

# 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](mailto: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 website<sup>1</sup>.

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.

---

<sup>1</sup> <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:-**

Request for a Permanent Plaque to Commemorate World War I Nurses

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

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

The Council's Strategic Policy and Resources Committee, at its meeting on 25<sup>th</sup> October, 2019 agreed to defer a request, which had been received from The Royal College of Nursing History of Nursing Network, to install a permanent plaque in the City Hall to commemorate the role of nurses during World War I, to the Party Group Leaders' Forum.

The Party Group Leaders' Forum at its meeting on 13<sup>th</sup> February, agreed that the matter should be considered, in line with the agreed Memorabilia Refresh Policy, by the Shared City Partnership.

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

*(What is the policy trying to achieve?)*

The Royal College of Nursing History of Nursing Network (HON) is made up of retired nurses who enjoy discovering and documenting local history in relation to the nursing profession.

The Network have been involved in a number of key projects and events, which have received wide spread interest and praise from the public and media, in conjunction with the WW I centenary events committee. Members have also gathered information on local nurses who had served during the Great War and produced a booklet entitled "Nurses Voices from WW I – The Northern Ireland Connection". An exhibition was also developed.

The Network have approached the Council to seek permission to erect a permanent plaque in the City Hall to recognize the role of those nurses who dedicated their lives to caring for casualties of WW I. The organisation has raised funds for the plaque and, if approved, the plaque will be made in similar design, size, format, font and text to other plaques in the City Hall to ensure continuity. The Network have also suggested that the following text be displayed:

**Presented to Belfast City Council by the Royal College of Nursing History of Nursing  
Network Northern Ireland**

**In tribute to the Nurses who dedicated their lives to caring for the casualties of WW I  
and to those who paid the ultimate sacrifice**

**Tradimus Lampada (translation "We carry the Torch")**

**Unveiled on ----- By -----**

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

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

|   |        |
|---|--------|
| Staff   | YES/NO |
| Service users                                       | YES/NO |
| Other public sector organizations                   | YES/NO |
| Voluntary / community groups / trade unions         | YES/NO |
| Others, please specify<br>Visitors to the City Hall | YES/NO |

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

The Council's Property Maintenance section have confirmed that there is a requirement to consult with/seek approval from Heritage and Planning.

## **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**

At its meeting on 24<sup>th</sup> November, 2017, the Strategic Policy and Resources Committee approved a City Hall Exhibition Refresh Policy, which reflects the principles shared between parties in reaching agreement on establishing the City Hall Exhibition. Those principles are also extended to any proposals for future changes and arrangements for mediation in respect of anything which may be politically contentious are included. As part of the process any proposals and reports dealing with any equality or good relations impacts are to be referred to the Shared City Partnership for consideration and which will be guided by the agreed principles within the Refresh Policy

In addition, in order to inform the assessment on paying due regard to the promotion of equality of opportunity and regard to the promotion of Good Relations, information from previous consultations, such as promoting a Good and Harmonious Working Environment and the Gender Action Plan 2018-21 were also utilised.

### **7. 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.*

*It is important to record information gathered from a variety of sources such as: monitoring information; complaints; research surveys; consultation exercises from other public authorities.*

| <b>Section 75 category</b> | <b>Details of evidence/information and engagement</b>  |
|----------------------------|--|
| Religious belief           | In terms of religion or religion brought up in, the 2011 Census indicates that 48.8% of Belfast residents are from a Catholic community background and 42.3% from a Protestant background. Christianity remains the main religion, with religious diversity reflected through Hindu, Sikh, Muslim, Buddhist and Jewish.<br><br>In the context of Northern Ireland there are correlations between political, religious and racial background. |
| Political opinion          | In the context of Northern Ireland there are correlations between political, religious and racial background.  |
| Racial group               | According to the Census 2011, 96.7% of Belfast's population is white. Just over 3% of the population are from an ethnic background. In the context of NI there are correlations between political, religious and racial background.  |
| Age                        | None – not relevant.   |
| Marital status             | None – not relevant.   |
| Sexual orientation         | None – not relevant.   |

|                         |   |
|-------------------------|---|
| Men and women generally | The most recent population estimate from NINIS, reveals that the population of the Belfast Local Government District at 30 <sup>th</sup> June 2017 was 340,220, of which 165,120 (48.5%) were male and 175,100 (51.5%) were female. |
| Disability              | None – not relevant.  |
| Dependants              | None – not relevant.  |

**8. What is the likely impact (indicate if the policy impact is positive or negative) on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? What is the level of impact?**

| Section 75 category     | Likely impact?   | Level of impact?<br>Minor/Major/None |
|-------------------------|--|--------------------------------------|
| Religious belief        | The information gathered, both demonstrates the complexity of some of the issues relating to characteristics listed under Section 75, however the information gathered demonstrates minor positive impact in relation to religious belief, political opinion, racial group and gender. | Minor/ positive                      |
| Political opinion       |  | Minor/ positive                      |
| Racial group            |  | Minor/ positive                      |
| Age                     |  |                                      |
| Marital status          |  |                                      |
| Sexual orientation      |  |                                      |
| Men and women generally |  | Minor/ positive                      |
| Disability              |  |                                      |
| Dependants              |  |                                      |

**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        | <p>The information gathered demonstrates and inter relationship between the protected characteristics listed under Section 75. In particular an action contained within the Gender Action Plan 2018-21 aims to consider the use of the new exhibition space to further promote/ tell stories of female role models and this proposal would achieve that aim.</p> <p>In addition, although no definitive information is available, it is acknowledged that approximately 210,000 men from the island of Ireland fought in the Great War and 49,000 of these men were killed and nurses from all sections of the community dedicated their lives to the care of WW I soldiers and veterans</p> |                        |
| Political opinion       |  |                        |
| Racial group            |  |                        |
| Age                     |  |                        |
| Marital status          |  |                        |
| Sexual orientation      |  |                        |
| Men and women generally |  |                        |
| Disability              |  |                        |
| Dependants              |  |                        |

**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?**

| Good relations category | Likely impact?  | Level of impact? Minor/Major/None |
|-------------------------|---|-----------------------------------|
| Religious belief        | <p>Good relations issues are conventionally understood to be between the two main communities in Belfast. Political representatives have not indicated that this decision to be relevant to good relations. However, it is acknowledged that men from both communities fought in the Great War. In addition, nurses from all backgrounds cared for those injured and sick soldiers and veterans regardless of religion, political opinion and race.</p> | Minor/ positive                   |

|                   |   |                 |
|-------------------|---|-----------------|
| Political opinion | “ | Minor/ positive |
| Racial group      | “ | Minor/ positive |

**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        | The organisers have requested that an event be held for the unveiling of the plaque and, raising awareness of the Council’s approach to an inclusive and diverse society may counter any perceived negative impact. |                        |

## 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?**

*Explain your assessment in full*

There are no opportunities within this decision to actively increase the participation by disabled people in public life.

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

*Explain your assessment in full*

There are no opportunities within this decision to actively increase the participation by disabled people in public life.

**14. Multiple Identities**

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

Not applicable.

## 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 |
|------------------------|------------------------|-------------------|
| Comments or complaints | Comments or complaints | Not applicable    |
|                        |                        |                   |

### Section D

#### Formal Record of Screening Decision

##### Title of Proposed Policy / Decision being screened

Request for Permanent Plaque to Commemorate World War I Nurses.

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)*

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

|   |  |
|---|--|
| x | * <b>Screened Out</b> – No EQIA necessary (no impacts)<br>The decision will have no negative impact on any Section 75 group. |
|---|--|

|  |  |
|--|--|
|  | <p>* <b><u>Screened Out</u></b> - Mitigating Actions (minor impacts)</p> <ul style="list-style-type: none"><li>• Provide a brief note here to explain how this decision was reached:</li><li>• Explain what mitigating actions and / or policy changes will now be introduced:</li></ul> |
|--|--|

**Formal Record of Screening Decision** (cont)

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

Name: Lisa McKee

Date: 3 March 2020

Department : Legal and Civic Services Department

Signature: please insert a scanned image of your signature below

**Screening decision approved by -**

Name: Sarah Williams

Date: 3 March 2020

Department: Legal and Civic Services 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](mailto: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 –

**Stella Gilmartin / Lorraine Dennis**

**Equality & Diversity Officer (*job-share*)**

**Belfast City Council**

**City Hall**

**Belfast**

**BT1 5GS**

**Telephone: 028 9027 0511**

**[equality@belfastcity.gov.uk](mailto:equality@belfastcity.gov.uk)**