

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority Progress Report 2004 - 2005

Template to assist 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 be based on the period from **1 April 2004 to 31 March 2005**. Please ensure that it is submitted to the Commission by **31 August 2005**, 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 template builds upon earlier guidance, for purposes of consistency and comparison. It is important that the authority reports on what it views as being relevant in terms of progress made on the implementation of the statutory duties from April 2004 to March 2005. However, if no further progress has been made under a particular heading you may state 'Progress previously reported' indicating the year e.g. 2002/03, and provide the information from the relevant earlier progress report.

Please enter information at the end of each Section in the template.

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)

**Concepta McGibbon
Tel: 028 90328507
Fax: 028 90332141
Minicom: 028 90248609
Email: concepta@laganside.com**

Section 1: Executive Summary

Please provide information about the impact of the implementation of Section 75 from April 2004 to the end of March 2005. This could include existing policies changed to better deliver equality of opportunity, information on the impact of new policies, or better provision and access to services.

Information should be provided in relation to:

1a) outcomes which have impacted on the authority in terms of efficiency or effectiveness.

(Enter text below)

Significant progress has been made by Laganside Corporation in achieving its statutory objective of 'securing the regeneration of its designated area'. As a result of this success, a public announcement of the proposed de-designation of Laganside Corporation on 31 March 2007 was made by the Minister for Social Development on 28 February 2005.

1b) outcomes for people in the nine equality categories.

(Enter text below)

The sustainable approach implemented by Laganside Corporation integrates physical, social and economic aspects of regeneration and address disadvantage in neighbouring communities. Key to Laganside's delivery of its Community Strategy is the 'Laganside Community Grant Scheme' which operates from April '04 to March '06. Two types of grant fall under the scheme, namely the 'Community-led Regeneration Grant' offering grants up to £50,000, and the 'Community Activity Grant', offering grants up to £300 per project. At the end of March '05 Laganside had offered financial support to 23 projects under the Community-led Regeneration Grant and 48 projects under the Community Activity Grant. A variety of projects have been supported including feasibility studies, employability initiatives, community regeneration projects and activities that promote use of the River Lagan.

Laganside has been a key supporter of employability initiatives which are successfully placing local unemployed people into jobs with Laganside employers. Through its new 'Laganside Community Grant Scheme', the Corporation has

supported and offered funding for 4 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. The projects are:

- Language for Work, Belfast GEMS - specifically designed for those who do not have English as their first language.
- Shankill JACs Link to Laganside, Impact Training – providing ongoing information, training and access to job opportunities with Laganside employers.
- Oasis Job Ready Employability Programme, Oasis Caring in Action – offering training in a range of job skills linked to the specific requirements of identified Laganside employers.
- North Belfast Employment Matching Service, North Belfast Partnership – acting as a catalyst between the divided communities in North Belfast to ensure that information and job opportunities with Laganside employers are disseminated to the two Labour Market Intermediaries in the area and to other community groups.
- Career Development Programme, Orchardville Society –seeking to secure, for people with learning difficulties, job placements and hopefully full-time employment with Laganside employers for some of the programme participants.

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

- Switch on to Employment (Belfast GEMS 4 Schools Project) – targets the least motivated Year 12 pupils in 4 schools from East and South Belfast. The programme involves work placements, mentoring and support from a specialist youth training organisation plus mentoring from a range of volunteers from local companies.
- HBOS/Belfast GEMS Employability Skills Programme
- Northbrook Technology/Belfast GEMS Employability Skills Programme

The Laganside website was updated and 'Bobby' approved.

1c) policy considerations and decisions which took account of equality implications in relation to major policy issues – in particular, please provide information in relation to:-

- employment policy;
- public procurement including PPP/PFI projects and programmes;
- accessibility to public services across the nine categories, and particularly in relation to migrant workers and Irish Travellers;
- early consideration of the Review of Public Administration; and
- any other significant policy areas relevant to your authority's work.

(Enter text below)

Laganside made reference to its equality policy in responses to the following consultation documents:

- 'Implementation Plan for People and Places, Neighbourhood Renewal' – DSD (Mar'04)
- 'The Way Forward Toward an Anti-Poverty Strategy' – OFMDFM (Sept '04)
- 'NI Multiple Deprivation Measure 2004' – NISRA (Oct '04)

During 2004 Laganside Corporation undertook detailed qualitative research involving 12 focus groups. Such research is flexible, i.e. it is possible to explore points made, and it ultimately informs Laganside strategy. The main objective of the focus groups is to assess attitudes to Laganside Corporation and the work it undertakes. The discussion areas were:

- Physical Infrastructure and Access
- Public Art
- Cathedral Quarter
- River Policy
- Business
- Community policy:
 - employment and employability benefits
 - bringing communities together
 - Laganlines – Laganside's news sheet
 - Communication

Such research shaped the new Community Grant Scheme which came into operation in April 2004 and will conclude in March 2006. The scheme consists of

two grant programmes, namely, 'The Community-Led Regeneration Grant' (offering grants up to £50K per annum) and 'The Community activity Grant' (offering grants up to £350 per project).

Accessible public space in Laganside has extended beyond physical accessibility and embraces social inclusion and integration which encourage cross-community relations. Accessibility of public space is evidenced, for example, by the number and type of events held throughout the Laganside area.

1d) Outline problems encountered and solutions developed in terms of achieving better equality outcomes.

(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.

Because Laganside takes a holistic approach and endeavors to mainstream equality of opportunity and good relations considerations into its functions, trying to separate actions to individual S75 constituencies can then be a challenge.

Section 2: Strategic Implementation of the Section 75 Duties

Note: Please enter specific progress on implementation of the good relations duty under section 11 of this template.

- Outline evidence of progress made in developing equality and good relations objectives, performance indicators and targets for inclusion in corporate and annual operating plans during 2004-05. Your response should include any targets for 2005-06.
- Outline what additional strategic areas the Board and/or Senior Management Team identified for action by the authority during the year.

- Outline steps taken to work with other public authorities in progressing the duties.
- Outline any details of partnership work developed or further progressed with the voluntary and/or community sector as a consequence of Section 75 work.
- Please provide details of the **direct** resourcing of Section 75 work during 2004–05. This should include staff appointed/directed (*not names*) and details of any budget allocation, to specifically deliver equality scheme commitments.

(Enter text below)

Laganside Corporation is a small organisation, currently employing 23 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 holistic 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. Indeed equality is at the heart of the Corporation's mission statement: 'Contributing to the revitalization of Belfast and Northern Ireland by transforming Laganside to be attractive, accessible and sustainable, recognised as a place of opportunity for all'.

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 is mindful of the priorities and plans for government in Northern Ireland set out in the document 'Building on Progress 2003 – 2006', which focused on priorities endorsed by the Executive and Assembly in their Programme for Government. The Corporate Plan underlines the Corporation's continuing commitment to the principles of equality, inclusion, partnership and mutual respect, which in turn reflect the mission statement of our sponsoring Department, DSD, 'Together, tackling disadvantage, building communities'. 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: 2004/05 as stated in the Corporate Plan, together with state of play, as at 31 March 2005:

Target	Progress
The Corporation has completed all the Equality Impact Assessments (EQIAs) to which it was committed in its Equality Scheme. It will carry out additional EQIAs where identified through screening.	Ongoing – equality issues are tabled and progress against Equality Scheme commitments monitored at the quarterly Steering Group meeting.
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.	Complete

As reported in previous years, the Corporation has adopted a ‘focus groups’ protocol to assess attitudes to Laganside and the work it does, and to provide information which examines issues central to Laganside’s strategy development by obtaining more strategically significant information. The interviewers who conduct the focus group survey are trained to Interviewer Quality Control Scheme standards. The key subjects of study for the focus groups during 2004 were:

- Physical Infrastructure and Access
- Public Art
- Cathedral Quarter
- River Policy
- Business

- Community policy:
 - employment and employability benefits
 - bringing communities together
 - Laganlines – Laganside’s news sheet
 - Communication

The population of the focus groups comprises businesses, 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. Focus group comments were incorporated into the EQIA Monitoring report for 2004, which was submitted to the Equality Commission in March 2005. Laganside has produced an EQIA Monitoring report for the past three years.

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, as set out in the Corporation’s approved Equality Scheme, 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 approved Equality 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 Board is 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 Deputy Chief Executives and Directors of the Corporation and the Equality Officer.

The Equality Scheme, through the Finance and Administration Director's report, is an agenda item at each 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 senior management and staff. This is the forum where new policy and/or change to current policies are identified.

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

Laganside has maintained contact as appropriate with the Equality Commission and would take the opportunity at Commission events to seek confirmation/clarification/advice from the Commission. The Corporation's Equality Officer represented the Corporation at a number of Equality Commission events.

The Equality Commission was formally notified, via letter dated 4 April 2005, of the Corporation's imminent closure in March 2007.

Section 3: Screening & Equality Impact Assessment (EQIA)

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.

(Enter text below)

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: -

- i) those policies that were subject to EQIA during 2004-05;
- ii) new/proposed/revised policies screened during 2004-05;
- iii) ongoing EQIA monitoring activities during 2004-05; and
- iv) timetable for Equality Impact Assessments in 2005-06.

No outstanding actions – Equality is a standing agenda item at the Monthly Review meeting. This is chaired by the Chief Executive and comprises senior management and staff. It is the initial forum for identifying new policy and/or change to current policies.

A copy of the Corporation's annual EQIA monitoring report covering 2004 was forwarded to the Commission in March '05.

Section 4: Training

- Indicate your organisation's progress on the delivery of Section 75 related training and development during 2004-05. Please state if the training is provided within a 5-year Training Plan.
- Outline details of staff and Management Board/Committee training 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 and Consultation) and who this training was provided for.
- Provide details of training on awareness raising for new staff and refresher training for existing staff.
- 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 arrangements to review training needs as a result of staff recruitment, promotion or reorganisation.

(Enter text below)

As reported in previous years, 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. However, on further examination of DSD's training plan 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 covering the life of the Equality Scheme.

Anti-racism and Diversity training was delivered to all staff in November 2004. The Corporation was keen to work with a representative group on the development and delivery of the training. Development was consequently arranged with NICEM and the training was delivered by Patrick Yu, Executive Director. Patrick worked closely with the Corporation's Equality Officer in developing a programme which encompassed all levels of staff within the Corporation. Patrick presented a number of scenarios for discussion and debate. Feedback from staff following training was very positive.

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

- 2 x Diversity Matters workshop – Diversity Matters
- Diversity v's Equality Opportunity – Diversity Matters/Equality Forum
- Fair Employment Conference – Equality Commission
- Race Relations and Diversity – NICEM
- S75 Guidance launch –Equality Commission
- S75 Smaller Public Bodies Network

All new members of staff who commenced employment with the Corporation since June 2001 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.

Section 5: Communication

- Provide details of internal and external communication of the authority's commitment to the statutory duties.
- Provide details of how the authority communicates progress on delivery of the statutory duties.
- Provide details of any review of communication activities to ensure effective communication on progressing the statutory duties.

(Enter text below)

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.

The Corporation makes public the S75 Annual Progress Report and the annual EQIA Monitoring Report.

Public advertising of equality documentation usually 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, (circulation ~135,000 copies) has carried an equality update every issue since April 2001. Distribution of the news sheet, within the 'Laganside Local Community' includes; homes, businesses, schools, libraries, councillors, community and voluntary groups and other organisations such as – Chinese Welfare Association, Duncairn Senior Citizen's Club, Gingerbread NI, NI Council for Travelling People, Council for Homeless NI, Belfast Chinese Christian Church and NI Association for Mental Health.

Corporate publications including Annual Reports and Corporate Plans have equality within their copy. Laganside's approach to regeneration demonstrates its commitment to equality which is inherent to the way Laganside operates.

Transforming Laganside from a derelict, neglected area to a vibrant place, integrated into the city requires continuing management and promotion. Sustaining investment requires local and international promotion. Ensuring continuing community benefit requires on-going proactive engagement.

Section 6: Data Collection & Analysis

- Describe any 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 any systems established to monitor the future adverse impact of policies that have been equality impact assessed.

- Detail any research undertaken/commissioned to obtain data/information relating to the nine equality categories.
- Detail the Section 75 equality categories which were covered in any surveys which the authority commissioned/used during the year.

(Enter text below)

The Corporation is not a service provider per se, and as explained in previous progress reports, the preparation of the EQIA consultation documents and final reports highlighted the difficulties surrounding information and data collection. Laganside's designated area is relatively small (203ha) and contains a relatively small number of housing units (~740), hence, it is difficult to obtain relevant and meaningful quantitative or qualitative information or data based solely on the Section 75 categories for residents 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; total investment by March 2005 was £870 million, 13,300 jobs and 741 homes in the area. Festivals, cultural activities and other events are well established. Thirty-four events supported by Laganside attracted 127,000 visitors to the area in 2004/05.

The work of the Corporation is recognised internationally, the Organisation for Economic Co-Operation and Development (OECD) 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. A recent study 'Belfast Area Perception Study' sponsored by DEL concluded: 'Laganside is understood by young people in many parts of the city as a location where there are jobs. Theoretically this should mean it is an attractive location that could have high TSN impact by drawing labour from all parts of the city'. 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.

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 contains a number of monitoring actions which will be appraised on an annual basis. The Corporation has, for the past couple of years, produced an Annual EQIA Monitoring Report which sets out details of progress against monitoring actions for individual policies as contained in relevant EQIA reports. This is not a statutory requirement for policies where the EQIA did not show an adverse impact. However, as the Corporation endeavours to operate within the spirit of Section 75, the Steering Group decided, even though no adverse impact was established for any Corporation policy, that all policies which went through the EQIA process should be monitored and the results set out in a report which would be produced and made available to download from its website: www.laganside.com. A copy of the latest EQIA monitoring report, covering the period Jan – Dec 2004, was sent to the Equality Commission in March 2005.

Section 7: Information Provision, Access to Information and Services

- Outline what action has been taken to review and develop arrangements for the provision of information in accessible formats.
- Detail any initiatives/steps taken to improve access to services.
- Describe any arrangements to develop monitoring systems regarding access to information and services to ensure equality of opportunity.

(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. A statement advising of the availability of alternative formats and ethnic languages is usually placed either in public notices advertising the publication or in the publication.

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; responses are recorded.

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. The Corporation's newsheet '*Laganlines*' carries articles regarding physical development of sites, a diary of events taking place in the Laganside area and a general update regarding work undertaken by the Corporation, including progress against the S75 statutory duties. 135,000 copies of *Laganlines* are produced and distributed within the 'Laganside Local Community' including homes, businesses, schools, libraries, councillors, community and voluntary groups and other organisations such as – Chinese Welfare Association, Duncairn Senior Citizen's Club, Gingerbread NI, NI Council for Travelling People, Council for Homeless NI, Belfast Chinese Christian Church and NI Association for Mental Health.

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 implementation of a New TSN action plan.

In addition, both the Community and Marketing teams endeavour '*To understand the needs of and communicate effectively with Laganside's audiences, creating and maintaining high levels of awareness on the activity of the Corporation*'.

Community Information Days were held in 5 areas of Belfast in conjunction with relevant Partnership boards (North, South, East, West and Shankill). Laganside's Chief Executive was in attendance and he referred to Laganside's Equality policy. Approximately 30 people from the Community/Voluntary sectors attended each event. Following the Community Information Days, review meetings, which

included reference to Laganside's Equality policy, were held with key staff/board representatives from each Partnership Board to ensure local communities were getting access to the opportunities created by Laganside. In addition, Laganside has attempted to share examples of good practice, e.g., the Shankill JACS model was presented to the West Belfast Partnership Board in an effort to identify potential activities with which Laganside could provide assistance.

Laganside has been developing proposals for approximately 8 large information stands, which will consider disability access in the design. The information stands will be located at key Laganside sites as a legacy of the Corporation. It is envisaged that these will be in place during 2005/06.

The Corporation organized an art competition for local schools and youth groups to raise awareness among children and young people of the opportunities in the Laganside area. The winning designed was made into a carpet by Ulster Carpets and is on display at the Lagan Lookout.

Laganside is refurbishing Custom House Square into an open air arena capable of hosting events for up to 4,000 people. In keeping with Laganside's mission statement the Square will be attractive and accessible with lighting, a water feature that traces the course of the River Farset and a children's play area. It will also have Belfast City Council standard accessible public toilets.

In June 2004 Laganside's Community Team carried out a large mailshot to all its contacts in order to update details on the contacts database. This letter also asked if contacts would wish to obtain information on a number of Laganside related issues namely, Laganlines, General Community Issues and Employment and Employability information. A large number of groups responded agreeing to be included on the mailing list. These groups included:

Age Concern	Chinese Welfare Association
An Droichead	Disability Action
Arthritis Care Swimming Club	Down's Syndrome Association
Association for Spina Bifida	Indian Community Centre
Belfast Women's Network	Multi Cultural Resource Centre
Belfast Islamic Centre	Mencap
Belfast Travellers Education & Dev. Group	Ulster Scots Heritage Council

Numerous presentations were given during the year which highlighted Laganside's Equality policy including; East Belfast Network Breakfast Meeting on 30th Sept 04, EBCDA on 1st Dec 04 and Reps from West Belfast 15th March 05. In addition the Corporation's Chief Executive gave an Equality presentation at an international CABERNET workshop in Slovenia in May '04.

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 8: Complaints

- Identify, during 2004-05, the number of Section 75 complaints:
 - received by the authority;
 - resolved by the authority;
 - which were not resolved to the satisfaction of the complainant; and
 - which were referred to the Equality Commission.

(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 9: Scheme Timetable

- Provide an update of your equality scheme implementation timetable (covering all the scheme commitments), identifying any changes since your previous report. Please detail any planned actions outstanding.

(Enter text below)

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

Section 10: Consultation, Participation and Engagement

- Provide details of organisational arrangements for managing Section 75 consultation exercises e.g. processes, methods and communication channels used.
- Provide details of processes adopted to engage with representative groups during 2004-05.

- Please indicate how effective your engagement was with Section 75 representative groups.
- Outline measures taken to enhance the level of engagement that were successful and unsuccessful.

(Enter text below)

The arrangements, which remain unchanged and as set out in last year's report, for consulting on EQIA consultation documents, which the Equality Officer managed, were:

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

The Corporation has an equality 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 were sent equality consultation documentation. This was supplemented by relevant interest groups and other groups with a legitimate interest in the matter; the number varied with the policy undergoing an Equality Impact Assessment and the policy holder advised on this matter.

Where meetings formed part of the consultation, the Corporation tried to incorporate Equality Commission guidance and has produced a 'consultation checklist' which staff are encouraged to use.

Section 11: The Good Relations Duty

Provide details of steps taken to implement or progress the good relations duty during the year. Examples of such steps might include: undertaking a good relations audit; developing a strategy or adopting a framework; providing training; and/or any targeted work done to promote or achieve better relations with or between one or more relevant group (e.g. Irish Travellers; groups dealing with political opinion issues etc). Please indicate any findings or expected outcomes from this work.

(Enter text below)

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 New TSN action plan, which takes account of the equality duties and is being implemented.

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, as set out in the Corporation's approved Equality Scheme, where all groups will feel comfortable.

Both the Community and Marketing teams support appropriate initiatives, directly relating to the Laganside designated area that benefit the Laganside local community, businesses and tourists to the area, and particularly enhance access to employment opportunities. During the time-frame this report refers to, the Laganside Community Grant Scheme was relaunched.

As mentioned previously the Corporation's dedicated Community Team's raison d'être is to engage and secure the participation of local communities in the regeneration of the Laganside area. Through the new Community Grants scheme, Laganside aims to support initiatives directly relating to the Laganside area that address the needs of and provide benefit to the 'Laganside Local Community'.

In its first year of operation, the Community led Regeneration grant received 29 applications (23 offered grants, 2 were unsuccessful and 4 required more detailed information before a definite decision could be made). All projects supported offered equality of opportunity. Key projects supported of relevance include:

- Lagan Watersports: delivering watersafety classes with focus on young people. Delivering water activities with focus on young people
- Lagan Legacy (Oceans in Mind): To capture information relating to maritime history and heritage of Belfast. Works closely with elderly people.
- Challenge for Youth: feasibility study to relocate office to Laganside area (focus on youth)

- Belfast GEMS “Language for Work” Series of courses to enhance employability of clients who have no/very limited English language skills (spoken word). (Focus on people from ethnic minority backgrounds)
- Freehouse with Laganside: project using imaginative ways to interact and engage with young people, detaching them from antisocial behaviour (young people)
- Wheelworks feasibility study: supported study looking at locating a “Children’s and Young People’s Cultural Art Hub” in the Laganside area (young people)
- Belfast carnival for all; supporting series of workshops for young people and marginalized aimed at festival showcase in June 05 (young people/ cross community)
- Laganside Career Development Programme: Delivered by Orchardville Trust to run three pre-recruitment training schemes specifically designed for those with learning disabilities (disabled people/ cross community)
- Young at art reading Zone: funded 4 story reading classes for the young in May 05 (young people/ cross community)
- Phonic Linguistics Programme: Pilot project supporting St Malachys PS and Sydenham PS to deliver phonic linguistics as a teaching method to pupils and parents as a development tool for communication and literacy skills (those with dependants/ cross community)
- Chinese Dragon Boat Festival; agreed to support Chinese Dragon Boat festival to take place 12th June 05 (people from ethnic minority backgrounds/ cross community)

Community Activity Grant: In its first year of operation, the Community Activity grant received 58 applications (48 offered grants, 10 were unsuccessful). All projects supported offered equality of opportunity. Key projects supported of relevance include:

- East Belfast Area Youth Project: Delivered a team building activity day for young people from the 2 sides of the Community from East Belfast.
- Dee Street Senior Citizens Programme: Secured funding to bring a group of Senior Citizens for a boat and bus tour of the Laganside area.
- Engage with Age: Secured funding to bring a group down to Laganside for a bus and boat tour.
- HEART Project: An agency established to promote healthy living to individuals with heart or general health problems. Secured funding to bring a group down to Laganside to walk along the River’s pathways.
- Voluntary Services Bureau: Secured funding for 4 activities to bring groups of people to the Laganside area for a boat trip. These groups were referred from the Social Services and included senior citizens, people with learning disabilities and socially isolated individuals.

- South Belfast Male Care: Secured funding to bring their group to the Laganside area for the Laganside bus and Boat tour.

Section 12: Additional Comments on Mainstreaming

The main aim of the statutory duties is to mainstream equality of opportunity and good relations considerations into the functions of the authority, leading to better policies and service delivery. Many of the questions in the previous sections of this template relate to equality scheme commitments. Please provide any additional information/comments you think may be relevant including:

- any factors that enhanced or impeded equality scheme implementation during 2004-05;
- benefits for the authority resulting from mainstreaming; and
- ideas for future effective mainstreaming of the duties.

(Enter text below)

Laganside Corporation is a small (23 members of staff), limited-life organisation which is mainstreaming equality by actions including ensuring that equality is a standard item on the agenda at strategic meetings such as; the Laganside Corporation Board meeting, the Management meeting and the Monthly Review meeting.

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.

Because Laganside takes a holistic approach and endeavors to mainstream equality of opportunity and good relations considerations into its functions, trying to separate actions to individual S75 constituencies can then be a challenge.

Section 13: Concluding Questions

This short questionnaire is included in the template to enable you to provide an overall view of the effectiveness of the statutory duties for your authority (Question A) and for the Section 75 categories (Questions B & C).

QUESTION A

Does the authority believe its work to date on implementing the statutory duties has produced positive benefits for the organisation? (Please tick) YES _____ NO _____

The Corporation from its inception has endeavored to take a holistic approach to the regeneration of its designated area; Section 75 has confirmed that the Corporation's holistic approach has been appropriate.

If you answered yeas to QUESTION A: please tick appropriate boxes below as to what extent the duties have:

	Very noticeably	Noticeably	No real change
Increased awareness of equality issues in policy making			
Increased ability to ensure policies are designed and targeted to reflect equal opportunities objectives			
Increased awareness of good relations issues in policy making			
Increased ability to ensure policies are designed and targeted to reflect good relations objectives			
Increased awareness of equality issues in service delivery			
Increased ability to ensure services are designed and targeted to reflect Section 75 requirements			

QUESTION B

Does the authority believe its work to date on implementing the statutory duties has produced positive benefits for groups within the Section 75 categories? (please tick) YES ___ NO ___

QUESTION B

Laganside seeks to ensure that the designated area is a 'neutral' area, as set out in the Corporation's approved Equality Scheme, where all groups will feel comfortable. In addition, events in which the Corporation is actively involved aim to be inclusive events in keeping with the neutral aspirations for the area.

If you answered yes to the above QUESTION B, please tick appropriate boxes below as to what extent the authority's implementation of the statutory duties has increased equality of opportunity for:

	Very noticeably	Noticeably	No real change
Person of different religious belief			
Persons of different political opinion			
Persons of different racial groups			
Persons of different age			
Persons with different marital status			
Men and women generally			
Persons with and without a disability			
Persons with and without dependents			

QUESTION C

If you answered **yes** to **QUESTION B**, for each of the categories where a noticeable or very noticeable change has occurred, please give examples of those changes to policies or practices which have resulted in positive change. If the change was a result of an EQIA please tick the appropriate box in column 3:

	Policy or Practice	Column 3: result of EQIA
Person of different religious belief	•	
Persons of different political opinion	•	
Persons of different racial groups	•	
Persons of different age	•	
Persons with different marital status	•	
Men and women generally	•	
Persons with and without a disability	•	
Persons with and without dependents	•	

Appendix A

Screening & EQIA Update

Please enter details relating to the authority's progress using the following matrices.

i) EQIA Timetable – 2004-05

Title of policy EQIA underway during April 2004- March 2005	Stage (as per Steps 1-7 of EQIA Process) As at end March 2005	If joint-EQIA please state partner authorities	Outline any adjustments to policy intended to benefit individuals from the nine equality categories and outline the relevant categories affected.	Were adjustments to policy a result of <u>A</u> ssessment of adverse impact/ <u>C</u> onsultation, or <u>B</u> oth <i>Please enter A, C or Both</i>	If EQIA decision making stage completed, is amended policy being implemented? <u>Y</u> es/ <u>N</u> o
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					
9.					
10					

ii) Ongoing Screening Activities 2004-05

Title of policy subject to screening during April 2004- March 2005	If joint policy please state partner authorities	Was initial screening decision changed following consultation? <u>Yes/No</u>	If Screening completed is policy being subject to EQIA? <u>Yes/No</u>	If EQIA planned indicate year for assessment
1.				
2.				
3.				
4.				
5.				

iii) Ongoing EQIA Monitoring Activities 2004-05

Title of EQIA subject to Stage 7 monitoring during April 2004- March 2005	If joint policy please state partner authorities	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased

iv) 2005-06 EQIA Time-table

Title of EQIAs due to be commenced during April 2005 – March 2006	Existing or New policy? Please enter E or N below.	If joint-EQIA please state partner authorities	Please indicate expected date of completion of EQIA Stage 6 i.e Decision making stage
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			