

**EQUALITY COMMISSION
FOR NORTHERN IRELAND**

Public Authorities Progress Reports 2002 - 2003

**Template for Public Authorities to report on
implementation of the equality and good relations duties
under Section 75 of the NI Act 1998**

The information required from public authorities will cover the period from 1 April 2002 to the 31 March 2003 and is to be submitted to the Commission by 31 July 2003, **electronically (by completing this template) and in writing, with a signed cover letter from the Chief Executive** or, in his/her absence, the Deputy Chief Executive.

This year's progress report builds upon the guidance provided for the past two years, for purposes of consistency and comparison. It also seeks some additional information on: the status of EQIAs planned and progressed, aspects of Section 75 consultation and the identified impact/outcomes of Section 75 implementation to date.

Please report on progress by entering information at the end of each section in the template below. Prompts are included under each Section to allow you to assess the extent to which progress has been made within each area. Please note that these prompts are neither prescriptive or inclusive. It is important that the authority reports on what it views as being relevant in terms of progress being made on implementation of the statutory duties.

**Name of public authority
(Enter details below)**

**Laganside Corporation
Clarendon Building
15 Clarendon Road
Belfast BT1 3BG**

**Equality Officer name and contact details
(Enter details below)**

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Section 1: Preparation of Equality Scheme

(Applies only to organisations whose scheme was not approved by the Commission prior to 1 April 2002)

- Outline measures taken during the year to develop the authority's draft Equality Scheme, including consultation, and details of the authority's formal consideration of the draft Equality Scheme, before submission for final approval to the Commission.
- Highlight any other areas of the scheme implemented prior to approval of the scheme

Prompt:

Have affected groups, staff, service users and groups representing the nine Section 75 categories been consulted about the organisation's draft scheme.

(Enter text below)

[Not Applicable](#)

Section 2: Strategic Implementation of the Section 75 Equality Duties

- Outline evidence of progress made in developing equality and good relations objectives, performance indicators and targets and inclusion of these in corporate and annual operating plans. This may include performance information and targets for 2003-2004.
- Outline steps taken to work with other public authorities in progressing the duties.
- Outline any details of partnership work developed with the voluntary and/or community sector as a consequence of Section 75 work? Comment on whether these partnerships have proved beneficial?
- Indicate if S75 is a standard agenda item for Board and/or Senior Management Team on a quarterly basis.
- Provide details of steps to progress the Good Relations duty such as undertaking a good relations audit, developing a strategy or providing training.
- Outline any factors that enhance or impede the process of Strategic Implementation.

Prompt:

Have the Board and Senior Officers reviewed the authority's progress report?

Has responsibility for equality been agreed and designated within the authority?

Has a clearly defined organisational structure with resources for implementation of the duties and assessment of policies been established?

Are equality objectives built into the job descriptions and performance targets of relevant staff, and are these reflected on in the appraisal process?

Is the authority on course for completing its 5-year timetable for implementation of its scheme? If not which areas of implementation are proving most difficult?

(Enter text below)

Laganside Corporation is a small organisation, currently employing 25 members of staff. The Corporation focuses on a single object, statutorily defined in the Laganside Development (NI) Order 1989 as: 'The object of the Corporation shall be to secure the regeneration of the designated area'. Urban regeneration initiatives such as Laganside are used to bring about real improvements in physical infrastructure, people's lives and economic opportunities and to support neighbourhood renewal. Laganside's approach to regeneration demonstrates its commitment to equality which is inherent to the way the Corporation operates, e.g. the responsibilities and actions set out in the Corporate Plan.

Underpinning the Corporation's work is a determination to accelerate and enrich the regeneration of the Laganside area by developing strategic partnerships and by selecting those projects that will produce best value for money and additional employment. The Corporation remains committed to providing 'equality of opportunity' and to operating with integrity, equity and professional competence.

The Corporate Plan reflects the actions and targets set out in the Programme for Government and underlines the Corporation's continuing commitment to the principles of equality, inclusion, partnership and mutual respect. The strategic priorities set out in the Northern Ireland's Executive's Programme for Government provide the framework for Laganside's activities particularly the importance of community, targeting social needs, the development of a competitive economy and attracting international investment to new opportunities. It is these relationships and their connection to sustainable regeneration

that add real value in terms of employment and improvements in the quality of our environment. The Corporate Plan enumerates the principles and reflects the commitments and targets set out in the Equality Scheme and commits the Corporation to achieving these. The Corporation is conscious of the need for inclusiveness when carrying out its core tasks.

The table below sets out the Equality Targets: 2002/03 as stated in the Corporate Plan, together with state of play, as at 31st March 2003:

Target	Progress
The Corporation has completed all the Equality Impact Assessments to which it was committed in its Equality Scheme. It continues to monitor all equality issues and will carry out additional Impact Assessments where identified through screening.	Ongoing – equality issues are tabled and progress against Equality Scheme commitments monitored at the quarterly Steering Group meeting.
The Corporation will undertake major consultation exercises each year as circumstances require: these may include, in addition to equality, consultations on planning and development issues relating to the work of the Corporation	Ongoing – the Corporation undertook consultation exercises for each Equality Impact Assessment performed during the period 1/4/02 to 31/3/03, i.e., policies for: Physical Infrastructure, Procurement, Employment and Use of River.
An internal committee has been set up and will continue to monitor and review, on a quarterly basis, the implementation of Section 75 obligations	Ongoing – the Steering Group meet quarterly and minutes are circulated to all staff and the Board
The Corporation will prepare an annual statement on the operation of the Equality Scheme following approval of the Scheme by the Equality Commission	Complete

The general attitude and awareness surveys referred to in the last progress report are being replaced by 'focus groups'. In seeking to obtain more strategically significant information the Corporation is progressing a 'focus groups' protocol, to assess, in depth, attitudes to Laganside and the work it does and to provide information which examines issues central to Laganside's strategy development.

Six policy areas form the key subjects of study for the focus groups, namely the policies concerning; community, managed workspace, public arts, use of the River Lagan, events and physical infrastructure. The population of the focus groups comprises local community, general public, river users and non-river users in numbers equivalent to current population statistics. The focus groups take a holistic approach to the impact Laganside has made in terms of effecting change through the regeneration of its

designated area. Outcomes from the focus groups are used internally to inform and guide the Corporation on its regeneration strategy.

The 'Good Relations' duty and the 'equality of opportunity' duty are inherent in the procedures, practices and commitments specified in Laganside's approved Equality Scheme. The Corporation is conscious of the need for inclusiveness when carrying out its core tasks and seeks to ensure that its designated area remains a 'neutral' area where all groups will feel comfortable.

Although the Corporation is primarily concerned with physical regeneration, it recognises the importance of social and economic cohesion, and regional integration in achieving its goals. Laganside strives to develop its designated area with a strong commitment to the principles of equality, human rights, cultural diversity, targeting social need and partnership and thereby create an environment in which the Laganside community can have a better quality of life and realise its full potential.

A Steering Group, comprising Senior Management and the Equality Officer, was set up in 2001 to monitor and review progress against the commitments made in the Scheme. The Steering Group meet quarterly and the meetings are chaired by the Chief Executive. Minutes from the Steering Group meetings are circulated to all staff and Board members.

The Equality Scheme, through the Finance and Administration Director's report, is an agenda item at the Board meeting. This progress report will be reviewed and signed-off by the Board before submission to the Commission. There are 10 Board meetings per annum.

Equality is a standing agenda item at the Monthly Review meeting. This is chaired by the Chief Executive and comprises Directors and senior staff. It is the initial forum for identifying new policy and/or changes to current policies.

The Board are responsible for the statutory duties. The Chief Executive has a personal responsibility to the Board for driving forward implementation of the duties. The Chief Executive is supported in this role by the Directors of the Corporation and the Equality Officer.

Equality objectives are built into the job descriptions and performance targets of all staff and are reflected on in the appraisal process.

Laganside has maintained contact with the Equality Commission and has sought confirmation/clarification/advice from the Commission. The Corporation's Equality Officer represented the Corporation at the Commission's consultation exercise regarding the development of guidance and advice on equality monitoring. The Corporation was also pleased to assist the Commission in its work by taking part in an EQIA audit exercise.

Section 3: Screening & Equality Impact Assessment (EQIA) Timetable

3a)

- If a Screening Report has **not yet been submitted** to the Commission please advise us on the current position with regard to producing this report and forwarding to the Commission.

3b)

- If a Screening Report and EQIA Timetable has **previously been submitted** to the Commission please provide an update (**using the matrices in Appendix A**) detailing -
 - those policies that were subject to Equality Impact Assessment during 2002-2003
 - the timetable for Equality Impact Assessments in 2003-4.
- (If relevant) list any proposals for legislation for which an assessment for the implications for the Section 75 duties was undertaken.
- Outline any other factors that enhance or impede the process of policy screening or EQIA.
- Outline how the authority, following screening of new policies, informs consultees of the outcomes from such screening exercises.

Prompt:

Does the authority require each department/directorate to identify how its policies impact on equality of opportunity and can promote good relations?

Has the authority involved consultees in screening of new policies? If so how?

Has the authority informed consultees of the outcomes from screening of new policies? If so, how?

(Enter text below)

As stated in Section 2 above, Equality is a standing agenda item at the Monthly Review meeting. This is chaired by the Chief Executive and comprises Directors and senior staff. It is the initial forum for identifying new policy and/or changes to current policies. During the period this report refers to no new policies or changes to current policies were identified at this meeting.

The Corporation has completed, within the timetable, all the Equality Impact Assessments to which it was committed in its approved Equality Scheme. During the period 1/4/02 to 31/3/03, the Corporation performed/completed EQIAs on the following policies: Provision of Physical Infrastructure, Procurement, Employment and Use of the River Lagan, see appropriate sections below for further details pertaining to these EQIAs.

Section 4: Training and Communication

- Indicate if your organisation has developed a 5-year Training Plan (the Commission may wish to discuss details with individual bodies).
- Outline details of staff and Management Board/Committee training provision associated with the Section 75 duties/Equality Scheme requirements. Provide details of types of training provision (e.g. general awareness raising, specialist training on EQIA, Screening, Consultation) and who this training was provided for.
- Provide details of how affected groups have been involved in the development and/or delivery of training.
- Provide a summary of any training evaluations and comments on the benefits of such training.
- Provide details of internal and external communication of the authority's commitment to the statutory duties.
- Outline any factors that enhance or impede the process of communication and training.

Prompt:

Does the authority monitor attainment of the training objectives contained within its equality scheme?

Has section 75 training involved input from representatives of the 9 groups? If so please state how this happened and if it proved useful?

Has section 75 training been evaluated? If so how has this happened and what are the lessons learned?

Do the Board and/or Senior Officers promote the authority's equality objectives in public statements, interviews and external events such as conferences?

(Enter text below)

Section 7 of the Corporation's approved Equality Scheme sets out the Corporation's arrangements for training which indicated that the Corporation would work in partnership with DSD (the Corporation's parent department) on training in a number of key areas. In addition, the Corporation's Equality Scheme stated that in looking to complement DSD's training plan (received by the Corporation during March 2002) the Corporation would consider any variation to DSD's training plan where necessary to cover particular circumstances of the Corporation.

The Corporation duly considered DSD's training plan and a decision was taken by the Steering Group that the DSD plan did not fully meet the needs of the Corporation and a separate Laganside Corporation training and communications plan should be developed. A dedicated 5-year training and communication plan was prepared and subsequently signed-off by the Steering Group. Laganside having its own dedicated training and communication plan does not detract from the Corporation working in partnership with DSD on training should suitable opportunities arise. The Corporation's training plan sets out both the training (implemented up to May 2002) and the actions to be taken to fulfil the training and communication commitments made in the approved Equality Scheme.

Relevant staff have received training during the period this progress report covers, e.g., Disability Awareness Training – presented by Disability Action. Evaluation of this training was captured on the evaluation forms provided by Disability Action. Induction training for new members of staff encompassed Section 75 duties, the Equality Scheme and EQIAs. The Corporation has commenced the preparation of Staff Personal Development Plans which will include equality training.

The Equality Officer has attended a number of training/awareness raising events including:

- Conflict in Equality Legislation, organised by Equality Forum
- Equal Pay Seminar, organised by Equality Commission & Opportunity Now
- S75 monitoring consultation, organised by Equality Commission
- S75 Guidance and EQIA roundtable, organised by Equality Commission
- Dealing with Conflict Resolution, organised by Equality Forum
- Measuring inequality seminar, organised by QUB

All new members of staff who commenced employment with the Corporation since June 2001 (32%) have had a seminar (based on Equality & Section 75 and New Targeting Social Needs) presented to them, often on an individual basis, as part of their induction training. New employees also receive an individual copy of the approved Equality Scheme during their induction training.

As stated previously minutes from the quarterly Steering Group meetings are circulated to all staff and Board members. Each member of staff has received a personal copy of the approved Equality Scheme.

Public advertising of equality documentation takes place via the public notice column in the three Belfast daily newspapers. In addition, equality documentation is available to view and download from Laganside Corporation's website, www.laganside.com. '*Laganlines*', the news sheet of Laganside Corporation, has carried an equality update every issue since April 2001. Corporate publications including Annual Reports and Corporate Plans include equality issues within their copy. Laganside's approach to regeneration demonstrates its commitment to equality which is inherent to the way Laganside operates.

Section 5: Data Collection & Analysis

- Describe systems that have been established to supplement your available statistical and qualitative research including consideration given to using internal organisational data and external networks.
- Describe systems established to monitor the future adverse impact of policies that have been equality impact assessed
- Outline any factors that enhance or impede the process of data collection and analysis

Prompt:

Are the results of awareness or satisfaction surveys used to inform the development and review of policies?

Is relevant external data (for example Census, workforce profiles, customer surveys, focus groups) used to inform policy development?

Have new information systems been linked to arrangements for screening policies?

(Enter text below)

The Corporation is not a service provider per se, and the preparation of the EQIA consultation documents and final reports highlighted the difficulties surrounding information and data collection. For example, advice has been sought from NISRA, however as Laganside's designated area is relatively small (203ha) and contains a relatively small number of housing units (~600) it is difficult to obtain relevant and meaningful quantitative or qualitative information or data based solely on the Section 75 categories for resident's within Laganside's boundary.

Monitoring the effectiveness of the Corporation's policies etc is based on the impact of regenerating the Laganside area and is evidenced through a number of key measures such as; number of jobs in the area (11, 240), the number of housing units (609) and the introduction of riverside pathways (4,613m). In terms of monitoring against S75 categories, the Corporation is endeavouring to take a qualitative approach, e.g. supporting a pre-employment training programme for unmarried mothers; facilitating a development by the housing association, BIH, to provide sheltered dwelling accommodation and a community centre for the Chinese community and refurbishing the Lagan Lookout visitors centre taking into account comments made by disability organisations.

The work of the Corporation is recognised internationally, the Organisation for Economic Co-Operation and Development (OECD) identified 'changing the sense of what is possible' as Laganside's most significant contribution to creating a sustainable city. The OECD has also described Laganside as '...one of the best examples of urban regeneration practice in Europe...'.

Laganside seeks to ensure that its designated area is a 'neutral' area where all groups will feel comfortable. The Corporation's Community Team has developed a community

strategy with the objective to engage the Laganside community, enabling it to avail of the opportunities arising through the regeneration of the designated area. A key aspect of this is the implementation and monitoring of the Corporation's New TSN Action Plan.

In terms of using data to inform the decision making process, an example would be that major works undertaken by the Corporation require an economic appraisal to be performed. The methodology (i.e. The Green Book) for economic appraisals requires the consideration of equality impacts as part of the appraisal.

As referred to previously, the Corporation is progressing a 'focus groups' protocol to assess, in depth, attitudes to Laganside and the work it does and to provide information which examines issues central to Laganside's strategy development.

On completion of an EQIA, the EQIA report will contain a number of monitoring actions which will be appraised on an annual basis. Although not a statutory requirement for policies where the EQIA did not show an adverse impact, the Corporation has recently put together an EQIA monitoring report setting out the progress against monitoring actions for individual policies as contained in relevant EQIA reports.

The Equality Officer represented the Corporation at the Equality Commission's S75 monitoring consultation in August 2002 and awaits in anticipation the outcome of the consultation and how it would realistically apply to a small organisation such as the Corporation.

Section 6: Information Provision and Access to Services

- Outline what action has been taken to review and develop arrangements for the provision of information in accessible formats.
- Detail steps taken to make affected groups aware of information disseminated by the authority and the services it provides.
- Describe any arrangements to develop monitoring systems regarding access to information and services to ensure equality of opportunity.
- Outline any factors that enhance or impede the process of information provision and ensuring/improving access to services.

Prompt:

Are alternative formats provided where appropriate to enable people from across the nine Section 75 categories to have access to all services?

Have appropriate consultation mechanisms been developed and used to establish needs /satisfaction levels?

Does the authority monitor uptake of services as a standard procedure?

(Enter text below)

The Corporation has put systems in place to enable relevant information to be available on request in accessible formats such as Braille, large print, and audiocassette and minority languages for those who have difficulty understanding English. As stated previously, Equality is a standing agenda item at the Monthly Review meeting. This is chaired by the Chief Executive and comprises Directors and senior staff. During this meeting staff are asked if any requests for information etc have been received either in, or for, alternative formats or ethnic languages; this forms the basis for monitoring.

Urban regeneration initiatives such as Laganside are used to bring about real improvements in physical infrastructure, people's lives and economic opportunities and to support neighbourhood renewal.

In terms of physical accessibility, the Corporation refurbished the Lagan Lookout Visitors Centre, which was reopened in April 2002. The refurbishment took into account the recommendations made during a Disability Action accessibility audit together with comments made by a representative from PHAB who uses a wheelchair.

The need for improvement in people's lives and economic opportunities and the support of neighbourhood renewal are evidenced by measures of deprivation as relates to Laganside Corporation (Laganside wards are defined as the 14 wards immediately adjacent to the Laganside designated area) which show:

- 66% of Laganside wards have multiple deprivation measures that rank in the most deprived 10% in Northern Ireland
- 73% of Laganside wards are ranked in the 10% most employment deprived in Northern Ireland

- 66% of Laganside wards are ranked in the 10% most deprived in Northern Ireland in terms of education, skills and training.

The Corporation has a dedicated Community team whose raison d'être is to engage and secure the participation of local communities in the regeneration of the Laganside area. Among the actions to be implemented by the Community team in pursuit of encouraging, developing and supporting community development, and taking account of the statistics above, is the development of a New TSN action plan which is currently being implemented.

As referred to previously, outcomes from the attitudinal focus groups are used internally to inform the Corporation and would include comment on information provision and accessibility.

Section 7: Complaints

- Identify the number of Section 75 complaints received during the year.
- Identify the number of Section 75 complaints resolved during the year.
- Identify the number of ongoing Section 75 complaints.

Prompt:

Does the authority have in place a Section 75 complaints procedure?

Does the authority monitor Section 75 complaints and the issues arising?

Have complaints led to policy changes or an undertaking of an Equality Impact Assessment of a policy relating to a complaint?

(Enter text below)

Laganside Corporation has received zero Section 75 complaints and is unaware of any Section 75 complaints referred to the Equality Commission during the timeframe this report covers.

The approved Equality Scheme sets out the arrangements for dealing with Section 75 complaints.

Section 8: Timetable

- Provide an update of on your equality scheme implementation timetable, identifying any changes since your previous report.

Prompt:

Is the implementation timetable reviewed on a regular basis by the Board and Senior Officers?

(Enter text below)

The timetable set out in the approved Equality Scheme remains unchanged.

Section 9: Consultation

Provide details of organisational arrangements for managing section 75 consultation exercises and processes e.g. system, processes, methods, communication channels.

Prompt:

Describe the system put in place by the authority to plan and manage consultation exercises?

What are the main consultation methods which you have used?

Have consultation exercises involved consulting on equality/good relations in conjunction with other policy development/review areas e.g. best value, good practice reviews?

Has the authority used communication channels of umbrella groups or representative groups? If so please give examples and comment on usefulness of using such mechanisms.

Have consultation exercises been joined-up, in relation to consulting on similar policies at the same time or in relation to joint-consultation exercises with other public authorities?

(Enter text below)

Arrangements, which the Equality Officer managed, for consulting on EQIA consultation documents are:

- Send hard copy to 'baseline' consultees
- Send hard copy to supplementary consultees
- Advertise in public notice section of 3 daily Belfast newspapers
- Place document on Laganside's website: www.laganside.com
- Arrange consultation meetings, where appropriate

The Corporation has a consultation database populated by ~360 groups/organisations/individuals. From this, a 'baseline' group consisting of ~50 groups/organisations representing Section 75 categories, other public bodies, voluntary, community, trade union and the Equality Commission would be sent equality consultation documentation. This is supplemented by relevant interest groups and other groups with a legitimate interest in the matter; the number would vary with the policy undergoing an Equality Impact Assessment and the policy holder would advise on this matter.

The Corporation generally adopted a one-stage consultation approach for its EQIA consultation process. The exception to this occurred during consultation on the Employment policy, when the Corporation decided, following consideration of the comments received following the initial consultation, that the scope of the EQIA should be expanded. Subsequently a second consultation period was required to ascertain consultees' comments on the additional employment policy statements.

Where meetings formed part of the consultation, the Corporation followed Equality Commission guidance vis-à-vis: venue, time of day, if signer required etc.

The Corporation was approached by the Equality Commission during the year to help with its critical analysis of completed EQIAs; the Corporation was pleased to assist the Equality Commission in this important aspect of its work.

Section 10: Impacts and outcomes

Please provide relevant information about impact of implementation of Section 75 to end of 2003. This should include details of existing policies changed to better deliver equality of opportunity; equality proofing of new policies; information about impact of new policy (better service provision, alternative service provision, accessibility to services, information gathering on users/non-users of services, satisfaction survey information); information on improved policy/services for nine groups.

Prompt:

How is policy formulation being managed to take account of the need to mainstream Section 75 duties?

Are all new or revised policies equality proofed by the authority? If so what process is used?

How have policies subject to EQIA changed as a consequence of the process?

Is there any evidence of how newly formulated policies or existing policies changed as a result of impact assessment are better delivering equality and/or good relations?

Has Equality Impact Assessment led to better policy making and service delivery? Please provide specific examples. These should indicate which Section 75 groups have benefited from policy changes, and how.

What, at this stage, do you perceive to be the main outcomes from implementation of the statutory duties?

(Enter text below)

The Corporation, since its inception, has always aimed to be pro-active and innovative in its approach to development issues and has pushed the boundaries by always asking 'what is the best way to do this?' instead of 'what is acceptable?'. The Corporation is committed to the delivery of beneficial and sustainable regeneration. Throughout the period of this report the Corporation has made equality issues and the implementation of its approved Equality Scheme a priority in the planning and delivery of its objectives, recognising that equality is inherent to how the Corporation operates.

The Monthly Review meeting is the forum for identifying new or amended policies; this is chaired by the Chief Executive and attended by Directors and senior members of staff.

The quarterly Steering Group is the main arena for monitoring and taking forward the commitments made in the approved Equality Scheme. Progress against the commitments and indicative timetable are reported on at this meeting.

Performing the EQIAs on identified policies has been a rewarding exercise for the Corporation; giving an opportunity to consult widely on the work the Corporation effects and providing an opportunity to review policies. As a result of this the Corporation's Employment policy has been revised and updated.

Section 11: Additional Information

- Report information on any other matters considered relevant to the authority's implementation of the Section 75 duties.
- Please include a general statement on whether the implementation of the duties is leading to improvement in how the authority undertakes its work?

(Enter text below)

The Corporation has developed existing mechanisms to raise awareness of, and to endeavour to mainstream, equality. This is evidenced through, for example, the monthly management review meetings, attended by senior members of staff and chaired by the Chief Executive, where equality is a standing agenda item. Board papers include an equality update via the Director of Finance's report, in addition the minutes from the Equality Scheme Steering Group meeting are also attached to Board papers.

In common with other public authorities, the Corporation has on occasion sought advice and took guidance from the Equality Commission. The Corporation was pleased to assist the Commission with its work, e.g., the critical analysis of EQIAs. The Equality Officer and Community Officers are members of the Equality Forum and have attended a number of events organised by the Forum.

Good relations and the need to be inclusive are imperative to the Corporation's approach to carrying out its core tasks and seeking to ensure that its designated area remains a 'neutral' area where all groups will feel comfortable. As stated previously the Corporation has a dedicated Community team whose raison d'être is to engage and secure the participation of local communities in the regeneration of the Laganside area. Among the actions to be implemented by the Community team in pursuit of encouraging, developing and supporting community development is the development of a New TSN action plan, which takes account of the equality duties and is currently being implemented.

As referred to previously, the general attitude and awareness surveys referred to in the last progress report are being replaced by 'focus groups'. Outcomes from the attitudinal focus groups are used internally to inform the Corporation and would include comment on information provision and accessibility.

Preparing this report has given the Corporation the opportunity to look back over the last three years and acknowledge the progress made against, and reaffirm its commitment to fulfilling its duties arising from S75 of the Northern Ireland Act 1998 and to confirm the multi-dimensional approach the Corporation takes to regenerating its designated area.

Appendix A
EQIA Timetables

Matrices

Please enter details relating to the authority's Equality Impact Assessment timetable and progress on it.

EQIA Timetable Reporting Matrices – period to end March 2003

Existing policies – included in initial EQIA timetable

Title of existing policy EQIA's due to be completed pre-March 2003	Stage (as per Steps 1-7 of EQIA)	If joint-EQIA please state partner authorities	If EQIA completed is amended policy now being implemented ? Y/N	If EQIA completed is amended were adjustments to policy a result of <u>Assessment</u> of adverse impact/ feedback from <u>Consultation</u> , or <u>Both</u> <i>Please enter A, C or Both</i>
1. Provision of Physical Infrastructure Policy	7		n/a	n/a
2. Procurement Policy	7		n/a	n/a
3. Employment Policy	7		Y	Both
4. Use of the River Lagan Policy	7		n/a	n/a

New policies, i.e. new or revised policies developed after initial EQIA time-table produced: Not applicable at this time

EQIA time-table for 2003-4: Not applicable at this time