**Lisburn & Castlereagh City Council**

**Section 75 Equality and Good Relations Screening template**

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

As an integral part of the overall Capital Programme for Lisburn & Castlereagh City Council Councillors have agreed to progress the planning applications for a synthetic pitch (one full size soccer pitch) at Laurelhill Sportszone as part of a joint development with the Education Authority who own the site.

The proposed pitch was identified as a priority within the 2016 Pitches Strategy as there was an under provision of training pitches with floodlights identified and as a result it was included within the Capital Programme. The proposed development will through its impact on the Corporate and Community Plans have a positive impact on the residents of the local area and indeed further afield.

# **Name of the activity/policy/project**

# Laurelhill SportsZone – Development of a 3G Pitch

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

This project is a revised project as part of the existing Capital Programme.

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

The proposed pitch development will provide training and competitive opportunities for a range of local team sports especially Soccer but also for GAA and Rugby. The aims and objectives are set out in more detail in the Business Case which has been approved by Council.

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

The project is not specifically targeted at any one Section 75 category. It will be inclusive and help fill a much needed gap in training provision, assisting a variety of groups but especially local clubs who wish to develop youth, female and disability teams.

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

The project was initiated by the Leisure & Community Development Department in partnership with the Education Authority. It will be delivered by the Capital Project Team.

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

The project will be owned by Lisburn & Castlereagh City Council as they will be providing all of the finance. However, as it is on Education Authority land, a project team will lead on implementation. The project team will include representatives from Lisburn & Castlereagh City Council, Education Authority, Laurellhill Community College and Killowen Primary School.

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

~~Yes~~ / No None known at this time

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

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

|  |  |
| --- | --- |
| Staff  | Leisure – Management & MaintenanceCapital - Delivery |
| Service Users  | Local Soccer, GAA, Rugby teams |
| Other Public Sector Organisations – please list | Education AuthorityLaurelhill Community CollegeKillowen Primary SchoolOther local schools |
| Voluntary/Community/Trade Unions – please list | Local voluntary sports clubs and community organisations |
| Other – please list (eg, Elected Members, delivery partners, contractors, etc) | Local Elected MembersSuccessful contractor |

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

|  |  |
| --- | --- |
| **Name policy/strategy/plan** | **Who owns or implements?** |
| Lisburn & Castlereagh City Council Corporate PlanCcorpoCorporate Plan | Lisburn & Castlereagh City Council |
| Lisburn & Castlereagh City CouncilCommunity Plan | Lisburn & Castlereagh City Council and statutory & voluntary partners |
| N.H.S Physical Activity Guidelines | N.H.S |
| Sport Matters | N.I Strategy for Sport & Recreation – Sport NI |
| N.I Programme for Government | N.I Executive |
| Lisburn & Castlereagh City CouncilPitches Strategy | 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 developing the business case for the project, we carried out a comprehensive consultation process with relevant stakeholders. This involved an open call for interested parties including a user plan to ensure widespread usage across a range of local clubs and organisations. We considered previous internal strategies and plans and a range of government and other strategies related to sports provision. We considered feedback from users of the current facilities and others to identify needs and gaps and assess future demand. More detail in the business case.

|  |  |
| --- | --- |
| **Section 75 Category** | **Details of evidence/information** |
| Religious Belief | The proposed development will primarily provide facilities for a number of team field sports. While it is open to the entire community, its location means that the facility is likely to be used by more people from a Protestant community background. Soccer and rugby are played by people of all religions and none but by more Protestants than Catholics. GAA sport is played mainly by Catholics. |
| Political Opinion | The sports the facility will cater for will be played by people of all political opinions and none. However, soccer and rugby are likely to be played by more people from a unionist background and GAA sports by people from a nationalist background. The location of the Laurelhill facility means that it is likely to be used by more people from a unionist background. |
| Racial Group | The local area has only small proportions of people from a minority ethnic background. The clubs who will use the facility are likely to have small numbers of players/members who are BME. There is some evidence that BME people are under-represented in sport and various strategies aim to address this. |
| Age | The facility will be available to people of all ages for relevant sports. In general, such sports facilities are likely to be more used by children and young people. All sports clubs are focused on providing for all age groups but older age groups are less likely to participate in team sports. |
| Marital Status | There is limited evidence of the marital status of those who participate in sport and in the sports the Laurelhill facility will cater for.  |
| Sexual Orientation | There is limited information on the sexual orientation of those who participate in sport but there is some research to suggest that there are barriers to participation for those who are openly lesbian or gay. |
| Men & Women Generally | While more girls and women are playing the sports the facility will cater for, there is evidence that girls drop out of sport at a much earlier age than boys and are generally under-represented in sport at all levels. While older females are participating in physical activity as a result of targeted strategies, women in older age groups are significantly under-represented in team sports.  |
| Disability | For obvious reasons, people with disabilities may find barriers to participation in sport without tailored provision. The current facility provides the opportunity for participation by disabled children and/or adults.  |
| Dependants | People who have dependants are less likely to have time to participate in hobbies, including sport, and so are under-represented compared to those who do not have caring or dependant responsibilities. |

### 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 | Proposed facility needs to be perceived as welcoming and open for use by people of all religions and none |
| Political Opinion | Proposed facility needs to be perceived as welcoming and open for use by people of all political opinions and none |
| Racial Group | Racial minorities, especially those who are new to the district, may need to be targeted to encourage participation in local clubs and sports activities. Any new provision needs to be communicated/promoted to support groups. |
| Age | There is a need to specifically target older people (male and female) to ensure that they are encouraged to participate in sport as they age. Most people drop out of sport after school age due to other interests and/or commitments. It is acknowledged that older age groups may have different needs in comparison to younger groups. Also, the link between age & disability (& gender) is noted.  |
| Marital Status | No differential needs identified in relation to this project. |
| Sexual Orientation | Sports clubs and facilities need to ensure that they have policies that support and encourage people who are lesbian and gay to participate in sport.  |
| Men & Women Generally | The facility will provide much needed opportunities for women and girls field sports.  |
| Disability | Any new facility needs to provide for clubs/groups who cater for players/participants with various disabilities, both visible and hidden, and disabled people of all ages. There is a need for physically accessible facilities, including for changing, that meet the needs of both children and adults. Spectator spaces/facilities also need to be accessible. |
| Dependants | Facilities need to provide for parents who accompany children to sports activities or those who have disabled or older dependants.  |

**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 provision of new facilities at Laurelhill is likely to benefit more people from a Protestant religious background, given its location and the sports that it will cater for. However, the facility will be open to all and will benefit people of all religions and none. | Minor |
| Political Opinion | The Laurelhill Sportszone is located in an area which is predominantly unionist so it is likely that it will be used more by that community. However, it will be open to everyone and will offer facilities for GAA sports which are predominantly played by those from a nationalist background as well as other activities that would be perceived as neutral. | Minor |
| Racial Group | The proposal will not impact differently on different racial groups. However, the development of any new facility offers an opportunity to promote to under-represented groups to encourage participation. | N/A |
| Age | The enhanced facilities will enable clubs to offer more provision to new target groups and participants including youth age and older people | Minor - positive |
| Marital Status | No differential impact identified by marital status or for people with different marital status. | N/A |
| Sexual Orientation | No differential impact identified by sexual orientation or for people with different sexual orientation. | N/A |
| Men & Women Generally | The enhanced provision will assist clubs in developing Women’s Football | Minor - positive |
| Disability | Accessibility features can be included at the development stage which will facilitate the inclusion/participation of those with a disability and the clubs/groups that cater for disabled children and adults.  | Minor - positive |
| Dependants | Enhanced parking, spectator space may benefit those with dependants. Some of the accessibility measures for disabled service users will also benefit those with dependants.  | 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 opportunities identified as the facility will be available to and used by all |
| Political Opinion |  | No opportunities identified as the facility will be available to and used by all |
| Racial Group | Yes, underrepresented groups will be a specific target, |  |
| Age | Yes, the enhanced programme will provide more opportunities for people of all ages. |   |
| Marital Status |  | No opportunities identified in relation to this project.  |
| Sexual Orientation |  | No opportunities identified in relation to this project.  |
| Men & Women Generally | The enhanced facilities provide opportunities for sports clubs and others to develop a number of women’s field sports.  |  |
| Disability | Working with local clubs provide more and better training and competitive training opportunities |  |
| Dependants |  | No opportunities identified in relation to this project for this category  |

**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 proposed facility will assist local clubs and organisations to access more and better training and competition facilities for participants and members with disabilities. More visibility for disabled people playing sport promotes awareness of what disabled people can do, rather than what they cannot.

* to encourage the participation of disabled people in public life?

Potentially, yes. If disabled people have increased opportunities to participate in sport in their local community, they will potentially have opportunities to contribute their views and feedback. Participation in team sports can also help to develop confidence which has wider benefits for participation in other areas of life.

**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 | As the new facility will cater for a range of sports that are played by all sections of the community, there is the potential for it to be seen as a multi-sports venue that is perceived as neutral and inclusive.  | Minor - positive |
| Political Opinion |
| Racial Group |

\*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, more clubs using a facility provides potential opportunity for better understanding  |  |
| Political Opinion | Yes, more clubs using a facility provides potential opportunity for better understanding |  |
| Racial Group | All clubs will be required to operate fully inclusive practices and policies |  |

**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 facility will provide equality of access to all groups who completed an Intention to Use form as part of the business case although further access opportunities will be created if new ‘communities of interest’ emerge.

The business case highlights a targeted programme working with underrepresented groups in tandem with clubs who use the facilities. This will include but not limited to females, young and old and older people with a disability.

**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 entirely 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. [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  | The facility will be open to all and will provide much needed facilities and meet an existing shortfall in provision. We have concluded that there is no need to conduct a full equality impact assessment as no negative impacts have been identified and there are likely to be minor positive benefits for some groups. |
| Option 2**Screen out with mitigation** – some potential impacts identified but they can be addressed with appropriate mitigation [complete mitigation section below] |  |
| 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?** [Can you take specific mitigating steps that will address the potential issues/needs identified through screening?]

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.]

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

**Not applicable**

**Part 4. Monitoring**

**Two elements to monitoring:**

1. **Monitoring the activity generally as part of normal review and evaluation or service improvement and 2) monitoring by equality category.**

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

Please give details below:

An Executive Committee will be developed to include all partners and representatives of service users to ensure feedback on usage, uptake, promotion and quality is immediate. The Executive Committee will also consider proactive measures to ensure any under-represented groups are given equality of opportunity and any perceived barriers are removed.

|  |  |
| --- | --- |
| **Will be undertaken by:****Name & Position/Job Title:** | **Frequency (e.g. Annually):** |
| Robert Geary, Sports & Events Coordinator | Annually |
| Will be signed-off by:Mario Scappaticci, Local Facilities Manager | Annually |
| Name & HOS Title:Brendan Courtney, Head of Sports Services | Annually |

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title**  | **Date** |
| Mario Scappaticci | Local Facilities Manager | 25/10/2021 |
|  |  |  |
| Reviewed by: Mary McSorley | Equality Officer | 02/11/21 |
| **Approved by:** |  |  |
| Brendan Courtney | Head of Sports Services  | 02/11/21 |

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

* ‘signed off’ and approved by a senior manager responsible for the activity/policy
* sent to the Equality Officer for the quarterly screening report to consultees and internal reporting
* published on the LCCC website accompanied by a copy of the policy/project/plan being screened
* made available to the public on request.

Evidence 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.

**Equality Commission Guidance on Monitoring**

Public authorities should consider the guidance contained in the Equality 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.