



Belfast City Council

Report to:	Parks and Leisure Committee
Subject:	Council Teams EQIA
Date:	11 August 2011
Reporting Officer:	Andrew Hassard, Director of Parks and Leisure
Contact Officer:	Emer Boyle, Policy and Business Development Manager

1	Relevant Background Information
1.1	At the meeting of full council in March 2011 it was resolved that: <i>"...equality impact assessments be carried out in relation to funding granted to all Council sports clubs involving employees."</i>
1.2	This issue was again raised at the meeting of the full council in July 2011 and the purpose of this report is to provide an update on the status of the request and the proposed next steps.

2	Key Issues						
2.1	Officers have asked for input from across the organisation in relation to any known staff sports team which may have been given financial support by the council.						
2.2	There is limited information available and most would appear to have been one-off events or competitions, not supported on a routine or annual basis.						
2.3	The Leisure Development team have gone through their records and have provided the following information:						
	<table border="1" style="width: 100%;"> <thead> <tr> <th style="text-align: center;"><u>Sports Team</u></th> <th style="text-align: center;"><u>Event/Activity involved</u></th> <th style="text-align: center;"><u>Financially supported/not?</u></th> </tr> </thead> <tbody> <tr> <td>Tri Cities Golf Challenge</td> <td>An ongoing annual golf event involving elected members and Officers Teams from Dublin, Belfast and Edinburgh Councils</td> <td>All costs paid by the participants themselves</td> </tr> </tbody> </table>	<u>Sports Team</u>	<u>Event/Activity involved</u>	<u>Financially supported/not?</u>	Tri Cities Golf Challenge	An ongoing annual golf event involving elected members and Officers Teams from Dublin, Belfast and Edinburgh Councils	All costs paid by the participants themselves
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	Five a side football (Bostock Cup)	The council sent teams to participate in this event in 2006 and 2007. This was a Council Employee team and involved teams from local authorities from throughout the UK	Approval sought through Committee BCC paid travel and accommodation as well as purchasing playing kit
	Inter Firms GAA (Football)	The council takes part in this annual league which involves teams from throughout Ulster	Approval sought through Committee
	Inter City GAA (men's and women's football)	This has been an annual event which took place annually between teams representing Belfast City Council and Dublin Council. The event took place twice in Dublin and was hosted once in Belfast	Approval sought through Committee
	Bowls	Member/officer team (annual competition)	Believed to have been supported through Member hospitality
2.4	<p>Following the research undertaken it would appear that there is no consistent approach or practice followed and neither is there any council policy in place on the granting of financial support to staff sports teams. In the small number of cases where a report has been taken through the Committee system, a recommendation has been made that;-</p> <p><i>"...the expenditure be approved under Section 115 of the Local Government Act (Northern Ireland) 1972, it being the opinion of the Committee that the expenditure would bring benefits to the Council and that the direct benefits would be commensurate with the payment made."</i></p>		
2.5	<p>Officers have consulted with Policy Arc consultants on the question of how an EQIA can be carried out in this case and have been advised that, where there is no policy in place or document written, there is nothing concrete on which an assessment can be made. Further advice received was that the first step to take would be for a council policy to be developed.</p>		

3	Resource Implications
	<p><u>Financial</u> None at this time – next steps could involve external advice and direction with completion of the EQIA.</p>

	<u>Human Resources</u> Officer time to develop the draft policy position. <u>Asset and Other Implications</u> None at this stage.
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4	Equality and Good Relations Implications
	There are no implications at this stage. However, equality and good relations factors will be taken into account in the development of an appropriate policy position.

5	Recommendations
	Committee is asked to note the current status and agree the following next steps: <ul style="list-style-type: none"> • that the matter be referred to the corporate policy team for the development of a draft policy (in conjunction with HR) • that the draft policy be brought back through the appropriate committee for review and approval.

6	Decision Tracking
	To be referred to Corporate Policy and HR teams and reported to the relevant Committee.

7	Key to Abbreviations
	EQIA – Equality Impact Assessment

8	Documents Attached
	None.