**Lisburn & Castlereagh City Council**

**Equality and Good Relations Screening - Covid-19 Recovery Revitalisation Scheme**

**Part 1. Policy scoping**

**Information about the policy**

# Name of the Policy

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| **Covid-19 Recovery Revitalisation Scheme –**   1. Small Business Grants Programme (100% funded by DfC/DAERA) 2. Urban Investment Fund (90% funded by DfC) |

# Is this policy

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

**Introduction and background to the project –**

**Covid-19 Recovery Revitalisation Scheme**

**1. Small Business Grants Programme - 100% funded**

In response to the challenges that have been brought about by COVID-19, Lisburn & Castlereagh City Council (LCCC), in conjunction with the Department for Communities (DfC) and the Department of Agriculture, Environment and Rural Affairs (DAERA), have launched a COVID-19 Recovery Revitalisation Scheme to provide financial support for businesses located within the council’s urban centres and rural villages.

The funding will support businesses in their economic recovery and help to provide a safe town and village environment. The project will also assist hospitality businesses in creating outdoor customer spaces with funding to purchase new furniture, equipment and cleaning products.

Applicants can apply for small grants of different levels to support the purchase of equipment and items to mitigate the impact of the new working environment and ensure safety for visitors and workers alike.

**There are 3 Levels of Award:**

* **Level 1 -** Independent private sector retail, hair and beauty sector, takeaway hospitality sector, leisure sector and Professional services, subject to demand - £500
* **Level 2 -** Independent private coffee shops and cafes with dine in facilities - £1,000
* **Level 3 -** Licensed Premises Independent bars and restaurants - £2,000

**2. Urban Investment Fund – 90% funded**

Lisburn & Castlereagh City Council has announced the development of an Urban Investment Fund supported by the Department for Communities (DfC). This is the second grant programme within the Covid-19 Recovery Revitalisation Scheme.

Its aim is to support the economic growth and resilience of the urban centres of Lisburn, Dundonald and Carryduff through the provision of grants for interior and exterior improvements to commercial buildings, expansions or repurposing of premises. The applicant must be a new business wishing to renovate a vacant property or an existing business planning to repurpose all or part thereof of a currently occupied property to expand their business or change the use of an area within.

Different levels of grant assistance may be available across business sectors ranging from **£7,500 to £25,000 per business**. The council will accept expressions of interest between 26th August and 25th September 2020. Eligible submissions will be invited to complete a full application in due course.

It is hoped this fund will help to reduce the number of vacant units in the local area by attracting new business investment and offer financial assistance to existing businesses to offset capital costs to reopen or repurpose their existing business premises.

Both grant programmes are expected to support the economic growth and resilience of businesses actively trading within Lisburn and Castlereagh’s main commercial centres Lisburn, Carryduff and Dundonald as defined by DfC and rural towns/villages\* as defined by DAERA. This scheme will help to provide them with the potential to develop and grow, providing new job opportunities for all residents across the Council area.

\*These villages include: Glenavy, Maghaberry, Moneyreagh, Stoneyford, Lower Ballinderry, Upper Ballinderry, Drumbeg, Drumbo, Dromara, Annahilt, Ravernet, Milltown, Hillhall, Aghalee, Hillsborough/Culcavy and Moira.

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

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| * To financially support businesses in the Lisburn and Castlereagh Council area to help them address the challenges they face when trying to mitigate against Covid-19. This will be achieved through the purchase of items/equipment e.g. PPE and sanitising stations and/or minor works. |
| * To encourage new business into the Urban Centres or to support existing businesses to diversify their current offering through repurposing of vacant units (to include unused areas of their current premises). This will enable businesses to make interior and exterior improvements to commercial buildings, expansions or repurposing of premises. |
| * Improve the offer in the DfC designated urban centres of Lisburn, Dundonald, and Carryduff reducing the current vacancy rates and attracting new businesses into the centre. |
| * Decrease the number of vacant units in the Urban Centres by offering financial assistance to existing businesses to offset capital costs to reopen or repurpose their existing business premises. |
| * Decrease the number of vacant units in the Urban Centres by offering financial assistance to new businesses who wish to occupy a vacant property. |

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

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| The Covid-19 Recovery Revitalisation Scheme is intended to provide financial support to businesses situated within the urban centres and rural towns/villages of Lisburn and Castlereagh City Council area. It is open to businesses that meet eligibility criteria and is intended to benefit all that apply, regardless of religion, race, gender, etc. However, there may be indirect benefits to some groups.  For example, if a business used the grant to purchase outdoor seating, there will be particular benefits for older people and those who are less mobile, having more places to sit and rest; a newly renovated property with improved accessibility for disabled people; and an increase in toilet facilities which would benefit young families and those with dependants.  The scheme is available to businesses throughout the Council area, it will potentially benefit businesses owners and serving all sections of the community. |

Who initiated or wrote the policy?

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

Who owns and who implements the policy?

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| Lisburn and Castlereagh City Council own the policy. The grants programme is funded through Department for Communities (DfC) and the Department of Agriculture, Environment and Rural Affairs (DAERA) and administered by Economic Development. |

**Implementation factors**

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

If yes, are they

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

If other, please detail below

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| **Financial:** Funded by Department for Communities and Infrastructure (DfC) and the Department of Agriculture, Environment and Rural Affairs (DAERA)  **Other:** Time -The project is required to be delivered within timeframes agreed between DfC, DAERA and LCCC. We anticipate the project to be finished by September 2021. |

**Main stakeholders affected**

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

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| --- | --- |
| Staff: | Y |
| Service Users & Delivery Partners | Y |
| Other Public Sector Organisations | Y |
| Voluntary/Community/Trade Unions | Y |

If other, please detail below

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| The businesses are the main stakeholder affected by the Scheme. |

[Other policies with a bearing on this policy](#Onefour)

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| **Name of policy** | **Who owns or implements policy?** |
| Covid-19 Regulations | NI DIRECT  https://www.nidirect.gov.uk/articles/coronavirus-covid-19-regulations-guidance-what-restrictions-mean-you |
| Covid-19 Recovery Revitalisation Programme | Department for Communities  https://www.communities-ni.gov.uk/publications/covid-19-recovery-revitalisation-programme-screening |
| Equality and Disability Action Plans | Lisburn and Castlereagh City Council  https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75 |
| Local Development Plan | Lisburn and Castlereagh City Council  https://www.lisburncastlereagh.gov.uk/resident/planning/local-development-plan |
| Regeneration and Investment Action Plan | Lisburn and Castlereagh City Council  https://www.lisburncastlereagh.gov.uk/uploads/general/LCCC\_Investment\_Programme\_2019\_.pdf |
| [Urban](https://www.communities-ni.gov.uk/publications/disability-action-plan) Regeneration Community Development Framework | Department for Communities https://www.lisburncastlereagh.gov.uk/uploads/general/Castlereagh\_Integrated\_Development\_Framework\_for\_web.pdf |
| [Interim Equality scheme](https://www.communities-ni.gov.uk/publications/dfc-interim-equality-scheme) | Department for Communities https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75/policies-section-75-screening |
| LCCC City Centre Master Plan | LCCC  https://www.lisburncastlereagh.gov.uk/uploads/general/WST148\_Lisburn\_Masterplan\_Update\_Final\_Approved\_02\_reduced.pdf |

**Available evidence**

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

**Please note:**

There is a wide range of businesses in both urban and rural locations that will be eligible to apply. They include hair and beauty, leisure, retail, hospitality and professional services.

There is no S75 category data accessible by the Council for these businesses. Information below is from the 2011 Northern Ireland Census which takes into account the Lisburn and Castlereagh Council Area.

The following evidence was gathered to inform this policy:

* 2011 NI Census Data

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| **Sec 75 Category** | **Details of evidence/information** |
| Religious Belief | The 2011 NI Census recorded the following statistics with regard to religious belief in the Lisburn and Castlereagh area;   * 67% Protestant (or other Christian) * 24% Catholic * 8% Other * 1% None |
| Political Opinion | The 2011 NI Census recorded the following statistics with regard to political opinion in the Lisburn and Castlereagh area;  65.39% indicated that they had a British national identity, 14.83% had an Irish national identity and 30.46% had a Northern Irish national identity\*. |
| Racial Group | The 2011 NI Census recorded the following statistics with regard to racial groups in the Lisburn and Castlereagh area;  **2.36%** were from an ethnic minority population and the remaining **97.64%** were white (including Irish Traveller). |
| Age | In 2015 the following statistics with regard to age in the Lisburn and Castlereagh area were recorded to inform the Corporate plan;   * 20% Children were aged 0-15 years * 30% of people aged 16 -39 years * 33% aged 40 – 64 years * 17% aged 65 years and older   The population of the Council area aged 65 and over will increase by 9% by 2025 and 13% by 2030. |
| Marital Status | The 2011 census records the following statics with regard to the marital status of persons over the age of 16 for the LCCC area;  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 | ONS (Office for National Statistics) figures (2016) suggest at least 2% of the NI population identify as Lesbian, Gay or Bi-sexual. However, LGB support groups suggest this is a significant under-estimate based on lack of willingness/confidence to identify as LGB.  Government Equalities Office research suggests over 4% of the 18-25 year age group identify as LGB, confirming that younger people are more likely to be open about sexual orientation. |
| Men & Women Generally | The estimated population of Lisburn And Castlereagh 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 Lisburn and Castlereagh showed;   * **18.29%** of people had a long-term health problem or disability that limited their day-to-day activities; * **82.13%** of people stated their general health was either good or very good |
| Dependants | Dependants can include children, older people and those with disabilities.  **12.51%** of people in the 2011 Census stated that they provided unpaid care to family, friends, neighbours or 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 policy/decision? Specify details for each of the Section 75 categories

Covid-19 Recovery Revitalisation Scheme is intended to benefit anyone over 18 who applies, irrespective of background or circumstance. There is limited information about the characteristics of business owners or different needs of business owners by Section 75 categories. This scheme is primarily aimed at business owners but it may have indirect benefits for some groups of service user.

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| --- | --- |
| **Sec 75 Category** | **Details of needs/experiences/priorities** |
| Religious Belief | There have been no specific needs identified for people with different religious beliefs. |
| Political Opinion | There have been no specific needs identified for people with different political opinions. |
| Racial Group | There have been no specific needs identified for people who belong to different racial groups other than potential access to information. The scheme was advertised on the Council Website and Social Media Channels. Officers also called into as many eligible businesses as possible in person although due to lockdown and restrictions this proved difficult. |
| Age | No differential needs in relation to business owners.  Clear safety signage, more chairs outside cafes/restaurants allowing older people to sit and rest more often as well as those with disabilities, etc. |
| Marital Status | There have been no specific needs identified for people of different marital status. |
| Sexual Orientation | There have been no specific needs identified for people of different sexual orientations in relation to this policy. |
| Men & Women Generally | There have been no specific needs identified for men and women generally. |
| Disability | Business improvements and equipment will take into consideration the needs of the elderly and those with a disability to mitigate the risk of any accidents occurring.  Recommend barriers/fencing - 1m high, base of barrier 100m off the ground.  Guide Dogs NI were consulted regarding an increase in street furniture and businesses were made aware of the dangers to people with visual impairments. |
| Dependants | Business improvements e.g. the addition of toilet space takes into consideration dependants and young families. |

**Part 2. Screening questions**

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Sec 75 equality categories? (Minor/ major/ none)

Covid-19 Recovery Revitalisation Scheme is intended to benefit anyone over 18 who applies, irrespective of background or circumstance

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| --- | --- | --- |
| Sec 75 Category | Details of policy impact | Level of impact (minor/major/none) |
| Religious Belief | No differential impact identified in relation to business owners. | None |
| Political Opinion | No differential impact identified in relation to business owners. | None |
| Racial Group | No differential impact identified in relation to business owners. | None |
| Age | No differential impact identified in relation to business owners.  Some older customers/service users may particularly benefit from business improvements which provide clear signage, and access routes, the scheme is expected to benefit all ages. Space for those with disabilities will also benefit older people. | Minor positive |
| Marital Status | No differential impact identified in relation to business owners. | None |
| Sexual Orientation | No differential impact identified in relation to business owners. | None |
| Men & Women Generally | The scheme is intended to benefit men and women/all genders equally. | None |
| Disability | The scheme may benefit those with a disability as business improvements will contribute to better accessibility although the increase in street furniture could be dangerous to people with visual impairments. Businesses were made aware of this. | Minor Negative and Minor Positive |
| Dependants | The scheme may benefit dependants due to business improvements providing more toilet space. | Minor Positive |

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

The Covid-19 Recovery Revitalisation Scheme will be delivered with a view to benefitting all that apply for the funding. It is considered that there are no opportunities to better promote equality of opportunity other than the measures already proposed. Feedback will be welcome however and action taken if any issues arise.

If any opportunities arise to better promote equality of opportunity in future then these will be given consideration in due course.

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| --- | --- | --- |
| Sec 75 Category | IF Yes, provide details | If No, provide details |
| Religious Belief |  | No |
| Political Opinion |  | No |
| Racial Group |  | No |
| Age |  | No |
| Marital Status |  | No |
| Sexual Orientation |  | No |
| Men & Women Generally |  | No |
| Disability |  | No |
| Dependants |  | No |

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

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| --- | --- | --- |
| Good Relations Category | Details of policy impact | Level of impact (minor/major/none) |
| Religious Belief/ Political Opinion/ Racial Groups | The scheme will be awarded to those businesses eligible to apply and is expected to have positive impacts on both main communities and people from all racial backgrounds. | No direct impact identified in relation to religion, political opinion or racial group |

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

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| --- | --- | --- |
| Good Relations Category | IF Yes, provide details | If No, provide details |
| Religious Belief/ Political Opinion/ Racial Group |  | The scheme is a financial assistance scheme for business and doesn’t lend itself to promoting good relations.  If any issues arise, they will be addressed. |

**Additional considerations**

**Multiple identity**

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

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| LCCC recognises that all individuals are not exclusive to just one designated group. “Multiple identity” has been given consideration within this screening exercise in order to ensure benefit to all groups.  If additional issues/impacts not already covered above arise, they will be addressed. |

**Part 3. Screening decision**

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

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| **Screening Decision: Screen out without mitigation.**  It has been concluded that a detailed equality impact assessment is not necessary as all the potential impacts identified are minor and the majority positive. To ensure equality of opportunity, the scheme was advertised as widely as possible - on the Council Website and Social Media Channels. Officers also called into as many eligible businesses as possible in person although due to lockdown and restrictions this proved difficult. No additional mitigations are needed as the needs of particular user groups will be taken into account fully throughout the scheme.  Guide Dogs NI were consulted regarding an increase in street furniture and businesses were made aware of the dangers to people with visual impairments. Therefore the recommended barriers could only be used if they were 1m high and base of barrier no more than 100m off the ground. |

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced.

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| **N/A** |

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

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| **N/A** |

**Mitigation**

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 policy/decision be amended or changed or an alternative 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 policy.

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| **N/A** |

**Timetabling and prioritising**

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

If the 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 policy in terms of its priority for equality impact assessment.

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| --- | --- |
| 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 | **N/A** |

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

If yes, please provide details

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| **N/A** |

**Part 4. Monitoring**

The Covid-19 Recovery Revitalisation Scheme will be monitored on an ongoing basis through the review of businesses and applications against the schemes eligibility criteria.

**Part 5 - Approval and authorisation**

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| **Screened by:** | **Position/Job Title** | **Date** |
| Yvonne Burke | Regeneration Officer | 10.05.21 |
| Signature: | C:\Users\Yvonne.Burke\AppData\Local\Microsoft\Windows\INetCache\Content.Word\YB Signature 2.jpg |  |
| Mary McSorley | Equality Officer | 11.05.21 |
| **Approved by:** |  |  |
| Paul McCormick | Head of Economic Development | 12.05.21 |

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