

Lisburn & Castlereagh City Council

Revised Section 75 Equality and Good Relations Screening template

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

In line with the Executive Office funding through their District Councils Good Relations Programme (DCGRP) in which funding is allocated to Lisburn & Castlereagh City Council to deliver against an action plan developed to address The Executive Office's Together Building United Communities priorities. The annual action plan is developed to provide guidance on the delivery of programmes. The action plan, in its entirety, is being screened. In addition, this screening includes the delivery of initiatives against the Executive Office's Dispersal funding aimed at supporting the integration of newcomer communities.

The action plan will develop and shape the future Good Relations Programme being delivered by the council and include delivery against the dispersal fund requirements as set out in the TEO Memorandum of Understanding.

Name of the activity/policy/project

Lisburn & Castlereagh City Council's Good Relations Action Plan

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

This is an annual action plan which is revised and refreshed each year to reflect updated priorities, funding requirements and community need.

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

The proposed Good Relations Action Plan (funded with support through The Executive Office) is to be developed to align with the priority objectives within the T:BUC Strategy including Our Children and Young People, Our Shared Community, Our Safe Community and Our Cultural Expression. In relation to the specific objectives of Lisburn & Castlereagh City Council, the action plan is intended to improve good relations within the council area and ensure all programmes are aligned with the objectives of the T:BUC strategy. The outcomes intended will be to directly address the good relations priorities and needs of the community which are identified through an extensive audit process.

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 Executive Office's T:BUC strategy is targeted at all citizens in Northern Ireland and sets out specific objectives and priorities that Lisburn & Castlereagh City Council must address through the Good Relations programme. The action plan for the council is aimed at improving good relations for all its citizens. However, the nature of good relations work is that certain groups and issues will be specifically targeted in the programmes that are included within the action plan. With regards to the dispersal programming, whilst priority should be given to those identified as newcomer communities, the remits of the funding provide flexibility to support integration through existing communities. Specific programmes within the action plan may therefore particularly benefit Section 75 groups, including persons of different religious belief, political opinion and racial group, as well as children and young people.

Who initiated or developed the activity/policy/project?

The action plan has been developed by the Communities team within Lisburn & Castlereagh City Council as part of the requirements stipulated by The Executive Office towards applications for funding through the District Council Good Relation programme.

The dispersal funding, which is being addressed within the Good Relations directive, will be managed by the Communities team.

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

The Action Plan and implementation of the associated programmes is the responsibility of Lisburn & Castlereagh City Council. Ultimately, the responsibility for implementation and delivery of the action plan will be led by the Community Services team with input from other council departments.

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

Yes

If yes, are they: financial, legislative, other? Give brief details of any significant factors.

Financial contributions from The Executive Office and Lisburn & Castlereagh City Council are required to implement the anticipated action plan. The Executive Office's contribution has been revised and reduced. This will have a significant impact on the implementation of the programme. While it may be impossible to fully implement the programme in its original form Lisburn & Castlereagh City Council, recognising its importance to the community, will supplement the GR programme with other programmes or deliver with other Council related schemes.

Community Relations – Community and resident buy-in is vital to ensure the successful delivery of the Action Plan.

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

Staff	Community Services Arts Services PCSP Museum Services Sports Services Community Planning
Service Users	Local community Residents
Other Public Sector Organisations – please list	The Executive Office Education Authority PSNI
Voluntary/Community/Trade Unions – please list	Local community groups/ sports groups/ youth groups
Other –	Elected Members

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

Name of policy/strategy/plan	Who owns or implements?
Together: Building a United Community	The Executive Office
Lisburn & Castlereagh City Council Community Plan	Lisburn & Castlereagh City Council & Community Planning partners
Lisburn & Castlereagh City Council's Connect, Invest, Transform investment Plan	Lisburn & Castlereagh City Council
Lisburn & Castlereagh City Council's Corporate Plan	Lisburn & Castlereagh City Council
Equality Commission Guidance	Equality Commission for Northern Ireland
Equality Action Plan	Lisburn & Castlereagh City Council

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 2021, Lisburn & Castlereagh City Council commissioned an independent consultant to undertake a review of the existing Good Relations activities and programmes being delivered by the council, undertake consultation, develop a strategy and establish a draft action plan for Good Relations programmes.

This process included the following:

- An on-line external community-based survey was developed to capture the perspectives of the wider community. This was advertised through the Council Community Services e-zine which was distributed to 235 contacts of community organisations and social media and achieved a return of 79 completed surveys
- Consultation workshop for Council Officers; Elected Members; External Stakeholders
- Desk research was undertaken including a review of:
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 - o Good relations activities previously delivered by the council
 - o Commission on Flags, Identity, Culture and Tradition - Report (Dec 2021)
 - o New Decade, New Approach
 - o Together Building a United Community (The Executive Office)
 - o Good Relations – A Guide for Local Authorities (Equality Commission Northern Ireland guidance)
 - o Racial Equality Strategy for Northern Ireland
 - o Northern Ireland Life and Times Survey 2020
 - o Lisburn & Castlereagh Community Plan 2017-2032
 - o Good Relations Strategy for Lisburn & Castlereagh City Council area
 - o Lisburn & Castlereagh City Council PEACE IV Plan
 - o Lisburn & Castlereagh PCSP Disability Action Plan 2019
 - o Lisburn & Castlereagh Local Development Plan 2032 – Draft Plan Strategy
 - o Lisburn & Castlereagh City Council Connect | Invest | Transform: Our 10 Year Investment Plan Proposition Shaping the Future of Lisburn Castlereagh

In addition, direct consultation took place with community representatives and residents consisting of 57 individuals through focus groups of which individuals were invited.

The consultation process attracted feedback from across the equality categories to ensure there was appropriate proportion of individuals across all categories consulted. The findings will inform targeted initiatives in the Good Relations Action Plan.

Section 75 Category	Details of evidence/information
Religious Belief	<p>Census data 2021 – findings for religion within the LCCC population: Protestant or other Christian 58%; Catholic 27 %; Other religions 2% and none 13% (NI population - 48.4% and 45.1%)</p> <p>Estimated LCCC population – 149,106</p> <p>Through community consultation in developing the audit of Good Relations, survey responses highlighted that 13.9% respondents identified as being Catholic; 68% identified as being Protestant; 1.9% identified as being Hindu; 5% identified as being inter/non-denominational; 7.9% identified as being Atheist whilst 10% chose not to answer this question.</p> <p>Consultation indicated that perceptions from older residents may be more difficult to change in comparison to younger members of the community based on religious discrimination. Findings highlighted the desire, from local communities, to increase opportunities for inter-generational integration to take place.</p>
Political Opinion	<p>Local government elections 2023 – Elected members to LCCC: DUP (14); Alliance Party (13); UUP (6); Sinn Fein (4); SDLP (2); Independent (1).</p> <p>Census data 2021 – British only 41%, Irish only 16%, Northern Irish only 21%, British & Irish only <1%, British & Northern Irish only 11%, Irish & Northern Irish only 2%, British, Irish & Northern Irish only 2%, Other national identities 6%.</p> <p>Consultations referenced that for example young people feel pressurised to ‘pick a side’ based on the political perspectives/views of their parents/community of residence. The problem identified is that this is based on biased historical views and young people feel unable to access an unbiased/objective understanding of the history of their culture and the events that have created our current society.</p>
Racial Group	<p>Census data 2021 indicated around 6% of the LCCC population were born outside of the UK and Ireland.</p> <p>Applications to EU settlement scheme Aug 2018 to March 2021 – 3940. Applicants from range of nationalities – largest groups Polish, Lithuanian and</p>

	<p>Romanian. LCCC also has a small population of Syrian refugees. Furthermore, the Asylum Seeker population is increasing across Northern Ireland as a whole.</p> <p>The consultation process highlighted the need to support positive cultural expression and identity (including the culture of ethnic minority / newcomer communities) thereby building respect and understanding for all.</p> <p>Respondents highlighted a need for more intercultural activities and events to increase awareness and understanding of other cultures.</p> <p>Findings from the consultative exercise indicated the need for opportunities for positive cultural expression and an increased understanding of culture and history, including cultures of newcomer/BME communities.</p>
Age	<p>LCCC population:</p> <p>0-14 19%</p> <p>15-39 30%</p> <p>40-64 33%</p> <p>65+ 18%</p> <p>LCCC has an aging population with a higher-than-average population aged over 85 years.</p> <p>A priority identified through the audit was for increased opportunities to develop additional inter-generational engagement. Having age-based programmes significantly limits the opportunities for integration across generations.</p>
Marital Status	<p>In relation to the council area, the Census indicated the following data for marital and civil partnerships:</p> <p>Single 33%</p> <p>Married or in a civil partnership 52%</p> <p>Separated 3%</p> <p>Divorced or formerly in a civil partnership 6%</p> <p>Widowed or surviving partner from a civil partnership 6%</p>
Sexual Orientation	<p>Straight or heterosexual 91%</p> <p>Gay, lesbian, bisexual or other sexual orientation 2%</p> <p>Prefer not to say or not stated 7%.</p> <p>Findings from the audit highlighted an increased need to promote opportunities across sections, including promoting to those with different sexual orientations.</p>
Men & Women Generally	<p>The gender breakdown of the LCCC population reflects the national picture – 51% female; 49% male.</p> <p>Northern Ireland has a small but growing number of people who identify as Trans (based on referrals to gender</p>

	<p>identity services and support groups) and it is likely that LCCC will have a small number of Trans residents.</p> <p>There was a similar breakdown of genders consulted throughout the process.</p>
Disability	<p>Published data from the 2021 Census indicates that 32% of the population had one or more long term health conditions.</p> <p>The audit findings highlighted the need to offer increased integration opportunities for those living with a disability whilst ensuring programmes and events have a degree of adaptability to ensure all participants can engage with programming.</p>
Dependants	<p>People with dependants includes those who care for a child/child, older people and those with disabilities. Limited information on carers is available, however 2021 Census data indicates 14% of the council population reported providing some level of unpaid care.</p>

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

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	<p>Consultation feedback found those respondents from a Catholic background prioritised the perceived need to re-imagine public spaces (including reimagining within a community setting).</p> <p>Activities which enable the expression of cultural awareness and those connected with challenging hate crimes were also identified as needs by a greater percentage of respondents from a Protestant background.</p> <p>Intergenerational activities were a high priority for those respondents from a Catholic background (72%) as were programmes to tackle anti-social behaviour.</p> <p>Evidence from local and regional studies shows that inclusive interfaith activities can improve understanding across religious groups and promote social cohesion.</p>
Political Opinion	<p>Consultation feedback highlighted a need to ensure activities to promote safe and inclusive cultural expression were prioritised by most consultees. There were no significant differences in perceptions noted.</p>

Racial Group	<p>Consultation feedback highlighted a need for increased opportunity to develop non-English language skills as identified through the language barriers particularly as some minority groups are less informed of opportunities to take part in community activities in general, and therefore regarding good relations programmes.</p> <p>Findings also highlighted the need for opportunities to increase awareness of racial traditions and cultures as well as offer opportunities for people of different cultural backgrounds to engage and learn from each other.</p> <p>Some racial groups did not understand or welcome displays of traditional culture and expressed a preference to attend more neutral environments.</p>
Age	<p>Older people were more likely to prioritise the need for delivery of multi-cultural events and festivals as well as an increased opportunity for joint activities between community organisations of different cultural backgrounds.</p> <p>Younger people reported the need to tackle common issues (such as mental health, anti-social behaviour, drugs and alcohol) on a cross-community basis thereby increasing trust and exploration of commonality not difference. In addition, young people expressed the need to ensure individuals are not subject to prejudice.</p> <p>Evidence indicates that intergenerational programmes can improve social inclusion, mental health, and community cohesion.</p>
Marital Status	No differential needs or priorities identified for this group.
Sexual Orientation	Consultation highlighted the need for increased awareness, promotion of understanding and acceptance of those from LGBTQIA+ communities.
Men & Women Generally	No differential needs or priorities identified for this group.
Disability	<p>Consultation highlighted the need for more accessibility for disabled people in relation to events and programmes</p> <p>Increased provision of consultation and programming to increase awareness of disabilities (physical and hidden)</p> <p>Ensuring accessibility and adaption of any programmes to be suitable.</p>
Dependants	Consultation indicated the need for flexibility to access programmes and opportunities, including adaptations where necessary, to enable full participation. Research confirms that individuals with caring responsibilities (for children, older people, or people with disabilities) may require flexible

	scheduling, transport support, or other adaptations to participate fully in programmes.
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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	The purpose of the action plan is to further promote and develop better understanding across all religious groups, including the two main communities. Programmes are inclusive and accessible to people of all religions and none, reflecting consultation findings on intergenerational and cross-community priorities.	Minor - positive
Political Opinion	No differential impact identified. The programmes in the proposed action plan will be available to people of all political opinions and none, reflecting consultation which found no significant differences across political viewpoints.	N/A
Racial Group	Positive through increased awareness, education, promotion of understanding and acceptance. Whilst funding has been reduced, by the Executive Office, to support the delivery of this action plan, collaboration with other sectors of the council will ensure increased participation from those of different backgrounds. As specific funding is allocated to promoting the inclusion of newcomer communities, it is anticipated that there will be increased positive impact.	Major - Positive
Age	The programmes will be available to people of all ages, supporting intergenerational engagement as highlighted in consultation.	Minor positive
Marital Status	No differential impact on equality of opportunity based on marital status.	N/a
Sexual Orientation	Positive through increased awareness, education, promotion of understanding and acceptance. Whilst funding has been reduced, by the Executive Office, to support the delivery of this action plan, collaboration with other	Minor - Positive

	sectors of the council will ensure maximised participation.	
Men & Women Generally	No differential impact identified.	n/a
Disability	Positive through increased awareness, education, promotion of understanding and acceptance. In addition, programmes will improve accessibility and inclusion, by adapting venues, materials, and activities to meet physical, sensory, or cognitive needs, offering flexible delivery, and providing additional support where required to ensure disabled people can participate fully.	Minor - Positive
Dependants	No differential impact identified.	N/A

* 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	<p>Within each programme of the Action Plan, efforts will be made to ensure equitable take up and participation.</p> <p>Where underrepresentation is identified, specific positive action will be considered.</p>	
Political Opinion	<p>Within each programme of the Action Plan, efforts will be made to ensure equitable take up and participation.</p> <p>Where underrepresentation is identified, specific positive action will be considered.</p>	
Racial Group	<p>There may be increased opportunities to include those under-represented in the programme through delivering a range of targeted promotion and collaboration.</p>	
Age	<p>Encourage participation across all age groups through a range of tailored engagement methods. Loneliness and social isolation should be considered, with steps taken to reach residents not connected to</p>	

	community groups, ensuring all ages have the opportunity to participate in programmes.	
Marital Status		No opportunities identified as the action plan will be available to all residents to engage with regardless of marital status.
Sexual Orientation	Further opportunities include targeted outreach and promotion to ensure LGBTQIA+ residents are aware of and able to participate in programmes.	
Men & Women Generally	No differential opportunities identified; programmes are available to all residents regardless of gender.	
Disability	Further opportunities include assessing risk areas in programmes and events to ensure accessibility, and considering targeted outreach to disability organisations to encourage participation of underrepresented groups.	
Dependants	Further opportunities include considering liaison with carer support organisations when assessing / addressing potential barriers to participation for carers where possible.	

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2012-2025? If yes, give brief details.

Yes - This policy aligns with Themes 4 and 6 of the Lisburn & Castlereagh Equality Action Plan 2021–2025, promoting inclusive access, participation, and embedding equality considerations across Section 75 groups.

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?

Yes – the action plan clearly states the implementation of programmes to promote positive attitudes – this will be measured through participation levels and measured Outcomes Based Accountability monitoring through changes in attitudes and accessibility to programmes.

- To encourage the participation of disabled people in public life?

Yes – The action plan will be promoted to disability support groups and such groups will be consulted when developing such programmes to encourage participation.

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 action plan is specifically intended to promote and further good relations, particularly but not exclusively between these three groups.	Major positive
Political Opinion		Minor - positive
Racial Group		Major - positive

*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	Yes, having a more ‘mixed’ community representative of different religious backgrounds will enable barriers to be reduced and relationships to form. This will be delivered by delivering opportunities to better promote good relations through the promotion and increased awareness of programmes to ensure inclusive and wider involvement of participation. Ongoing monitoring and evaluation will be measured through the lifetime of the action plan to shape future action plans. Ongoing consultation will identify any	

	barriers to participation shaped by those from different religious backgrounds of which the programmes will try to be shaped to address such barriers.	
Political Opinion	Yes, as communities grow and develop collectively, mutual respect and understanding will also increase. This will be monitored throughout the lifetime of the plan to ensure barriers to participation are addressed.	
Racial Group	Yes, the understanding, acceptance and welcoming aspect of diverse communities will be enhanced through the possible engagement of those from different racial groups.	

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.

The action plan recognises that individuals may belong to more than one Section 75 category (for example, a young person from a racial minority group or a person with a disability from a particular religious background). Programmes are designed to be inclusive and flexible to address the needs of people with multiple identities. Consultation and monitoring processes will consider overlapping needs and barriers to ensure equitable access and participation across all Section 75 groups.

Part 3. Screening decision

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 negative impacts identified (or only 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 impacts identified which can easily be mitigated. Most activity will probably fall into this category.
- 3) **Screen in for full equality impact assessment** – potential for significant (and potentially negative) impact identified for one or more groups so proposal requires a more detailed impact assessment.

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	
Option 2 Screen out with mitigation – some potential impacts identified but they can be addressed with appropriate mitigation	<p>We have concluded that there is no need for a full equality impact assessment. This is because the draft action plan has been developed following extensive consultation and review of previous programmes and all elements of the programme directly reflect the views of consultees and the needs/priorities they identified.</p> <p>However, we acknowledge the need to implement appropriate monitoring and evaluation over the lifetime of the strategy and plans to ensure that they do indeed achieve the intended objectives.</p>
Option 3 Screen in for a full Equality Impact Assessment (EQIA)	

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 Action Plan is adaptable but can only be amended within the limitations of funding arrangements stipulated by The Executive Office and internal council governance. Mitigation will include:

- Ongoing monitoring of participation and engagement across all Section 75 groups.
- Adjustments to programme delivery, promotion, and engagement methods where underrepresentation or barriers are identified.
- Consultation with community and stakeholder groups to inform these adjustments.
- Ensuring that accessibility and inclusion measures are embedded in programme design and delivery.

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

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

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

If yes, please provide details

Part 4. Monitoring

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

Monitoring of each specific programme within the Action Plan will be undertaken by the Communities team, who will review participation, engagement, and any barriers identified through questionnaires, surveys, and consultation feedback. Findings will be reported to the Community Services Manager and senior management for sign-off. Further progress reports will be submitted to The Executive Office on a quarterly basis, and any issues identified will inform adjustments to programme delivery where feasible.

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Lynsey Gray	<i>Good Relations Officer</i>	10/12/2025
Reviewed by	<i>Annie Wilson, Equality Officer</i>	18/12/2025
Approved by:		
Victoria Jackson	<i>Head of Communities</i>	16/12/2025