



April 1st, 2025

Chairperson: Alderman A Grehan

Vice Chairperson: Alderman A G Ewart MBE

Aldermen: J Baird and M Gregg

Councillors: J Gallen, A Gowan, J Harpur, C Kemp, J Lavery BEM, D Lynch, U Mackin, A Martin, C McCready, T Mitchell and N Parker

Ex-Officio: The Right Worshipful the Mayor, Councillor K Dickson
Deputy Mayor, Councillor R Carlin

Notice Of Meeting

A meeting of the Regeneration and Growth Committee will take place on **Thursday, 3rd April 2025 at 6:00 pm** in the **Council Chamber and Remote Locations** for the transaction of business on the undernoted agenda.

A hot buffet will be available in the Members Suite from 5.15 pm for those Members who have confirmed in advance.

DAVID BURNS
Chief Executive
Lisburn & Castlereagh City Council

Agenda

1.0 APOLOGIES

2.0 DECLARATION OF MEMBERS' INTERESTS

- (i) conflict of interest on any matter before the meeting (Members to confirm the specific item)
- (ii) pecuniary or non-pecuniary interest (Member to complete disclosure of interest form)

📄 *Disclosure of Interests form Sept 24.pdf*

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3.0 Report of Director of Regeneration & Growth

3.1 Notice of Motion – Hilden Mill

For Decision

📄 *1. Notice of Motion - Hilden Mill.pdf*

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4.0 REPORT FROM HEAD OF ECONOMIC DEVELOPMENT

4.1 Tourism Event in Royal Hillsborough – 31 May 2025

For Decision

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📄 *Appendix 2a - Letter from HFG.pdf*

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📄 *Appendix 2b - Hillsborough Fort Guard Item - Equality Screening events.pdf*

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📄 *Appendix 2c - Hillsborough Fort Guard Item - Rural needs Impact assessment for all Tourism Events.pdf*

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4.2 Labour Market Partnership: Easement Bid

For Decision

📄 *3. LMP Easement.pdf*

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📄 *Appendix 3a - LMP Easement Item - Equality Screening - LMP Action Plan 24-25.pdf*

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📄 *Appendix 3b - LMP Easement Item - Rural Needs Assessment - Action plan 2024-25.pdf*

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4.3 Jobs Fair Update

For Decision

📄 *4. Jobs Fair Update.pdf*

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5.0 CONFIDENTIAL REPORT FROM DIRECTOR OF REGENERATION & GROWTH

5.1 Updated Service Level Agreement with Belfast City Council for the operation of the Northern Ireland Planning Portal

For Decision

Confidential due to information relating to the financial or business affairs of any particular person (including the Council holding that information).

1Confid Portal SLA April 25.pdf **Not included**

Appendix 1 NI Planning Portal - SLA for Intelligent Client Function version 9 Feb 2025.pdf **Not included**

5.2 Acquisitions Update in Small Settlements

For Decision

Confidential due to information relating to the financial or business affairs of any particular person (including the Council holding that information).

2Confid Acquisitions Update in Small Settlements.pdf **Not included**

Appendix 2a Site Map - Ravarnet PS.pdf **Not included**

Appendix 2b - Costings.pdf **Not included**

6.0 ANY OTHER BUSINESS

LISBURN & CASTLEREAGH CITY COUNCIL

MEMBERS DISCLOSURE OF INTERESTS

1. Pecuniary Interests

The Northern Ireland Local Government Code of Conduct for Councillors under Section 6 requires you to declare at the relevant meeting any pecuniary interest that you may have in any matter coming before any meeting of your Council.

Pecuniary (or financial) interests are those where the decision to be taken could financially benefit or financially disadvantage either you or a member of your close family. A member of your close family is defined as at least your spouse, live-in partner, parent, child, brother, sister and the spouses of any of these. Members may wish to be more prudent by extending that list to include grandparents, uncles, aunts, nephews, nieces or even close friends.

This information will be recorded in a Statutory Register. On such matters **you must not speak or vote**. Subject to the provisions of Sections 6.5 to 6.11 of the Code, if such a matter is to be discussed by your Council, **you must withdraw from the meeting whilst that matter is being discussed**.

2. Private or Personal Non-Pecuniary Interests

In addition you must also declare any significant private or personal non-pecuniary interest in a matter arising at a Council meeting (please see also Sections 5.2 and 5.6 and 5.8 of the Code).

Significant private or personal non-pecuniary (membership) interests are those which do not financially benefit or financially disadvantage you or a member of your close family directly, but nonetheless, so significant that could be considered as being likely to influence your decision.

Subject to the provisions of Sections 6.5 to 6.11 of the Code, you must declare this interest as soon as it becomes apparent and **you must withdraw from any Council meeting (including committee or sub-committee meetings) when this matter is being discussed**.

In respect of each of these, please complete the form below as necessary.

Pecuniary Interests

Meeting (Council or Committee - please specify and name):

Date of Meeting: _____

Item(s) in which you must declare an interest (please specify item number from report):

Nature of Pecuniary Interest:

Private or Personal Non-Pecuniary Interests

Meeting (Council or Committee - please specify and name):

Date of Meeting: _____

Item(s) in which you must declare an interest (please specify item number from report):

Nature of Private or Personal Non-Pecuniary Interest:

Name:

Address:

Signed:

Date:

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*If you have any queries please contact David Burns, Chief Executive,
Lisburn & Castlereagh City Council*

Committee:	Regeneration & Growth Committee
Date:	3 April 2025
Report from:	Director of Regeneration and Growth

Item for:	Decision
Subject:	Notice of Motion – Hilden Mill

1.0 Background

1. The undernoted Notice of Motion (**see Appendix**) moved by Councillor G Hynds and seconded by Councillor J Craig has been referred to the Regeneration and Growth Committee in accordance with Standing Order 16.1.

“This Council recognises the profound historical, architectural and cultural significance of Hilden Mill, a landmark site in our community established in 1823 by the Barbour family. Notes with concern its ongoing deterioration since closure in 2006, exacerbated by repeated arson attacks, vandalism and neglect, which threaten to erase this invaluable piece of our history. We further acknowledge the recent proposal by PJK Developments to demolish most of the listed structures, a move that, while driven by economic considerations, risks permanent loss of heritage if not balanced with preservation efforts or decisive public intervention.

“Therefore, this Council resolves to:

Declare its commitment to protecting Hilden Mill’s historical and architectural integrity, ensuring that any development or ownership transition preserves key elements of the site, and their cultural context, for future generations.

“Continue to engage with the property owners to ensure that any options which may come forward are sound and respect the heritage assets. Subject to Planning considerations these could include commercial, recreational/cultural uses and in part, a housing scheme. As a proactive approach, this Council will assist and support third party application for funding by prioritising Statutory Consent.

“Explore external funding sources to support the restoration and adaptive reuse of Hilden Mill, ensuring it becomes a vibrant, sustainable part of our community.

“Offer to facilitate discussions or negotiations between the owners of Hilden Mill and the Northern Ireland Executive to explore an economically viable way of developing the site to safeguard the site’s heritage.

“Urge the current owners to implement immediate and robust security measures, such as enhanced fencing, CCTV, and monitoring, to prevent further vandalism and damage while a long-term solution – private or public – is developed.

“Encourage public consultation and input from the local residents, heritage groups, and stakeholders to shape the future of Hilden Mill, ensuring it reflects the needs and pride of our community under any ownership scenario.

“This Council believes that Hilden Mill’s preservation is not only a duty to our past but an opportunity to enrich our future. We call for urgent action – whether through partnership with private developers or proactive public takeover – to prevent a ‘legacy of decay’ and to transform this world-famous site into a source of pride, economic benefit, and community vitality.”

Key Issues

1. The matters contained within the Notice of Motion are for Members’ discussion and consideration.
2. In considering the matters pertaining to the Notice of Motion Members are asked to have regard for the Council’s governance arrangements in respect of any proposals.
3. The subject matter, redevelopment of Hilden Mill, must be processed in the context of the various legislative frameworks relating to a site of this nature.

2.0

Recommendation

It is recommended that Members consider the Notice of Motion having regard for legislative requirements and Council’s governance arrangements.

3.0

Finance and Resource Implications

Implications are unknown at this stage, pending agreement by the Committee.

4.0

Equality/Good Relations and Rural Needs Impact Assessments

4.1

Has an equality and good relations screening been carried out?

No

4.2

Brief summary of the key issues identified and proposed mitigating actions **or** rationale why the screening was not carried out

This is a new matter brought before Committee. Any required assessments will be carried out in due course.

4.3

Has a Rural Needs Impact Assessment (RNIA) been completed?

No

4.4

Brief summary of the key issues identified and proposed mitigating actions **or** rationale why the screening was not carried out.

This is a new matter brought before Committee. Any required assessments will be carried out in due course.

Appendices:

N/A



Committee:	Regeneration & Growth
Date:	3 April 2025
Report from:	Head of Economic Development

Item for:	Decision
Subject:	Tourism Event in Royal Hillsborough – 31 May 2025

Background

1. The Council, with financial support from Tourism NI, provided funding to Hillsborough Fort Guard to create bespoke uniforms as part of a heritage project aimed at developing and promoting the Destination Royal Hillsborough tourism project.
2. Hillsborough Fort Guard has formally invited Council Members and VIPs to the investiture of warrants, scheduled for Saturday, 31st May 2025 (**see Appendix**).
3. This event is planned to coincide with the Council’s first 2025 Royal Hillsborough Farmers Market, offering an opportunity to enhance the overall visitor experience and increase anticipated attendance.
4. The event will also coincide with a three-day inbound familiarisation trip by commercial tour operators, hosted by the Tourism team, and building on the success of last year’s initiative which in turn followed a successful engagement with key contacts as part of the 2023 Westminster Business Showcase and Networking Event.

Key Issues

1. To maximize the impact, it is proposed to combine the following three events to create a single initiative, greater than the sum of its parts
 - Hillsborough Fort Guard investiture of warrants
 - Royal Hillsborough Farmers Market
 - Tour Operator familiarisation trip
2. It is proposed, should Members approve, that a single Event Management Plan be prepared with co-signatures from event organisers. The Event Management Plan will be considered by the Council’s Safety Advisory Group which involves the statutory agencies.
3. Council officers are engaging with local hospitality businesses to ensure they are informed about the event’s increased scale, and to encourage them to develop complimentary activities in their establishments. Initial discussions indicate positive support from the commercial sector, which is likely to provide additional evening entertainment to extend the reach of the overall event.

4. This combined event presents a significant opportunity to boost the visitor economy and strengthen Royal Hillsborough's profile as a prominent tourism destination. Also, by default, the event will support the wider tourism and hospitality sector and promote the tourism and accommodation offering.
5. To mitigate potential traffic congestion in the village, the following measures are proposed:
 - A Traffic Management Plan
 - A Community Engagement Impact Assessment that provides for essential access, minimised disruption and addresses restoration including cleansing along the key sites
 - Additional stewarding at key village locations
 - Utilisation of existing overspill car parks at Beechlawn Special School and Hillsborough Forest. Importantly there has been agreed access to HRP car parking off the A1 with a bus shuttle service to the village
 - Additional overspill parking is being negotiated with Hillsborough Presbyterian Church and Hillsborough Village Community Centre
 - A Single Event Management Plan to be considered by the Council's Safety Advisory Group
6. The Royal Hillsborough Farmers Market typically attracts 4,000 to 5,000 visitors. With this expanded event, visitor numbers are expected to rise to between 6,000 and 8,000. A contingency arrangement will be provided for through a park and ride from Sprucefield. Information signage will be enacted on an assessment of capacity.
7. In order to accommodate anticipated numbers, it is proposed to extend the operating hours of the Royal Hillsborough Farmers Market to 10am - 4pm.
8. Currently the forecast of the additional expenditure required to combine these events is in the order of £5k. It is anticipated that the combined event will be delivered within the existing Economic Development budget estimates.

3.0 **Recommendation**

It is recommended that the Committee considers and:

1. Notes this update on the combined event scheduled for Saturday, 31st May 2025.
2. Agrees to participate in the Investiture of the Hillsborough Fort Guard and wider event programme.

3.0 **Finance and Resource Implications**

Currently the forecast of the additional expenditure required to combine these events is in the order of £5k. It is anticipated that the combined event will be delivered within the existing Economic Development budget estimates.

4.0	<u>Equality/Good Relations and Rural Needs Impact Assessments</u>	
4.1	Has an equality and good relations screening been carried out?	Yes
4.2	<p>Brief summary of the key issues identified and proposed mitigating actions <u>or</u> rationale why the screening was not carried out</p> <p>Applicants will be made aware of Council's expectations around equality and good relations and the need to ensure that events are successful, not only in terms of meeting business objectives but in supporting equality and good relations objectives. This includes ensuring that events are genuinely perceived as open to all and that accessibility measures are in place for participants who need them.</p>	
4.3	Has a Rural Needs Impact Assessment (RNIA) been completed?	Yes
4.4	<p>Brief summary of the key issues identified and proposed mitigating actions <u>or</u> rationale why the screening was not carried out.</p> <p>Considering that almost half of the L&CCC district is rural, the economic benefits of tourism development will be realised across all the LCCC area.</p>	

Appendices:	<p>Appendix 1a – Correspondence from Hillsborough Fort Guard</p> <p>Appendix 1b - Equality Screening (events)</p> <p>Appendix 1c – Rural Needs Assessment (Tourism events)</p>
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Andrew Kennedy,
Tourism Development Manager,
Lisburn & Castlereagh City Council,

Hillsborough Fort Guard,
Maginess Room, C/O Sexton's House,
Main Street, Royal Hillsborough.

Hillsborough Fort Guard

16th March, 2025

Dear Andrew,

31st May 2025 will be an historic day in the life of not only the village of Royal Hillsborough but much further afield. Not since the late Victorian period has the Hillsborough Fort Guard been, at its full complement of 20 Warders.

The Hereditary Constable of the fort, 9th Marquess of Downshire will issue signed warrants as his ancestors did under the Royal Warrant from Charles II to Arthur Hill in 1660. The event is planned to not only to mark this wonderful unbroken history but to showcase the village, celebrate achievement and thank those who over the last 10 to 15 years have shared and supported our vision and efforts.

The LCCC Aldermen and Councillors in robes will be headed by the old Hillsborough Corporation solid silver mace, Lord Lieutenants from various counties, the Mayor and the Constable of the fort as they process from the courthouse to the fort.

The music will provide a wonderful backdrop to proceedings with sound, colour and pageantry. The musical programme has been specially chosen featuring many local traditional airs with links to Counties Down and Antrim, area's which not only hold historical significance to the Downshire name but also which covers the LCCC boundaries.

After the signing and issuing of warrants to the Warders the Constable will inspect the guard before addressing those gathered to witness the occasion. It is hoped that short speeches will be made from the Mayor, a representative of HRP and a representative of Tourism NI.

The full guard for the first time in over 140 years will parade from the walls of Hillsborough Fort.

30 to 40 minutes later the Band and Guard will step off to parade up park Street, turning right onto Dromore road and onto Main Street. This will give time for the Mayoral Procession to make their way from the Fort to the Steps of the courthouse where the Lord Lieutenant will take the salute flanked by the Mayor, Aldermen and Councillors.

The parade will dismiss in the car park at the bottom of Ballynahinch Street adjacent to the church green where a reception with refreshments will be held to give the guard an opportunity to thank those who have been instrumental in the success of this chapter of the HFG history.

I am confident that this spectacle, which no living eye has witnessed, will be long remembered by not only those on parade but also by all present including the young generation who hopefully will be inspired to become future Warders of Hillsborough Fort and ensure that this most unique historical gem will shine for many, many years to come.

Yours sincerely,

Andrew Carlisle,

Sergeant,

Bugler, Hillsborough Fort Guard.

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening

Part 1. Information about the activity/policy/project being screened

Name of the activity/policy/project

Tourism Events Funding Policy

Is this activity/policy/project – an existing one, a revised one, a new one?

Equality screening of an existing policy.

Tourism events that are funded and supported by the Economic Development function in LCCC are an ongoing activity with an annual programme that includes a number of established core events. The events programme is subject to annual review and this is an updated screening of the tourism events funding policy.

Background

The Economic Development Unit within Lisburn & Castlereagh City Council is involved in a number of distinct areas of operation aimed at developing prosperity throughout Lisburn and Castlereagh. This is achieved through creating opportunity, supporting local businesses and encouraging new investment.

The Council recognises the importance of economic development initiatives to drive forward the local economy across the region and the Economic Development Unit plays a pivotal role in securing significant investment.

The Economic Development Unit includes the following service areas:

1. Business Solutions
2. Regeneration
3. Tourism
4. Rural Development
5. Economic Development
6. Business Start Up

All sections of the Economic Development Unit offer advice, guidance and in some instances financial support for business in terms of grants. The Tourism

section aims to support the local tourism economy including through supporting events in the local area to increase visitor trips, bed-nights and tourism revenue.

Tourism Development advertise the application process in the local press and on social media platforms to ensure transparency for all who wish to apply.

Currently there are two Tourism event funding programmes:

1. Small grants up to £1,000 support
2. Major grants up to £10,000 support.

There was a number of Small grants programme in 2022 and 2023 but the Major grants programme has traditionally attracted 5-7 applications per year.

This policy offers a framework for considering requests to Economic Development for funding to support events. This could be either Council organised events or for a third party to deliver within the Lisburn and Castlereagh City Council area. Examples of previous external events that have been funded include: Moira Speciality Food Fair, Balmoral Show, Royal Hillsborough Farmers' Markets, Royal Hillsborough Christmas event, Dundonald and Carryduff Christmas Markets, Hilden Beer Festival, and Sunflower Festival.

Council led events include the Christmas Lights Switch On in Lisburn City Centre and business showcase events that support businesses within the Council area.

What are the intended aims/outcomes the activity/policy/project is trying to achieve?

The Tourism events funding policy supports Council's economic development objectives of creating opportunity, supporting local businesses and encouraging new investment. The overall aim of the Council's economic development programmes is to promote the sustainability and competitiveness of local businesses and organisations and to support and develop the local economy.

The Tourism Events policy provides a framework for the provision [or consideration] of grant funding to support events in the LCCC area that will contribute to Council's tourism promotion objectives.

Applications will be considered where they can provide evidence of supporting one or more of the following:

- Attraction of out-of-state visitors and participants (either taking part in or hosting event) to the Lisburn & Castlereagh City Council area.
- Attraction of domestic visitors and participants to the Lisburn & Castlereagh City Council area.
- Generation of 'bed-nights' in the Lisburn & Castlereagh City area.
- Generation of positive publicity for the Lisburn & Castlereagh City Council area strengthening its credibility as a tourist and visitor destination.
- Attraction of positive media coverage outside the Lisburn & Castlereagh City Council area.
- Requirement for Lisburn & Castlereagh City Council assistance to ensure the overall success of the event.

Who is the activity/policy/project targeted at and who will benefit? Are there any expected benefits for specific Section 75 categories/groups from this activity/policy/project? If so, please explain.

Tourism grant funding is targeted at businesses and organisations who wish to stage an event that meets the council's economic objectives of sustaining or developing the local tourism economy. It is not targeted at any Section 75 group. Events that are funded will generally attract a wide range of Section 75 groups and there may be some minor incidental benefits to some groups from growing the tourism economy (for example through new job opportunities) or depending on the nature of the event (for example a community festival). All businesses that meet the funding criteria are eligible to apply.

Who initiated or developed the activity/policy/project?

Tourism team in Economic Development

Who owns and who implements the activity/policy/project?

Owned by LCCC (Regeneration & Growth Directorate) and implemented by the Tourism team in Economic Development

Are there any factors which could contribute to/detract from the intended aim/outcome of the activity/policy/project?

If yes, give brief details of any significant factors.

Financial – a finite budget is set within the constraints of council resources overall and the resources of the Economic Development department. In the current business year, rapidly rising inflation may impact on costs.

Legal – all events that are funded have to comply with council and statutory regulations, eg, Health & Safety, Disability Discrimination Act, etc

Other – at the beginning of 2023, Cost of living crisis is still a consideration for organising public events. There is always a risk that events may not result in the full benefits anticipated by organisers.

Who are the internal and external stakeholders (actual or potential) that the activity/policy/project will impact upon? Delete if not applicable

Staff – Economic Development staff and Tourism team in particular; communications and other support staff.

Service users – general public who attend events

Other public sector organisations – Tourism team works in partnership with Tourism NI, and other funding bodies, including DFC, NI Regional Food Programme and others.

Voluntary/community/trade unions – local groups may be involved

Other – tourism businesses/applicants for funding; Elected Members; delivery partners; contractors.

Other policies/strategies/plans with a bearing on this activity/policy/project

Name of policy/strategy/plan	Who owns or implements?
Corporate Plan	LCCC
Tourism Development Strategy	LCCC
Community Plan	LCCC
Visit Belfast Strategic Plan	Visit Belfast
Draft Tourism NI Plan	Tourism NI

Available evidence

What evidence/information (qualitative and quantitative) have you gathered or considered to inform this activity/policy? Specify details for each Section 75 category.

In reviewing the screening for the tourism events funding policy, we have considered how the policy has operated in the past. We have considered various tourism and economic development strategies and any impacts these had on delivery.

We have looked at previous event evaluations, feedback from the public, and who has applied for grants in the past.

Section 75 Category	Details of evidence/information
Religious Belief	We do not have information on the community background of previous applicants but likely that businesses that apply for funding will reflect various religious backgrounds. Events will attract participation from people of all religious backgrounds and none and may reflect the local and wider population.
Political Opinion	No information held on previous applicants for funding in relation to political opinion or attendance at events funded through the tourism grants programmes.
Racial Group	No information held on previous applicants. Tourism events tend to attract people from a wide range of backgrounds including racial minorities and will reflect the local and wider Northern Ireland population.
Age	No information in relation to potential applicants. Tourism events will attract a wide range of age groups, with some events particularly attractive to families with children.
Marital Status	No relevant information available

Sexual Orientation	No relevant information available
Men & Women Generally	No information on the gender of applicants or potential applicants. Events will generally attract men and women equally.
Disability	No information in relation to previous or potential applicants. Tourism events will attract a wide range of people, including people with a range of disabilities provided they are accessible.
People with and without Dependants	No information in relation to previous or potential applicants. Many tourism events will attract family groups and this may include people with dependent children, disabled people and dependant adults.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular activity/policy/decision? Specify details for each of the Section 75 categories

In relation to applications for funding, the main needs are:

- to have an open and transparent process for applications to ensure that all eligible businesses and organisations have the opportunity to apply and to be considered fairly, regardless of any Section 75 characteristics associated with the applicant or their organisation,
- to ensure that locations and venues applicants propose to use to host events are shared spaces and accessible to all.

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	In relation to the organisation of events, any events that are organised or funded by council need to be inclusive as far as possible and ensure they will attract

	participation from the widest possible range of groups, including people of different religious beliefs and none.
Political Opinion	As above in relation to people of all political opinions and none
Racial Group	There should be no barriers to accessing information for potential applicants. Events need to ensure they are welcoming to people of different nationalities and cultures.
Age	Some older people have particular needs, e.g., mobility and a need for suitable rest areas to ensure they can attend public events. The safety and wellbeing of children is an issue for event organisers.
Marital Status	No specific issues or needs identified
Sexual Orientation	No specific issues or needs identified
Men & Women Generally	No specific issues or needs identified
Disability	The needs of people with different disabilities need to be taken into account when organising events. These include things like pre-event information, accessible car parking, toilet facilities, signage, and quiet spaces for those with autism, rest areas, etc. Organisers need to ensure that there are no barriers that will limit accessibility for people with disabilities.
People with and without Dependants	People with children and dependant others may require some of the same facilities and accessibility measures that disabled people may need.

Part 2. Screening questions

1 What is the likely impact on equality of opportunity for those affected by this activity/policy, for each of the Section 75 equality categories?

Section 75 Category	Details of likely impact – will it be positive or negative? If none anticipated, say none	Level of impact - Major or minor* - see guidance below
Religious Belief Political Opinion Racial Group Age Marital status Sexual Orientation Men & Woman Generally Disability People without dependants	No different impact to any category 75 groups as all applicants will be treated according to the programme criteria. No different impact anticipated for any category in relation to attendance at funded tourism events as they are open to all. Council will continue to encourage applicants ‘can we better promote equality of opportunity?’	None

2(a) Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

Section 75 Category	IF Yes, provide details	If No, provide details
Religious Belief Political Opinion Racial Group Age Marital Status Sexual Orientation Men & Women Generally ³ Disability People with and without Dependants		No opportunities identified in relation to this policy/project/activity for any of these groups.

Equality Action Plan 2021-2025

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2025? If yes, specify which action.

Yes, 3.3 – Access to Grants

2(b) DDA Disability Duties (see Disability Action Plan 2021-2025)

Does this policy/activity present opportunities to contribute to the actions in our Disability Action Plan:

- To promote positive attitudes towards disabled people?
- To encourage the participation of disabled people in public life?

If yes, give details/specify which action.

Potentially, yes. There may be opportunities to use positive images of disabled people in event promotional materials or publicity.

3 To what extent is the activity/policy/project likely to impact on good relations between people of different religious belief, political opinion or racial group?

Good Relations Category	Details of likely impact. Will it be positive or negative? [if no specific impact identified, say none]	Level of impact – Minor/major*
Religious Belief Political Opinion Racial Group	Neutral	Neutral

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good Relations Category	IF Yes, provide details	If No, provide details
Religious Belief Political Opinion Racial Group		Not in relation to this policy. However, any applications which are made will be considered for opportunities to promote good relations as appropriate.

Multiple identity

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

When organising events that are supported or funded by Council, event organisers are encouraged to consider multiple identity needs as part of their planning.

Part 3. Screening decision/outcome

Equality and good relations screening is used to identify whether there is a need to carry out a **full equality impact assessment** on a proposed policy or project.

There are 3 possible outcomes:

- 1) **Screen out** - no need for a full equality impact assessment and no mitigations required because no relevance to equality, no negative impacts identified or only very minor positive impacts for all groups. This may be the case for a purely technical policy for example.
- 2) **Screen out with mitigation** - no need for a full equality impact assessment but some minor potential impacts or opportunities to better promote equality and/or good relations identified, so mitigations appropriate. Much of our activity will probably fall into this category.
- 3) **Screen in for full equality impact assessment** – potential for significant and/or potentially negative impact identified for one or more groups so proposal requires a more detailed impact assessment. [See Equality Commission guidance on justifying a screening decision.]

Choose only one of these and provide reasons for your decision and ensure evidence is noted/referenced for any decision reached.

Screening Decision/Outcome	Reasons/Evidence
Option 1 Screen out – no equality impact assessment and no mitigation required [go to Monitoring section]	
Option 2 Screen out with mitigation – some potential impacts identified but they can be addressed with appropriate mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]	Screening has concluded that there is no need to carry out a full equality impact assessment, no negative impacts have been identified for any group. However, council staff can work with successful applicants to comply with best practice in terms of inclusion and accessibility.
Option 3	

<p>Screen in for a full Equality Impact Assessment (EQIA)</p> <p>[If option 3, complete timetabling and prioritising section below]</p>	
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Mitigation (Only relevant to Option 2)

Can the activity/policy/project plan be amended or an alternative activity/policy introduced to better promote equality of opportunity and/or good relations?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative activity/policy and ensure the mitigations are included in a revised/updated policy or plan.

All successful applicants are required to work with Council staff to ensure that their events are inclusive and accessible for all Section 75 categories (condition of contract). Applicants will be made aware of Council’s expectations around equality and good relations and the need to ensure that events are successful, not only in terms of meeting business objectives but in supporting equality and good relations objectives. This includes ensuring that events are genuinely perceived as open to all and that accessibility measures are in place for participants who need them.

Timetabling and prioritising for full EQIA (only relevant to Option 3)

If the activity/policy has been ‘**screened in**’ for full equality impact assessment, give details of any factors to be considered and the next steps for progressing the EQIA, including a proposed timetable.

Is the activity/policy affected by timetables established by other relevant public authorities? Yes/No. If yes, please provide details.

Not applicable

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission’s Monitoring Guidance for Use by Public Authorities (July 2007).

Effective monitoring will help a public authority identify any future adverse impact arising from the activity/policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and activity/policy development.

What will be monitored and how? What specific equality monitoring will be done? Who will undertake and sign-off the monitoring of this activity/policy and on what frequency? Please give details:

- Programme monitoring will include monitoring the number of applications, the type of event, and outcomes against the funding objectives. Where feasible, efforts will be made to evaluate who benefits directly and indirectly from funding and participation.
- Feedback from organisations who are funded and from event participants will be monitored to inform an annual review. All event organisers are required to complete a post-event evaluation.
- Monitoring will be the responsibility of the Tourism Manager/team, reporting to the Head of Economic Development.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Veronica Kearney	Tourism Development Officer	July. 2023
Reviewed by: Annie Wilson	Equality Officer	Jan. 2024
Approved by: Paul McCormick	Head of Economic Development	April.2024

Note: On completion of the screening exercise, a copy of the completed Screening Report should be:

- approved and 'signed off' by a senior manager responsible for the activity/policy
- included with Committee reports, as appropriate
- sent to the Equality Officer for the quarterly screening report to consultees, internal reporting and publishing on the LCCC website
- shared with relevant colleagues
- Made available to the public on request.

Evidence and documents referenced in the screening report should also be available if requested.

Appendix 1 – Equality Commission guidance on equality impact

*Major impact:

- a) The policy/project is significant in terms of its strategic importance;
- b) Potential equality matters are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

Minor impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;

- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

No impact (none)

- a) The policy has no relevance to equality of opportunity or good relations;
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Revised Template @ April 2022

Appendix I - Rural Needs Impact Assessment (RNIA) Template

SECTION 1 - Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016

1A. Name of Public Authority.

Lisburn & Castlereagh City Council

1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.

Tourism Events

1C. Please indicate which category the activity specified in Section 1B above relates to.

Developing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Adopting a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Implementing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Revising a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Designing a Public Service	<input type="checkbox"/>		
Delivering a Public Service	<input checked="" type="checkbox"/>		

1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above.

Tourism Events

1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service.

The Tourism Events programme is aimed at supporting third party event organisers to stage events in the Council area and in turn generate economic benefits. These events will bring varying numbers of visitor trips, bed nights, and tourism revenue to the area.

1F. What definition of 'rural' is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?

Population Settlements of less than 5,000 (Default definition).

Other Definition (Provide details and the rationale below).

A definition of 'rural' is not applicable.

Details of alternative definition of 'rural' used.

N/A

Rationale for using alternative definition of 'rural'.

N/A

Reasons why a definition of 'rural' is not applicable.

N/A

SECTION 2 - Understanding the impact of the Policy, Strategy, Plan or Public Service

2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes No If the response is **NO** GO TO Section **2E**.

2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.

The Tourism Major and Minor Events Funding programme has been provided to help third party event organisers stage footfall generating events throughout the whole LCCC area.

The rural share of the NI population is growing. Over the years 2001-2011 the number of people living in rural areas of NI increased by 15% in comparison to a rise of only 4% in urban areas. According to the Interim Local Rural Development Strategy (2016), just under half of the population (47.2%) in the L&CCC area live in rural areas. In the last decade to 2016, suburban areas have seen the highest growth rate of 22.1% with five wards alone covering over half of the districts growth – Ballymacross (44.3%), Carrowreagh (9.7%), Maghaberry (7%), Glenavy (6.3%) and Derriaghy (6.2%).

2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently.

Tourism is an expanding sector and is being increasingly recognized for its overall contribution to the Northern Ireland economy.

The Tourism Major and Minor Events Funding programme is an annual initiative aimed at driving even more visitors across the Council area. The programme is open to all event organisers, including urban and rural areas, and as such most of the events supported will be in the rural area of Council.

2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.

Rural Businesses	<input checked="" type="checkbox"/>
Rural Tourism	<input checked="" type="checkbox"/>
Rural Housing	<input type="checkbox"/>
Jobs or Employment in Rural Areas	<input checked="" type="checkbox"/>
Education or Training in Rural Areas	<input type="checkbox"/>
Broadband or Mobile Communications in Rural Areas	<input checked="" type="checkbox"/>
Transport Services or Infrastructure in Rural Areas	<input type="checkbox"/>
Health or Social Care Services in Rural Areas	<input type="checkbox"/>
Poverty in Rural Areas	<input checked="" type="checkbox"/>
Deprivation in Rural Areas	<input checked="" type="checkbox"/>
Rural Crime or Community Safety	<input type="checkbox"/>
Rural Development	<input checked="" type="checkbox"/>
Agri-Environment	<input type="checkbox"/>
Other (Please state)	<input type="text"/>

If the response to Section 2A was YES GO TO Section 3A.

2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.

N/A

SECTION 3 - Identifying the Social and Economic Needs of Persons in Rural Areas

3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?

Yes No If the response is **NO** GO TO Section **3E**.

3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.

Consultation with Rural Stakeholders	<input checked="" type="checkbox"/>	Published Statistics	<input type="checkbox"/>
Consultation with Other Organisations	<input checked="" type="checkbox"/>	Research Papers	<input type="checkbox"/>
Surveys or Questionnaires	<input type="checkbox"/>	Other Publications	<input type="checkbox"/>
Other Methods or Information Sources (include details in Question 3C below).			<input type="checkbox"/>

3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.

- Draft Northern Ireland Programme for Government (2016-2021)
- Northern Ireland Economic Strategy – Vision for 2030
- Tourism NI- Operating Plan
- Tourism NI – Northern Ireland Tourism Priorities for Growth
- Forest Service NI Business Plan 2014-15
- OFMDFM – Together; Building a United Community (TBUC)
- OFMDFM – Lifetime Opportunities – Government’s Anti-Poverty & Social Inclusion Strategy for Northern Ireland 2006-2020
- Section 75 of Northern Ireland Act
- Hillsborough Tourism Master Plan. 2015
- Hillsborough Forest Economic Appraisal. 2017
- Public consultation and survey in Hillsborough Forest. 2016

The Socio-economic profile and forecast, Lisburn & Castlereagh (2018-2032) identified the LCCC area as showing marked distinctions between the rural and urban populations. According to the Interim Local Rural Development Strategy (2016), just under half of the population (47.2%) in the L&CCC area live in rural areas and the population forecast is set to grow by 8,300 residents between 2018-2032 (0.4% per annum, twice that of the NI equivalent). L&CCC’s population growth outlook between 2018-2032 on average will be 1.65% making it the third highest across NI districts and 0.35 points above the NI rate.

The Interim Local Rural Development Strategy (2016) has identified the following as key areas:

- Rural Businesses
- Rural Tourism
- Jobs or employment in rural areas
- Education or training in rural areas
- Poverty in rural areas
- Rural development
- Agri-Environment

If the response to Section 3A was YES GO TO Section 4A.

SECTION 4 - Considering the Social and Economic Needs of Persons in Rural Areas

4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.

The annual programme will have a positive impact on the local rural business community and the Council area as a whole.

According to the Interim Local Rural Development Strategy (2016), just under half of the population (47.2%) in the LCCC area live in rural areas. In the last decade to 2016, suburban areas have seen the highest growth rate of 22.1% with five wards alone covering over half of the districts growth – Ballymacross (44.3%), Carrowreagh (9.7%), Maghaberry (7%), Glenavy (6.3%) and Derriaghy (6.2%).

In Northern Ireland 58% of businesses are based in rural area. The business base in the region as a whole is predominantly small to medium enterprises with a dominance of micro business. In terms of businesses located only in rural areas, 94% are defined as micro (having less than 10 employees). Agriculture plays a more important role in the economy of NI than is the case in the rest of the UK, it generates a higher proportion of total GVA (Gross valued added) in the economy and accounts for a higher proportion of our employment. Furthermore 78% of the total NI land area is in agricultural use. Rural businesses located in NI have particular challenges and need specific solutions. The slow uptake of agriculture and rural enterprises in NI with regards to innovation, the fact that only 67% of rural areas have superfast broadband coverage (98% in urban areas) and 14% of tourism expenditure takes place in rural areas (compared with 86% in urban) are further examples of challenges facing the small rural businesses in Northern Ireland.

In 2018 there were 4,755 VAT/PAYE registered businesses in the L&CCC area (NISRA). The close proximity to Belfast puts the L&CCC area in an advantageous position whereby the population density is a way to generate an increase in sales and revenue.

Considering that almost half of the L&CCC district is rural, the economic benefits of tourism development will be realised across all the LCCC area. Economic development initiatives such as the Tourism Major and Minor Events Funding programme will benefit the local rural population and visitors to the area, The programme will contribute towards the Council's overall strategic objective of increasing economic development in the L&CCC area for the benefit of all citizens.

SECTION 5 - Influencing the Policy, Strategy, Plan or Public Service

5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?

Yes No If the response is **NO GO TO Section 5C.**

5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.

The synopsis of the programme has been identified in Section 2B, fully considering the needs of the rural population. There have been no detrimental impacts identified.


If the response to Section **5A** was **YES GO TO Section 6A.**

5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.

SECTION 6 - Documenting and Recording

6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.

I confirm that the RNIA Template will be retained and relevant information compiled.

Rural Needs Impact Assessment undertaken by:	Margaret McAvoy
Position/Grade:	Tourism Development Officer
Division/Branch	Economic Development
Signature:	MARGARET MCAVOY
Date:	10/01/2025
Rural Needs Impact Assessment approved by:	Andrew Kennedy
Position/Grade:	Tourism Development Manager
Division/Branch:	Economic Development/ Tourism
Signature:	
Date:	14/01/2025



Committee:	Regeneration & Growth Committee
Date:	3 April 2025
Report from:	Head of Economic Development

Item for:	Decision
Subject:	Labour Market Partnership: Easement Bid

1.0	<p><u>Background</u></p> <ol style="list-style-type: none"> At this stage, all of the employability programmes listed in the Labour Market Partnership (LMP) Action Plan 2024/25 have been procured and are either at the implementation stage or have already completed. Officers, in conjunction with our LMP partners, are keen to explore additional mechanisms of support for our local businesses and residents but are restricted due to the availability of budget. <p><u>Key Issues</u></p> <ol style="list-style-type: none"> The Department for Communities (DfC) recently identified an easement budget surrendered from other LMPs. In response to a call from the Department for bids to reallocate this budget to LMPs that could achieve operational delivery by the 31 March 2025, the Lisburn Castlereagh LMP bid for an additional £30,000 to develop a bolt-on to the existing Pathways to Employment for Individuals with a Disability Programme. This programme is being delivered by Stepping Stones NI following a public procurement exercise. This additional activity would cover the following areas: <ul style="list-style-type: none"> Increase employability: To increase the number of people with a long-term health condition, disability or neurodiverse condition in paid employment To educate: To address employer knowledge gaps and misconceptions around the employment of disabled people, and to develop improved understanding in employers of how to engage with people with disabilities as employees, coworkers and as customers. To be visible in the business community: To introduce a recognised badge that demonstrates that as an employer they are serious about employing people with a disability, health condition or who are neurodiverse. Improving perceptions in the future workforce: To create a resource available to employers to deliver as part of onboarding for new employees both virtually and face to face. Improving Diversity and Inclusion: Overall improve positive perceptions around how people with a disability, neurodiverse or long-term health condition are viewed in terms of being an important part of the Lisburn and Castlereagh labour market.
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3. The submitted bid for additional funding was approved by DfC, with a letter of offer issued on 24 February 2025 to cover the activities summarised above. A condition of the funding was that the project must be delivered in full by 31 March 2025. On this basis, in order to secure and deliver the additional funding opportunity, it was agreed to accept the Letter of Offer and procure the additional services from Stepping Stones NI in line with the current contract for disability inclusion provision.
4. Retrospective approval is therefore sought from the Committee to proceed as outlined above.

2.0

Recommendation

It is recommended that the Committee considers and provides retrospective agreement to accept the offer for an additional £30,000 funding for the activity outlined above via the existing “Pathways to Employment for Individuals with a Disability “Programme contract, which is delivered by Stepping Stones NI as part of the 2024/25 LMP Action Plan.

3.0

Finance and Resource Implications

The funding contract from DfC provides additional funding to the value of £30,000 which will be spent on the additional activity outlined.

4.0

Equality/Good Relations and Rural Needs Impact Assessments

4.1

Has an equality and good relations screening been carried out?

Yes

4.2

Brief summary of the key issues identified and proposed mitigating actions **or** rationale why the screening was not carried out

It has been concluded that a detailed equality impact assessment is not necessary as all the potential impacts identified are minor and positive.

4.3

Has a Rural Needs Impact Assessment (RNIA) been completed?

Yes

4.4

Brief summary of the key issues identified and proposed mitigating actions **or** rationale why the screening was not carried out.

The LMP has been developed in order improve employability conditions for those who are economically inactive or unemployed regardless of their urban / rural location.

Appendices:

Appendix 2a - Equality and Good Relations Screening
Appendix 2b - Rural Needs Impact Assessment

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening template (Oct 2022)

Part 1. Information about the activity/policy/project being screened

Labour Market Partnership Action Plan

Lisburn and Castlereagh City Council (LCCC) is a core partner within the LMP, responsible for helping to improve labour market conditions locally through co-ordinated, collaborative multi-agency action. LCCC provides the secretariat and resource support, for the operation of the LMP and supports the LMP in the delivery of the Action Plan, through marketing, communication, procurement, human resources and financial administration services.

In order to develop the 24-25 Action Plan and associated submission for funding support from the Department for Communities (DfC) the LMP undertook a review of its 23-24 one-year Action Plan as well as a Strategic Assessment of local labour market conditions in the LCCC area. The exercise was undertaken to ensure that the priorities identified continue to reflect priority employability and labour market issues in the LCCC area. It was informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area with Stakeholders, Employers and Elected Members. The LMP sits as an initiative under DfC's Employability NI Programme.

As a result of the Planning Exercise the following themes have been identified as local priorities for the Action Plan 2024-25:

1. Economic Inactivity
2. Disability
3. Skilled Labour Supply

Cognizance was taken of the strategic assessment outcomes and local current provision to ensure that the action plan developed is relevant to the challenges and opportunities particular to the residents of Lisburn and Castlereagh City Council and is informed by:

- Programme for Government (PfG)
- Lisburn and Castlereagh Community Plan (2017-2030)

- Belfast Regional City Deal Employability and Skills Framework

Name of the activity/policy/project

Please see attached Appendix 1 – Labour Market Action Plan 2024/25

Is this activity/policy/project – an existing one, a revised one, a new one?

It is a revised Annual Action Plan

What are the intended aims/outcomes the activity/policy/project is trying to achieve?

Lisburn and Castlereagh City Council’s vision is for an empowered, prosperous, healthy, safe and inclusive community. A target outcome of our LCCC Community plan is to reduce income inequality in this region. We aspire to grow our local economy so that it is a source of meaningful, rewarding work and reduces inequality (LCCC Community Plan). The Council is committed to working in collaboration with other agencies to secure these aspirations for example through the Strategic Community Planning Partnership. The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. The Labour Market Partnership (LMP) can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

The LMP aims to contribute to strategic local objectives and the NI Executives strategic objectives, including achievement of targets set in:

Lisburn and Castlereagh Community Plan (2017-2030): Sets out a vision of “an empowered, prosperous, healthy, safe and inclusive society”. The Community Plan aspires to grow the local economy so that it is a source of meaningful, rewarding work and reduces inequality within the LCCC area. The work of the LMP has a key role in delivering on these Community Plan imperatives, by improving fairness in the labour market through actions to support the most vulnerable and disadvantaged and working to support local people back into work.

Programme for Government: The key focus therein on delivering sustainable skills and employment for people. The ambition behind the PfG is to deliver a strong, competitive, regionally balanced economy in order to give children and young people the best start in life. Government and partner agencies are tasked

with increasing the proportion of the workforce qualified to higher levels, getting more people working in better jobs, raising the number of graduates progressing into professional or management occupations and creating the conditions where people can achieve their potential. The work of the Lisburn and Castlereagh LMP will deliver against several outcomes in the PfG aligned to the above ambitions.

The current relevant outcomes identified within the Programme for Government are:

- Outcome 3: 'We have a more equal society'
- Outcome 6: 'We have more people working in better jobs'
- Outcome 8: 'We care for others and help those in need'

The DfC is the lead department for a number of indicators, through which progress on these outcomes will be measured:

- Indicator 17: Economic inactivity rates excluding students
- Indicator 32: Employment rate of 16-64 year olds by deprivation quintile
- Indicator 33: % of people working part-time who would like to work more hours
- Indicator 19: % of population living in absolute and relative poverty

Belfast Regional City Deal Employability and Skills Framework: This focuses on the employability and skills strand of Belfast Regional City Deal, including the challenges posed by economic inactivity, lower business productivity and youth unemployment, all relevant to the work of the Lisburn and Castlereagh LMP. The latter stages of the framework pose interesting solutions based on a joined-up approach (e.g. re-skilling, higher level apprenticeships, work force planning models) which are also highly relevant to the LMP work.

Taking the above into consideration, the aim and objectives of the LMP have been summarised into 3 strategic priorities:

Strategic Priority 1 – LMP Delivery and Development - To form and successfully deliver the functions of the local Labour Market Partnership for the area by:

1.1: Delivery and Development: To support the effective partnership delivery of the LMP Action Plan and development of future Action Plans.

1.2: Development of a 1-year Strategic Assessment and 1-year Action Plan:

Develop a 1-year Action Plan for 2025-26.

Strategic Priority 2: To improve employability outcomes and/or Labour market conditions locally**Economic Inactivity:**

2.1: Into Employment Programme: Provide support and training for those unemployed. The programme will prioritise those furthest from the labour market and who reside in areas of high deprivation.

2.2 Gamified Essential Skills Learning Programme – Provide support for long-term unemployment or economically inactive to address and remove barriers to help move them closer to the labour market/improve employability.

Skilled Labour Supply:

2.3 Sector-Focused Employability Academies: Deliver 3 x Sector-focused Employability Academies co-designed by the Project Officer and local employers.

2.4 Employer Led Upskilling Programme – Improve employability outcomes and labour market conditions locally.

2.5 Employee Upskilling Programme – Supporting employers to upskill staff to enable career progression for those underemployed or employed seeking career progression, creating employment vacancies for those entering the labour market.

2.6 Self-Employment Options Support Programme – Provide Support and training for those identified as economically inactive, unemployed or underemployed. Should be assessable to/promoted to females and older workers on same rationale as 2.4 and 2.5.

Disability:

2.7 Pathways to Employment for Individuals with a disability – Providing support and training for individuals with a disability who are unemployed or underemployed.

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally.

Increased Awareness:

3.1 Job Fairs/Employability Events – Promote the programmes and support/encourage employers and participants to access and implement the schemes through a range of events to include employer engagement/education, apprenticeships, partner events and local job fairs.

Additional Funding

In August 2024, DfC advised all LMPs that recent statistics shows there is a shortage of childcare across Northern Ireland and additional funding had been sourced to support Childminding. This includes Childminding and Childcare Academies and other activities that could encourage or improve childminding within the local labour market. The Lisburn Castlereagh secured funding to deliver the following:

1. Childminding Academy

The Childminding Academy will provide participants with the opportunity to gain qualifications in Paediatric First Aid, Safeguarding Children and Health and Safety. They will also complete training in Business Development and marketing.

Funded by the Department of Education (DE)

2. Childcare Academy

This academy will provide candidates with the skills needed to apply for positions within childcare as supervisor/room leader and provide ongoing support through a dedicated mentor to complete the L3 qualification.

Subject to funding

Who is the activity/policy/project targeted at and who will benefit? Are there any expected benefits for specific Section 75 categories/groups from this activity/policy/project? If so, please explain.

Lisburn and Castlereagh City Council's vision is for an empowered, prosperous, healthy, safe and inclusive community. A target outcome of our LCCC Community plan is to reduce income inequality in this region. We aspire to grow our local economy so that it is a source of meaningful, rewarding work and reduces inequality (LCCC Community Plan). The Council is committed to working in collaboration with other agencies to secure these aspirations for example through the Strategic Community Planning Partnership. The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. The Labour Market Partnership (LMP) can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

The LMP aims to contribute to strategic local objectives and the NI Executives strategic objectives, including achievement of targets set in:

Lisburn and Castlereagh Community Plan (2017-2030): Sets out a vision of “an empowered, prosperous, healthy, safe and inclusive society”. The Community Plan aspires to grow the local economy so that it is a source of meaningful, rewarding work and reduces inequality within the LCCC area. The work of the LMP has a key role in delivering on these Community Plan imperatives, by improving fairness in the labour market through actions to support the most vulnerable and disadvantaged and working to support local people back into work.

Programme for Government: The key focus therein on delivering sustainable skills and employment for people. The ambition behind the PfG is to deliver a strong, competitive, regionally balanced economy in order to give children and young people the best start in life. Government and partner agencies are tasked with increasing the proportion of the workforce qualified to higher levels, getting more people working in better jobs, raising the number of graduates progressing into professional or management occupations and creating the conditions where people can achieve their potential. The work of the Lisburn and Castlereagh LMP will deliver against several outcomes in the PfG aligned to the above ambitions.

The current relevant outcomes identified within the Programme for Government are:

- Outcome 3: ‘We have a more equal society’
- Outcome 6: ‘We have more people working in better jobs’
- Outcome 8: ‘We care for others and help those in need’

The DfC is the lead department for a number of indicators, through which progress on these outcomes will be measured:

- Indicator 17: Economic inactivity rates excluding students
- Indicator 32: Employment rate of 16-64 year olds by deprivation quintile
- Indicator 33: % of people working part-time who would like to work more hours
- Indicator 19: % of population living in absolute and relative poverty

Belfast Regional City Deal Employability and Skills Framework: This focuses on the employability and skills strand of Belfast Regional City Deal, including the challenges posed by economic inactivity, lower business productivity and youth unemployment, all relevant to the work of the Lisburn and Castlereagh LMP. The latter stages of the framework pose interesting solutions based on a joined-up approach (e.g. re-skilling, higher level apprenticeships, work force planning models) which are also highly relevant to the LMP work.

Taking the above into consideration, the aim and objectives of the LMP have been summarised into 3 strategic priorities:

Strategic Priority 1 – LMP Delivery and Development - To form and successfully deliver the functions of the local Labour Market Partnership for the area by:

1.1: Delivery and Development: To support the effective partnership delivery of the LMP Action Plan and development of future Action Plans.

1.2: Development of a 1-year Strategic Assessment and 1-year Action Plan:
Develop a 1-year Action Plan for 2025-26.

Strategic Priority 2: To improve employability outcomes and/or Labour market conditions locally

Economic Inactivity:

2.1: Into Employment Programme: Provide support and training for those unemployed. The programme will prioritise those furthest from the labour market and who reside in areas of high deprivation.

2.2 Gamified Essential Skills Learning Programme – Provide support for long-term unemployment or economically inactive to address and remove barriers to help move them closer to the labour market/improve employability.

Skilled Labour Supply:

2.3 Sector-Focused Employability Academies: Deliver 3 x Sector-focused Employability Academies co-designed by the Project Officer and local employers.

2.4 Employer Led Upskilling Programme – Improve employability outcomes and labour market conditions locally.

2.5 Employee Upskilling Programme – Supporting employers to upskill staff to enable career progression for those underemployed or employed seeking career progression, creating employment vacancies for those entering the labour market.

2.6 Self-Employment Options Support Programme – Provide Support and training for those identified as economically inactive, unemployed or underemployed. Should be assessable to/promoted to females and older workers on same rationale as 2.4 and 2.5.

Disability:

2.7 Pathways to Employment for Individuals with a disability – Providing support and training for individuals with a disability who are unemployed or underemployed.

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally.

Increased Awareness:

3.1 Job Fairs/Employability Events – Promote the programmes and support/encourage employers and participants to access and implement the schemes through a range of events to include employer engagement/education, apprenticeships, partner events and local job fairs.

Are there any expected benefits to the Section 75 categories/groups from this policy? If so, please explain.

The Labour Market Partnership is intended to improve employability outcomes and labour market conditions across the borough of Lisburn and Castlereagh City Council. In order to ascertain the position of Lisburn & Castlereagh City Council, a full research exercise was undertaken of the current provision in the field of employability and skills to understand the issues faced by LCCC employers and the local community, which identified future needs. To enhance the research process the LMP recruited a consultant to assist with the development of the 2024/25 Action Plan. Exit surveys from Employer Exhibitors and Attendees at two LCCC LMP Job Fairs made an invaluable contribution to the research and development of the Action Plan.

The Action Plan submitted to Department for Communities provides a detailed summary of these findings, which were used to formulate a number of proposed schemes which are being considered to improve labour market conditions. The intended beneficiaries of the programme are residents that are experiencing barriers to employment due to economic inactivity, unemployment, underemployment, disability and those who reside in areas of high deprivation (SOA's as defined by NISRA). Many of the potential participants fall within the Section 75 categories. It is important to note that some Section 75 groups are more likely to be underrepresented in employment, under-employed and at greater risk of facing unemployment. For example in Northern Ireland 60.2% of those with disabilities are economically inactive compared with 42.5% in the rest of the UK. Women constitute 79% of the part time workforce and 1/3 of working age women are economically inactive according to the Equality Commission for Northern Ireland, "lone parents with dependents experience a lower employment rate and a higher economic inactivity rate, particularly for women who constitute the majority of lone parents".

The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. LCCC as the secretariat to the LMP implemented a stakeholder engagement programme to inform the development of the 2024/25 Action Plan. This has entailed 1-1 meetings working to a structured topic list with LMP members and wider stakeholders including the following:-

- Head of Economic Development, Lisburn & Castlereagh City Council (Chair)
- Careers Service Lisburn
- Careers Service NI
- JBO Employer Advisors (DfC)
- JBO Universal Credit Managers (DfC)
- GEMS NI Social Enterprise
- Invest NI Southern Regional Team
- LCCC Economic Development Team
- Lisburn Area Learning Community
- Lisburn Chamber of Commerce
- Lisburn Enterprise Organisation
- Mencap NI
- NOW Group
- People 1st
- SE Health and Social Care Trust
- SERC
- The Princes Trust
- Ulster Supported Employment Ltd
- Inspire Business Centre

The Labour Market Partnership (LMP) can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

An outcome-based approach has been used to address the following local priorities in 2024/25. The 'turning the curve' charts used, refer to the assessment of the most recently available data at the time of the review. The 'turning the curve' exercises demonstrate how the delivery of the academies and programmes will improve the employability of Lisburn and Castlereagh residents in priority areas.

All LMP Service Providers have to demonstrate their awareness and adherence to Section 75 within their procurement submissions and consequent delivery of services.

Proposed programmes are as follows:

Strategic Priority 1 – LMP Delivery and Development - To form and successfully deliver the functions of the local Labour Market Partnership for the area by:

1.1: Delivery and Development: To support the effective partnership delivery of the LMP Action Plan and development of future Action Plans.

1.2: Development of a 1-year Strategic Assessment and 1-year Action Plan: Develop a 1-year Action Plan for 2025-26.

Strategic Priority 2: To improve employability outcomes and/or Labour market conditions locally

Economic Inactivity:

2.1: Into Employment Programme: Provide support and training for those unemployed. The programme will prioritise those furthest from the labour market and who reside in areas of high deprivation.

2.2 Gamified Essential Skills Learning Programme – Provide support for long-term unemployment or economically inactive to address and remove barriers to help move them closer to the labour market/improve employability.

Skilled Labour Supply:

2.3 Sector-Focused Employability Academies: Deliver 3 x Sector-focused Employability Academies co-designed by the Project Officer and local employers.

2.4 Employer Led Upskilling Programme – Improve employability outcomes and labour market conditions locally.

2.5 Employee Upskilling Programme – Supporting employers to upskill staff to enable career progression for those underemployed or employed seeking career progression, creating employment vacancies for those entering the labour market.

2.6 Self-Employment Options Support Programme – Provide Support and training for those identified as economically inactive, unemployed or underemployed. Should be assessable to/promoted to females and older workers on same rationale as 2.4 and 2.5.

Disability:

2.7 Pathways to Employment for Individuals with a disability – Providing support and training for individuals with a disability who are unemployed or underemployed.

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally.

Increased Awareness:

3.1 Job Fairs/Employability Events – Promote the programmes and support/encourage employers and participants to access and implement the schemes through a range of events to include employer engagement/education, apprenticeships, partner events and local job fairs.

Who initiated or developed the activity/policy/project?

Economic Development, Programmes Team, Lisburn and Castlereagh City Council (LCCC)

Who owns and who implements the activity/policy/project?

The Programmes Team, led by Emma Fearon within Lisburn and Castlereagh City Council provide the secretariat for the Lisburn and Castlereagh Labour Market Partnership. The Head of Economic Development sits on the Lisburn and Castlereagh Labour Market Partnership as one of the core partners. The programme is funded through Department for Communities (DfC) budget allocation and is administered by the LCCC Economic Development Department, Programmes Team.

Are there any factors which could contribute to/detract from the intended aim/outcome of the activity/policy/project?

Yes

If yes, give brief details of any significant factors.

Financial: Funded by Department for Communities and Infrastructure (DfC)

Other - Time - The project is required to be delivered within timeframes agreed between DfC and LCCC. We anticipate the Action Plan to be approved by March 2024.

Who are the internal and external stakeholders (actual or potential) that the activity/policy/project will impact upon? Delete if not applicable

Staff: LCCC LMP Programmes Team

Service users: Programme participants are recruited from those who reside in the Lisburn and Castlereagh City Council area.

Other public sector organisations

The Lisburn and Castlereagh Labour Market Partnership (LMP) currently comprises representation from each of the following organisations:-

- Jobs and Benefits Office (DfC)
- South Eastern Health and Social Care Trust
- Invest NI (DfE)
- Careers Service NI (DfE)
- Lisburn Area Learning Community Consortium
- Lisburn Chamber of Commerce
- SERC
- Lisburn and Castlereagh City Council Economic Development Department
- Atlas Women's Centre
- Stepping Stones NI
- Workforce Training Services
- People 1st
- Youth Action NI
- Adapt NI
- The Princes Trust
- Ulster Supported Employment Ltd

- Tangible Consulting Ltd
- ProfileTree Web Design and Digital Marketing Age

Voluntary/community/trade union include:

The following contacts were consulted on the Action Plan Development:

- Atlas Women’s Centre
- Stepping Stones NI
- Workforce Training Services
- People 1st § Youth Action NI
- Adapt NI
- The Princes Trust
- Ulster Supported Employment Ltd
- Tangible Consulting Ltd
- ProfileTree Web Design and Digital Marketing Age

Other

The participants are the main stakeholders affected by the scheme

LCCC Elected Members were consulted for their input to support the development of the Action Plan.

Deliver Agents Consulted were:

- Workforce
- People 1st
- Stepping Stones
- USEL
- Tangible Training
- Profile Tree

Other policies/strategies/plans with a bearing on this activity/policy/project

Name of policy/strategy/plan	Who owns or implements?

Lisburn and Castlereagh Labour Market Partnership – 2024/25 Action Plan	Developed under DfC’s new Employability NI Framework (100% funded by DfC)
Equality and Disability Action Plans	Equality Commission for Northern Ireland https://www.equalityni.org/Employers-Service-Providers/Public-Authorities/Section75/Section-75/Equality-Schemes-(1)
Local Development Plan	Lisburn and Castlereagh City Council https://www.lisburncastlereagh.gov.uk/resident/planning/local-development-plan
LCCC Corporate Plan	LCCC Corporate Plan Lisburn & Castlereagh City Council https://www.lisburncastlereagh.gov.uk/uploads/general/ICP_2021_Final.pdf
Interim Equality Scheme	Lisburn & Castlereagh City Council https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75/policies-section-75-screening

Available evidence

What evidence/information (qualitative and quantitative) have you gathered or considered to inform this activity/policy? Specify details for each Section 75 category.

The aim of the partnership is to improve employability outcomes and labour conditions across the Lisburn and Castlereagh Council District. Therefore, persons who are long term unemployed, underemployed, economically inactive or located in an area that has increased levels of deprivation will be targeted with an aim of increasing fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

In developing the Labour Market Partnership, a wide range of qualitative and quantitative research initiatives were undertaken. The goal in this activity was to

spread the net as wide as possible in terms of understanding the issues faced by LCCC employers and the local community, current provision in the field of employability and skills and gain a view of future needs.

Secondary research consisted of a review of the following publications:

- Programme for Government
- Lisburn & Castlereagh Community Plan
- Council Corporate Plan
- NI Industrial Strategy (Draft)
- Belfast Regional City Deal Employability and Skills Framework
- Economic Profile and Forecast for LCCC by Oxford Economics (May 2019)
- Annual Further Education Activity Reports produced by DfE
- The Labour Market Profile for Lisburn Castlereagh by DfE 2021,
- The Employment Outcomes and Challenges for Disabled People NI (DfC August 2021)
- Lisburn Castlereagh Labour Market Statistics (Oxford Economics July 2021)
- Locality Plans for a number of LCCC District Electoral Areas (LCCC June 2023)
- DfE Skills Barometer Reports 2021

LCCC as the secretariat to the LMP implemented a consultation and engagement programme to gain insight into the specific priorities and needs of the labour market in Lisburn and Castlereagh area. The results were used to inform the development of strategic priorities over the period 2024-27 and 24-25 Action Plan.

The research was implemented through a structured survey sent via the Smart Survey Platform to employability and skills partners as below.

- Head of Economic Development
- Careers Service Lisburn
- Careers Service NI
- JBO Employer Advisors (DfC)
- JBO Universal Credit Managers (DfC)
- GEMS NI Social Enterprise
- LCCC Community Planning Team
- Lisburn Area Learning Community

- Lisburn Chamber of Commerce
- Atlas Women’s Centre
- Stepping Stones NI
- Workforce Training Services
- People 1st Training
- Youth Action NI
- Adapt NI
- The Princes Trust
- Ulster Supported Employment Ltd
- Tangible Consulting Ltd
- Profile Tree Web Design and Digital Marketing Agency

The aims and objectives of Labour Market Partnerships were generally discussed and the creation of Labour Market Partnership collaborations was broadly welcomed by the organisations consulted. Each stakeholder was invited to provide a summary of their current provision, the successes and failures of various programmes were discussed and proved very informative. Barriers and obstacles to success experienced were considered. Finally, identified needs, potential opportunities and gaps in the current provision were examined. Therefore, a full examination was undertaken in order to understand the current situation and make recommendations based on the findings and gaps in labour market conditions.

Most up to date NISRA population data from Census 2021 (published 22/09/22)
[Lisburn and Castlereagh Census Data](#) Information below is from the 2011 Northern Ireland Census which takes into account the Lisburn and Castlereagh Council Area.

Sec 75 Category	Details of evidence/information
Religious Belief	The 2021 NI Census recorded the following statistics with regard to religious belief in the Lisburn and Castlereagh area; <ul style="list-style-type: none"> • 58% Protestant (or other Christian) • 27% Catholic • 4% Other • 13% None

<p>Political Opinion</p>	<p>The 2021 NI Census recorded the following statistics with regard to political opinion in the Lisburn and Castlereagh area; 41% indicated that they had a British only national identity, 16% had an Irish only national identity and 21% had a Northern Irish national identity.</p>
<p>Racial Group</p>	<p>The 2021 NI Census recorded the following statistics with regard to racial groups in the Lisburn and Castlereagh area; 4% were from an ethnic minority population and the remaining 96% were white (including Irish Traveller).</p>
<p>Age</p>	<p>In 2021 NI Census statistics with regard to age in the Lisburn and Castlereagh area were recorded to inform the Corporate plan;</p> <ul style="list-style-type: none"> • 19% Children were aged 0-14 years • 30% of people aged 15 -39 years • 33% aged 40 – 64 years • 18% aged 65+ years and older <p>The population of the Council area aged 65 and over will increase by 9% by 2025 and 13% by 2030.</p> <p>In April 2020 the number of registered claimants in the 16 – 24 year age category in this area rose to 575 and in April 2021 the figure was 590. While the number of claimants is higher in the age 25 – 49 age group, that corresponds to a much bigger section of the population. We have identified that women and those in the 55+ age bracket experience particular barriers to employment and specific programmes are tailored to address their employability needs.</p> <p>The labour market has ensured many challenges as a result of Covid-19. In addition to furloughing and redundancies, many young people have seen their hours reduced over the course of the pandemic to</p>

	<p>the present day, greatly reducing their income while retaining their employed status (not evidenced as economically inactive). Even pre-Covid younger residents aged 16-24 were more likely to collect unemployment benefits than older age groups. Source Office for National Statistics (ONS). Actions will be aimed at preventing young people becoming long term unemployed (over 12 months) through all means available, suggested actions included industry taster courses and short term training interventions directly linked to areas of current work opportunity for example warehousing, forklift/ HGV licences, hospitality, CSR (Construction) training and digital skills.</p>
<p>Marital Status</p>	<p>The 2021 census records the following statics with regard to the marital status of persons over the age of 16 for the LCCC area;</p> <ul style="list-style-type: none"> • Single – 33% • Married or in civil partnership– 52% • Same-sex civil partnership – 0.1% • Separated– 3% • Divorced or formerly in civil partnership– 6% • Widowed or surviving partner in civil partnership– 6%
<p>Sexual Orientation</p>	<p>ONS figures (2016) suggest at least 2% of the NI population identify as Lesbian, Gay or Bi-sexual. However, LGB support groups suggest this is a significant under-estimate based on lack of willingness/confidence to identify as LGB and the fact sexual orientation categories is now more inclusive of other categories and is referred to as LGBTQ+</p> <p>Government Equalities Office research suggests over 4% of the 18-25 year age group identify as LGB, confirming that younger people are more likely to be open about sexual orientation.</p>

<p>Men & Women Generally</p>	<p>The 2021 NI Census report the population of Lisburn and Castlereagh Local Government District at 149.106, of which 49% were male and 51% were female.</p> <p>There is no official statistic on the number of people in N Ireland who identify as Transgender, non-binary or part of the LGBTQ+ population but referrals to advice services are increasing year on year which suggests a growing minority.</p> <p>During a Northern Ireland Housing Executive (NIHE) human rights, equalities and diversities workshop (April 2021) some of the main findings were:</p> <ul style="list-style-type: none"> • Women constitute 79% of the part time workforce. • 1/3 of working age women are economically inactive. • In 2019/20 70% of apprenticeships were male, Higher Level Apprenticeships (HLA's) are 69%. • Occupational segregation is problematic; men tend to be more involved in engineering, manufacturing and construction. Women more involved in business, administration and law. One possible related solution is women only training programmes in non-traditional sectors, i.e., construction and engineering.
<p>Disability</p>	<p>The rate of disability in Northern Ireland is higher than the other UK regions with the exception of Wales. The rates of disability among older age groups is higher than other regions of the UK. The 50-64 year old age group accounts for 33.4% of our disabled population compared to 26.9% of the UK disabled population as a whole. The most striking finding was that 60.2% of disabled people in Northern Ireland are economically inactive while the comparative figure for the UK as a whole stands at 42.5%. At 55.8% Lisburn and Castlereagh</p>

	<p>has the highest employment rate for Northern Ireland.</p> <p>The pay gap was also highlighted in this report. Northern Ireland compared favourably with other parts of the UK in this regard however there is still a difference in median pay between disabled and non-disabled employees which needs to be addressed.</p> <p>The concerns expressed by disabled participants engaging with this research were articulated in the report on their behalf. These included:</p> <ul style="list-style-type: none"> • The need for investment and support for individuals with disability • The need for a more holistic approach based on needs to support individuals into employment. • The LMP should seek to fill gaps that may arise through the loss of EU(ESF) funding schemes and the transfer to the UKSPF. This transition will create gaps in support schemes • Implement broader based supports such as pre-employment engagement, pre-interview visits, money management to assist participants coming off benefits.
<p>Dependants</p>	<p>Dependants can include children, older people and those with disabilities.</p> <p>12.51% of people in the 2011 Census stated that they provided unpaid care to family, friends, neighbours or others. On that basis, people with dependants are less likely to be employed or face greater barriers when seeking employment.</p> <p>According to the Equality Commission for Northern Ireland, lone parents, 91% of whom are women, also experience occupational segregation in employment, with lone parents with dependent</p>

	<p>children mostly employed in ‘Personal Service’ and ‘Elementary’ occupations. Caregiving has been identified as one factor influencing occupational segregation with women and lone parents choosing occupations.</p> <p>Allowing sufficient flexibility to balance the demands of caregiving. This may have a potential impact on the sustainability of employment, with women and lone parents having to consider pay and career progression with flexibility in employment and childcare provision.</p>
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Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular activity/policy/decision? Specify details for each of the Section 75 categories

Labour Market Partnership is intended to improvement the employability outcomes and labour market conditions across the Lisburn and Castlereagh City Council district, irrespective of background or circumstance. Those who will be directly targeted will either be economically inactive unemployed or underemployed, have barriers to employment due to disability or reside in areas of high deprivation. This scheme will have direct and indirect benefits for some groups of service users, however, the aim of the LMP is to improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work. Ultimately, this programme will benefit a wide range of groups, particularly groups that experience disadvantage or inequality.

Part 2. Screening questions

1 What is the likely impact on equality of opportunity for those affected by this activity/policy, for each of the Section 75 equality categories?

Section 75 Category	Details of likely impact – will it be positive or negative? If none anticipated, say none	Level of impact - major or minor* - see guidance below
Religious Belief	There is no evidence that people from particular religious or political backgrounds are more likely to be unemployed, underemployed or economically inactive.	None
Political Opinion	There is no evidence that people from particular religious or political backgrounds are more likely to be unemployed or economically inactive.	None
Racial Group	Extensive research was undertaken with a wide range of stakeholders across the Lisburn and Castlereagh Province. Research and consultations did not identify that people from a particular racial group are more likely to be unemployed or economically inactive.	None
Age	Young people (aged 16-24) are more likely to be unemployed and require targeted intervention in order to build new skills in fields representing current and	Minor Positive

	emerging labour market opportunities.	
Marital Status	There have been no specific needs identified for people of different marital status.	None
Sexual Orientation	There have been no specific needs identified for people of different sexual orientations in relation to this policy.	None
Men & Women Generally	Some women need more interventions/support to enable them to take up or remain in employment. Women may be more likely to need/want flexible work opportunities	None
Disability	Disabled people need specific advice and to help them apply and be successful in the labour market. They require targeted intervention, training, understanding employers and flexible working conditions.	Minor Positive
People with and without Dependants	The need is specific support for people with dependants to enable them to undertake training and the right kind of job opportunities that they can balance work and care responsibilities.	Minor Positive

* See Appendix 1 for details.

2(a) Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

Section 75 Category	IF Yes, provide details	If No, provide details
Religious Belief		No groups will be targeted based on their employment status, regardless of their Section 75 Categories
Political Opinion		No groups will be targeted based on their employment status, regardless of their Section 75 Categories
Racial Group	Yes – The programme will target unemployed people across all racial groups.	
Age	Yes – Young people and the 55+ age group will be particularly targeted as this age group show high levels of unemployment and barriers to employment however, many of the programmes will be open to all.	
Marital Status		No – groups will be targeted based on their employment, regardless of their Section 75 categories.
Sexual Orientation		No – groups will be targeted based on their employment status, regardless of their Section 75 categories
Men & Women Generally		No – groups will be targeted based on their employment status,

		regardless of their Section 75 categories.
Disability		Yes – People with a disability will be particularly targeted as this Section 75 group show high levels of unemployment
People with and without Dependants		Yes – Programme will be promoted equally to ensure that carers and those from all backgrounds with dependents are aware of LMP opportunities

Equality Action Plan 2021-2025

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2025? Yes/No If yes, specify which action.

2(b) DDA Disability Duties (see Disability Action Plan 2021-2025)

Does this policy/activity present opportunities to contribute to the actions in our Disability Action Plan:

- to promote positive attitudes towards disabled people?
- to encourage the participation of disabled people in public life?

Yes

The Labour Market Partnership Action Plan aims to support disabled people back into training, education and employment. It also works closely with the Lisburn and Castlereagh business community to address barriers into and retaining employment for those who are disabled.

3 To what extent is the activity/policy/project likely to impact on good relations between people of different religious belief, political opinion or racial group?

Good Relations Category	Details of likely impact. Will it be positive or negative? [if no specific impact identified, say none]	Level of impact – minor/major*
Religious Belief	The scheme is aimed at improving the employment landscape across Lisburn and Castlereagh City Council area	No direct impact identified in relation to religion, political opinion or racial group. By providing employment opportunities for those facing unemployment, it will bring people from different backgrounds together.
Political Opinion	As Above	As Above
Racial Group	As Above	As above

*See Appendix 1 for details.

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good Relations Category	IF Yes, provide details	If No, provide details
Religious Belief		The partnership is a financial assistance scheme that will address employment inactivity across the Lisburn and Castlereagh Council area. It doesn't lend itself to

		<p>promoting good relations.</p> <p>If any opportunities arise, they will be addressed.</p>
Political Opinion		As above
Racial Group		As Above

Multiple identity

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

LCCC recognises that all individuals are not exclusive to just one designated group. "Multiple identity" has been given consideration within this screening exercise in order to ensure benefit to all groups. Some people who are the targets of this project will experience disadvantage on a number of grounds, e.g., age, race, gender and disability.

If additional issues/impacts not already covered above arise, they will be addressed.

Part 3. Screening decision/outcome

Equality and good relations screening is used to identify whether there is a need to carry out a **full equality impact assessment** on a proposed policy or project.

There are 3 possible outcomes:

- 1) **Screen out** - no need for a full equality impact assessment and no mitigations required because no relevance to equality, no negative impacts identified or only very minor positive impacts for all groups. This may be the case for a purely technical policy for example.
- 2) **Screen out with mitigation** - no need for a full equality impact assessment but some minor potential impacts or opportunities to better promote equality and/or good relations identified, so mitigations appropriate. Much of our activity will probably fall into this category.
- 3) **Screen in for full equality impact assessment** – potential for significant and/or potentially negative impact identified for one or more groups so proposal requires a more detailed impact assessment. [See Equality Commission guidance on justifying a screening decision.]

Choose only one of these and provide reasons for your decision and ensure evidence is noted/referenced for any decision reached.

Screening Decision/Outcome	Reasons/Evidence
<p>Option 1</p> <p>Screen out – no equality impact assessment and no mitigation required [go to Monitoring section]</p>	<p>It has been concluded that a detailed equality impact assessment is not necessary as all the potential impacts identified are minor and positive. The Partnership overall is intended to address identified needs of particular target groups. Each element of the programme will also be considered for potential impacts.</p> <p>Prior to the appointment of a delivery to manage the programmes under the LMP Action Plan, ensuring equality of opportunity and the ability to provide reasonable adjustments is built into each contract and managed accordingly.</p>

	<p>In order to best deliver equality of opportunity, the core partnership is made up of 8 core partners with the knowledge and experience needed to deliver on the objectives of the Labour Market Partnership. The Lisburn and Castlereagh LMP currently comprises of a representative from each of the following organisations:</p> <ul style="list-style-type: none"> • Jobs and Benefits Office (DfC) • South Eastern Health and Social Care Trust • Invest NI (DfE) • Careers Service NI (DfE) • Lisburn Area Learning Community Consortium • Lisburn Chamber of Commerce • SERC • Lisburn and Castlereagh City Council Economic Development Department <p>A full research exercise was undertaken using a combination of primary and secondary research to develop an accurate portrayal of the current strengths, weaknesses, limitations and opportunities available across Lisburn and Castlereagh employment market. LCCC will continue to assess the situation and be more proactive especially mitigating risk surrounding promotion across all Section 75 categories etc.</p>
<p>Option 2</p> <p>Screen out with mitigation – some potential impacts identified but they can be addressed with appropriate</p>	<p>N/A</p>

<p>mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]</p>	
<p>Option 3 Screen in for a full Equality Impact Assessment (EQIA) [If option 3, complete timetabling and prioritising section below]</p>	<p>N/A</p>

Mitigation (Only relevant to Option 2)

N/A

Can the activity/policy/project plan be amended or an alternative activity/policy introduced to better promote equality of opportunity and/or good relations?

N/A

Timetabling and prioritising for full EQIA (only relevant to Option 3)

N/A

Part 4. Monitoring

What will be monitored and how? What specific equality monitoring will be done? Who will undertake and sign-off the monitoring of this activity/policy and on what frequency? Please give details:

The delivery and implementation of the Labour Market Partnership will be monitored on a quarterly basis via reports which are to be returned to DfC. The monitoring will focus on the number and attendance of meetings and the delivery outcomes of the Action Plan itself i.e. the impact the partnership is having. The individual programmes will be monitored on a quarterly basis by their respective project officers and monitoring returns will be made to DfC. The actual performance indicators to be monitored vary according to programme but are listed on the Action Plan.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Jacqueline Russell	Programme Officer	19/09/24
Reviewed by: Annie Wilson	Equality Officer	19/09/24
Approved by: Paul McCormick	Head of Service	24/09/24

Note: On completion of the screening exercise, a copy of the completed Screening Report should be:

- approved and 'signed off' by a senior manager responsible for the activity/policy
- included with Committee reports, as appropriate
- sent to the Equality Officer for the quarterly screening report to consultees, internal reporting and publishing on the LCCC website
- shared with relevant colleagues
- made available to the public on request.

Evidence and documents referenced in the screening report should also be available if requested.

Appendix 1 – Equality Commission guidance on equality impact

*Major impact:

- a) The policy/project is significant in terms of its strategic importance;
- b) Potential equality matters are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;

- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

Minor impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

No impact (none)

- a) The policy has no relevance to equality of opportunity or good relations;
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Updated Template @ Oct 2022

Appendix I - Rural Needs Impact Assessment (RNIA) Template

SECTION 1 - Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016

1A. Name of Public Authority.

Lisburn & Castlereagh City Council

1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.

Labour Market Partnership

1C. Please indicate which category the activity specified in Section 1B above relates to.

Developing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>
Adopting a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Implementing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Revising a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Designing a Public Service	<input type="checkbox"/>		
Delivering a Public Service	<input type="checkbox"/>		

1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above.

Labour Market Partnership 2024-27 3 year Strategic Plan inclusive of Action Plan 2024/25

1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service.

The Action Plan 2024/25 submission was approved by the regional Labour Market Partnership (LMP) on 27th March 2024 and a Letter of Offer for the LMP Programme was issued on the same day. The aim of the LMP is to improve employability outcomes and labour market conditions by working through a coordinated, collaborative and multi-agency partnership. Thus, achieving regional objectives whilst being flexible to meet the needs presented by localized conditions and helping to connect employers with employees.

The Lisburn and Castlereagh (L&C) Labour Market Partnership (LMP) currently comprises representation from each of the following organisations:-

- Jobs and Benefits Office (DfC)
- South Eastern Health and Social Care Trust
- Invest NI (DfE)
- Careers Service NI (DfE)
- Lisburn Area Learning Community Consortium
- Lisburn Chamber of Commerce
- SERC
- Lisburn and Castlereagh City Council Economic Development Department

There are a multitude of benefits associated with this approach. LMPs sit as an initiative under DfC's Employability NI Programme.

The Partnerships will be expected to provide an integrated approach to address labour market challenges by bringing together, in a single body, the necessary local knowledge and expertise to build on existing structures locally, operating in a holistic, streamlined and joined up way. The aim is to contribute to strategic local objectives and the NI Executives strategic objectives, including achievement of targets set in Programme for Government (PfG).

1F. What definition of 'rural' is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?

Population Settlements of less than 5,000 (Default definition).

Other Definition (Provide details and the rationale below).

A definition of 'rural' is not applicable.

Details of alternative definition of 'rural' used.

N/A

Rationale for using alternative definition of 'rural'.

N/A

Reasons why a definition of 'rural' is not applicable.

N/A

SECTION 2 - Understanding the impact of the Policy, Strategy, Plan or Public Service

2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes No If the response is **NO** GO TO Section **2E**.

2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.

In order to ascertain LCCC's position in the labour market and to identify appropriate measures to put forward for development into incentives to boost the labour market, consultation and stakeholder survey was undertaken and this formed the basis of the LMP Action Plan. The thematic areas which require attention are:

- 1) To form and successfully deliver the functions of the Labour Market Partnership for Lisburn and Castlereagh
- 2) To improve employability outcomes and/or labour market conditions
- 3) To promote and support delivery of existing employability or skills provision available either regionally or locally

A number of programmes are currently being planned and created which will be implemented across LCCC in order to combat the challenges facing the labour market.

2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently.

The Labour Market Partnership is responsible for employability outcomes and labour market conditions across the Lisburn & Castlereagh City Council district. The Partnership aims to tackle the rising unemployment levels across the province regardless of location. The work carried out by the Partnership will not impact on people in rural areas differently, it will have a positive impact as the town and rural dwellers will all reap the benefits from improved labour market conditions.

Programmes under the 2024/25 Action Plan include:

- 1) Into Employment – targeting those unemployed, prioritizing those who are long term unemployed, economically inactive and hardest to reach.
- 2) Gamified Essential Skills Learning Programme
- 3) Sector Focused Employability Academies x 3
- 4) Employer Led Upskilling Programme supporting local businesses offer industry related training
- 5) Employee Upskilling: For those under-employed or seeking career progression
- 6) Self-Employment Support Options Support Programme
- 7) Pathways to Employment for Individuals with a Disability
- 8) Public events such as 2 x Jobs Fair and 2 x Employability Events
- 9) Childminding Academy (Additional Funding Secured from the Department of Education)
- 10) Childcare Academy (Additional Funding Secured from Department for the Economy)

2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.

Rural Businesses	<input checked="" type="checkbox"/>
Rural Tourism	<input type="checkbox"/>
Rural Housing	<input type="checkbox"/>
Jobs or Employment in Rural Areas	<input checked="" type="checkbox"/>
Education or Training in Rural Areas	<input checked="" type="checkbox"/>
Broadband or Mobile Communications in Rural Areas	<input type="checkbox"/>
Transport Services or Infrastructure in Rural Areas	<input type="checkbox"/>
Health or Social Care Services in Rural Areas	<input type="checkbox"/>
Poverty in Rural Areas	<input checked="" type="checkbox"/>
Deprivation in Rural Areas	<input checked="" type="checkbox"/>
Rural Crime or Community Safety	<input type="checkbox"/>
Rural Development	<input type="checkbox"/>
Agri-Environment	<input type="checkbox"/>
Other (Please state)	<input type="text"/>

If the response to Section 2A was YES GO TO Section 3A.

2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.

N/A - The work carried out by the Partnership will not impact on people in rural areas differently, it will have a positive impact collectively, as both town and rural dwellers will all reap the benefits from improved labour market conditions.

SECTION 3 - Identifying the Social and Economic Needs of Persons in Rural Areas

3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?

Yes No If the response is **NO** GO TO Section **3E**.

3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.

Consultation with Rural Stakeholders	<input checked="" type="checkbox"/>	Published Statistics	<input checked="" type="checkbox"/>
Consultation with Other Organisations	<input checked="" type="checkbox"/>	Research Papers	<input type="checkbox"/>
Surveys or Questionnaires	<input type="checkbox"/>	Other Publications	<input type="checkbox"/>
Other Methods or Information Sources (include details in Question 3C below).			<input type="checkbox"/>

3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.

Research was undertaken to ensure that the priorities identified continue to reflect employability and labour market issues in the LCCC area and are informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area. Cognizance was taken of the strategic assessment outcomes and local current provision to ensure that the action plan is relevant.

A desk-based analysis of the LCCC area/region was undertaken, including LCCC Corporate and Community Plan, NISRA, Office for National Statistics, Programme for Government, DfC, NI Census 2021, Labour Market Insight (IDBR data) 2024.

LCCC as the secretariat to the LMP implemented a stakeholder engagement programme to inform the development of the 2024-25 Action Plan. This has entailed 1-1 meetings working to a structured topic list with LMP members and wider stakeholders including the following:-

- | | |
|--------------------------------------------|---------------------------------|
| LCCC Head of Economic Development | People 1 st Training |
| Lisburn & Castlereagh City Council (Chair) | SEHSCT |
| Careers Service Lisburn | SERC |
| Careers Service NI | The Princes Trust |
| JBO Employer Advisors (DfC) | USEL |
| JBO Universal Credit Managers (DfC) | Inspire Business Centre |
| GEMS NI Social Enterprise | |
| Invest NI Southern Regional Team | |
| LCCC Economic Development Team | |
| lisburn Area Learning Community | |
| Lisburn Chamber of Commerce | |
| Lisburn Enterprise Organisation | |
| Mencap NI | |
| NOW Group | |

3D. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?

The Interim Local Rural Development Strategy (2016) has identified the following as key areas;

Rural Businesses

Jobs or Employment in Rural Areas

Education or Training in Rural Areas

Poverty in Rural Areas

Deprivation in Rural Areas

If the response to Section 3A was **YES** GO TO Section 4A.

3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?

N/A

SECTION 4 - Considering the Social and Economic Needs of Persons in Rural Areas

4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.

The LMP is responsible for improving the labour market across Lisburn & Castlereagh City Council regardless of location. The 2021 Census highlighted that Lisburn & Castlereagh had a population of 149,106 up 11% since 2011. With respect to age profile:

- 19% of population were between 0-14 years,
- 30% between 15-39 years,
- 33% between 40-64 years, and
- 18% 65 years plus.

The critical issue for the labour market is the proportion of younger people decreased and the proportion of older people increased which could present increasing challenges to satisfy labour market demand looking ahead. There was also an increase in the number of people born outside of UK/Ireland from 5,800 in 2011 to 8,900 in 2021 which reflects an increasingly diverse local population.

Occupational segregation is problematic; men tend to be more involved in engineering, manufacturing and construction. Women more involved in business, administration and law. One possible related solution is women only training programmes in non-traditional sectors, i.e., construction and engineering.

The most deprived SOA within the Lisburn and Castlereagh City Council area is Old Warren which is ranked 118 (which is amongst the top 15% most deprived in Northern Ireland).

In 2021, Lisburn & Castlereagh had the highest employment rate for women in Northern Ireland at 74.5% which is 6.4% higher than the Northern Ireland average of 68%. The Gender Employment Gap in 2021 was 1.4%, 75.9% male employment rate compared to female employment rate of 74.5%

Female returner programmes are needed to support women (including in the 50+ bracket) to reconnect with employment. Particularly given the impact of inactivity on health and wellbeing including earlier onset of age-related conditions.

At 47.7% Lisburn & Castlereagh has the highest employment rate for disabled people in Northern Ireland and a full 10.3% above the Northern Ireland average. The UK disability employment rate of 52.6% in September 2022 means that Lisburn & Castlereagh is approximately 5% below the UK average. There should be some caution when interpreting statistics for disability at the local level in Northern Ireland because of small sample sizes, however the figures are particularly encouraging for Lisburn & Castlereagh and provide a strong platform upon which to build upon.

SECTION 5 - Influencing the Policy, Strategy, Plan or Public Service

5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?

Yes No If the response is **NO GO TO Section 5C.**

5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.

The synopsis of the programme has been identified in Section 2B, fully considering the needs of the rural population. There have been no detrimental impacts identified.

The programmes overarching principle is working towards alleviating unemployment and improving the labour market across the province. Therefore, both urban and rural dwellers will benefit collectively.

If the response to Section 5A was YES GO TO Section 6A.

5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.

N/A

SECTION 6 - Documenting and Recording

6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.

I confirm that the RNIA Template will be retained and relevant information compiled.

Rural Needs Impact Assessment undertaken by:	Jacqueline Russell
Position/Grade:	Programmes Officer
Division/Branch	Economic Development
Signature:	
Date:	
Rural Needs Impact Assessment approved by:	Paul McCormick
Position/Grade:	Head of Service
Division/Branch:	Economic Development
Signature:	
Date:	



Committee:	Regeneration & Growth Committee
Date:	3 April 2025
Report from:	Head of Economic Development

Item for:	Decision
Subject:	LCCC Labour Market Partnership (LMP) Job Fairs

1.0	<p><u>Background</u></p> <ol style="list-style-type: none"> 1. The Council has been working with our Labour Market Partnership in the design and development of a strategy for the next two years, 2025-2027. <p><u>Key Issues</u></p> <ol style="list-style-type: none"> 1. The approved action plan includes strategic priority 3, which is to promote and support delivery of existing employability or skills provision available either regionally or locally. 2. This can involve a range of events to include employer engagements/education, apprenticeships, partner events and local job fairs. The Partnership delivered its most recent job fair in Lagan Valley LeisurePlex on Thursday 27th February 2025. 3. The event was well attended with a high level of satisfaction with all employers involved. There were 437 attendees at the event with 63 employers showcasing over 650 jobs on offer on the day (see info graph attached). 4. While there was reasonable attendance from the local schools, there continues to be a challenge in competing with students' interest in academia as opposed to progression into employment. Officers are therefore looking at how the jobs fair model might be re-focused, enhanced or built upon, particularly at a time of full employment in the local economy. 5. As part of the LMP Action Plan 2025/27, the Partnership will continue to liaise with the Department for Communities (DfC), the local Jobs and Benefits Offices, employers and schools, to build a range of appropriately targeted events to meet the emerging needs of the local economy. 6. It is also incumbent that we have regard for the newly funding Invest NI Local Economic Partnership priorities. Future events may be designed, subject to the identified needs, to address quick wins and meet the needs of our local businesses especially areas of emerging growth. It is recognised that our programmes can be further integrated and any future events address community need, social enterprises as well as the hard to reach Labour Market groups
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2.0	<p><u>Recommendation</u></p> <p>It is recommended that the Committee considers and:</p> <ol style="list-style-type: none"> 1. Notes the above update and statistics outlined in the attached infographic and supports future events. 2. Agrees the following factors for future events: <ul style="list-style-type: none"> • Sectoral focus on key growth sectors within the local economy • Engagement with potential new investors / employers to support future labour market growth • Support entrepreneurial growth in line with other Council provision • Ensure future events complement further education provision and support within the area 	
3.0	<p><u>Finance and Resource Implications</u></p> <p>The Job Fairs are fully funded by the Department for Communities (DfC) under the Lisburn Castlereagh LMP Action Plan 2024/25, as previously agreed.</p>	
4.0	<p><u>Equality/Good Relations and Rural Needs Impact Assessments</u></p>	
4.1	Has an equality and good relations screening been carried out?	Yes
4.2	<p>Brief summary of the key issues identified and proposed mitigating actions <u>or</u> rationale why the screening was not carried out</p> <p>It has been concluded that a detailed equality impact assessment is not necessary as all the potential impacts identified are minor and positive.</p>	
4.3	Has a Rural Needs Impact Assessment (RNIA) been completed?	Yes
4.4	<p>Brief summary of the key issues identified and proposed mitigating actions <u>or</u> rationale why the screening was not carried out.</p> <p>The LMP has been developed in order improve employability conditions for those who are economically inactive or unemployed regardless of their urban / rural location.</p>	

Appendices:	Appendix 3 - LCCC 2025 Infographic
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Lisburn and Castlereagh Job Fair

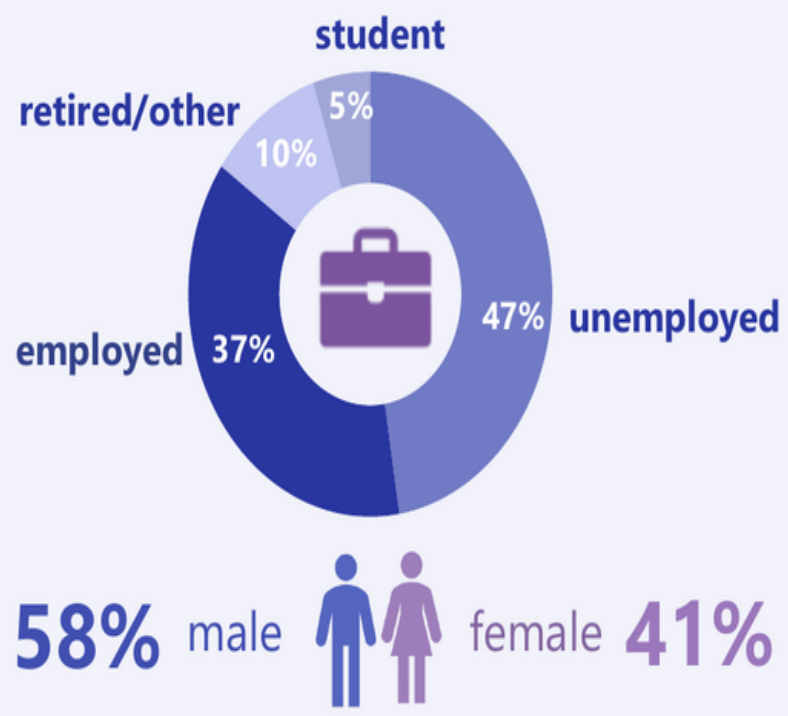
27 February 2025



650 
jobs on offer

437 
attendees

53% 
attendees educated to
A-Level or above



63 
employers

8 
support organisations

79% 
employers: event assisted
with filling vacancies

age of attendees:

78% 18 to 49 

other **22%** 



attendees very
satisfied or
satisfied with
event



50%
attendees intend to/
applied for jobs

employers very
satisfied or
satisfied with
organisation and
set up of event

