**Lisburn & Castlereagh City Council**

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

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

Lisburn and Castlereagh City Council has a population in excess of 140,000. The Council has a number of facilities - Parks and Amenities open spaces, parks, sports facilities, cemeteries and play areas - that require to be locked and unlocked so they can be enjoyed by the public. This service has been provided by external contractors for some time. The council is re-tendering to engage the services of contractors to provide a Lock and Unlock Service for designated facilities over the next four years.

The provision of this service aligns directly with the council’s performance improvement plan objectives. For example the lock and unlock contract will deter vandalism and anti-social behaviour in parks, sports facilities, outdoor gyms and children’s play areas and toilets and help sustain the provision of high quality facilities. This in turn encourages an active lifestyle by users within the community and creates and maintains an attractive place to use.

The facilities concerned cater for all sections covered by Section 75.

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

Tender for the provision of a lock and unlock service at designated Parks and Amenities facilities

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

This is a new policy for retendering and commencement of new lock and unlock contract

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

The objectives are:

* To consolidate the service across the council.
* Identity a commercial rate for the service which is cheaper than direct employment.
* Provide a service to the rate payer which is reliable and efficient.
* Provide a service which is accountable and mitigates the risks to the council.
* To meet current and future demand.

**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 appointment of an external contractor and the service they provide is not targeted at any specific equality group(s). The provision of the lock and unlock service at relevant facilities enables council to meet the needs of the whole Lisburn and Castlereagh City Council area. The service potentially benefits both residents and visitors across all designated groups.

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

Parks & Amenities Unit

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

Lisburn & Castlereagh City Council

Procurement Unit, Parks & Amenities Service Unit

**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.**

Policy implementation will depend on available resources, Covid-19 Regulations and public health guidance

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

|  |  |
| --- | --- |
| Staff | Parks & Amenities, LCCC staff and appointed Lock and unlock contractors and their staff |
| Service Users | General public for exercise and recreation, community orientated events, park runs, Park life, biodiversity projects, Sports clubs, Youth organisations (Scouts, BB), Schools (including schools that cater for children with additional needs) Dog walkers, etc |
| Other Public Sector Organisations – please list |  |
| Voluntary/Community/Trade Unions – please list |  |
| Other – please list (eg, Elected Members, delivery partners, contractors, etc) | Elected members  Contractors  Recreation and sports governing bodies |

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

|  |  |
| --- | --- |
| **Name policy/strategy/plan** | **Who owns or implements?** |
| Corporate plan 2021-2024 | L&CCC |
| Community Plan | L&CCC |
| Making life better 2013-2023 | Dept. of Health NI |
| 5 Year strategy 2017-2020 | Irish Football Association |
| Girls & Women Football plan 2014-18 | Irish Football Association |
| Supporting & enriching communities | 2016-2020 Ulster GAA |

**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.**

The council is taking the opportunity to review the composition of the lock and unlock tender in line with council guidelines.

In developing the documentation to re-tender, we have reviewed the operation of the service delivery in the past and considered current and future anticipated needs.

|  |  |
| --- | --- |
| **Section 75 Category** | **Details of evidence/information** |
| Religious Belief | All facilities concerned are used by all sections of the community to generally keep fit, Improve mental health, socialise, walk dogs, use play and gym equipment. Facilities are used to play a range of sports, eg, senior Football, grass roots (junior) football, Gaelic, cricket, baseball, softball, cross country, School sports, Bowling.  Census data 2011: 23.95% of the LCCC population were brought up in the Catholic religion; 66.9% were brought up in the Protestant & Other Christian religions; 9.14% identified as no religion or ‘other non-Christian’.  Depending on the location of specific facilities, they may be used by more people of a particular religion, reflecting local catchment areas. |
| Political Opinion | All facilities concerned are used by all sections of the community and users are likely to hold a range of political opinions. LCCC district has Elected Members representing all the main political parties but is a predominantly unionist council. |
| Racial Group | All facilities concerned are used by all sections of the community. LCCC has small proportions of different nationalities, with Census data 2019 suggesting approx. 2% of the local population are from BME groups. |
| Age | The population at June 2020 totalled 146,500:  29600 (0-15 years) – 20.2%  91000 (16-64 years) – 62.1%  22600 (65-84 years) – 15.4%  3300 (84+ years) – 2.3%  LCCC has a slightly higher than national average number of people over 65 years. |
| Marital Status | Census data: 36% single; 51% married (including civil partnership); 3% separated; 4% divorced; 6% widowed. No information on the marital status of who uses facilities. |
| Sexual Orientation | No official Census statistics but LGBT support groups suggest that up to 10% of the population may identify as LGBT. |
| Men & Women Generally | LCCC population reflects the national picture – 51% female (Census data). No detailed information available in relation to use of facilities by male and female but facilities are used by both. |
| Disability | Just over 18% of the LCCC population declared a disability or long term health condition that impacts their day to day activities (Census data). However, many non-LCCC residents will also access our facilities. National statistics suggest around 20% of the population have a disability or long term health condition that affects their daily lives.  Larger council play areas have designated play equipment that caters specifically for children with disabilities. Some facilities are used more than others – for example, Billy Neil is favoured by many users who have additional needs because three of the pitches are secure locations. |
| Dependants | People with dependants may have personal responsibility for the care of a child (or children), a person with a disability, and/or a dependent older person. Census data for LCCC 2011 suggests 46.3% of residents have dependants.  We do not have information in relation to use of facilities by people with or without dependants but our facilities are popular with family groups. |

### 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**

The appointment of a lock and unlock contract will facilitate all groups contained in section 75 category to be able to use council facilities in a safe environment. Health and safety inspections, toilet cleaning and litter picking will help ensure facilities are attractive to all potential user groups. Lock and unlock contracted workers will be employed by the appointed contractor who has equality responsibilities as an employer and service provider.

|  |  |
| --- | --- |
| **Section 75 Category** | **Details of needs/experiences/priorities** |
| Religious Belief | People of all religions and none need to feel comfortable and welcome to use council facilities. All our facilities are shared and neutral spaces.  The appointed contractor will be required to be an equal opportunities employer in relation to recruitment and treatment of staff and will be required to treat all service users/members of the public appropriately. |
| Political Opinion | Service users need to feel welcome and safe when using council facilities regardless of their political views. The staff of any appointed service provider may need training in equal opportunities. |
| Racial Group | Racial minorities need to feel welcome and safe when accessing and using public spaces and council facilities. Staff employed by any contractor need to be trained in equal opportunities so that they provide the same quality of service as directly employed staff. |
| Age | Older people who use council facilities concerned need to be treated with respect and have assistance offered where required according to council’s equal opportunities obligations and policies. |
| Marital Status | No different needs identified by marital status |
| Sexual Orientation | LGB people need to feel safe and welcome in Parks and Amenities outdoor environments. |
| Men & Women Generally | Females in particular need to feel safe when using public parks and council facilities. |
| Disability | Disabled people who want to use our facilities may have accessibility issues. Disabled people who are independent need to feel safe when out and about in public spaces. |
| Dependants | People who accompany dependent children or adults or those with disabilities may have access needs. |

**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**

The appointment of externally employed contractors won’t impact particularly on any group. Any externally employed staff will be required to comply with council policies and equality standards

|  |  |  |
| --- | --- | --- |
| **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 | No significant differential impact identified for any group although it is possible that some categories of people may be put off using facilities if we did not provide this contract. For example, older people, women and families may particularly appreciate good quality toilet facilities and be reassured by the fact that facilities and premises are well maintained and safe to use. | Very minor positive impact |
| Political Opinion |
| Racial Group |
| Age |
| Marital Status |
| Sexual Orientation |
| Men & Women Generally |
| Disability |
| Dependants |

\* 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 | Yes, in relation to the service provider.  We will include equality commitments in the contract of any provider so that they commit to employing and treating staff fairly and ensure that their staff are trained to provide equality in their service provision. |  |
| Political Opinion |
| Racial Group |
| Age |
| Marital Status |
| Sexual Orientation |
| Men & Women Generally |
| Disability |
| Dependants |

**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: [add link to DAP]

* To promote positive attitudes towards disabled people?

Not directly but ensuring that our parks and facilities are attractive to disabled people will potentially encourage them to use them which increases visibility.

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

No

**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 | No direct impact but ensuring that our facilities are well looked after and secure may give some sections of the community confidence | 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 |  | None identified at this time |
| Political Opinion |
| Racial Group |

**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**

Council recognises that no individual sits exclusively within just one of the designated groups. Staff employed by an external contractor will have multiple identities and likewise service users who represent a wide range of the public.

**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. **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 | We have concluded that there is no need to carry out a full equality impact assessment as we have not identified any negative impacts for any group. However, we will ensure that a condition of any contract will be that the contractor complies with all equality legislation and is aware of the commitment to promote equality and good relations as set out in our Equality scheme and associated action plans and policies. |

**Part 4. Monitoring**

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

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

Effective monitoring will help the public authority identify any future adverse impact arising from the activity/policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and activity/policy development.

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

Please give details below:

|  |  |
| --- | --- |
| Will be undertaken by:  Name & Position/Job Title: | Frequency (eg. Annually): |
| William Torrens Parks & Amenities Manager | The tender will be reviewed annually for extension so if the contractor’s staff are not complying on any aspect of what is required we may not renew. |
|  |  |
| Will be signed-off by: |  |
| Ross Gillanders Head of Parks & Amenities |  |

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title** | **Date** |
| William Torrens | Parks &Amenities Manager | 18.11.21 |
|  |  |  |
| Reviewed by Mary McSorley | Equality Officer | 22.11.21 |
| **Approved by:** |  |  |
| Ross Gillanders | Head of Service | 23.11.21 |

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.