**Lisburn & Castlereagh City Council**

**Section 75 Equality and Good Relations Screening**

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

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

Lisburn & Castlereagh City Council - Open Space Strategy 2022-2026

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

This is a new strategy

**[Add link to Open Space Strategy document]**

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

The overall aim of the strategy is to help shape the future direction of Council owned and managed open space for all the community to enjoy. Open spaces include parks, gardens, outdoor sports facilities, equipped children’s playgrounds and other open spaces.

**The Strategic Principles of the strategy are:**

1. Protect and enhance open space recognising its value in promoting health and well-being
2. Provide exciting and active places for children and young people’s play and recreation in both equipped and natural settings
3. Support and encourage access to high quality open space close to where people live
4. Safeguard key tourism, heritage and recreation assets, reinforcing local identity and civic pride
5. Protect and enhance the natural environment, helping to mitigate and adapt to climate change
6. Promote opportunities for sustainable travel through greater connectivity of open spaces

**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.**

Council owned/managed open spaces and amenities are intended for everyone to enjoy. This includes residents and visitors to the district. Our aim is to provide amenities and facilities that will be attractive and accessible to all ages and categories, including the Section 75 categories. While the strategy is not targeting any group in particular, the needs of specific groups such as children, older people and people with disabilities will be taken into account in planning and development and/or refurbishment of all open space projects. For all who wish to use them, open spaces provide opportunities to all for informal recreation, or to walk, cycle or scoot within parks and open space or exercise along paths, bridleways and river banks. Allotments may provide physical exercise and other health benefits. It has been proven that the use of open green spaces can provide physical and mental health benefits to users, no matter which section 75 group they belong to. The Council recognise that facilities must be promoted so that everyone will wish to use them, so that they know about provision and accessibility to open space areas.

Open spaces within the Council area will particularly benefit certain groups whose needs have been taken into account, in terms of accessibility. Many parks, trails and greenways have been designed with particular groups in mind, for example they are suitable for those with mobility issues, including those who look after or care for children using buggies/pushchairs, those who have disabilities and older people who are using rollator walking aids or walking sticks. The council are keen to continue this in the future, taking consideration of certain Section 75 group needs, in the design and construction of new open spaces. A recent investment in the allotment site at Bells Lane, has seen the installation of disabled and baby changing facilities. Raised beds and potting benches have been installed for those who use wheelchairs, so that people with disabilities have full access to this new open space. It is hoped that in the future similar projects can be developed in other parts of the borough.

In Local Equipped Areas for Play, when funding is available, refurbishments will occur. New play equipment will be introduced for children with disabilities, so that they have the ability to use the same equipment as those without disabilities eg accessible ground level trampolines.

The Council wish to make green open spaces as accessible for as many section 75 groups as possible. At a number of sites, where it is appropriate, tactile maps and braille signs will be installed. This means that many more sites will be accessible for those who are blind and partially sighted.

Under the new strategy Neighbourhood Equipped Areas for Play and Local Equipped Areas for Play will be installed in local communities, so that residents can access these areas in their own community. This will have a positive effect on those with particular political opinions, within racial groups and who have differing religious beliefs. These sections of the community can access open spaces which are convenient to them, without having to travel into another community where they may not feel comfortable to play or carry out physical activity.

Covid 19 is an ongoing pandemic, and the health and safety of our users will be paramount at all times. It has been found by the Council that during the Covid 19 pandemic more people wanted to take exercise outdoors, in natural surroundings, to help both their physical and mental health and wellbeing. The Council recognised the need for creating accessible places for everyone to experience the great outdoors. Where opportunities arise the Council will explore new ways to access the countryside. If this is through obtaining formal planning permissions or permissive path agreements, with local land owners, the Council will pursue all avenues, to create new trails which are accessible to all.

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

Parks and Amenities Service Unit

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

LCCC owns the strategy.

Parks and Amenities will implement the strategy.

**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.**

Limited budget, unsuccessful funding bids, government policy including planning restrictions. Covid-19 may hold up improvement works to open spaces. Dependency on partners in some areas, for example Lagan Valley Regional Park.

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

|  |  |
| --- | --- |
| Staff  | Yes. |
| Service Users  | Yes. Particularly those with access issues. |
| Other Public Sector Organisations – please list  | Yes. Belfast City Council who are partners in the management of Lagan Valley Regional Park. |
| Voluntary/Community/Trade Unions – please list | Yes. The strategy will impact upon the voluntary and community sector who wish to use open spaces. |
| Other – please list (eg, Elected Members, delivery partners, contractors, etc) | Elected Members, delivery partners and contractors during construction works. |

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

|  |  |
| --- | --- |
| **Name policy/strategy/plan** | **Who owns or implements?** |
| 1. Corporate Plan 2018-2022 | LCCC |
| 2. Community Plan | LCCC |
| 3. Regional Development Strategy 2035  | NI Executive |
| 4. Strategic Planning Policy Statement | Department for Infrastructure NI |
| 5. Making Life Better 2013-2023 | Department of Health NI |
| 6. Health & Safety Policies | LCCC |
| 7. LCCC Equality Scheme and associated action plans | LCCC |
| 8. LCCC Local Biodiversity Action Plan | LCCC |

**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 Open Space Strategy builds on the **Open Space Audit** undertaken by the Council as part of the Local Development Plan process, and its focus is on a planned and managed network of multi-functional open spaces, which can deliver a range of environmental, economic and social benefits for local communities. It feeds into a 5 year Action Plan which identifies priorities and projects to build and enhance our open space where a need has been identified.

The publication of the **Lisburn and Castlereagh Community Plan** requires an integrated approach in the delivery of its aims and objectives in particular health, education, community safety the voluntary sector arts and leisure. The Community Plan includes three relevant primary outcomes with specific relevance to open space:

* 1: ‘Children and young people have the best start in life.’
* 3: ‘We live healthy, fulfilling and long lives.’
* 4: ‘We live and work in attractive, resilient and environmentally-friendly places.’

In 2015, LCCC prepared a **Playing Pitch Strategy** with the purpose of enabling the Council to make informed planning decisions regarding pitch provision and assists with the targeting of financial investment and the planning of the delivery of sports development programmes.

The Council commissioned a **Play Strategy** in 2015, including playability audits for fixed play provision under the council’s ownership, providing an overview of current and future potential levels of supply and demand.

Outdoor Recreation NI carried out a Northern Ireland survey in May 2020, entitled, ‘Engaging with the Outdoors During COVID-19 Lockdown in Northern Ireland. This looked at how people were using open spaces during lockdown, the benefits obtained, issues encountered and expectations for the future. It was found that more people were getting outdoors, barriers such as being forced to walk on roads and pavements due to a lack of off-road trails and paths need to be removed. The research concluded that 51% of people expect to spend more free time outdoors than they did pre-lockdown.

The Council recognises the importance of creating a healthy, active and accessible environment connecting places and people. We also recognise that as part of this, biodiversity, conservation and adapting to climate change are key. The COVID-19 pandemic has seen a huge upsurge in people exercising outdoors and a need for improved socially distanced space. This, coupled with a desire from Council for more local DEA projects, has increased the opportunities for the development of open spaces for recreation throughout the Council area.

We have engaged with partners such as RNIB to identify areas for improvement in our Parks and then sought to avail of grant opportunities through the Department for Communities Access and Inclusion Programme to install tactile maps and braille signs.

The Council’s Customer Care interface provides a regular source of useful user feedback, which we consider, when making changes to open space areas.

|  |  |
| --- | --- |
| **Section 75 Category** | **Details of evidence/information** |
| Religious Belief | 2011 Census/2014 LGD boundary data indicates that 23.95% of the LCCC population were brought up in the Catholic religion while 66.9% were brought up in the Protestant & Other Christian religion |
| Political Opinion | There would be a generally accepted link between religion and political opinion, in this instance the majority political opinion being Unionist |
| Racial Group | Using the same Census/boundary data indicates that just over 2% of the population were from an ethnic minority group |
| Age | The population at June 2017 totalled 142640:28596 (0-15 years)42110 (16-39 years)47466 (40-64 years)24468 (65+ years) |
| Marital Status | For the 16+ population in relation to marital and civil partnerships:30.65% single53.78% married0.10% same sex partnership3.27% separated5.52% divorced6.68% widowed |
| Sexual Orientation | The ONS published in 2017 data indicating that 1.2% of the household population in NI identified as Lesbian, Gay or Bisexual |
| Men & Women Generally | The LCCC population (2017) was 51% female and 49% male. This reflects the overall NI position. Females outlive males (their life expectancy is longer) and therefore there will be somewhat more females in the population, and considerably more in the older age groups (and consequently more females with disabilities). |
| Disability | Using the same boundary/census data as above indicates that 18.29% of the population had a long-term health problem or disability.  |
| 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.Of households in LCCC District with dependent children:* 7,407 families have one dependent child
* 6,394 families have two dependent children
* 5,014 families have three dependent children.

There is limited analysis of the dependant status of the NI and LCCC populations but there is some official data on the 75,000 carers’ allowance claimants.  DfC information suggests that women are more than twice as likely to be a claimant and therefore have care responsibilities for dependants who are elderly or disabled. 64% of claimants are 35-64 years old, and 31% are 65+. |

### 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 | Accessibility to open spaces in their own, local community, where they feel safe. |
| Political Opinion | Accessibility to open spaces in their own, local community, where they feel safe. |
| Racial Group | Accessibility to open spaces in their own, local community, where they feel safe. Some ethnic minorities, who are new to the area, may need access to translation of information, and their knowledge of open spaces may be limited. |
| Age | Older people may be less mobile than others and will need safe level surfaces in order to use open spaces. They may also need rest areas (seating or shelter) and well-lit areas, where they will feel safe. Accessible toilets will also be required for some older people. |
| Marital Status | No particular needs identified for people of different marital status  |
| Sexual Orientation | No particular needs identified for people of different sexual orientation |
| Men & Women Generally | Need for safe spaces for women, areas should be well-lit, especially at night. |
| Disability | Paths, trails and greenways accessible for those in wheel chairs or with walking aids. Signage and information available in formats that those with visual/hearing impairments can access. Accessible toilet provision. People with mental health issues can benefit from the provision of more quality open spaces that are convenient to where they live. |
| Dependants | Carers of children/older people/disabled people need accessibility for buggies/wheelchairs/walking aids so that they can enjoy open spaces as a family group. |

This council policy is about creating safe open spaces for everyone in the community. The council proactively encourages their use through programmes run for the socially isolated in our society. For example the CSAW Team deliver a range of programmes including walking groups, buggy blitz and other outdoor classes.

The signage on trails and paths within Parks has QR codes which can be used to access the internet and translated into multiple languages.

Needs

The main need is for accessibility for all. This includes those with disabilities, those with dependents and those who are older. People in these groups often have different needs from other groups. They may find access to the countryside difficult or limiting. If paths have steps, steep gradients, gates or small entrances, those in wheelchairs, using walking sticks, partially sighted, using pushchairs or those who are unsteady on their feet would find these obstacles difficult to overcome. Traditionally parks have been designed for able-bodied children. It has been recognised that there is also a great need for play equipment for those children who have disability so that they too can access this play space.

There is also a need for some communities to access open spaces in their local area. If those with particular religious beliefs, political opinions or racial groups find it difficult to go into areas where people have different beliefs, opinions or are a different race, then the council has endeavoured to introduce Neighbourhood Equipped Areas for Play and Local Equipped Areas for Play. These play areas are usually convenient to residential areas. The council will ensure that the strategy provides equitable open space provision across all communities. Open spaces convenient to residential areas, also provides space for children and young people to play, who may not have access to transport.

It became apparent throughout the Covid 19 lockdown period that there is a need for additional suitable walking trails within the Council area. Some of the current paths are not suitable for groups with limited mobility. The Council realise that appropriate path provision is necessary, so that people with disabilities, those with dependents and older people, also have access to the countryside and a place to exercise. Due care has been taken by the Council to consider these groups and many new open spaces have been designed with these groups in mind. There has also been a focus on opening up local walking paths and trails. This has enabled those living in cities and towns to walk to the open space that they wish to use for exercise. This also has a positive effect on climate change by reducing the carbon footprint of individual households. Where appropriate, tactile maps and braille signs have been installed in parks to provide improved access for those who are visually impaired.

Experiences

The experience of those with disabilities, buggies/pushchairs or rollators is that at many open space areas, they may not have full access to a site due to poorly planned walkways or barriers to using them. The Council wants to avoid this, and so all greenways, paths and parks have been carefully pre-planned to take all end users into account. Tactile maps and braille signs have also been installed at a number of sites to enable access for those who are partially sighted. Children with disabilities have experienced a lack of play equipment that is suitable for their use, in traditional playparks.

Priorities

The priorities of the groups that could be affected by access (as stated in the table above), will be full accessibility to open spaces within the council area, so that they can achieve the same benefits as those who are not in these groups.

**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 | Positive – people can access open spaces which are convenient to where they live and safe. | Minor |
| Political Opinion | Positive – people can access open spaces which are convenient to where they live and safe. | Minor |
| Racial Group | Positive – people can access open spaces which are convenient to where they live and safe. | Minor |
| Age | Positive – more older people, particularly those with mobility issues, will be able to safely access and use open space areas, due to enhanced accessibility measures.Children will have access to open spaces which are convenient to where they live, encouraging participation in physical activity.Teenagers will be able to access open spaces designed with their needs in mind – pump parks, skate parks.  | Minor |
| Marital Status | No differential impact identified |  |
| Sexual Orientation | No differential impact identified  |  |
| Men & Women Generally | No differential impact identified |  |
| Disability | Positive - People with certain disabilities, including those who are wheelchair users, use mobility aids, and who are visually impaired will find open spaces more accessible.Those who are visually impaired, can use tactile maps and braille signage.Those who have mental health disabilities can access safe open spaces where they can relax and feel close to nature. | Minor |
| Dependants | Positive - People with dependants, including those who use buggies or wheelchairs, will find open spaces easier to use. Open spaces will have improved facilities which whole families can enjoy – with this comes social benefits. | Minor |

\* 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 |  | Open spaces have been designed to accommodate all S75 groups. LCCC owned spaces are shared spaces and not specifically aimed to accommodate one particular S75 group. No further opportunities have been identified at this time as the needs of different groups have been considered fully in developing the strategy. However, if further issues arise, they will be addressed. |
| 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?

Yes

The Open Spaces Strategy will allow improved access so that more people with disabilities will be able to use the Council’s parks and greenways. Through this, there will be more interaction between disabled people and non-disabled people, and so this may work towards promoting more positive attitudes towards disabled people. There is also the potential for use of images of disabled people in promotional material for council facilities and spaces, which will also raise awareness and promote positive attitudes.

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

Yes.

The Open Space Strategy works towards encouraging the participation of disabled people in public life, by providing opportunities for those with disabilities to enjoy outdoor spaces, by giving them access to these spaces. When planning new sites and refurbishing existing sites, the views of those with disabilities will be sought, to ensure improved accessibility. This strategy has the potential to contribute specifically to actions 3.2 – Target disabled people in council consultations and engagement initiatives and 3.3 Continue to work with disabled individuals and representative groups.

**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 | This strategy should have a positive impact on Good Relations through the provision of shared facilities and spaces and positive promotion of these, to the whole population, as places where people can feel safe and secure. | Minor |
| 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 |  | Not at present. However, further opportunities can be considered when plans are developed for specific projects that are undertaken. For example, new spaces/facilities or improvements to sites may need to be promoted to encourage people to use them. Also, the location may dictate who uses spaces or facilities. |
| 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.**

The Council recognises that no individual sits in one group and this has been given consideration.

Increased accessibility may particularly benefit older people with disabilities, younger people with disabilities, people who have dependent children or dependants who are disabled.

The development of the Council’s open spaces may be considered to be designed with people with disabilities, dependents and older people in mind, however these areas can be used by anyone in the community. Is it also recognised that those using parks, trails and greenways, for example those with disabilities, will fall into other groups. They may be young or old, male or female or from a specific religious background.

**Part 3. Screening decision/outcome**

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. 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 [go to Monitoring section] |  |
| Option 2**Screen out with mitigation** – some potential impacts identified but they can be addressed with appropriate mitigation [complete mitigation section below] | This policy will be screened out with mitigation. We have concluded that the impacts will be minor and should generally be positive for all groups. However, in developing plans for open spaces, due consideration will be given to some issues identified, including accessibility and inclusion. |
| Option 3**Screen in** for a full Equality Impact Assessment (EQIA)  |  |

**Mitigation (Only relevant to Option 2)**

**Can the activity/policy/project plan be amended or an alternative activity/policy introduced to better promote equality of opportunity and/or good relations?**

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative activity/policy and ensure the mitigations are included in a revised/updated policy or plan.]

It has been concluded from this screening exercise that there is no need to carry out a full equality impact assessment at this time. This is because the needs of specific groups have been taken into account in developing the strategy, mitigation measures are being put in place and the potential impacts identified are all minor and positive.

The aims of this strategy:

1. Protect and enhance open space recognising its value in promoting health and well-being
2. Provide exciting and active places for children and young people’s play and recreation in both equipped and natural settings
3. Support and encourage access to high quality open space close to where people live
4. Safeguard key tourism, heritage and recreation assets, reinforcing local identity and civic pride
5. Protect and enhance the natural environment, helping to mitigate and adapt to climate change
6. Promote opportunities for sustainable travel through greater connectivity of open spaces

This strategy will be screened out with mitigation. This reasons for this are:

Mitigation factors – the geography of the council area will be studied closely and open spaces will be designed taking into account path width, path incline, seating provision and rest places at points around open spaces. Entrances to parks and greenways are designed to be accessible for wheelchair users and those pushing buggies. New playparks, and those which are being refurbished, will be designed to provide play equipment for those in wheelchairs. The allotment site provides access for those with disabilities, in terms of accessible raised beds and potting benches and accessible toilets.

The screening has identified some needs and potential positive impacts on the following three groups – those with dependents, those with disabilities and those in the older age category. The impacts on these groups are now taken into consideration during construction works and the redevelopment of open spaces, and those impacts are minor or none. All measures have been taken to mitigate any potentially negative impacts on these groups.

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

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

|  |  |
| --- | --- |
| 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 |  |
|  |  |
|  |  |

**Is the activity/policy affected by timetables established by other relevant public authorities? No**

**Part 4. Monitoring**

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

Where possible ‘Access Counters’ will be fitted to monitor footfall and use of the open spaces.

Periodic spot surveys will also take place to gather qualitative feedback from users and to gather comments for further improvement.

The Council’s Customer Care policy is advertised on all Park signage to encourage feedback – good or bad. All communication is responded to.

Local consultation on the potential to enhance or develop our open spaces will take place eg Lough Moss Playing Fields, Killeaton Open Space.

**What specific equality monitoring will be done?**

Play equipment for those with disabilities will be monitored and kept in working order.

Accessibility to facilities will be constantly reviewed and improved when identified.

|  |  |
| --- | --- |
| Will be undertaken by:Name & Position/Job Title: | Frequency (eg. Annually): |
| Parks & Amenities Head of Service  | The strategy will be reviewed every five years and the actions from the strategy will be reviewed every two years. |
| Will be signed-off by: |  |
| Name & HoS Title: |  |
| R J R Gillanders – Head of Parks & Amenities |  |

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title**  | **Date** |
| Gail McKechnie | C-SAW Project Manager | 06.10.21 |
|  |  |  |
| Reviewed by Mary McSorley | Equality Officer | 06.10.21 |
| **Approved by:** |  |  |
| Ross Gillanders | Head of Service | 1 Dec 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.