



## **Derry City Council**

# **Statutory Equality Duties**

## **Policy Scoping and Screening Questionnaire**

Revised - September 2010

## Screening of New Policies

### Introduction and Guidance Notes

1.1 Section 75 of the Northern Ireland 1998 ("The Act") requires the Council in carrying out its functions, powers and duties to have due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with disability and persons without;
- between persons with dependants and persons without.

1.2 In addition, without prejudice to its obligations above, the Council shall in carrying out its functions, powers and duties have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The Council supports the principles of good relations: equity, respecting diversity and interdependence, and the development of relationships built on trust and respect.

1.3 As stated in its Equality Scheme, the Council intends to screen all of its policies (formal and informal), functions and roles in order to determine which would require a fuller equality analysis in the form of an impact assessment.

This questionnaire is aimed at providing a standardised, systematic approach to the policy scoping and screening exercise. A summary of this document will be made available to the Council's consultees and the general public, via the Council's web-site and in other formats, (upon request). This document may also be produced, in full, as part of consultations regarding Equality Impact Assessments.

1.5 When the Council is considering a new policy, it will determine whether the policy has the potential to have significant implications for equality of opportunity and/or good relations and if so will conduct a full impact assessment.

1.6 Where due limited quantitative and/or qualitative research data, it is not possible to establish the 'significance' of the equality impact, policies which score positively against any of the screening criteria should be designated for detailed impact assessment.

**Part 1: Policy Scoping**

1. Name of Policy: <b>Grant Aid Review and related documents</b>
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2. Please tick as appropriate

New Policy

Revised Policy

Corporate Policy

Departmental Policy

If Departmental, please specify which department; \_\_\_Development\_\_\_\_\_

3a. Please describe the aims of the policy:

The starting point for developing a sound, effective and relevant grant aid programme or indeed any other programme should be to consider what it would look like in an ideal world and then to determine to what extent this is achievable from the current position. The starting point must be to ask certain basic questions:

- What are Derry City Council's legal obligations in relation to grant aid and/or support for the community, arts and culture sectors?
- What obligations are placed on Council by external funders?
- What other priorities in relation to this sector does Derry City Council have?
- What does Council wish to achieve with grant aid?
- What activities, facilities or programmes should Council fund to achieve its desired outcomes?
- How will it measure the effectiveness of any funding provided to deliver Council's grant aid objectives?

3b. Are there any associated objectives of the policy? If so, what are they?

4. Are there any Section75 groups which might be expected to benefit from the intended policy? If so, explain how

Communities across the Council area, including those that are categorised into the Section 75 groups, could benefit from the intended policy.

5. Who initiated or wrote the policy?

Williamson Consulting was commissioned to carry out the review on behalf of the Development Department.

6. Who is responsible for the implementation of the policy?

This policy will be implemented by the Community Services Team, line managed by the Head of Culture, Leisure and Community Services.

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

If yes, are they

Financial

Legislative

Other, please specify \_\_\_\_\_

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

**Staff**

**Service Users**

**Other public sector organisations**

**Voluntary/Community/Trade Unions**

**Other, Please specify Residents in the Derry City Council area**

9. Is this policy associated with any other Council Policy(s)?

Yes

No

If yes, please state the related policy(s) below.

Council's Corporate Plan 2011-2015

Community Support Plan 2012-2015

Council Corporate Scorecard

10(a). How does the policy contribute towards the achievement of the Council's strategic objectives?

The Corporate Strategy sets out four strategic themes which must underpin any plans for grant aid.

The implications of these are considered in each of the points below:

Leadership – Council has a lead responsibility for the community sector and needs to influence the policies and practice of other public sector organisations, and ideally other funders, to ensure that resources are utilised in the most effective manner. This is wholly compatible with the

recommendations set out in the current Community Support Plan however, to be most effective in this task, Council must show that it is being strategic in how it utilises its own grant aid, effectively providing a model for others to support those things that are most in line with Council's future plans, clearly identified needs and wider regeneration priorities. Future Grant Aid must be strategic, lead by a shared understanding of local needs and priorities and should influence other funders.

Funding and resources – Council recognises that resources are increasingly constrained while citizens' expectations are growing. This clearly requires excellent use to be made of limited grant aid and grants must address clearly identified needs and ensure cost effectiveness in terms of outcomes and usage. This places a requirement on Council to review the sustainability of its current funding arrangements, long term funding, Service Level Agreements and collaborative funding arrangements to ensure that all of these are working most effectively. Grant Aid must only fund projects and activities which are needed, cost effective and efficient and a culture of challenge and review should be integral to such funding.

Capacity building – community structures and provision have changed dramatically over the last few years and will continue to be increasingly professional and competitive. Council wishes to ensure that the groups and projects it funds are equipped with the necessary skills and expertise to deliver modern community based provision which is relevant to changing needs, of high quality and sustainable.

Service delivery – this focuses on performance management and customer satisfaction among other areas. Service delivery can only be truly effective in grant aid terms if it is based on sound understanding of local needs which in turn can only come from an appropriate process to facilitate local people identifying and prioritising need. This in turn can lead to sound customer satisfaction however the process needs to be proactively managed by Council. Local communities must be involved in determining local needs and excellent communication should ensure and understanding of how funding is utilised.

Organisational effectiveness – within this theme, the administration of grant aid must be undertaken in a way which is adequate to address accountability and probity yet at the same time must be efficient in use of staff and elected members' time. Grant aid mechanisms must use officers' and elected members' time wisely and sparingly.

**10(b). What outcome do we want to achieve with this policy (and for whom)?**

This policy seeks to develop a sound, effective and relevant grant aid programme, for Derry City Council. The beneficiaries of which will largely be groups from the community and voluntary sector in the Council area and beneficiaries of the funded projects.

**11. How does the Council interface with other bodies in relation to the implementation of this policy?**

Council will interface with relevant statutory agencies, community and voluntary groups and other public bodies in the implementation of this review.

## 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.

<b>Section 75 category</b>	<b>Details of evidence/information</b>
<b>Religious belief</b>	Derry City Council policy states that Grant Aid cannot be used to further any particular religious belief, However, it noted in the Council's Audit of Inequalities 2012, one of the findings of Council's Household Survey 2011 was that 5% of respondents felt that Council's grant aid allocation benefitted one community more than the other and respondents felt that more community involvement in the process may help towards perceived equality.
<b>Political opinion</b>	The political make-up of Derry City Council is: SDLP 14, Sinn Fein 10; DUP 5; UUP 1. Derry City Council policy states that Grant Aid cannot be used to further any particular political opinion, although anecdotal evidence suggests that grant aid is accessed by people regardless of their political affiliation.
<b>Racial group</b>	Out of 63 applications to the Main Grant in the year 2013/14, 17 (27%) of which were awarded funding, only 2 (3%) came from groups that work on behalf of ethnic minority communities, and neither were successful. On the presumption that groups working on behalf of particular racial groups would be more likely to apply to the Good Relations fund, we have analysed the most recent tranche of Good Relations funding. Out of 66 applications to DCC Good Relations Grant Aid, a total of 7 (11%) were from groups that work on behalf of ethnic minority communities, 4 (4.5% were awarded funding).
<b>Age</b>	Groups / projects with beneficiaries from across the age spectrum have applied to DCC funding in recent years. For example in 2013/14, 15 applications (24%) were from organisations representing a particular age group (youth, 50+ etc) or groups intending to undertake projects with an age focus.
<b>Marital status</b>	<b>NONE</b>
<b>Sexual</b>	The main grant programme only received one application from a group that sought to work with the LGBT community. The application was

<b>orientation</b>	unsuccessful.
<b>Men and women generally</b>	DCC's Grant Aid programme includes a Womens Development Programme. Out of 63 applications, 5 (8%) were to the Women's Development programme, 1 of which was funded. (1.6%) There is no specific fund for the promotion of Men's development. No applications to Main Grant were received from Men's groups.
<b>Disability</b>	Out of 63 applications to the Main Grant in the year 2013/14, 6 (10%) were from groups that work in the field of disability. 3 of those applications (5%) were awarded funding.
<b>Dependants</b>	Out of 63 applications to the Main Grant in the year 2013/14, 5 (8%) were from groups / projects that work with families with children. 4 of those applications (6%) were awarded funding.

### 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

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
Religious belief	Respondents to the Household Survey 2011 felt that more community involvement in the process may help towards perceived equality. Proposals outlined in this review will give the community a greater role in the allocation of funding and positively impact this grouping.
Political opinion	<b>NONE</b>
Racial group	Increased community involvement and a targeted approach to building the capacity of underrepresented groups would assist in raising the profile of DCC Grant Aid among ethnic minority communities. This will be carried out in working with the Community Relations Team, within the Community Services Section.
Age	Proposals outlined in this review will give the community a greater role in the allocation of funding and could positively impact this grouping.



Marital status	<b>NONE</b>
Sexual orientation	Proposals outlined in this review will give the community a greater role in the allocation of funding and could positively impact this grouping.
Men and women generally	Proposals outlined in this review will give the community a greater role in the allocation of funding and could positively impact both men's and women's development.
Disability	Proposals outlined in this review will give the community a greater role in the allocation of funding and could positively impact this grouping.
Dependants	<b>NONE</b>

## 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.

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**

The policy has no relevance to equality of opportunity or good relations.

- a) 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
<b>Religious belief</b>	The proposals outlined in this document recognise the value of fully engaging the local community to ensure that grant aid is provided in response to clearly identified local needs and priorities. All sections of the community would be included in this process, ensuring Section 75 representation.	Minor
<b>Political opinion</b>	The proposals outlined in this document recognise the value of fully engaging the local community to ensure that grant aid is provided in response to clearly identified local needs and priorities. All sections of the community would be included in this process, ensuring Section 75 representation.	Minor
<b>Racial group</b>	The proposals outlined in this document recognise the value of fully engaging the local community to ensure that grant aid is provided in response to clearly identified local needs and priorities. All sections of the community would be included in this process, ensuring Section 75 representation.	Minor
<b>Age</b>	The proposals outlined in this document recognise the value of fully engaging the local community to ensure that grant aid is provided in response to clearly identified local needs and priorities. All sections of the community would be included in this process, ensuring Section 75 representation.	Minor
<b>Marital status</b>	None	None

<b>Sexual orientation</b>	The proposals outlined in this document recognise the value of fully engaging the local community to ensure that grant aid is provided in response to clearly identified local needs and priorities. All sections of the community would be included in this process, ensuring Section 75 representation.	Minor
<b>Men and women generally</b>	None	None
<b>Disability</b>	The proposals outlined in this document recognise the value of fully engaging the local community to ensure that grant aid is provided in response to clearly identified local needs and priorities. All sections of the community would be included in this process, ensuring Section 75 representation.	Minor
<b>Dependants</b>	The proposals outlined in this document recognise the value of fully engaging the local community to ensure that grant aid is provided in response to clearly identified local needs and priorities. All sections of the community would be included in this process, ensuring Section 75 representation.	Minor
<b>2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?</b>		
<b>Section 75 category</b>	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
<b>Religious belief</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding Programme.	

<b>Political opinion</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding Programme.	
<b>Racial group</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding Programme.	
<b>Age</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding Programme.	
<b>Marital status</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding Programme.	
<b>Sexual orientation</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding Programme.	
<b>Men and women generally</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding Programme.	
<b>Disability</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding Programme.	
<b>Dependants</b>	Equality of Opportunity for all Section 75 groups will be promoted through this policy, through community engagement and ownership of the Area Based Funding	

	Programme.	
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<b>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</b>		
<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact minor/major/none</b>
<b>Religious belief</b>	Good Relations will be a key factor in the implementation of the Grant Aid Review and the Good Relations Team will be integral to the implementation of this policy.	Minor
<b>Political opinion</b>	Good Relations will be a key factor in the implementation of the Grant Aid Review and the Good Relations Team will be integral to the implementation of this policy.	Minor
<b>Racial group</b>	Good Relations will be a key factor in the implementation of the Grant Aid Review and the Good Relations Team will be integral to the implementation of this policy.	Minor

<b>4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>		
<b>Good relations category</b>	<b>If Yes, provide details</b>	<b>If No, provide reasons</b>
<b>Religious belief</b>	There are opportunities to better promote good relations between people of different religious belief, political opinion or racial group in the delivery of this Grant Aid review, through ensuring that Good Relations is an integral part of the implementation	

	of the policy. Groups funded through future grant aid will be expected to adhere to good relations good practice.	
<b>Political opinion</b>	There are opportunities to better promote good relations between people of different religious belief, political opinion or racial group in the delivery of this Grant Aid review, through ensuring that Good Relations is an integral part of the implementation of the policy. Groups funded through future grant aid will be expected to adhere to good relations good practice.	
<b>Racial group</b>	There are opportunities to better promote good relations between people of different religious belief, political opinion or racial group in the delivery of this Grant Aid review, through ensuring that Good Relations is an integral part of the implementation of the policy. Groups funded through future grant aid will be expected to adhere to good relations good practice.	

## **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).*

None identified

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



### Part 3. Screening decision

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

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. Please provide details

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

Officers have decided to conduct an equality impact assessment to ensure that the Grant Aid Review is fully compliant with Section 75 legislation. The Grant Aid Review is a policy which will have impacts on communities across the Council area, and officers believe that it is important to fully assess the impact on equality of communities affected.

#### Part 4: 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.

#### Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Carol Stewart	Community Relations Officer	30/10/13
Approved by:		
<i>Barry O'Hagan</i>	Head of Culture, Leisure + Community Services	22/11/13

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.