the SRFs are not likely to have any adverse impact on persons as a result of their different sexual orientation.	None
Men and women generally	At the Belfast-wide level of the SRFs, there are no discriminatory or adverse impacts in terms of persons of different gender. Any residual differential impact is most likely to be minor and can be accounted for in terms of the population profile of the city as a whole.	None

<p>Disability</p>	<p>At the Belfast-wide level of the SRFs, there are no discriminatory or adverse impacts in terms of persons of different age. A number of proposals relate to health and wellbeing issues and are therefore likely to impact positively on people who have disabilities or long term illness. There is not likely to be any adverse impact on people without disabilities as a result. Any residual differential impact is most likely to be minor and can be accounted for in terms of the population profile of the city as a whole.</p>	<p>Minor</p>
<p>Dependants</p>	<p>At the Belfast-wide level of the SRFs, there are no discriminatory or adverse impacts in terms of persons of different age. A number of proposals relate to health and wellbeing or the experience of carers and are therefore likely to impact positively on people with dependants. There is not likely to be any adverse impact on people without dependants as a result. Any residual differential impact is most likely to be minor and can be accounted for in terms of the population profile of the city as a whole.</p>	<p>Minor</p>

2 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		As stated above, the broadly-based nature of the SRFs means that they have focused on the quality of life for all the people who live in the city of Belfast, with a particular focus on those who experience social or economic disadvantage. The overall thrust of the SRFs is likely to reduce inequality by helping to remove barriers to education, work and training and by improving mobility in the city.
Political opinion		
Racial group		
Age		
Marital status		
Sexual Orientation		
Men and women generally		
Disability		
Dependants		

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none		
Good Relations category	Details of policy impact	Level of impact? minor/major/none
Religious Belief	The outworkings of the SRFs (subject to decisions by individual agencies) are likely to be positive for all people who live in Belfast. There may be some improvements in good relations as a result of the working arrangements in place at community level to develop, communicate and monitor implementation of SRF proposals.	Minor
Political opinion		Minor
Racial group		Minor

4 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 SRFs have been developed by the Belfast Area Partnerships and contain an expression of the priorities of those bodies (as representative of their community) for the regeneration of the city. As shown above, there is a likely minor improvement in terms
Political opinion		
Racial group		

		of good relations. It is not open to Government to re-write the SRFs to increase a focus on a particular area or to better promote good relations. The Belfast Area Partnerships are not statutory bodies covered by the Northern Ireland Act.
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Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

There are no particular potential impacts on people with multiple identities.

Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

It has been decided that an equality impact assessment should not be carried out. This is because:

- **It has not been shown that there are any discriminatory or adverse impacts of any kind;**
- **Any differential impacts on people in Section 75 categories are most likely to be positive for those people, with no corresponding negative impact on any other group;**

- **The SRFs are statements of priority expressed by the community via the Belfast Area Partnerships. The Partnerships are not subject to a statutory equality/good relations duty; and**
- **The outworkings of the SRFs in terms of changes to policy, strategy and service delivery by statutory bodies are individually subject to separate equality processes.**

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced.

As shown above, the impact of any outworkings of the SRFs should be positive and there is therefore no need to consider mitigating measures.

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

Not applicable

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

Not applicable

Timetabling and prioritizing

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details

Not applicable

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

Part 5 - Approval and authorization

Screened by:	Position/Job title	Date
Mark O'Donnell	Deputy Director, Belfast Regeneration Office	
Approved by:		
Elaine Wilkinson	Director, Belfast Regeneration Office	

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.

Appendix 1

Breakdown of Census 2001 data for Belfast and NI.

Religious Belief and Political Opinion.				
Note: Data on religious belief collected for Census 2001. While no comparable data are available for political opinion, there is a strong correlation between political opinion and religious belief.				
Area	% Roman Catholic	% Protestant and other Christian	% Other	%None
Northern Ireland	43.8	53.1	0.4	2.7
Belfast Local Government District	47.2	48.6	0.8	3.4
North Belfast Parliamentary Constituency	44.9	51.9	0.5	2.8
South Belfast Parliamentary Constituency	41.4	52.0	1.5	5.1
East Belfast Parliamentary Constituency	9.9	84.6	0.4	5.1
West Belfast Parliamentary Constituency	82.7	16.2	0.3	0.8

Racial Group.			
Area	% White ethnic group	% Irish Traveller	% Other ethnic group
Northern Ireland	99.2	0.1	0.7
Belfast Local Government District	98.6	0.1	1.3
North Belfast Parliamentary Constituency	99.3	0.0	0.7
South Belfast Parliamentary Constituency	97.4	0.1	2.6
East Belfast Parliamentary Constituency	99.0	0.0	1.0
West Belfast Parliamentary Constituency	99.3	0.2	0.5

Age.					
Area	% Aged under 16 years	% Aged 16-24	% Aged 25-44	% Aged 45-59	% Aged Over 60 years
Northern Ireland	23.6	12.5	29.0	17.2	17.6
Belfast Local Government District	21.7	15.0	28.1	15.5	19.7
North Belfast Parliamentary Constituency	23.3	12.1	26.6	16.2	21.8
South Belfast Parliamentary Constituency	17.5	19.5	30.5	14.6	17.9
East Belfast Parliamentary Constituency	20.0	9.7	28.9	17.3	24.1
West Belfast Parliamentary Constituency	28.2	14.9	26.6	14.7	15.7

Marital Status.					
Area	% Aged 16+, Single, never married	% married/re-married	% Separated	% Divorced	% widowed
Northern Ireland	33.1	51.1	3.8	4.1	7.8
Belfast Local Government District	41.3	39.1	5.5	4.9	9.3
North Belfast Parliamentary Constituency	36.3	40.8	6.3	5.8	10.8
South Belfast Parliamentary Constituency	48.1	37.4	3.1	3.9	7.5
East Belfast Parliamentary Constituency	30.5	48.9	4.2	5.6	10.9
West Belfast Parliamentary Constituency	41.0	37.9	8.3	4.6	8.2

Sexual orientation: No reliable data have been collected

Men and women generally.		
Area	% Male	% Female
Northern Ireland	48.7	51.3
Belfast Local Government District	46.8	53.2
North Belfast Parliamentary Constituency	46.7	53.3
South Belfast Parliamentary Constituency	46.7	53.3
East Belfast Parliamentary Constituency	46.9	53.1
West Belfast Parliamentary Constituency	47.1	52.9

Disability.	
Area	% Persons with a limiting long-term illness
Northern Ireland	20.4
Belfast Local Government District	23.8
North Belfast Parliamentary Constituency	27.5
South Belfast Parliamentary Constituency	18.4
East Belfast Parliamentary Constituency	23.0
West Belfast Parliamentary Constituency	26.5

Persons with dependants and persons without.		
Area	% households with dependent children	% persons who provide unpaid care
Northern Ireland	36.5	11.0
Belfast Local Government District	37.0	12.0
North Belfast Parliamentary Constituency	32.2	11.9
South Belfast Parliamentary Constituency	24.3	10.7
East Belfast Parliamentary Constituency	27.5	12.9
West Belfast Parliamentary Constituency	42.9	12.3