**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**

# International Trade Programme 2023-24

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

A new programme for 2023-24.

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

A key vision of the International Trade Programme is to develop Lisburn Castlereagh as a prime location for investment and to increase exports and growth through trade and investment.

The International Trade Programme aims to deliver an annual programme of international trade activity as part of an overall strategy to support local businesses to grow through developing new customers and markets outside Northern Ireland.

The programme assists the Council in demonstrating its commitment to the local economy by working to increase exports and growth through trade and targeting/facilitating inward investment as well as supporting businesses to access new export supply chains.

**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.**

The programme is tailored to local businesses across the Council area. It does not target any Section 75 group specifically – it is open to all businesses who wish to export their products to overseas markets and meet eligibility criteria.

**Who initiated or developed the activity/policy/project?**

Economic Development Unit, Lisburn and Castlereagh City Council (LCCC)

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

Lisburn and Castlereagh City Council own the programme. It is implemented by the Service Transformation Directorate’s Economic Development Unit.

**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 / Other: Business Solutions Projects and Initiatives are impacted by fixed budgets. Delivery of programmes can be impacted by constraints of finance and working with external organisations, whilst adhering to their timeframes and funding regulations.

**Who are the internal and external stakeholders (actual or potential) that the activity/policy/project will impact upon?**

**Staff**

The Business Solutions Team within the Economic Development Unit are responsible for delivering the programme on behalf of Lisburn & Castlereagh City Council. Senior Management are also responsible for decision-making.

**Service users & Delivery Partners**

The business community within the Lisburn and Castlereagh Council area

Delivery Agents procured through the Tendering process.

Business Advisors/ mentors facilitating the programmes.

Stakeholders and partners,

Contract Delivery Partners.

**Other public sector organisations**

Invest NI who have oversight of any EU funded Programme to ensure compliance.

**Voluntary/community/trade unions**

Business in the Community (BiTC),

**Other**

Elected Members

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

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| --- | --- |
| **Name of policy/strategy/plan** | **Who owns or implements?** |
| LCCC Corporate Plan 2018/2022 | Lisburn & Castlereagh City Council  <https://www.lisburncastlereagh.gov.uk/uploads/general/CORPORATE_PLAN_2018.pdf> |
| LCCC Community Plan 2017 –  2032 | Lisburn & Castlereagh City Council  <https://www.lisburncastlereagh.gov.uk/uploads/general/Community_Plan_2017-2032_EMAIL.pdf> |
| 3. LCCC Economic Development  Action Plan 2018-2022 | Lisburn & Castlereagh City Council |
| [LCCC Equality Scheme](https://www.communities-ni.gov.uk/publications/dfc-interim-equality-scheme) and associated plans | Lisburn & Castlereagh City Council  [Equality/Section 75](https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75) |

**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.**

NISRA report that in 2021, the Lisburn Castlereagh City Council area has 5,170 registered businesses registered for VAT and/or PAYE. Of these 22% are sole traders, 66% are small businesses with up to 9 employees, 10% are medium enterprises with 10-49 employees and 2% are large business with more than 49 staff.

Lisburn and Castlereagh also has a population of 146,452 residents, of which 62% are of working age 16-64.

There is no publicly available data on the religious or racial background, political opinion, age, marital status or sexual orientation of business owners.

Funding requirements stipulate the conditions of participation on programmes, namely business location, size, turnover etc,

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| --- | --- |
| **Section 75 Category** | **Details of evidence/information** |
| Religious Belief | NI Census 2011 data for the Lisburn and Castlereagh area:  67% Protestant (or other Christian)  24% Catholic  8% Other  1% None |
| Political Opinion | National identity is often used as an indicator of political opinion – unionist/nationalist. Analysis of Census 2011 data for LCCC showed that 65.39% identified as British; 14.83% as Irish; and  30.46% as Northern Irish.  Political party representation on LCCC from local government elections 2019 (40 Members):  DUP – 15  UUP – 11  Alliance – 9  Sinn Fein – 2  SDLP – 2  Green Party NI – 1  LCCC is a predominantly unionist council area but we do not have information on the political opinion of eligible business owners. |
| Racial Group | NINIS statistics (2011 census) suggest 88.72% of the LCCC population were born in N Ireland. The same data indicates 2.36% were from an ethnic minority 97.64% were white (including Irish Traveller).  The LCCC area has a small population of Syrian refugees and a minority of residents will speak languages other than English as their first language. We do not have information on the racial background or nationality of eligible business owners. |
| Age | NISRA 2019 mid-year population estimates for LCCC area were:  0-15 years – 20.3%  16-64 years – 62.3%  65+ years – 17.4%  Applicants must be aged 18 or above in order to be eligible to apply for funding. We do not hold information on the age profile of eligible business owners. |
| Marital Status | We do not have information on the marital status of business owners but Census 2011 information for the LCCC area for people over the age of 16 for the LCCC area is as follows:   * Single (never married or never registered a same-sex civil partnership) – 30.7% * Married – 53.8% * In a registered same-sex civil partnership – 0.1% * Separated (but still legally married or still legally in a same-sex civil partnership) – 3.3% * Divorced or formerly in a same-sex civil partnership which is now legally dissolved – 5.5 * Widowed or surviving partner from a same-sex civil partnership – 6.7% |
| Sexual Orientation | Generally, no information on sexual orientation of eligible business owners is available, but given that 5-10% of the general population may be LGB, it is likely that business owners will be. |
| Men & Women Generally | In general, women tend to be underrepresented as entrepreneurs/in business. <https://www.nisra.gov.uk/labour-force-survey-women-northern-ireland-2020>  The 2020 Labour Force Survey reports that just 8% of women in NI are Self Employed and 68% of women aged 16-64 were employed.  The estimated population of LCCC local government district at 30 June 2019 was 146,002, of which 71,654 (49.1%) were male and 74,348 (50.9%) were female.  There is no official statistic on the number of people in N Ireland who identify as Transgender or non-binary but referrals to advice services are increasing year on year which suggests a small but growing minority. |
| Disability | The 2011 Northern Ireland Census collected data on ‘persons with a limiting long-term illness’ which covered any long-term illness, health problem or disability which limits daily activities or work. Statistics for LCCC showed that 18.29% of people had a long-term health problem or disability that limited their day-to-day activities.  Given that just under 20% of the population declared a disability, it is likely that some potential and successful applicant business owners may have a disability. |
| People with and without Dependants | There is no specific information available but eligible business owners will likely reflect the general population. In the 2011 Census, 12.51% of people stated that they provided unpaid care to family, friends, neighbours or others.  People with dependants includes parents of young children, parents of older dependant or disabled people, carers of elderly family members and others. |

### 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**

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| --- | --- |
| **Section 75 Category** | **Details of needs/experiences/priorities** |
| Religious Belief | No different needs identified – the programme is open to eligible business owners regardless of their religious belief / community background. |
| Political Opinion | No different needs identified – the programme is open to eligible business owners regardless of their political opinion. |
| Racial Group | There could be potential barriers to accessing services for those who do not have English as a first language or who are new to the LCCC district. People who are from a minority ethnic background may face difficulties understanding the programme requirements. The paperwork / forms may need to be translated for someone who does not have English as a first language. |
| Age | No different needs identified |
| Marital Status | No different needs identified by marital status. Services are available for business owners regardless of their marital status. |
| Sexual Orientation | No different needs identified in relation to sexual orientation. Services are eligible to business owners regardless of their sexual orientation. |
| Men & Women Generally | No different needs identified |
| Disability | No different needs identified |
| People with and without Dependants | No different needs identified |

**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?**

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| --- | --- | --- |
| **Section 75 Category** | **Details of likely impact – will it be positive or negative? If none anticipated, say none** | **Level of impact -** **major or minor** |
| Religious Belief | No differential impact identified. The services are available to all current / potential business owners across Lisburn & Castlereagh. They are encouraged to apply if their business is wishing to export to international markets, regardless of their religious belief. | None |
| Political Opinion | As above – no differential impact | None |
| Racial Group | As above – no differential impact | None |
| Age | All programmes are aimed at benefiting all users | None |
| Marital Status | As above – no differential impact | None |
| Sexual Orientation | As above – no differential impact | None |
| Men & Women Generally | All programmes are aimed at benefiting all users | None |
| Disability | No negative impact as adjustments will be made available to anyone who needs one | None |
| People with and without Dependants | No differential impact | None |

\* See Appendix 1 for details.

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

Equality of opportunity is already built into the Programmes of Support.

Lisburn & Castlereagh City Council provides an advisory service to potential participants under the programme. Participants are advised to contact the Business Solutions Team who will provide advice and guidance on recommended programmes of support based on the size, location, type of business.

All participants are treated equally and are advised to contact a member of the Business Solutions Team if they require advice regarding specific programmes or opportunities for support. Contact details are published on promotional material (telephone numbers and email address) to ensure equality of opportunity.

|  |  |  |
| --- | --- | --- |
| **Section 75 Category** | **IF Yes, provide details** | **If No, provide details** |
| Religious Belief |  | None identified through this screening but can be kept under review. |
| Political Opinion |  | None identified through this screening but can be kept under review. |
| Racial Group | Yes - documents can be translated if necessary for anyone who does not have English as a first language. |  |
| Age | Continuation of promotion of programmes through a range of mediums including social or web based media, plus printed media and materials. |  |
| Marital Status |  | None identified through this screening but can be kept under review. |
| Sexual Orientation |  | None identified through this screening but can be kept under review. |
| Men & Women Generally | Targeted promotion of programmes through a range of mediums including social or web based media, plus printed media and materials |  |
| Disability | Continuation of promotion of programmes through a range of mediums including social or web based media, plus printed media and materials |  |
| People with and without Dependants | Continuation of promotion of programmes through a range of mediums including social or web based media, plus printed media and materials |  |

**Equality Action Plan 2021-2025**

Does the activity/policy/project being screened relate to an action in the [Equality Action Plan 2021-2025](https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75/action-plans-equality-and-disability)?

No

**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](https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75/action-plans-equality-and-disability):

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

Yes – the Business Solutions Team could consult with target groups and actively encourage programmes to be inclusive of all including those with disabilities.

**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?**

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| --- | --- | --- |
| **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 | These are programmes of support for eligible businesses wishing to export overseas. It is not relevant to promotion of good relations and no impact identified through this screening exercise | None |
| Political Opinion | As above | None |
| Racial Group | As above | None |

\*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 |  | International Trade programmes are focused on improving capability and facilitating growth of participating businesses and therefore do not directly promote good relations. |
| 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 and “Multiple identity” has been given consideration within this screening exercise.

**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.

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| **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] | Section 75 considerations have been embedded in the delivery and strategic development of all Council Business Support programmes to date, as required by European funding and Invest NI compliance.  No negative impacts have been identified during the screening process. Any issues re ensuring accessibility and equal participation in business support programmes can be addressed by the mitigations proposed for the programmes.  It is therefore considered that the undertaking of an EQIA is not necessary at this time. |
| Option 3  **Screen in** for a full Equality Impact Assessment (EQIA)  [If option 3, complete timetabling and prioritising section below] |  |

**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.

The Economic Development team will offer mitigations to ensure that those who traditionally face barriers genuinely experience equality of opportunity.

These mitigations include targeted promotion of programmes, providing information in other formats or with subtitles and by ensuring people are aware of the opportunities offered by the council’s business support programmes and have no barriers to participation.

**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:

The International Trade Programme will be monitored on an ongoing basis through the review of businesses and applications against programme eligibility criteria.

**Part 5 - Approval and authorisation**

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| --- | --- | --- |
|  | **Position/Job Title** | **Date** |
| Screened by: Patricia Mallon | Economic Development Manager | 23/10/23 |
| Reviewed by: Liz Milligan | Equality Officer | 31/10/23 |
| **Approved by:** Paul McCormick | Head of Economic Development | 27/10/23 |

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:

1. The policy/project is significant in terms of its strategic importance;
2. 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;
3. 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;
4. 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;
5. The policy is likely to be challenged by way of judicial review;
6. The policy is significant in terms of expenditure.

Minor impact

1. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
2. 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;
3. 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;
4. By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

No impact (none)

1. The policy has no relevance to equality of opportunity or good relations;
2. 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