



Equality Screening Template

Belfast City Council -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, contact – gilmartins@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:-

Amateur Boxing Strategy for Belfast 2012-2022 – additional funding to IABA to deliver action plans for 17/18 & 18/19.

Brief description of policy / decision to be screened:-

(Explain - Is this a new, revised or existing policy? Are there financial / legislative / procurement implications?)

The Amateur Boxing Strategy was developed by the Council and partners to consider the role and development of amateur boxing in Belfast. A contribution of £200,000 per year over 3 years from April 2013 was agreed by the Council to enable the implementation of the strategy's action plans. The strategy and associated actions plans were equality screened at this point.

Due to a delay in recruiting staff the funding was spread over a longer period and this funding ceased on 31st March 2017.

Following lobbying from the boxing sector the Council agreed to directly fund the Irish Athletic Boxing Association (IABA) to deliver elements of the strategy during 17/18 as outlined below:

- Events (£24k) – ring-fenced from Sport for Sport budget (agreed by People & Communities Committee in March 17)
- Action plan (£45k)- agreed by Strategic Policy & Resources Committee in June 17 following request by IABA for £101k – supported by an action plan
- Additional funding agreed by People & Communities Committee (£49k) – delegation from boxing presented to P&C Committee in Dec 17 and they agreed this amount from departmental underspend.

The SP&R Committee at its rate setting meeting in January 18 considered a request from Antrim Boxing and IABA for funding of £200k per annum to sustain the Belfast Amateur Boxing Strategy to 2020. It agreed to provide £200k for 18-19 within the revenue estimates. Members asked that an equality screening be undertaken prior to consideration been given for funding for 19/20.

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

(What is the policy trying to achieve?)

The aim of the strategy is to consider the role and development of amateur boxing in Belfast and through the action plans to provide much needed investment and support for amateur boxing clubs in Belfast.

The action plans for 17/18 and 18/19 as submitted by the IABA aim to continue to deliver on the aim of the strategy.

On whom will the policy / decision impact?

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

- Staff
- service users
- other public sector organizations
- voluntary / community groups / trade unions
- others, please specify -sports governing bodies and sports clubs

Are there linkages to other Agencies/ Departments?

The strategy was developed and will be delivered in partnership with a range of bodies including County Antrim Boxing, the Ulster Boxing Council (UBC), Sport Northern Ireland (SNI) and the Irish Athletic Boxing Association (IABA).

The action plans for 17/18 and 18/19 are delivered by the IABA.

Section B

1. Outline consultation process achieved or planned

In the development of the strategy consultation as outlined below took place:

Baseline assessment

As part of the development of the strategy the Council carried out a baseline assessment which involved sending out a questionnaire to 27 amateur boxing clubs in Belfast and four on the periphery². 25 of the Belfast based clubs and two of the clubs on the periphery returned completed questionnaires equating to a response rate of 87.1%.

The questionnaire was structured to gain information on a range of issues including membership, coaches and volunteers, governance structures, funding, facilities and equipment.

Public consultation on the draft strategy

A period of public consultation (14 weeks) on the draft strategy took place from Monday 5 November 2012 - Friday 8 February 2013. A copy of the draft strategy and a response questionnaire were available to download from the Council's website.

A letter was sent to 31 boxing clubs³ informing them of the consultation and inviting them to a meeting at which they could give their views. This meeting was held on Thursday 17th January 2013 at 7pm in Ormeau Bowling Pavilion and was independently facilitated. 22 representatives from boxing clubs across the city and 2 representatives from Sport NI attended the meeting.

Council officers also offered to meet with the Boards of each of the partner organisations to discuss the strategy and provide clarification as required. This offer was taken up by the Board of Co Antrim Boxing and a meeting was held with them on 8 January 2013.

An email was sent to all the organisations on the Council's Section 75 Consultative Forum list informing them of the consultation and inviting them to respond. As a there is a high level of interest in boxing from the Irish Traveller Community contact was made with two umbrella organisations informing them of the consultation and inviting their views.

Officers also presented an overview of the draft strategy to the youth forum at a specially organised meeting. The meeting was attended by 17 members and a high level of discussion followed the presentation.

A total of 16 written responses were received to the public consultation, 14 of which were in the format of the consultation questionnaire. Of the responses received 14 were made on behalf of clubs, one was from an individual and one was from Sport NI.

² 27 clubs within the Belfast City Council boundary and four on the periphery (two in Newtownabbey and two in Lisburn council areas)

³ *ibid*

Review of implementation of the strategy – January 2016

A review of the Amateur Boxing Strategy 2012-2022 was undertaken in late 2015 after the first phase of its implementation. The review re-visited the strategy's baseline information and assessed progress with the strategy's action plan. Research for the review included:

- A survey of boxing clubs, capturing baseline information to enable comparisons with 2012; 29 returns were obtained.
- A survey of schools and youth centres/leisure centres involved in the Non-Contact Boxing Programme; 23 returns were obtained.
- A Focus Group with clubs to assess their awareness of the strategy, its impact on boxing and how it might be improved in the next phase of implementation.
- A Focus Group with schools.
- Consultation with a range of key groups/organisations having an interest in the strategy.

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

A range of evidence and information was used in the original screening of the strategy, including that obtained from the consultation outlined in the previous question. Information was also used from consultations undertaken by the IABA in the development of their strategic plan and by the UBC in the development of their implementation plan.

The detailed evidence is included in the strategy which can be downloaded from www.belfastcity.gov.uk/boxing

In the period since the development of the strategy and initial screening several other sources of evidence/information have become available:

- Mid-term review of the implementation of the strategy
- Complaints received during the implementation of the strategy
- List of geographical location of clubs currently affiliated to the IABA
- Programme monitoring data from IABA's delivery programme 17/18
- IABA's action plan and associated KPIs for delivery of 18/19 funding
- Presentations to Council meeting on 3rd January 2018 by the IABA and Northern Ireland Boxing Association (NIBA)

Section 75 category

Details of evidence / information and engagement

Religious belief

Within the original baseline assessment (2012) and the review (2015), clubs were asked to provide information on the religious background of their members, coaches and volunteers. The table below show the returns from the clubs and the changes in each category. The greatest change is that there has been an increase in clubs who say that there is no one dominant religion among coaches and that there is an increase in clubs who say the religion of their members and coaches in unknown.

	Members		Coaches		Volunteers	
	2012	2015	2012	2015	2012	2015
All Catholic background	5	6	15	11	13	7
All Protestant background	1	1	4	3	2	3
Predominantly Catholic	16	12	6	4	1	7
Predominantly Protestant	3	3	1	0	1	1
No one dominant religion	1	2	1	6	2	2
Unknown	1	5	0	7	8	9
Totals	27	29	27	29	27	29

Information from the IABA indicates that they currently have 31 clubs affiliated to them from across Belfast. 10 of these are situated in North and 8 of these are located in areas that might perceived to be predominantly catholic. 13 are situated in the West and 12 of these are located are in areas that might be perceived to be predominantly catholic. There are 4 clubs in the south of the city and 3 of these are perceived to be in a location that are considered to have no one dominant religion. There are 3 clubs located in East Belfast and these are all located in areas that might perceived to be predominantly protestant. There is also 1 club that is linked to a third level college and has a city wide catchment.

Information from the NIBA throughout the process had indicated that they had 4 clubs affiliated to them, 1 from each area of the city. All of these clubs were located in areas that might perceived to be predominantly protestant. As of November 2018 the Council has been informed that 3 of these clubs have re-affiliated to the IABA and the 4th club had left the NIBA and were not affiliated to any governing body.

It is important to note that whilst clubs are situated in areas that may be perceived as being predominately made up of one community all clubs are open to everyone regardless of their community background and there is evidence that some clubs have members from outside their immediate area.

In the period 17/18 the IABA have reported the following growth in membership:

- 1 new club based in the East availed of the seeding grant
- 22 Clubs across the City indicated that they had seen an increase

	<p>in membership:</p> <ul style="list-style-type: none"> ○ 7 - North Belfast ○ 12 - West Belfast ○ 2 - South Belfast ○ 1 - East Belfast ● These clubs have reported 123 new members: <ul style="list-style-type: none"> ○ 58 - West Belfast ○ 28 - North Belfast ○ 15 - East Belfast ○ 22 - South Belfast <p>As part of its delivery of the initial action plans Belfast City Council commissioned a consultant to design and deliver a support programme for Belfast's boxing clubs linked to the Belfast Boxing Strategy. This was delivered in early 2016 and included a number of workshops one of which included a session on good relations. The good relations section defined what is meant by good relations, why it's important, how sport can play its part, what a club can do to embrace good relations and 3 guiding principles – fairness, inclusion, respect. This workshop was attended by representatives from 7 clubs and from the IABA.</p>																																																																																			
Political opinion	<p>No specific information was gathered in relation to this category but historically in Northern Ireland, there are connections between religious belief, political opinion and racial groups.</p>																																																																																			
Racial group	<p>Within the original baseline assessment (2012) and the review (2015), clubs were asked to provide information on which racial group their members, coaches and volunteers identified with. The table below shows the returns from the clubs and the changes in each category. It should be noted that 5 clubs did not respond to this question in 2015.</p> <p>The ethnicity of the members appears to be similar in both 2012 and 2015 studies with the exception of 6 clubs reporting members of mixed ethnic group. 10 clubs report in 2015 having coaches of Pakistani, Bangladeshi, Chinese, Irish Traveller, Black African, etc compared to just 3 clubs in 2012. 10 clubs report volunteers of non-white ethnicity in 2015 – no clubs reported any non-white volunteers in 2012.</p> <table border="1" data-bbox="411 1550 1423 2087"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Members</th> <th colspan="2">Coaches</th> <th colspan="2">Volunteers</th> </tr> <tr> <th>2012</th> <th>2015</th> <th>2012</th> <th>2015</th> <th>2012</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>White (majority)</td> <td>27</td> <td>24</td> <td>27</td> <td>21</td> <td>27</td> <td>17</td> </tr> <tr> <td>Indian</td> <td>3</td> <td>4</td> <td>1</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Pakistani</td> <td>4</td> <td>3</td> <td>0</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Bangladeshi</td> <td>0</td> <td>1</td> <td>0</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Chinese</td> <td>2</td> <td>1</td> <td>0</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Irish Traveller</td> <td>10</td> <td>10</td> <td>0</td> <td>2</td> <td>0</td> <td>2</td> </tr> <tr> <td>Black African</td> <td>6</td> <td>5</td> <td>1</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Black Caribbean</td> <td>0</td> <td>4</td> <td>1</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Black other, please specify</td> <td>0</td> <td>4</td> <td>0</td> <td>1</td> <td>0</td> <td>1</td> </tr> <tr> <td>Mixed ethnic group, please specify</td> <td>0</td> <td>6</td> <td>0</td> <td>1</td> <td>0</td> <td>1</td> </tr> </tbody> </table>		Members		Coaches		Volunteers		2012	2015	2012	2015	2012	2015	White (majority)	27	24	27	21	27	17	Indian	3	4	1	1	0	1	Pakistani	4	3	0	1	0	1	Bangladeshi	0	1	0	1	0	1	Chinese	2	1	0	1	0	1	Irish Traveller	10	10	0	2	0	2	Black African	6	5	1	1	0	1	Black Caribbean	0	4	1	1	0	1	Black other, please specify	0	4	0	1	0	1	Mixed ethnic group, please specify	0	6	0	1	0	1
	Members		Coaches		Volunteers																																																																															
	2012	2015	2012	2015	2012	2015																																																																														
White (majority)	27	24	27	21	27	17																																																																														
Indian	3	4	1	1	0	1																																																																														
Pakistani	4	3	0	1	0	1																																																																														
Bangladeshi	0	1	0	1	0	1																																																																														
Chinese	2	1	0	1	0	1																																																																														
Irish Traveller	10	10	0	2	0	2																																																																														
Black African	6	5	1	1	0	1																																																																														
Black Caribbean	0	4	1	1	0	1																																																																														
Black other, please specify	0	4	0	1	0	1																																																																														
Mixed ethnic group, please specify	0	6	0	1	0	1																																																																														

Within the original baseline assessment (2012) and the review (2015), clubs were asked to provide information on which nationality their members, coaches and volunteers identified with. The table below show the returns from the clubs and the changes in each category. It should be noted that not all clubs responded to this question.

	Members		Coaches		Volunteers	
	2012	2015	2012	2015	2012	2015
British (majority of members)	6	6	9	7	6	5
Irish (majority of members)	11	13	15	8	8	8
Northern Irish (majority of members)	1	-	-	-	1	-
Equal no of British and Irish Members	1	-	1	-	2	-
Other European member state (some members)	10	5	-	1	-	1
Other European country (not EU) state (some members)	0	4	-	1	1	1
Chinese (some members)	2	0	-	0	-	0
Asian (some members)	2	1	-	0	-	0
Other (some members)	4	4	3	0	-	0

During presentations from the IABA and NIBA at the Council meeting on 3rd January 2018 the following information was presented.

The IABA updated Members on work that was ongoing around equality and governance within the organisation and provided an update on 2 specific projects - 'Pathways to become an international boxer within Northern Ireland' (which is supported by GB Boxing) and a flags and emblems policy.

The NIBA highlighted issues around the fact that any clubs affiliated to them were not able to benefit from funding associated with the strategy as they are not recognised as a governing body by Sport NI and their boxers are denied the opportunity to represent Northern Ireland in tournaments other than at the Commonwealth Games.

The Council has also received various correspondence from one of the clubs affiliated to the NIBA including a section 75 complaint in July 2017. The complaint centered on the inability of clubs affiliated to the NIBA to apply for funding from Belfast City Council. In response to the complaint it was highlighted that 'Belfast City Council provides funding to clubs affiliated to sports governing bodies which are recognised by any of the Home Countries Sports Council. Currently, in the sport of boxing, these organisations are England Boxing, the Irish Athletic Boxing Association, Boxing Scotland and Boxing Wales'.

As of November 2018 the Council has been informed that 3 of these clubs have re-affiliated to the IABA and the 4th club had left the NIBA and were not affiliated to any governing body.

Age

The table below shows a comparison of the age profile from the assessments carried out on 2012 and 2015.

Members stop boxing aged 34 and members are classified as veterans from aged 35 and some may continue to be involved in clubs as coaches/volunteers or committee members.

Membership Breakdown	2012	2015	% increase/decrease
U11 Boys	340	578	+41%
U11 Girls	77	125	+38%
Junior Boys (11 to 16 yrs)	567	578	+2%
Junior Girls (11 to 16 yrs)	87	113	+23%
Senior Men (17 to 34 yrs)	452	444	-2%
Senior Women (17 to 34 yrs)	126	154	+18%
Veteran Men (35 yrs plus)	230	168	-37%
Veteran Women (35 yrs plus)	71	87	+18%
Other	49	45	-9%
Totals	1,999	2,292	+15%

Key observations are:

- Significant increases of 41% and 38% are recorded for membership in the U11 Boys and U11 Girls categories respectively.
- The numbers of Junior Boys and Senior Men has remained fairly static from 2012 to 2015 with a small reduction recorded in the number of Senior Men.
- The reported number of Veteran Men has decreased by 37%.

The 2015 review showed that through the Schools Non-Contact Boxing Programme, 33 Schools have been involved in the strategy as it has been delivered over the last three years. It found that 48,270 participant opportunities realised and that the schools involved included primary, secondary and special schools. Questionnaire feedback from schools rated the programme highly in terms of enjoyment, benefit to health and wellbeing and sporting role models.

In its programme delivery in 2017/18 the IABA had 872 participants on its non-contact boxing programmes from 23 schools across the city. This was broken down in 569 males and 303 females. The breakdown by sector was:

Irish medium – 1
Special – 2
Catholic Maintained – 15
Controlled – 5

The breakdown by area was:

North – 8
West – 8
East – 4
South – 3

Marital status	No specific information was gathered in relation to this category.																																																								
Sexual orientation	No specific information was gathered in relation to this category.																																																								
Men & women generally	<p>Traditionally boxing is seen as a male sport but there has been an increasing number of females taking up the sport and over the period of the strategy there has been a number of initiatives that have increased the profile of females in the sport including the introduction of females taking part in international competitions such as the Olympics.</p> <p>The table below shows a comparison of the membership profile from the assessments carried out on 2012 and 2015.</p> <table border="1" data-bbox="411 703 1385 1128"> <thead> <tr> <th>Membership Breakdown</th> <th>2012</th> <th>2015</th> <th>% increase/decrease</th> </tr> </thead> <tbody> <tr> <td>U11 Boys</td> <td>340</td> <td>578</td> <td>+41%</td> </tr> <tr> <td>U11 Girls</td> <td>77</td> <td>125</td> <td>+38%</td> </tr> <tr> <td>Junior Boys (11 to 16 yrs)</td> <td>567</td> <td>578</td> <td>+2%</td> </tr> <tr> <td>Junior Girls (11 to 16 yrs)</td> <td>87</td> <td>113</td> <td>+23%</td> </tr> <tr> <td>Senior Men (17 to 34 yrs)</td> <td>452</td> <td>444</td> <td>-2%</td> </tr> <tr> <td>Senior Women (17 to 34 yrs)</td> <td>126</td> <td>154</td> <td>+18%</td> </tr> <tr> <td>Veteran Men (35 yrs plus)</td> <td>230</td> <td>168</td> <td>-37%</td> </tr> <tr> <td>Veteran Women (35 yrs plus)</td> <td>71</td> <td>87</td> <td>+18%</td> </tr> <tr> <td>Other</td> <td>49</td> <td>45</td> <td>-9%</td> </tr> <tr> <td>Totals</td> <td>1,999</td> <td>2,292</td> <td>+15%</td> </tr> </tbody> </table> <p>Significant increases are noted in female membership at all age groups, reflecting female targeted initiatives. The review also found:</p> <ul style="list-style-type: none"> • Coaching, 16% of coaches are female. Whilst a gender split was not noted in 2012, the percentage of female coaches is close to the percentage of members that are female, which is 21%; female membership in 2012 was 18% of the total. • The number of volunteers (non-coaches) has jumped 64% from 2012, from 123 to 201. This represents an average of approximately 7 volunteers per club. Of particular interest is the increase in female volunteers, going from 3 in 2012 to 40 in 2015. Whilst this result is encouraging it's not clear what sort of tasks non-coaching volunteers carry out and the extent of their contribution to the clubs. It's noted there may be some confusion between coaches and volunteers – it is possible some clubs double counted. <p>There has also been an improvement in the facilities provided as the table below shows:</p> <table border="1" data-bbox="411 1888 900 2112"> <thead> <tr> <th colspan="3">No of clubs with facility</th> </tr> <tr> <th></th> <th>2012</th> <th>2015</th> </tr> </thead> <tbody> <tr> <td>Female changing</td> <td>8</td> <td>18</td> </tr> <tr> <td>Female showers</td> <td>9</td> <td>14</td> </tr> </tbody> </table>	Membership Breakdown	2012	2015	% increase/decrease	U11 Boys	340	578	+41%	U11 Girls	77	125	+38%	Junior Boys (11 to 16 yrs)	567	578	+2%	Junior Girls (11 to 16 yrs)	87	113	+23%	Senior Men (17 to 34 yrs)	452	444	-2%	Senior Women (17 to 34 yrs)	126	154	+18%	Veteran Men (35 yrs plus)	230	168	-37%	Veteran Women (35 yrs plus)	71	87	+18%	Other	49	45	-9%	Totals	1,999	2,292	+15%	No of clubs with facility				2012	2015	Female changing	8	18	Female showers	9	14
Membership Breakdown	2012	2015	% increase/decrease																																																						
U11 Boys	340	578	+41%																																																						
U11 Girls	77	125	+38%																																																						
Junior Boys (11 to 16 yrs)	567	578	+2%																																																						
Junior Girls (11 to 16 yrs)	87	113	+23%																																																						
Senior Men (17 to 34 yrs)	452	444	-2%																																																						
Senior Women (17 to 34 yrs)	126	154	+18%																																																						
Veteran Men (35 yrs plus)	230	168	-37%																																																						
Veteran Women (35 yrs plus)	71	87	+18%																																																						
Other	49	45	-9%																																																						
Totals	1,999	2,292	+15%																																																						
No of clubs with facility																																																									
	2012	2015																																																							
Female changing	8	18																																																							
Female showers	9	14																																																							

Female toilets	14	22
Male changing	19	24
Male showers	19	21
Male toilets	19	25

Within the first phase action plans there was an action: 'Work with the governing body to attract and train more females as coaches'. The review found that in 14/15 an Active Belfast Grant of £25k covered cost of Level 1 coaching course for 15 Co. Antrim females.

Through their delivery of their programme in 17/18 the IABA had the following gender breakdown for some of their activities:

- 1 of the 3 talent squads was for females
- 4 of the 13 boxers on elite gym membership are female
- 43 of the 113 participants were female
- 303 of the 872 participants on the schools' non-contact boxing programme were female
- 150 of the 492 participants in holiday camps were female
- 121 of the 780 participants at local events were female

Disability

In the original baseline assessment almost half of the clubs that responded (13) stated that they had at least one member who had a long standing illness, disability or infirmity and 8% of coaches have a long standing illness, disability or infirmity.

The review in 2015 did not provide comparison figures although it did find that 'Regarding disability access, the review evidences significant improvements with, for example, 11 clubs noting that their female changing has disability access in 2015 compared to 2 in 2012 (although 18 clubs have female changing) and that 41% of clubs offer disability sessions (this was not a category of activity noted in 2012).'

The following table shows the number of clubs that have facilities that are accessible for people with a disability.

	2012	2015
Female changing	2	11
Male changing	6	12
Male showers	5	10
Female showers	3	9
Male toilets	8	11
Female toilets	3	9
Weights room (separate)	-	7
Other room (e.g. office)	-	2

Within the first phase action plans there was an action: 'Work with the governing body to train coaches that can work with people with special needs' - the review found that in 14/15, 10 courses were

	<p>delivered as part of coach education and in 15/16 there was a Disability Inclusion course and an Intro to Autism & Sports Coaching course offered to boxing clubs. However the review found limited evidence of the number of boxing coaches with a disability coach education award or which clubs attended courses in Year 2 and Year 3.</p> <p>There is no specific information from the IABA's delivery of the programme in 17/18 about the number of participants who have a disability. Two of the schools involved in the non-contact programme were special schools.</p>
Dependants	No specific information was gathered in relation to this category.

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	<p>In the original screening of the strategy it was identified that there was potential for people from a Protestant community background to be differentially affected, in that the results of the baseline assessment showed that at that time the majority of boxing clubs in Belfast had a majority of their members from a Catholic background and that the majority of coaches were also from a Catholic background.</p> <p>The review of the implementation of the strategy in 2015 showed that although 62% of clubs said that their members were all or predominately from a Catholic background, this had dropped from 78% in 2012. There has also been a drop in the number of clubs who say that their coaches were all or predominately from a Catholic background.</p> <p>An analysis of the location of the clubs currently affiliated to the IABA show that the majority are based in areas that might be perceived to be</p>	Minor

	<p>predominately catholic. However it should be noted that in 17/18 a new club affiliated to the IABA that is based in East Belfast, in an area that might be perceived to be predominately protestant.</p> <p>It has also been noted that the 4 Belfast based clubs affiliated to the NIBA were located in an area that might be perceived to be predominately protestant. As the NIBA is not a recognised governing body by any of the Home Countries Sports Councils, clubs affiliated to it are only able to access limited support from the Council and this does not including funding. As of November 2018 the Council has been informed that 3 of these clubs have re-affiliated to the IABA and the 4th club had left the NIBA and were not affiliated to any governing body.</p> <p>The figures from the IABA's delivery of the non-contact boxing programme in schools show that 65% of the schools involved in the programme in 17/18 were from the Catholic maintained sector.</p> <p>Within the 18/19 action plan the IABA have identified that they are going to deliver a good relations programme to 180 participants, they are proposing to deliver this through their holiday camps.</p> <p>IABA have indicated that within their volunteer education events to be held in 2018/19 they will include Good Relations Training and update. This event will be targeted at all Belfast based clubs affiliated to them.</p>	
Political opinion	It is our belief based on the evidence that there would be no likely impact based solely on political opinion.	None
Racial group	<p>In the original screening of the strategy it was identified that there was potential for people from different racial groups to be positively impacted on, in that the research showed that clubs across Belfast had members from a range of racial groups and over a third of the clubs that responded to the baseline assessment had members from an 'Irish Traveller' background.</p> <p>However the majority of coaches were white and only 3 clubs had a coach who is a member of a different racial group and so at this level there was potential for people from different racial groups to be negatively impacted on.</p> <p>The review of the implementation of the strategy in</p>	Minor

	<p>2015 showed that the ethnicity of members appears to be similar to that in 2012. However there has been an increase in the number of clubs having coaches and volunteers from non-white ethnicity.</p> <p>See action relating to Good Relations training referred to in 'religious belief' section.</p>	
Age	<p>In the original screening of the strategy it was identified that there was potential for children and young people to be positively impacted on, in that the research showed that over half the current members of boxing clubs in Belfast were 16 and under.</p> <p>The review of the implementation of the strategy in 2015 showed that there has been a substantial increase in the membership of clubs of both U11 boys and girls. The other key change is that there has been a substantial drop in Veteran Men.</p> <p>A key action in the delivery of the strategy was the development of a Schools Non-Contact Boxing Programme. The 2015 review found that 48,270 participant opportunities had been realised through the delivery of the programme. In 17/18 the IABA had 872 participants from 23 schools across the city take part in the programme.</p> <p>Within the IABA's action plan for 18/19 they have several actions which are targeted at children including:</p> <ul style="list-style-type: none"> • To provide talent squads within Belfast for 11-14 year olds • To hold try it events and target 80 pupils • To run the schools non-contact programme and target 800 pupils • Host a Belfast Boxing open day and target 80 people who traditionally have no involvement with boxing including children and young people • To run a boxing holiday camp for children and young people targeting 180 participants 	Minor
Marital status	<p>It is our belief based on the evidence that there would be no likely impact based solely on marital status.</p>	None

Sexual orientation	It is our belief based on the evidence that there would be no likely impact based solely on sexual orientation.	None
Men and women generally	<p>In the original screening of the strategy it was identified that there was potential for women and girls to be differentially affected, in that the research undertaken demonstrated that the majority of clubs did not have facilities such as toilets and changing rooms for females. There was also the potential for positive impacts on females through the inclusion of try it events aimed specifically at this group and actions around encouraging females to become coaches.</p> <p>The review of the implementation of the strategy in 2015 showed that there has been a significant increases in female membership across all ages groups reflecting female targeted initiatives and the improvements in female facilities within clubs.</p> <p>Within the IABA's action plan for 18/19 they have several actions which are targeted at females including:</p> <ul style="list-style-type: none"> • To provide talent squads within Belfast for Girls 11-14 year olds • To hold try it events and target 80 pupils which will include females • To run the schools non-contact programme and target 800 pupils which will include females • Host a Belfast Boxing open day and target 80 people who traditionally have no involvement with boxing including females • To increase the number of females coaches 	Minor
Disability	<p>In the original screening of the strategy it was identified that there was potential for people with disabilities to be differentially affected, in that the research undertaken demonstrated that the majority of clubs did not have facilities such as toilets and changing rooms for people with a disability. There was also the potential for positive impacts on people with disabilities through the inclusion of try it events aimed specifically at this group.</p> <p>The review of the implementation of the strategy in</p>	Minor

	<p>2015 showed that there has been an increase in the numbers of clubs that have facilities that are assessable for people with a disability but there was no specific information around the number of members of boxing clubs with a disability. There was no specific information on disability within the participant information from the IABA's return for 17/18.</p> <p>Within the IABA's action plan for 18/19 they have several actions which are targeted at people with disabilities including:</p> <ul style="list-style-type: none"> • To hold try it events and target 80 pupils which will include people with disabilities • To run the schools non-contact programme and target 800 pupils which will include pupils from special schools • Host a Belfast Boxing open day and target 80 people who traditionally have no involvement with boxing including people with disabilities 	
Dependants	It is our belief based on the evidence that there would be no likely impact based solely on whether or not you have dependants.	None

Additional information from the IABA

The IABA have devised a Good Relation Programme which is called, "Boxing Better Together", which they have developed with the BCC Funds.

The marketing banners refer to "Diversity, Equality and Inclusivity"- this is to ensure that the programme was broad enough that we could cater for all aspects of Equality and all elements of the Section 75 Act including: religious belief, political opinion, racial group, age, marital status or sexual orientation, gender, persons with or without a disability and persons with or without dependants.

Over the past 2 years the equality work the IABA have delivered has touched on all these areas through our Good Relations Training Workshop- delivered by John Kremer "Us and them". John touches on all aspects of equality to include sexual orientation and racial groups and cultural backgrounds including the travelling community.

So in summary the IABA currently run a training programme that delivers on all aspects of equality through our "us and them" workshop, including sexual orientation and cultural backgrounds.

Please note that due to the IWG report in 2013, where the IABA had an incident of sectarian and racist behaviour at an event in St. Kevin's Hall, it was right and appropriate that our focus on the ground to date has been to target and market these events on to clubs and boxing club members from a CRN and PUL community backgrounds to promote messages of anti-sectarianism and anti-racism. The IABA

proactively and positively target the PUL Clubs to try and achieve higher representation from these clubs to ensure that the minority voice within our membership was adequately represented.

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	<p>Yes - Through the delivery of the IABA's action plan for 18/19 there are opportunities to better promote equality of opportunity within this Section 75 category. These include actions around the promotion of boxing among underrepresented groups and those who would traditionally have no involvement or exposure to the sport. This is likely to include people from a Protestant background. Within the 18/19 action plan the IABA have identified that they are going to deliver a good relations programme to 180 participants, they are proposing to deliver this through their holiday camp. They have also indicated that they will include Good Relations training and update within their volunteer education events. As part of these programmes they have the potential to examine how underrepresentation from the Protestant Community might be addressed.</p> <p>There are several actions around developing coaches and volunteers including offering Level 1 training courses and there will be opportunities to promote these among underrepresented groups such as people from a Protestant background.</p> <p>Within the IABA action plan they have actions around Try it days and Belfast Day of Boxing – within these actions there is opportunity to target these in areas not traditionally associated with boxing and this might include areas that</p>	

	<p>are perceived to be predominately Protestant.</p> <p>Within its delivery of the non contact boxing programme in schools there is potential for the IABA to target a greater number of schools from sectors other than the Catholic Maintained.</p>	
Political opinion		<p>No - It is our belief that there are no opportunities to better promote equality of opportunity as there is equal opportunity for a person of any political opinion to access the service. However historically in Northern Ireland, there are connections between religious belief, political opinion and racial groups.</p>
Racial group	<p>Yes - Through the delivery of the IABA's action plan for 18/19 there are opportunities to better promote equality of opportunity within this Section 75 category.</p> <p>Within the 18/19 action plan the IABA have identified that they are going to deliver a good relations programme to 180 participants, they are proposing to deliver this through their holiday camp. They have also indicated that they will include Good Relations training and update within their volunteer education events. As part of these programmes they have the potential to examine how underrepresentation such as people from different racial groups.</p> <p>There are several actions around developing coaches and volunteers including offering Level 1 training courses and there will be opportunities to promote these among underrepresented groups such as people from different racial groups.</p>	
Age	<p>Yes - Through the delivery of the IABA's action plan for 18/19 there are opportunities to better promote</p>	

	<p>equality of opportunity within this Section 75 category.</p> <p>These actions include the delivery of talent squads within Belfast for 11-14 year olds, the holding of try it events which will target 80 pupils and running the schools non-contact programme which targets 800 pupils.</p>	
Marital status		No - It is our belief that there are no opportunities to better promote equality of opportunity as there is equal opportunity for a person of any marital status to access the service.
Sexual orientation	Through the delivery of their Good Relations Training Programme there opportunities to better promote equality of opportunity within this Section 75 category.	
Men and women generally	<p>Yes - Through the delivery of the IABA's action plan for 18/19 there are opportunities to better promote equality of opportunity within this Section 75 category.</p> <p>These include actions around the promotion of boxing among underrepresented groups such as 'try it' events for females and working with the governing body to attract and train more females as coaches.</p>	
Disability	<p>Yes - Through the delivery of the IABA's action plan for 18/19 there are opportunities to better promote equality of opportunity within this Section 75 category.</p> <p>These include actions around the promotion of boxing among underrepresented groups such as 'try it' events for people with disabilities, working with special</p>	

	needs schools in the delivery of the non- contact boxing programme and train coaches who can work with people with special needs.	
Dependants		No - It is our belief that there are no opportunities to better promote equality of opportunity as there is equal opportunity for a person with or without dependants to access the service.

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	It is our belief based on the evidence that there would likely be a minor positive impact on people of differing religious beliefs in that the proposed actions will provide opportunity for the promotion of boxing among underrepresented groups and those who would traditionally have no involvement or exposure to the sport. This is likely to include people from a Protestant background. Actions include to develop and deliver a good relations programme as part of holiday camps and within volunteer education events. These could examine how underrepresentation from the Protestant Community might be addressed.	Minor
Political opinion	It is our belief based on the evidence that there would be no likely impact based solely on political opinion.	None
Racial group	It is our belief based on the evidence that there would likely be a minor positive impact on people of differing racial groups in that the proposed actions will provide opportunities to increase the number of people from differing racial backgrounds in the sport. Actions include to develop and deliver a good relations programme as part of holiday camps and within volunteer education events. These could examine underrepresentation from people of different racial groups might be addressed.	Minor

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	It is our belief that several of the proposed actions will provide opportunities to better promote good relations between people of different religious belief. These include the delivery of a good relations programme as part of holiday camps and within volunteer education events.	
Political opinion	It is our belief that several of the proposed actions will provide opportunities to better promote good relations between people of different political opinion. These include the delivery of a good relations programme as part of holiday camps and within volunteer education events.	
Racial group	It is our belief that several of the proposed actions will provide opportunities to better promote good relations between people of different racial groups. These include the delivery of a good relations programme as part of holiday camps and within volunteer education events.	

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

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

Explain your assessment in full

Within the IABA's action plan for 18/19 there are actions that provide an opportunity for the Council to better promote positive attitudes towards disabled people. These include:

- Host 'try it' events including some targeted at underrepresented groups such as people with a disability
- Deliver the non-contact boxing programme in special schools.

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

Explain your assessment in full

Within the action plans there are actions that provide an opportunity for the Council to actively increase the participation by disabled people in public life. These include:

- Host 'try it' events including some targeted at underrepresented groups such as people with a disability
- Deliver the non-contact boxing programme in special schools.

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
A series of performance indicators are attached to the IABA’s action plan for 18/19 and the data gathered as part of this will allow us to monitor the impact of the implementation of this strategy on equality, good relations and disability duties.	A series of performance indicators are attached to the IABA’s action plan for 18/19 and the data gathered as part of this will allow us to monitor the impact of the implementation of this strategy on equality, good relations and disability duties.	A series of performance indicators are attached to the IABA’s action plan for 18/19 and the data gathered as part of this will allow us to monitor the impact of the implementation of this strategy on equality, good relations and disability duties.

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened

Amateur Boxing Strategy for Belfast 2012-2022 - additional funding to IABA to deliver action plans for 17/18 & 18/19.

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

	* <u>Screened In</u> – Necessary to conduct a full EQIA
--	--

	* <u>Screened Out</u> – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
--	--

X	<p>* <u>Screened Out - Mitigating Actions</u> (minor impacts)</p> <ul style="list-style-type: none"> Provide a brief note here to explain how this decision was reached: The research undertaken in the development of the strategy showed that there was potential within the strategy to have an impact on several groups and actions were put within the strategy to address these. These included actions around hosting try it events and holding events to target people who traditionally would have no involvement or exposure to boxing. They also included the delivery of a good relations programme to Belfast based clubs. <p>The review of the implementation of the strategy in 2015 showed that there had been some positive outcomes in terms of impact on certain underrepresented groups including younger people and females. It also showed that whilst there was a new club in an area that could be perceived to be predominately Protestant there is still an underrepresentation from people who are from a Protestant background. The review also demonstrated that whilst there has</p>
---	--

been some work undertaken to make the sport more accessible to people with a disability including an increase in clubs with facilities that are accessible by a person with a disability there is still an underrepresentation in this area.

The monitoring of the participant data from the IABA delivery of the programme in 17/18 shows that whilst some work has been ongoing in targeting people from underrepresented groups there is potential to increase this work in several areas including among females, people with a disability and people from a Protestant background.

- Explain what mitigating actions and / or policy changes will now be introduced:

As a result of this screening we will ask the IABA in the delivery of actions in 18/19 that they increase their targeting of the identified underrepresented groups. We will also ensure that the targeting of any identified underrepresented groups is included within the delivery of future programmes. This will include them:

- delivering more try it events in areas that might be perceived as being predominately Protestant
- targeting a greater number of schools from sectors other than the Catholic Maintained sector
- in the actions around developing coaches and volunteers that they look at opportunities to promote these among underrepresented groups such as people from a Protestant background and from different racial backgrounds
- delivering more try it events for people with disabilities and working with more special needs schools
- training more coaches who can work with people with special needs
- continuing to deliver the actions around targeting females to increase the number of female members and coaches.

Through the delivery of the action plans there is the potential to have a positive impact on a number of groups including people with a disability, females and people from different racial groups and those from a Protestant background.

Formal Record of Screening Decision (cont)

Screening assessment completed by (Officer level) -

Name: Claire Sullivan

Date: 08/11/18

Department : City and Neighborhood Services

Signature: please insert a scanned image of your signature below



Screening decision approved by -

Name: Rose Crozier

Date: 08/11/18

Department : City and Neighborhood Services

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. 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
Equality & Diversity Officer
Belfast City Council
City Hall
Belfast
BT1 5GS
Telephone: 028 90270511
Gilmartins@belfastcity.gov.uk