**Lisburn & Castlereagh City Council Equality & Good Relations Screening**

**Interim Labour Market Partnership**

**Part 1. Policy scoping**

**Information about the policy**

# Name of the Policy

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| **Lisburn and Castlereagh Interim Labour Market Partnership 2022-2023**  Developed under DfC’s new Employability NI Framework  (100% funded by DfC) |

# Is this policy

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

**Interim Labour Market Partnership**

The aim of a Labour Market Partnership (LMP) is to improve employability outcomes and labour market conditions by working through co-ordinated, collaborative and multi-agency partnership. To achieve regional objectives whilst being flexible to meet the needs presented by localised conditions and helping to connect employers with employees. There are a multitude of benefits associated with this approach. LMPs sit as an initiative under DfC’s Employability NI Programme.

Furthermore, LMPs will bring together, in a single body, the necessary local knowledge and expertise, to build on existing structures locally, operating in a holistic, streamlined and joined up way.

During August 2021 the Interim local LMP undertook a Strategic Assessment of employability outcomes and local labour market conditions in the Lisburn & Castlereagh City Council area.

This exercise was undertaken to ensure that the priorities identified continue to reflect employability and labour market issues in the area and are informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area. Cognizance was taken of the strategic assessment outcomes and local current provision to ensure that the action plan developed is relevant to the challenges and opportunities particular to the residents of Lisburn & Castlereagh City Council.

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

Lisburn and Castlereagh City Council’s vision is for an empowered, prosperous, healthy, safe and inclusive community. A target outcome of our LCCC Community plan is to reduce income inequality in this region. We aspire to grow our local economy so that it is a source of meaningful, rewarding work and reduces inequality (LCCC Community Plan). The Council is committed to working in collaboration with other agencies to secure these aspirations, for example through the Strategic Community Planning Partnership. The opportunity to support the local labour market through multi-agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. The Labour Market Partnership (LMP) can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work at this challenging time.

The LMP aims to contribute to strategic local objectives and the NI Executives strategic objectives, including achievement of targets set in:

* Community Plan for the local area; and
* Programme for Government.

The current relevant outcomes identified within the Programme for Government are:

* Outcome 3: ‘We have a more equal society’
* Outcome 6: ‘We have more people working in better jobs’
* Outcome 8: ‘We care for others and help those in need’

The DfC is the lead department for a number of indicators, through which progress on these outcomes will be measured:

* Indicator 17: Economic inactivity rates excluding students
* Indicator 32: Employment rate of 16-64 year olds by deprivation quintile
* Indicator 33: % of people working part-time who would like to work more hours
* Indicator 19: % of population living in absolute and relative poverty

Taking the above into consideration, the aim and objectives of the LMP have been summarised into 3 strategic priorities:

**Strategic Priority 1 – To form and successfully deliver the functions of the local Labour Market Partnership for the area by:**

* Reviewing available statistical information and engaging key stakeholders to identify employability or the labour market issues locally and addressing those issues;
* Preparing the LMP’s plans and organising the work of the partnership to meet priority needs;
* Putting in place implementation structures and delivery mechanisms that will contribute towards improved employability outcomes and/or labour market conditions. This may be achieved directly through the collaborative working of Partnership members, through the work of its delivery groups or through working in partnership with, or supporting the work of others;
* Increasing LMP awareness with the public and key stakeholders by planning communications activity to more proactively inform and promote the work of the LMPs.

**Strategic Priority 2 – To improve employability outcomes and/or labour market conditions locally by:**

* Working in partnership with partners, local statutory bodies/agencies, businesses, the voluntary sector and the community to address locally identified issues;
* Ensuring that local statutory bodies and agencies address employability and labour market conditions locally in their area, and where possible in collaboration with other key stakeholders;
* Providing comprehensive input into decision making processes about tackling actual and perceived barriers or negative impacts on employability or labour market conditions locally and giving feedback on the effectiveness of interventions on meeting outcomes;
* Design and Implementation of initiatives/programmes within local LMP Partnership plans aimed at improving employability outcomes and labour market conditions locally;
* Delivering public facing events such as Jobs Fairs to connect local people with employers offering opportunities in the local area.

**Strategic Priority 3 – To support delivery of Employability NI through:**

* Promotion of regional projects/initiatives and building confidence through locality based engagement;
* Contribute to development of regional initiatives/projects at a regional level aimed at improving employability and labour market conditions;
* Escalation of relevant issues and/or identifying priorities to be considered by the regional LMP/ENI Programme Board;
* Contributing to public facing events and supporting effective engagement with an emphasis on improving employability outcomes and/or labour market conditions

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

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| The Labour Market Partnership is intended to improve employability outcomes and labour market conditions across the borough of Lisburn and Castlereagh City Council. In order to ascertain the position of Lisburn & Castlereagh City Council, a full research exercise was undertaken of the current provision in the field of employability and skills to understand the issues faced by LCCC employers and the local community, which identified future needs.  The Interim Action Plan submitted to Department for Communities provides a detailed summary of these findings, which were used to formulate a number of proposed schemes which are being considered to improve labour market conditions. The intended beneficiaries of the programme are residents that are economically inactive / long term unemployed. It is important to note that some Section 75 groups are more likely to be underrepresented in employment, under-employed and at greater risk of facing unemployment and will therefore be targeted. For example in Northern Ireland 60.2% of those with disabilities are economically inactive compared with 42.5% in the rest of the UK. Women constitute 79% of the part time workforce and 1/3 of working age women are economically inactive. According to the Equality Commission for Northern Ireland, lone parents, 91% of whom are women, also experience occupational segregation in employment.  The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. The Labour Market Partnership (LMP) can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work at this challenging time.  Proposed programmes are as follows:   * **Self-Employment Options Support Programme –** Provide support and training for those identified as economically inactive or working less than 16 hours per week to explore self-employment options. * **Self-Employment Options for Prison Leavers Support Programme** – Provide support and training for those preparing to leave the prison system who are interested in exploring self-employment options * **Inactivity linked to Disability -** Provide support and training for those disabled people who are currently out of work. Enabling them to examine their aspirations alongside a specialist mentor, address any training needs and secure a flexible placement with a suitable employer. Progression into full, part or self-employment or further education * **Economic Inactivity** - Provide support and training for those unemployed. The programme will prioritise disadvantaged applicants, long term unemployed and those from deprived postcodes within LCCC. Enabling them to examine their aspirations alongside a specialist mentor address any identified training needs and secure a placement with a suitable employer. Progression into full or part employment or further education * **Economic Shock and Unemployed Youth -** Provide support and training for unemployed people or those working less than 16 hours per week seeking to transfer their existing skills and build new skills in fields representing current and emerging labour market opportunities * **Succession Programme -** Tackles under-utilisation of skills to support both businesses and employees to fulfil their potential. Creation of opportunities at entry level for suitable candidates. * **Support delivery of Employability NI –** Increased awareness of employability programmes available to residents. |

Who initiated or wrote the policy?

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

Who owns and who implements the policy?

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| The Programmes team led by Sarah Johnston within Lisburn and Castlereagh City Council provide the secretariat for the Lisburn and Castlereagh Interim Labour Market Partnership. The Head of Economic Development sits on the Lisburn and Castlereagh Interim Labour Market Partnership as one of the core partners. The programme is funded through Department for Communities (DfC) budget allocation and is administered by the Programmes Office of LCCC. |

**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)  **Other:** Time -The project is required to be delivered within timeframes agreed between DfC and LCCC. We anticipate the Interim Action Plan to be approved by March 2022. |

**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 |  |

If other, please detail below

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| The participants 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?** |
| NI Programme for Government | NI Executive  <https://www.executiveoffice-ni.gov.uk/topics/making-government-work/programme-government> |
| 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> |
| LCCC Corporate Pan | Lisburn & Castlereagh City Council  <https://www.lisburncastlereagh.gov.uk/uploads/general/CORPORATE_PLAN_2018.pdf> |
| [LCCC Equality Scheme](https://www.communities-ni.gov.uk/publications/dfc-interim-equality-scheme) and associated plans | Lisburn & Castlereagh City Council  [Equality/Section 75](https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75) |

**Available evidence**

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

The aim of the partnership is to improve employability outcomes and labour conditions across the Lisburn & Castlereagh Council District. Therefore, persons who are long term unemployed, economically inactive or located in an area that has increased levels of deprivation will be targeted with an aim of increasing fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work at this challenging time.

In developing the Interim Labour Market Partnership, a wide range of qualitative and quantitative research initiatives were undertaken. The goal in this activity was to spread the net as wide as possible in terms of understanding the issues faced by LCCC employers and the local community, current provision in the field of employability and skills and gain a view of future needs.

Secondary research consisted of a review of the following publications:

* Programme for Government
* Lisburn & Castlereagh Community Plan
* Council Corporate Plan
* NI Industrial Strategy (Draft)
* Belfast Regional City Deal Employability and Skills Framework
* Economic Profile and Forecast for LCCC by Oxford Economics (May 2019)
* Annual Further Education Activity Reports produced by DfE
* The Labour Market Profile for Lisburn Castlereagh by DfE 2021,
* The Employment Outcomes and Challenges for Disabled People NI (DfC August 2021)
* Lisburn Castlereagh Labour Market Statistics (Oxford Economics July 2021)
* Locality Plans for a number of LCCC District Electoral Areas (LCCC March 2021)
* DfE Skills Barometer Reports

Primary research consisted of consultations which took place with multiple stakeholders during June and July 2021. Aspects of these findings have been incorporated into the final recommendations presented within this report. These consultations included social enterprises (GEMS NI, the NOW group), training providers working with disadvantaged groups (People 1st), Charities (YouthAction NI, Start 360), the Careers Service, SERC, South Eastern Health and Care Trust, Enterprise NI, Enterprise Organisations (Lisburn Enterprise Organisation, The Princes Trust). Other departments within the Council were also consulted such as Community Planning and Community services.

The aims and objectives of Labour Market Partnerships were generally discussed and the creation of Labour Market Partnership collaborations was broadly welcomed by the organisations consulted. Each stakeholder was invited to provide a summary of their current provision, the successes and failures of various programmes were discussed and proved very informative. Barriers and obstacles to success experienced were considered. Finally, identified needs, potential opportunities and gaps in the current provision were examined. Therefore, a full examination was undertaken in order to understand the current situation and make recommendations based on the findings and gaps in labour market conditions.

Information below is from the 2011 Northern Ireland Census which takes into account the Lisburn and Castlereagh Council Area.

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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.  The 2019 local government elections resulted in a majority of Unionist Elected Members on LCCC DUP – 15; UUP – 11; Alliance – 9; SDLP – 2; Sinn Fein – 2; Green Party NI – 1.  Vote share: 37.5% - DUP; 27.5% - UUP; 22.5% - APNI; 5% - SDLP; 5% - Sinn Fein; and 2.5% - Green Party. This amounts to a combined ‘Unionist’ vote of 65%, a combined cross-community vote of 25% and a combined ‘Nationalist’ vote of 10%. |
| **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.  In April 2020 the number of registered claimants in the 16 – 24 year age category in this area rose to 575 and in April 2021 the figure was 590. While the number of claimants is higher in the age 25 – 49 age group, that corresponds to a much bigger section of the population.  The labour market has endured many challenges as a result of Covid-19. In addition to furloughing and redundancies, many young people have seen their hours reduced over the course of the pandemic, greatly reducing their income while retaining their employed status (not evidenced as economically inactive). Even pre-Covid, younger residents aged 16-24 were more likely to collect unemployment benefits than older age groups. (Source ONS). Actions will be aimed at preventing young people becoming long term unemployed (over 12 months) through all means available, suggested actions included industry taster courses and short term training interventions directly linked to areas of current work opportunity for example warehousing, forklift/ HGV licences, hospitality, CSR (Construction) training and digital skills. |
| **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 – 30.7% * Married – 53.8% * Same-sex civil partnership – 0.1% * Separated– 3.3% * Divorced– 5.5% * Widowed – 6.7% |
| **Sexual Orientation** | ONS (Office for National Statistics) figures (2016) suggest around 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.  During a Northern Ireland Housing Executive (NIHE) human rights, equalities and diversities workshop (April 2021) some of the main findings were:   * Women constitute 79% of the part time workforce. * 1/3 of working age women are economically inactive. * In 2019/20 70% of apprenticeships were male, Higher Level Apprenticeships (HLAs) are 69%. * Occupational segregation is problematic; men tend to be more involved in engineering, manufacturing and construction. Women more involved in business, administration and law. One possible related solution is women only training programmes in non-traditional sectors, eg, construction and engineering. |
| **Disability** | The rate of disability in Northern Ireland is higher than the other UK regions with the exception of Wales. The rates of disability among older age groups is higher than other regions of the UK. The 50-64 year old age group accounts for 33.4% of our disabled population compared to 26.9% of the UK disabled population as a whole. The most striking finding was that 60.2% of disabled people in Northern Ireland are economically inactive while the comparative figure for the UK as a whole stands at 42.5% (Department of Communities, August 2021).  The pay gap was also highlighted in this report. Northern Ireland compared favourably with other parts of the UK in this regard however there is still a difference in median pay between disabled and non-disabled employees which needs to be addressed.  The concerns expressed by disabled participants engaging with this research were articulated in the report on their behalf. These included:   * The pandemic has caused pressure on the labour market and this caused fear that low skilled jobs would now be taken by skilled workers and the reduction in the availability of jobs could affect the disabled * Hospitality Industry has been deeply affected and employs many disabled people * End of furlough could cause saturated labour market making it hard for those with disabilities to find work * Employers are likely to opt for the easier applicant in challenging times * Harder to find work experience positions for those with disabilities at present. |
| **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. On that basis, people with dependants are less likely to be employed or face greater barriers when seeking employment.  According to the Equality Commission for Northern Ireland, lone parents, 91% of whom are women, also experience occupational segregation in employment, with lone parents with dependent children mostly employed in ‘Personal Service’ and ‘Elementary’ occupations. Caregiving has been identified as one factor influencing occupational segregation with women and lone parents choosing occupations that allow sufficient flexibility.  Allowing sufficient flexibility to balance the demands of caregiving. This may have a potential impact on the sustainability of employment, with women and lone parents having to sacrifice pay and career progression for flexibility. |

### 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**

Labour Market Partnership is intended to improvement the employability outcomes and labour market conditions across the Lisburn & Castlereagh City Council district. Those who will be directly targeted will either be economically inactive or long term unemployed, irrespective of background or circumstance. This scheme will have direct and indirect benefits for some groups of service user, however, the aim of the LMP is to improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work at this challenging time. Ultimately, this programme will benefit a wide range of groups, particularly groups that experience disadvantage or inequality.

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| **Sec 75 Category** | **Details of needs/experiences/priorities** |
| **Religious Belief** | There no evidence from the research and consultation carried out in relation to this programme that people from particular religious or political backgrounds in the LCCC district (which this programme applies to) are more likely to be unemployed. |
| **Political Opinion** | There no evidence from the research and consultation carried out in relation to this programme that people from particular religious or political backgrounds in the LCCC district (which this programme applies to) are more likely to be unemployed. |
| **Racial Group** | Extensive research was undertaken with a wide range of stakeholders across the Lisburn & Castlereagh district. Research and consultations did not identify that people from a particular racial group are more likely to be unemployed or economically inactive. |
| **Age** | Young people (aged 16-24) are more likely to be unemployed and require targeted intervention in order to build new skills in fields representing current and emerging labour market opportunities. |
| **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** | Some women need more interventions/support to enable them to take up or remain in employment. Women may be more likely to need/want flexible work opportunities. |
| **Disability** | Disabled people need specific advice and support to help them apply and be successful in the labour market. They may require targeted intervention, training, understanding employers and flexible working conditions. |
| **Dependants** | There is a need for specific support for people with dependants to enable them to undertake training and the right kind of job opportunities that will mean they can balance work and care responsibilities. |

**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)**

The Labour Market Partnership aims to improve the employability outcomes and labour market conditions 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 | None |
| **Political Opinion** | No differential impact identified | None |
| **Racial Group** | No differential impact identified | None |
| **Age** | Young people are a particular target group and should benefit from this project | Minor positive |
| **Marital Status** | No differential impact identified | None |
| **Sexual Orientation** | No differential impact identified | None |
| **Men & Women Generally** | The scheme is intended to benefit men and women/all genders equally. | None |
| **Disability** | The Scheme will benefit people who fall within this particular target group | Minor Positive |
| **Dependants** | The scheme will potentially benefit people with dependants due to improvements being implemented that will assist and support those with dependants to find employment. | Minor Positive |

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

The Interim Labour Market Partnership will be delivered with a view to benefitting the current employment landscape across the Lisburn & Castlereagh Council area. This project has clearly defined target groups but within that efforts can be made to ensure that there is inclusion of people across the entire Section 75 categories. The programmes will be promoted widely to ensure no barriers to take up or participation on any of the grounds (e.g., religion, race, sexual orientation). 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 – groups will be targeted based on their employment status, regardless of their religious belief |
| Political Opinion |  | No – groups will be targeted based on their employment status, regardless of their political opinion |
| Racial Group | Yes – The programme will target unemployed people across all racial groups. |  |
| Age | Yes – Young people will be particularly targeted as this age group show high levels of unemployment, however, many of the programmes will be open to all. |  |
| Marital Status |  | No – groups will be targeted based on their employment status, regardless of their marital status. |
| Sexual Orientation |  | No – groups will be targeted based on their employment status, regardless of their sexual orientation |
| Men & Women Generally |  | No – groups will be targeted based on their employment status, regardless of their gender. |
| Disability | Yes – People with a disability will be particularly targeted as this Section 75 group show high levels of unemployment |  |
| Dependants | Yes – Programme will be promoted equally to ensure that carers from all backgrounds supporting people with dependants are aware of the opportunities |  |

**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 aimed at improving the employment landscape across Lisburn & Castlereagh City Council. | No direct impact identified in relation to religion, political opinion or racial group. However, providing employment opportunities for those facing unemployment may lead to some indirect opportunities to bring people from different backgrounds together. |

**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 partnership is a financial assistance scheme that will combat employment inactivity across the Lisburn Castlereagh Council area. It doesn’t lend itself to promoting good relations.  If any opportunities 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. Some people who are the targets of this project will experience disadvantage on a number of grounds, e.g., age, race, gender and disability.  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 positive. The Partnership overall is intended to address identified needs of particular target groups. Each element of the programme will also be considered for potential impacts.  In order to best deliver equality of opportunity, the core partnership is made up of 8 core partners with the knowledge and experience needed to deliver on the objectives of the Labour Market Partnership. The Lisburn Castlereagh Interim LMP currently comprises of a representative from each of the following organisations:   * Jobs and Benefits Office (DfC) * South Eastern Health and Social Care Trust * Invest NI (DfE) * Careers Service NI (DfE) * Lisburn Area Learning Community Consortium * Lisburn Chamber of Commerce * SERC * Lisburn and Castlereagh City Council Economic Development Department * Lagan Rural Partnership   A full research exercise was undertaken using a combination of primary and secondary research to develop an accurate portrayal of the current strengths, weaknesses, limitations and opportunities available across Lisburn and Castlereagh employment market. LCCC will continue to assess the situation and be more proactive especially mitigating risk surrounding promotion across all Section 75 categories etc. |

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 - N/A**

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 |  |

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

If yes, please provide details

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**Part 4. Monitoring**

The delivery and implementation of the Labour Market Partnership will be monitored on a quarterly basis via reports which are to be returned to DfC. The monitoring will focus on the number and attendance of meetings and the delivery outcomes of the Interim Action Plan itself i.e. the impact the partnership is having. The individual programmes will be monitored on a quarterly basis by their respective project officers and monitoring returns will be made to DfC. The actual performance indicators to be monitored vary according to programme but are listed on the interim plan.

**Part 5 - Approval and authorisation**

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| **Screened by:** | **Position/Job Title** | **Date** |
| Melissa Cunningham | Programmes Officer | 15.02.2022 |
| Signature: | Melissa Cunningham |  |
| **Approved by: Sarah Johnston** | Programmes Manager |  |
| Signature: | Sarah Johnston | 15.02.2022 |
| **Approved by: Paul McCormick** | Head of Service |  |
| Signature: |  | 21.02.2022 |
| Reviewed by: Mary McSorley | Equality Officer | 16.02.2022 |

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.