



# Laganside Corporation

Section 75, Northern Ireland Act (1998)

Annual Equality Impact Assessment  
Monitoring Report  
2004

## **Contents**

	Page
Executive Summary	3
Background	5
The Extension of Community Participation policy	10
Provision of Managed Workspace in Cathedral Quarter for Arts, Cultural and Community Groups policy	13
The Public Art policy	14
The Facilitation and Encouragement of Events policy	16
The Procurement policy	17
The Provision of Physical Infrastructure policy	18
The Employment policy	19
The Use of the River Lagan policy	20

### **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 (Map attached as 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 all 8 policies. All EQIAs carried out by the Corporation have been completed to the timetable set out in the approved Equality Scheme 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, the Corporation did not establish any adverse impact of its policies on the promotion of equality of opportunity.
- H. Nevertheless, the Corporation regards the monitoring of 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 third 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:
  - ◆ To secure the regeneration of the Laganside designated area to the stage where private sector development and investment will continue without major public intervention
  - ◆ To provide significant long-term economic, social and recreational benefits for the citizens of Belfast and Northern Ireland
  - ◆ To support initiatives in the designated area that target social need in adjoining communities
  - ◆ To contribute to the enhancement of Belfast's international reputation through engagement with key stakeholders and effective communication with key audiences
  - ◆ To operate within the principles of equality and human rights
  - ◆ To set best practice in urban regeneration and sustainable development.

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 available at that time.
  
9. The Corporation considered the impact of each policy 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. The results from the above screening exercise are set out below, where an 'x' indicated that there may be possible impact:

	a.	b.	c.	d.
Infrastructure Provision		X		
River Use	X	X	X	
Grants for physical works				
Land Disposal				
Events Policy				X
Arts Policy		X	X	X
Community Participation	X	X	X	X
Managed Work Space				

11. It was clear that not every policy would necessarily have a significant impact in terms of all the nine Section 75 categories. The resulting equality impact assessments of the policies concentrated on the categories identified in the table below where possible impact had been established in the initial consideration, indicated by an 'x'.

	Religion	Political opinion	Gender	Race	Disability	Age	Marital Status	Dependants	Sexual orientation
Infrastructure Provision					X				
River Use					X				
Grants for physical works									
Land Disposal									
Events Policy	X	X							
Arts Policy	X	X		X	X				
Community Participation	X	X	X	X					
Managed Work Space									

12. In prioritising policies for impact assessment i.e. deciding the sequence in which equality 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

13. 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.

\* Although this policy showed no score on either table A or table B it was a recent policy and the Corporation considered that it should be one of the first to undergo the EQIA procedure.

14. The EQIAs timetabled have been completed and reports are available.

15. 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 14 Jan '02)

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

- 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.

*During initial discussions with NISRA, the Corporation was advised that data based on census information would be difficult to determine due to the small geographical size of the Corporation's designated area (approx 200 hectares).*

*'Local communities' for Laganside, in the strict sense of the term, could logically mean those within the designated area. However, Laganside has taken a wider view and has extended the definition of 'Laganside community' to include the residents and the public, private, voluntary and community sectors, based in the 14 wards in and adjacent to the Laganside designated area.*

*Laganside contributed to the following consultation documents and is awaiting the publication of findings/recommendations:*

*"The Way forward Towards an Anti-poverty Strategy " (OFMDFM)*

*"Northern Ireland Multiple Deprivation Measures" (NISRA), based on 2001 census.*

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

*In 2004 Laganside undertook a detailed qualitative research involving 12 focus groups. This allows Laganside to impact on strategy and it is also flexible, i.e., can explore point further rather than relying on statistics. The main objective of the group discussion programme is to assess attitudes to Laganside and the work it does.*

*Key areas of study for Community Policy:*

- *Employment and employability benefits*
- *Bringing communities together*
- *Laganlines*
- *Communication*

*Overall the findings were very positive. Key findings concerning local community were;*

- *Laganside is neutral area*
- *Economic benefits and employment not seen as Laganside's role, but are benefits as a result of Laganside's work*
- *Greater retail provision and less emphasis on office space may be more beneficial to local unemployed.*

- *Laganlines is exactly what the community want, however still low recognition.*
  - *Believe communication to be an issue, want to be communicated via TV.*
- Community Event Grants Application Criteria Review – Laganside Corporation will review the Community events/grants process.

*Laganside has a strategic objective to ‘support appropriate initiatives, directly related to the Laganside area that address the needs of and benefit the Laganside community’. The new Community Grant Scheme operates from April 2004 to March 2006. The criteria has been equality-proofed. The scheme consists of two grant programmes, namely The Community Led Regeneration Grant (offering grants up to max £50K/annum and The Community Activity Grant (offering grants up to max £350/project).*

*The following statistics relate to the new Laganside Community Grant Scheme for the period April 04 – Dec 04:*

*Community Led Regeneration Grant: Of the 21 applicants which applied, 18 were offered Grants and 2 require more information. 1 was not successful as it did not satisfy the judging criteria.*

*Community Activity Grant: Of the 49 projects which applied, 41 were offered Grants and 8 were not successful as they did not satisfy the judging criteria for the reasons stated below:*

<b>Community Activity Grant Reason for rejection</b>	<b>Number of applications unsuccessful (8)</b>
<i>Activity not in Laganside area</i>	1
<i>Application not received 10 working days before event</i>	3
<i>Applicant failed to respond to request for more information</i>	1
<i>Activity not deemed to be of benefit to the Laganside Local Community</i>	2
<i>Applicant not from Laganside’s 14 wards</i>	1

- 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.

*Through its new Community Grant Scheme, the Corporation has supported and offered funding for 4 no. pre-employment projects directly relating to employment opportunities arising in the Laganside area. Laganside is actively involved in each of the projects and each of the projects has clear measurable targets. The projects are distributed throughout Belfast and focus on engaging those unemployed residents, particularly long term unemployed, from the Laganside 14*

wards. *Belfast GEMS Language for Work* is specifically designed for those who do not have English as their first language. The projects are;

- *Language for Work, Belfast GEMS*
- *Shankill JACs Link to Laganside, Impact Training*
- *Oasis Job Ready Employability Programme, Oasis Caring in Action*
- *North Belfast Employment Matching Service, North Belfast Partnership*

*In addition, Laganside has given support to the following programmes:*

- *Switch on to Employment (Belfast GEMS 4 Schools Project)*
- *HBOS/Belfast GEMS Employability Skills Programme*
- *Northbrook Technolog/Belfast GEMS Employability Skills Programme*

*New TSN Action Plan 2003 – 04 available on Corporation’s website: (note awaiting official guidelines from OFMDFM to update Action Plan).*

[www.laganside.com](http://www.laganside.com)

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

*Ongoing action. Mailout list reviewed prior to distribution to ensure all appropriate groups included. After distribution, mailout lists assessed using returned Laganlines with addresses altered where appropriate.*

- *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 14 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'.*

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

*Ongoing monitoring with managing agents. During the period this report covers no changes were recorded.*

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

*Vacant space is advertised to determine interest in the spaces available.*

- 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 24<sup>th</sup> 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'.*

- Community Involvement – Monitor community involvement

*There has been community engagement with one art installation 'Post-cards'.*

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

*The 2004 qualitative study involved 12 focus groups made up from the local community, general public, river users/non users and business. Key findings regarding Public Art were:*

- *Good knowledge of art – Bigfish most widely known*
- *Limited knowledge of the art trail*
- *Art seen as positive but must be tasteful and relevant to the area.*

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

*No change to criteria.*

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

*No change to criteria.*

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

*Ongoing – not aware of release of statistics from Arts Council yet.*

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

*No change*

- Review the outputs of the Public Art Strategy

*Belfast City Council Culture and Arts Department are now using Laganside's Art Strategy as a model of best practice to influence a Belfast City Public Arts Strategy.*

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

*Zero equality complaints received to date*

- Review the Arts Trail leaflet.

*An updated Arts Trail leaflet was released during 2004, a large print version is available. A Talking Tour is also available using headsets which may be hired for a nominal charge from the Lagan Lookout.*

## **The Facilitation and Encouragement of Events policy**

(EQIA report advertised 24 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'.*

- Monitor the financial sponsorship process

*Ongoing – Laganside continues to sponsor events through the marketing support process. Each application is considered individually taking into account equality guidelines. The process is monitored and reviewed to ensure it is in keeping with Landside's policy.*

- Keep criteria for financial sponsorship under review

*Ongoing – The system for financial sponsorship remains unchanged and is continually monitored and reviewed.*

- 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 30 September '02)

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

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

*Zero equality complaints received to date.*

- 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 30 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'.*

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

*Zero equality complaints received to date.*

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

*No impact or changes to date.*

- Consider how best to capture information, e.g., through the Awareness and Attitude survey.

*The 2004 qualitative study involved 12 focus groups made up from the local community, general public, river users/non users and business. Key findings regarding Physical Infrastructure were:*

- *Attractive thriving area with quality entertainment venues*
- *Very modern – need to ensure that 'heart' of the area is not lost.*

- Continue monitoring use of the Laganside Pathways via the Pathways survey

*A Pathways survey was undertaken by Sustrans on behalf of Laganside, which looked at usage on the Lower Ormeau and Lanyon Place. The survey concluded that increasing numbers of people are using the pathways. Local people and those working in the area use the pathways for walking and cycling, and it was noted that there was a wheelchair user on the pathway during the survey. Users commented that the Pathways are well maintained, attractive and safe.*

- Monitor infrastructure progress against appropriate Corporate Plan targets.

*Ongoing monitoring*

## **Employment Policy**

(EQIA report advertised 17 October '02)

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

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

*The employment policy is kept under review with changes in equality legislation being the main driver. During the course of the year the Corporation completed an Article 55 Review.*

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

*The Staff Handbook is revised on an 'as and when needed' basis taking account of new/changes to legislation and Departmental instruction.*

- Continue monitoring the workforce as required.

*Fair employment and treatment return completed and submitted to the Equality Commission for 2003. The Article 55 Review was completed during the year.*

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

*Zero equality complaints have been received to date*

- Seek advice from statutory bodies where appropriate.

*Occurs on an 'as and when needed' basis.*

### **Use of the River Lagan policy**

(EQIA report advertised 3 February '03)

*'Laganside will promote, encourage and facilitate greater use of the river and its banks within its designated area for a range of activities and users....The context for promoting such uses will include Corporate Plan priorities, a River Strategy, Events Strategy, statutory bye-laws and river/navigational guidelines...'*

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

*Zero equality complaints have been received.*