

Laganside Corporation

Section 75, Northern Ireland Act (1998)

Annual Equality Impact Assessment
Monitoring Report
2002

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Appendices:

Appendix 1 – Laganside Designated Area Map

Executive Summary

- A. Laganside Corporation is a non-departmental public body created by the Laganside Development (Northern Ireland) Order 1989. The Corporation is a small organisation whose parent department is the Department for Social Development.
- B. The Corporation's objective is to secure the regeneration of its 'designated' area (Appendix 1).
- C. The Corporation has been designated as a "public authority" within Section 75 (3) (b) of the Northern Ireland Act (1998) and as such was required to produce an Equality Scheme. The Equality Commission approved the Corporation's Equality Scheme in August 2001.
- D. The Corporation's Equality Scheme set out a timetable for carrying out Equality Impact Assessments (EQIAs) on the 8 policies identified through the Equality Commission's screening process.
- E. The Corporation has completed EQIAs on 7 policies, with the final EQIA nearing completion. All EQIAs carried out by the Corporation have been progressed to timetable using the process set out by Equality Commission guidance.
- F. The Corporation has a duty to monitor any adverse impact of policies adopted by the Corporation on the promotion of equality of opportunity and to publish the results of such monitoring.
- G. On completion of the EQIAs undertaken to date, the Corporation did not establish any adverse impact of its policies on the promotion of equality of opportunity.
- H. Nevertheless, the Corporation regards monitoring its policies integral to the way it operates and hence has committed to undertaking a number of monitoring

actions for each policy as set out within the appropriate EQIA report. Further details of monitoring progress for each policy are contained under the appropriate heading in the main body of this report.

- I. Monitoring has not shown that any policy, which was equality impact assessed, results in greater adverse impact than predicted.

- J. This report is the first annual EQIA Monitoring Report produced by the Corporation.

Background

1. Laganside Corporation was created by the Laganside Development (Northern Ireland) Order 1989 which came into operation in May 1989. The Corporation is a small organisation, whose parent Department is the Department for Social Development. The Object and Powers of the Corporation are described in Part III of the Order as follows:
2. The Object of the Corporation shall be to secure the regeneration of the designated area. See Appendix 1 for a map showing the Laganside Corporation designated area.
3. The Object is to be achieved in particular by the following means:
 - a. by bringing land and buildings into effective use.
 - b. by encouraging public and private investment and the development of existing and new industry and commerce.
 - c. by creating an attractive environment.
 - d. by ensuring that housing, social, recreational and cultural facilities are available to encourage people to live and work in the area.
4. Within this legislative context the aims of the Corporation are set out in its current Corporate Plan as:
 - ◆ Secure the regeneration of the Laganside area within an agreed strategy for the regeneration of Belfast.
 - ◆ Commit to the principles of equality of opportunity enacted by Section 75 of the Northern Ireland Act 1998.
 - ◆ Provide significant long-term economic, social and recreational benefits for the citizens of Northern Ireland.
 - ◆ Engage and secure the participation of local communities in the regeneration of the Laganside area.
 - ◆ Contribute to the development of a positive international image of Belfast leading to increased investment, and encouraging tourism.

5. Section 75 of the Northern Ireland Act (the Act) requires the Corporation in carrying out its functions 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 a disability and persons without.
 - ◆ Between persons with dependents and persons without.

6. In addition and without prejudice to its obligation above the Corporation shall, in carrying out its functions, have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

7. Schedule 9 of the Act requires the Corporation to set out in an Equality Scheme how it proposes to fulfil the duties imposed by Section 75. The Equality Commission approved the Equality Scheme for Laganside Corporation in August 2001. The Equality Scheme sets out the arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by Laganside Corporation on promotion of equality of opportunity.

8. The approved Equality Scheme sets out the Screening process adopted by the Corporation which followed Equality Commission guidance at that time.

9. The Corporation considered the impact of each policy, current at that time, on equality of opportunity in terms of the nine categories listed at Section 75 of the NI Act. For each policy the following criteria were applied:
 - a. Is there any evidence of higher or lower participation or uptake by different groups within the nine categories?
 - b. Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular main policy area?

- c. Is there an opportunity to better promote equality of opportunity or good relations by altering policy, or working with others in Government or the community at large?
- d. Have consultations in the past with the relevant representative organisations or individuals within groups indicated that policies create problems that are specific to them?

10. It was clear that not every policy would necessarily have a significant impact in terms of all the nine categories. Initial consideration of the policies in terms of possible impact on equality resulted in eight policies being identified for EQIA.

11. The Corporation committed to carrying out the EQIAs during the first three years of the Equality Scheme. In prioritising policies for EQIA, i.e., deciding the sequence in which impact assessments would be carried out, the Corporation used the following criteria:

- Relevance to social need
- Number of people potentially affected by the policy
- Effect of policy on people's daily lives
- Scale of expenditure incurred by the policy

12. The timetable for impact assessments was determined as:

Year 1	The Extension of Community Participation policy. Provision of Managed Workspace in Cathedral Quarter for Arts, Cultural and Community groups policy.
Year 2	The Public Art policy. The Facilitation and Encouragement of Events policy. The Employment policy
Year 3	Promotion of the Use of the River Lagan policy. The Procurement policy The Provision of Physical Infrastructure policy.

13. The EQIAs timetabled for Years 1 and 2 have been completed and reports are available. EQIA reports for both The Procurement policy and The Provision of Physical Infrastructure policy are available. The Corporation is currently progressing the EQIA report for The Promotion of the River Lagan policy and expect to release this report by Spring 2003.

14. The Corporation wishes to take this opportunity to thank all consultees for their comments received during, and after, the various EQIA consultation periods.

The Extension of Community Participation policy

(EQIA report advertised 14th Jan '02)

'Effective and sustainable regeneration requires community participation to ensure long term economic, social and recreational benefits for the citizens of N. Ireland'.

1. Baseline Data - Laganside Corporation will consider baseline data supplied by the Northern Ireland Statistics & Research Agency (NISRA) on the Laganside community if and when it becomes available.

Ongoing – awaiting results of 2001 Census

2. Laganside Corporation Awareness & Attitude Survey - Laganside Corporation will review monitoring the Community policy.

Ongoing

3. Community Event Grants Application Criteria Review – Laganside Corporation will review the Community events/grants process.

Ongoing – review of process currently in progress

4. Pre-employment Training Programmes – Laganside Corporation will continue to support pre-employment recruitment courses directly relating to jobs in the Laganside area as relates to the Laganside Corporation New TSN action plan.

*Ongoing –New TSN progress report available on Corporation's website:
www.laganside.com*

5. Communication Assessment – Laganside Corporation will monitor/assess annually the distribution performance of Laganlines.

Ongoing

6. Monitor any equality of opportunity complaints which may result from the implementation of this policy.

Zero equality complaints received to date.

Provision of Managed Workspace in Cathedral Quarter for Arts, Cultural and Community groups policy.

(EQIA report advertised 14th Jan '02)

'Laganside, where considered necessary to retain and enhance arts, cultural and community activity in Cathedral Quarter, will seek to ensure provision of appropriate work space accommodation'

1. Laganside Corporation will monitor the turnover rate of occupation of the managed workspace accommodation.

To date no tenant has terminated their 5-year lease for the accommodation.

2. The process for selecting occupants to managed workspace accommodation will be monitored and reviewed if necessary and appropriate.

Laganside will advertise the accommodation if vacancies arise.

3. Monitor any equality of opportunity complaints which may result from the implementation of this policy.

Zero equality complaints received to date.

The Public Art policy

(EQIA report advertised 24th June '02)

'Laganside considers the provision of public art is an integral aspect of a regeneration strategy which seeks to create distinctive and memorable public places which are the setting for private investment and for residential, commercial and leisure activity'.

1. Community Involvement – Monitor community involvement

Community involvement ongoing

2. Community Involvement – Consider how best to capture information, e.g., using the Awareness and Attitude Survey.

Ongoing action

3. Art Content – Keep under review the criteria for the selection of artworks.

Ongoing action

4. Artist Selection Process – Keep under review the criteria and process for selecting artists.

Ongoing action

5. Artist selection Process – Await the outcome of the voluntary monitoring system put in place by the Arts Council.

Ongoing action

6. Arts Advisory/Selection Panels – Keep under review the roles of the Panels.

Ongoing action

7. Review the outputs of the Public Art Strategy

ongoing

8. Monitor any equality of opportunity complaints which may result from the implementation of this policy.

Zero equality complaints received to date.

9. Review the Arts Trail leaflet.

New Arts Trail completed Nov/Dec 2002. Continually reviewing.

The Facilitation and Encouragement of Events policy

(EQIA report advertised 24th June '02)

'Laganside Corporation will promote events which are socially inclusive and help educate the public as to new areas of recreational opportunity in the Laganside area, as well as encouraging both local community and general public involvement in Laganside'.

1. Monitor the financial sponsorship process

Ongoing – one change to process, the Corporation will now sponsor an event up to 5 times. After this the event must provide additionality or change significantly to warrant support.

2. Keep criteria for financial sponsorship under review

Ongoing – no changes

3. Monitor any equality of opportunity complaints which may result from the implementation of this policy

Zero equality complaints received to date.

The Procurement Policy

(EQIA report advertised 30th September '02)

'Corporation procurement is carried out in accordance with EU legislation and best public sector practice'.

1. Monitor equality of opportunity complaints resulting from the implementation of this policy.

Zero equality complaints received to date.

2. Be guided by the outcomes of appropriate Procurement Service/Department of Finance and Personnel equality impact assessments.

Ongoing

The Provision of Physical Infrastructure policy

(EQIA report advertised 30th September '02)

'Laganside will undertake and provide physical infrastructure works within its designated area which will address environmental and physical constraints impeding regeneration and provide the setting which will attract private investment and development'.

1. Monitor equality of opportunity complaints resulting from the implementation of this policy.

Zero equality complaints received to date.

2. Be guided by the outcomes of appropriate Planning Services' equality impact assessments

Planning Service is a function within Dept of the Environment. The Department's Equality Scheme was approved by the Equality Commission in February 2001.

Ongoing

3. Consider how best to capture information, e.g., through the Awareness an Attitude survey.

Ongoing

4. Continue monitoring use of the Laganside Pathways via the Pathways survey

*Pathway Survey carried out in 2002, results being processed.
Laganside undertakes the Survey, which involves counts and questionnaires, every two years*

5. Monitor infrastructure progress against appropriate Corporate Plan targets.

Ongoing

Employment Policy

(EQIA report advertised 17th October '02)

'The Corporation will provide equality of opportunity for all job applicants and for its staff'.

1. Keep under review the Employment policy and associated policy statements.

Ongoing

2. Update the Employment policy and appropriate policy statements in the Corporation's Annual Report, Corporate Plan and Staff Handbook.

Completed for Staff Handbook. Appropriate amendments to Corporation's Annual Report and Corporate Plan will occur prior to publication of these documents in 2003.

3. Continue monitoring the workforce as required.

Ongoing –Fair Employment annual monitoring return due to be sent to Equality commission by 1st May 2003.

4. Monitor any equality of opportunity complaints which may result from the implementation of this policy.

Zero equality complaints received to date.

5. Seek advice from statutory bodies where appropriate.

Ongoing – as need arises.