**Lisburn & Castlereagh City Council**

**Equality and Good Relations Screening**

**Part 1. Activity/Policy Scoping**

**Information about the activity/policy**

# Name of the activity/policy

|  |
| --- |
| District Electoral Area (DEA) – Investment 2021-2022 |

Please attach copy of the activity/policy to this document.

Background

This policy is concerned with investment in the period 2021 – 2022 throughout each of the seven District Electoral Areas of Council. This investment is just short of £1m in total. Please note that this DEA Investment Programme is the overarching programme for a number of other projects such as the Grand Choice awards (Participatory Budgeting) and the Community Facilities Fund.

It can be noted that by taking an equitable and proportionate approach the policy inevitably will provide for different levels of investment/resourcing as may be required within each DEA.

However, it can be made explicit that each DEA will receive the same investment/resources in respect of community facilities and participatory budgeting. Both of these are deemed essential to address local concerns, support each community and continue to promote community engagement and capacity.

Additionally, it can be noted that much activity is already ongoing within local communities and these have already been committed to and budgeted for by Council. Also, other services e.g. sports and cultural grant funds remain open to all.

Consequently, this investment policy cover some 35 projects, 32 of which will impact within and across the DEA’s of Council. By providing such an additional commitment to local areas Council is confident that the aims noted below will be met and make a positive contribution to all our communities.

# Is this activity/policy

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| An existing policy? |  | A revised policy? |  | A new policy? | X |

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

|  |
| --- |
| 1 Address local concerns/needs |
| 2 Address Covid 19 emerging needs, particularly in respect of the economy (inclusive of the hospitality sector as impacted by Covid 19 etc.) |
| 3 Address poverty and social exclusion |
| 4 Support community engagement and further build capacity |
| 5 Improve corporate effectiveness |

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

|  |
| --- |
| It is considered that all designated groups may potentially benefit from this investment at DEA level. The aims indicate not only a need to support the local economy but to support communities and the individuals who make up such communities. Indeed the ongoing pandemic continues to be recognised as a driver for community support and recovery across Council. |

Who initiated or wrote the activity/policy?

|  |
| --- |
| Portfolio Team  |

Who owns and who implements the activity/policy?

|  |
| --- |
| The policy is owned by L&CCC and implemented through the Leisure & Community Wellbeing Directorate and programme managed via the Portfolio Team within the Service Transformation directorate.  |

**Implementation factors**

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

If yes, are they

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Financial? | X | Legislative? |  | Other? | X |

If other, please detail below

|  |
| --- |
| Due to the fact that a number of specific projects sitting under the programme will be inviting applications for funding there may be an overspend or under-spend of the whole programme depending on numbers applying for funding and the success rate of the applications. The funding projects that sit under the programme are allocated on a DEA basis with all 7 DEA’s equally receiving funding. This will help to promote a balanced investment right across all Electoral Areas.  |

**Main stakeholders affected**

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

|  |  |
| --- | --- |
| Staff | X |
| Service Users | X |
| Other Public Sector Organisations – please list |  |
| Voluntary/Community/Trade Unions – please list | X |
| Other e.g. Elected Members | X |

If other, please detail below

|  |
| --- |
| Elected Members |

**Other documents/activities/polices with a bearing on this activity/policy**

|  |  |
| --- | --- |
| Name of document/activity/policy | Who owns or implements document/activity/policy? |
| 1 Corporate Plan 2018 - 2022 | LCCC |
| 2 Departmental Plans | LCCC Departments |
| 3 Investment Plan | Director, Service Transformation |
| 4 Council’s Equality Scheme | LCCC |
| 5 Community Plan 2017-2032 | LCCC |

The above would include both internal and external documents/activities/policies.

If there is a web-link/link to any of the above please provide details.

**Available evidence**

What evidence/information (both qualitative and quantitative) have you gathered to inform this activity/policy? Specify details for each of the Section 75 categories.

The Council’s Community Plan 2017-2032 has been given due consideration when developing this DEA Investment Programme along with engagement by the council’s Senior Management Team with Heads of Service and Elected Members during July and August 2020 with a view to the consideration of measures that would assist recovery from the Covid-19 Pandemic. This also included, importantly, contact with and feedback from local communities.

The subsequent list of activities/projects that was compiled by stakeholders across the DEAs ensured that each DEA would benefit from relevant activities/projects and that in the main these should be quick delivery, short-term projects of (relatively) low value. The necessity of this approach it was considered would deal with local concerns as well as continue to address Covid 19 and pro-actively support communities going forward.

Mid-Year Population Estimates 2019 – District Electoral Areas

|  |  |  |
| --- | --- | --- |
| DEA | Population | % |
|  |  |  |
| Killultagh | 21450 | 14.6 |
| Downshire West | 17110 | 11.6 |
| Lisburn North | 23050 | 15.7 |
| Lisburn South | 23610 | 16.0 |
| Downshire East | 16720 | 11.3 |
| Castlereagh South | 24010 | 16.3 |
| Castlereagh East | 20860 | 14.2 |
|  |  |  |

Source: NISRA/NINIS

The following gives a summary of the LCCC area in respect of the designated groups.

|  |  |
| --- | --- |
| Sec 75 Category | Details of evidence/information |
| Religious Belief | 2011 Census/2014 LGD boundary data indicates that 23.95% of the LCCC population were brought up in the Catholic religion while 66.9% were brought up in the Protestant & Other Christian religion |
| Political Opinion | There would be a generally accepted link between religion and political opinion. In this instance the majority political opinion being Unionist |
| Racial Group | Using the same Census/boundary data indicates that just over 2% of the population were from an ethnic minority group |
| Age | The population at June 2017 totalled 142640:28596 (0-15 years)42110 (16-39 years)47466 (40-64 years)24468 (65+ years) |
| Marital Status | For the 16+ population in relation to marital and civil partnerships:30.65% single53.78% married0.10% same sex partnership3.27% separated5.52% divorced6.68% widowed |
| Sexual Orientation | The ONS published in 2017 data indicating that 1.2% of the household population in NI identified as Lesbian, Gay or Bisexual |
| Men & Women Generally | The LCCC population (2017) was 51% female and 49% male. This reflects the overall NI position |
| Disability | Using the same boundary/census data as above indicates that 18.29% of the population had a long-term health problem or disability |
| Dependants | Dependants would generally include three main categories:The care of a child or childrenThe care of an elderly relative/personThe care of someone with a disability |

### 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

Community feedback was received from Elected Members and Officers on the type of projects that residents/businesses would view as beneficial to their community as part of the consultation process of developing the programme.

|  |  |
| --- | --- |
| Sec 75 Category | Details of needs/experiences/priorities |
| Religious Belief | No needs identified.  |
| Political Opinion | No needs identified. |
| Racial Group | If a project under this programme was requesting applications for funding eg. Cultural diversity then the Council Officers will give due consideration to ensure no racial group would be at a disadvantage. Council Officers will also target promotion to different groups who may not be aware of funding opportunities and provide additional pre application advice and support.  |
| Age | It is acknowledged that different age groups may have different needs and this has been considered at this time and will continue to be considered throughout implementation. In particular it has been recognised that younger members of society have been disproportionately impacted by Covid. |
| Marital Status | No additional needs identified that won’t be covered in the programme |
| Sexual Orientation |  No additional needs identified that won’t be covered in the programme |
| Men & Women Generally | No additional needs identified that won’t be covered in the programme |
| Disability | It is acknowledged that those with a disability may have additional needs and this has been considered at this time and will continue to be considered throughout implementation of the projects and funding schemes being promoted. Specifically this group may have been impacted with the reduction of support services. |
| Dependants | It is acknowledged that those with dependants may have different needs and this has been considered at this time and will continue to be considered throughout implementation. It is likely that parents and others with dependants may have been further impacted by Covid.  |

**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 Sec 75 equality categories? (minor/major/none\*)

|  |  |  |
| --- | --- | --- |
| Sec 75 Category | Details of activity/policy impact | Level of impact (minor/major/none\*) |
| Religious Belief |  | none |
| Political Opinion |  | none |
| Racial Group |  | none |
| Age | Any such investment policy may impact on age groups e.g. those of working age and this has been considered as noted above | minor – positive  |
| Marital Status |  | none |
| Sexual Orientation |  | none |
| Men & Women Generally |  | none |
| Disability | Any such investment policy may impact on disability e.g. access to goods and services and this has been considered as noted above | minor – positive  |
| Dependants | Any such investment policy may impact on those with dependants – be it caring for an elderly relative, caring for a child or children or caring for someone with a disability – and this has been considered as noted above | minor – positive  |

\*See Appendix 1 for details.

2 Are there opportunities to better promote equality of opportunity for people within the Sec 75 equality categories?

|  |  |  |
| --- | --- | --- |
| Sec 75 Category | IF Yes, provide details | If No, provide details |
| Religious Belief | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for people with differing religious beliefs will also be made via the development of funding criteria and promotional materials.  |  |
| Political Opinion | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for people with different political opinion will also be made via the development of funding criteria and promotional materials. |  |
| Racial Group | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for people from differing racial groups will also be made via the development of funding criteria and promotional materials. |  |
| Age | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for people within differing age categories will also be made via the development of funding criteria and promotional materials. |  |
| Marital Status | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for people with differing martial status will also be made via the development of funding criteria and promotional materials. |  |
| Sexual Orientation | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for people with different sexual orientation will also be made via the development of funding criteria and promotional materials. |  |
| Men & Women Generally | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for for men and women generally will also be made via the development of funding criteria and promotional materials. |  |
| Disability | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for people with disabilities will also be made via the development of funding criteria and promotional materials. |  |
| Dependants | All DEA investments will take into consideration of equality of opportunity for people with section 75 equality categories. Consideration to include equality of opportunity for people with dependants will also be made via the development of funding criteria and promotional materials. |  |

3 To what extent is the activity/policy likely to impact on good relations between people of different religious belief, political opinion or racial group? (minor/major/none\*)

|  |  |  |
| --- | --- | --- |
| Good Relations Category | Details of activity/policy impact | Level of impact (minor/major/none\*) |
| Religious Belief | It is expected that investments via the DEA programme will impact positively on good relations between people of different religious belief – Impacts will continue to be monitored to ensure there is balanced and equitable investment across all DEAs | minor |
| Political Opinion | It is expected that investments via the DEA programme will impact positively on good relations between people of different political opinion – Impacts will continue to be monitored to ensure there is balanced and equitable investment across all DEAs | minor |
| Racial Group | It is expected that investments via the DEA programme will impact positively on good relations between people of different racial groupings – Impacts will continue to be monitored to ensure there is balanced and equitable investment across all DEAs | minor  |

\*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 | All DEA investments will take into consideration of equality of opportunity for people with different religious beliefs. Consideration to include equality of opportunity for people with different religious beliefs will also be made via the development of funding criteria and promotional materials. |  |
| Political Opinion | All DEA investments will take into consideration of equality of opportunity for people with different political opinion. Consideration to include equality of opportunity for people with different political opinions will also be made via the development of funding criteria and promotional materials. |  |
| Racial Group | All DEA investments will take into consideration of equality of opportunity for people from different racial groups. Consideration to include equality of opportunity for people from different racial groups will also be made via the development of funding criteria and promotional materials. |  |

**Additional considerations**

**Multiple identity**

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

|  |
| --- |
| The Council recognises that no individual sits exclusively within just one of the designated groups. As a consequence it is envisaged that the positive impacts of the DEA investments will spread across all section 75 categories. This goal will also be achieved through constant review of implementation based on evaluation of impact on multiple identities.  |

**Part 3. Screening decision**

There are 3 screening decision outcomes, as noted below.

Choose only 1 of these and provide reasons for your decision outcome and ensure evidence is noted/referenced for any decision outcome reached.

|  |  |
| --- | --- |
| Screening Decision Outcomes Options | Reasons/Evidence |
|  |  |
| Option 1Screen out without mitigation |  |
| Option 2Screen out with mitigation | The policy aims noted above include:Addressing local concernsAddressing C19 locally, economically and otherwiseSupporting communities at this time (indeed providing additional support)Addressing and making contributions to helping to deal with poverty and social exclusionContinuing to improve the effectiveness of Council and continue to promote/develop alternative service deliveryIt can also be noted that through the provision of resources with respect to e.g. participatory budgeting it is anticipated that each individual local DEA will benefit positivelyBy all DEA’s so doing the cascade impact will be the continued development of and support for partnership working across the whole of the LCCC areaWhere any potential impact on any group/characteristic has been/may be identified this has been given consideration to date and will be considered going forwardThe equitable and proportionate approach taken by this policy acknowledges that equality of opportunity is not “treating all equally” and by so doing will help ensure each DEA is supported as required to meet local concerns/needsThe projects envisaged within this investment policy which impact on the DEA’s (32/35) will be in tandem to a broad range of activities/projects already being undertaken across Council, again for the benefit of all. As a consequence of the above and taking into consideration that no or few impacts were identified as a result of screening and any impacts are determined to be minor or positive, it is recommended that a **full Equality Impact Assessment is not considered necessary.** It is also recommended to screen out with mitigation so that steps are undertaken during operation delivery and evaluation to ensure comprehensive promotion of DEA opportunities is promoted to all groups/areas and efforts to ensure equitable take-up is constantly considered. By screening out with mitigation assurance can be sought that if any negative impacts are identified there are mechanisms in place to negate these.  |
| Option 3Screen in for a full EQIA |  |
|  |  |

**Mitigation (Relevant to Option 2)**

When the public authority concludes that the likely impact is ‘minor’ and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the activity/policy/decision be amended or changed 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.

|  |
| --- |
| The DEA Investment Programme will be monitored on a monthly basis by CMT and a HOS monthly steering group. All programme level risks are escalated for mitigation at these meetings. At these junctures, programme delivery and evaluation methods will be adjusted to address all programme and project risks to include those to better promote equality of opportunity and good relations. This ‘change control’ approach will also address any significant negative equality considerations that may arise on a regular basis.  |

**Timetabling and prioritising (Relevant to Option 3)**

Factors to be considered in timetabling and prioritising activities/policies for equality impact assessment.

If the activity/policy has been **‘screened in’** for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the activity/policy in terms of its priority for equality impact assessment.

|  |  |
| --- | --- |
| Priority criterion | Rating (1-3) |
|  |  |
| Effect on equality of opportunity and good relations  |  |
| Social need |  |
| Effect on people’s daily lives |  |
| Relevance to a public authority’s functions |  |
|  |  |
| Total Rating Score |  |

Is the activity/policy affected by timetables established by other relevant public authorities?

If yes, please provide details

|  |
| --- |
|  |

**Part 4. Monitoring**

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

The Commission recommends that where the activity/policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the 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.

Who will undertake and sign-off the monitoring of this activity/policy and on what frequency?

CMT and the HOS Steering Group will be responsible for monitoring of the DEA Investment Programme on a monthly basis. Equality related monitoring will consider: Uptake of projects by communitiesUptake of investment by new community associations/areas not previously invested in

* Equitable investment in each DEA area in accordance with evidence of need and demand
* Record of any equality considerations to be improved on

Please give details below:

As part of our role in Programming the DEA Investment Programme the Portfolio Office will review the success of the projects that sit under the programme to ensure that there is equitable investment in each of the 7 DEAs.

|  |  |
| --- | --- |
| Will be undertaken by:Name & Position/Job Title: | Frequency (e.g. Annually): |
| Padraic Murphy, Programme Co-ordinator | Monthly  |
|  |  |
|  |  |
| Will be signed-off by: |  |
| Name & HoS Title: |  |
| Hazel King, Portfolio Manager |  |
|  |  |

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title**  | **Date** |
|  |  |  |
| Padraic Murphy | Manager | 02/09/21 |
| Mary McSorley  | Equality Officer | 02/09/21 |
| **Approved by:** |  |  |
| Hazel King  | Head of Service | 02/09/21  |

Note: A copy of the Screening Template, for each activity/policy screened should be ‘signed off’ and approved by a senior manager responsible for the activity/policy, made easily accessible on the public authority’s website as soon as possible following completion and made available on request.

Appendix 1

Major impact:

1. The policy 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 (none) impact

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.

Appendix 2

The following documentation (as a minimum) should be available to support the screening outcome decision:

* A written copy of the activity/policy in question;
* The screening template duly completed with the screening decision made explicit;
* All evidence utilised/referenced to support the screening decision to be available;