**Lisburn & Castlereagh City Council**

**Section 75 Equality and Good Relations Screening**

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

In June 2021 LCCC agreed to progress plans to mark the Queen’s Platinum Jubilee within the LCCC area, whereby it was agreed to establish a Working Group to oversee a programme of events. The working group consists of a nominated member from each political party on the Council as well as the Chairperson of the Leisure and Community Development Committee (LCDC) and relevant Council Officers. The Working Group meets on a monthly basis to develop and deliver a programme of events and projects to mark the Queen’s Platinum Jubilee within the LCCC area which is presented to the LCDC for approval and subsequently the Council for ratification. The Queen’s Platinum Jubilee Working Group Terms of Reference can be viewed at Appendix 1. All minutes of the meetings are to be presented at the LCDC after they are approved by the working group.

During the planning process, the Working Group will engage as necessary with Northern Ireland Office (NIO) and Historic Royal Palaces (HRP) to discuss and advise on the Council’s planned programme to mark the Queen’s Platinum Jubilee.

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

# Queen’s Platinum Jubilee Programme of Events 2022

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

This is a new programme.

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

1. The Council aims to work with all external partners including NIO, HRP, local schools, religious groups, sporting organisations and community groups alongside internal LCCC stakeholders via the Queen’s Platinum Jubilee Working Group (QPJWG) to mark the Queen’s Platinum Jubilee within the LCCC area during 2022;
2. To deliver an inclusive programme of events which will provide an opportunity within the LCCC area for the wider community to mark the Queen’s Platinum Jubilee 2022
3. To deliver projects which may be awarded external funding within the specified funding criteria as applied for by Council officers

**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 project is not targeting any specific Section 75 groups. There may be incidental benefits for particular equality groups although that is not the main objective.

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

The decision to run a programme of events for the Queen’s Platinum Jubilee is a Council decision. The Queen’s Platinum Jubilee Working Group lead on the development and oversight of this programme.

The programme was developed by the Leisure & Community Wellbeing and Corporate Communications & Administration departments

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

Lisburn & Castlereagh City Council owns the programme. It will delivered by different teams across the Council as necessary and will include delivery partners where this is required.

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

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

Yes – Financial, Legislative – Covid and Rural Needs Impact, Health & Safety

Other – The ongoing global Covid-19 pandemic will create uncertainty for the programme delivery specifically where it is intended that events will take place indoors in specific locations or venues and are expected to attract large numbers. The situation will continue to be monitored throughout the programme delivery and timeframe. The programme of events will continue to be delivered where possible, with added contingency measures in place to enable projects to proceed outdoors/virtually or at reduced capacity if required to comply with Covid regulations and public health guidelines at the time. For projects where these contingency measures are not viable, an event may be cancelled in order to comply with any regulation as introduced by the NI Executive to ensure public safety.

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

|  |  |
| --- | --- |
| Staff | All staff involved in the development and implementation of the programme of events  Cross departmental Working Group |
| Service Users | General Public |
| Other Public Sector Organisations | HRP  NIO |
| Voluntary/Community/Trade Unions – please list | Partners, as an example, may include the following:  Local Community/Voluntary/sporting sector groups  Schools  Churches |
| Other – please list (eg, Elected Members, delivery partners, contractors, etc) | Elected Members |

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

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| --- | --- |
| **Name policy/strategy/plan** | **Who owns or implements?** |
| Council Protocols for events and procurement | LCCC |
| Equality Scheme & related policies | LCCC |
| Section 75 of NI Act 1998  Star | ECNI |

**What evidence/information (qualitative and quantitative) have you gathered or considered to inform this activity/policy? Specify details for each Section 75 category.**

In developing the Queen’s Platinum Jubilee programme of events, the cross party Working Group considered a range of information and evidence. The Working Group also sought feedback from a range of stakeholders to ensure that different views are being taken into account.

Planning to date for the Queen’s Platinum Jubilee programme of events includes engagement with Elected Members, NIO, HRP, Working Group members, schools, community groups, local churches, etc.

There is a national programme of events for the Queen’s Platinum Jubilee to be delivered during 2022 (link included in Appendix 2). The Working Group looked at what is happening in the UK and other Council areas in Northern Ireland to mark the Queen’s Platinum Jubilee.

The Working Group considered who will likely be interested in any planned activities and also good relations issues. Regular discussions are ongoing with the Council’s Good Relations team. The Working Group also took into consideration the learning from the recent LCCC programme of events for the Centenary Programme delivered during 2021.

Decisions are required to be ratified at the monthly meeting of Leisure & Community Development Committee.

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| **Section 75 Category** | **Details of evidence/information** |
| Religious Belief | Census 2011: The largest religious grouping in LCCC is Protestant (66.9%) followed by Catholic (24.0%), none (8.1%) and other (1.1%). |
| Political Opinion | Census 2011:  65.39% of the LCCC population identified as British  14.83% identified as Irish  30.46% identified as Northern Irish.  LCCC is a majority unionist council.   |  | | --- | | In the most recent Local Government Election (2019), Lisburn and Castlereagh City Council elected 40 Members - DUP (15), UUP (11), APNI (9), SDLP (2), Sinn Fein (2) and Green Party (1). Vote share: 37.5% DUP, 27.5% UUP, 22.5% APNI, 5% SDLP, 5% Sinn Fein and 2.5% Green Party. | |
| Racial Group | Census 2011: 88.72 % of LCCC population born in N Ireland. 2.36% of ethnic minority background and remaining 97.64% were white, including Irish Travellers |
| Age | NISRA mid-year estimates 2019:  0-15 years – 20.3%  16-64 years – 62.3%  65+ years – 17.4% (2% are 85+).  Trends indicate an aging population (number of people over 65 years is growing and is expected to reach 20% of the total population by 2027(NISRA 2012-based population projections). |
| Marital Status | Single never married 30.7% Married 53.8% 2011 Census; small percentages of people who are divorced, separated, widowed and in same-sex partnerships |
| Sexual Orientation | 2% of the population identify as LGBT+ (Office of National Stats 2016) |
| Men & Women Generally | LCCC Local Govt District 49.1% Male 50.9 Female (June 2019) |
| Disability | 18.29% had a long term health problem / disability which limited their day to day activities 82.13% stated their general health was either good or very good. 2011 Census |
| Dependants | Census data for LCCC 2011 suggests 46.3% of residents have dependants (including children, older and disabled dependants). 12.51% of the population stated that they provided unpaid care to dependants. 2011 Census |

### 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**

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| --- | --- |
| **Section 75 Category** | **Details of needs/experiences/priorities** |
| Religious Belief | People from a Protestant community background are more likely to have an interest in marking the Queen’s Platinum Jubilee as they are more likely to identify as British.  Specific promotion may be required for members of the CNR community.  For the programme to be successful it will be necessary to consider events/activities that will attract people from different religious backgrounds. |
| Political Opinion | It is likely that more people from a unionist political background will be supportive of marking the Queen’s Platinum Jubilee and want to participate in events  It is likely that some shared space communities will have differing views of marking the Queen’s Platinum Jubilee.  Specific good relations work with local residents may be required.  For the programme to be successful it will be necessary to consider events/activities that will attract people from different political backgrounds. |
| Racial Group | Members of the BAME community may not have an interest in or support the Royal Family or Royal occasions.  Specific promotion may be required for minority groups through localised cultural/BAME support groups.  For the programme to be successful it will be necessary to consider events/activities that will attract people from different ethnic backgrounds. |
| Age | Older people may be more supportive of the Royal family and interested in participating in events which mark Royal occasions.  For the programme to be successful it will be necessary to consider events/activities that will attract people of different ages. |
| Marital Status | No specific needs/issues identified in relation to the proposed programme |
| Sexual Orientation | No specific needs/issues identified in relation to the proposed programme |
| Men & Women Generally | No specific needs/issues identified in relation to gender |
| Disability | No evidence of different views according to disability.  Some people with a disability may need accessibility support in order to allow them to participate fully in events/activities. This should be taken into account when planning and delivering activities. |
| Dependants | No evidence of different views according to dependant status.  Some people with dependants may need accessibility support in order to allow them to participate fully. This should be taken into account when planning and delivering activities. |

**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?**

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| --- | --- | --- |
| **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 | There will be more interest in and support for marking the Queen’s Platinum Jubilee among people from a Protestant background. Some people will be neutral and some may be hostile.  The Council’s Good Relations team will work closely with local communities across LCCC to promote the Queen’s Platinum Jubilee programme of events and to encourage participation. Groups from all religious backgrounds will have the opportunity to participate in the events such as Pop up Events in the Park, application for funding, Service of Thanksgiving, arts workshops, tree planting, etc.  Events will be inclusive to all and will be promoted widely to all sections of the community. | Minor |
| Political Opinion | There will be more interest in and support for marking the Queen’s Platinum Jubilee among people from a Unionist background. Some people will be neutral and some may be hostile.  The Council’s Good Relations team will work closely with local communities across LCCC to promote the Queen’s Platinum Jubilee programme of events and to encourage participation. Groups will have the opportunity to participate in the events and also to showcase their own work/skills at the Service of Thanksgiving, Pop Up events in the parks, arts workshops, etc.  Events will be inclusive to all and will be promoted widely to all sections of the community. | Minor |
| Racial Group | Some BAME groups will be interested in the Royal Family, some will be neutral or unengaged.  All events will be fully promoted to members of the BAME community through local BAME support groups. BAME groups will have the opportunity to showcase their own culture at events. | Minor |
| Age | Older people may be more interested in and supportive of the Royal Family and therefore more interested in participating in the Queen’s Platinum Jubilee events.  Some arts events will be targeted at certain age groups, for example, arts/crafts workshops for older people. | Minor |
| Marital Status | No differential impact identified  Events should be perceived similarly regardless of marital status | None |
| Sexual Orientation | No differential impact identified  Events should be perceived similarly regardless of sexual orientation | None |
| Men & Women Generally | No differential impact identified  Events should have similar appeal to people regardless of gender | None |
| Disability | No differential impact identified in terms of disability in relation to how people will perceive the Jubilee celebrations.  However, some disabled people will require accessibility provision to enable them to participate. | None |
| Dependants | No differential impact identified in relation to how people perceive the Jubilee celebrations on grounds of dependancy.  Some events will be particularly appealing to people with children. | 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?**

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| --- | --- | --- |
| **Section 75 Category** | **IF Yes, provide details** | **If No, provide details** |
| Religious Belief | There are potential opportunities for some groups.  Targeted promotion can encourage take up and participation by all communities. |  |
| Political Opinion | There are potential opportunities for many groups.  Targeted promotion can encourage take up and participation by all communities. |  |
| Racial Group | There are potential opportunities for minority groups.  Targeted promotion can encourage take up and participation by all communities. |  |
| Age | Can take steps to ensure that older people can participate – communication channels, events that will appeal, etc.  Events need to be suitable for different age groups and interests |  |
| Marital Status |  | None identified at this stage |
| Sexual Orientation |  | None identified at this stage |
| Men & Women Generally |  | None identified at this stage |
| Disability | We will need to ensure that disabled people know about the programme by using accessible information/communication.  Adjustments can be made to ensure that events and activities are fully accessible to meet the needs of different disabilities.  Local disability groups will be included in all promotional campaigns in order to ensure a higher level of involvement.  The Council’s Community Support team will ensure that local disabled groups are targeted through their Community E-Zine and their input and attendance at localised AGMs |  |
| Dependants | Accessibility measures can be put in place for physical events that will accommodate some people with dependants | None identified at this stage |

**2(b) DDA Disability Duties (see Disability Action Plan 2021-2025)**

Does this policy/activity present opportunities to contribute to the actions in our Disability Action Plan:

* To promote positive attitudes towards disabled people
* To encourage the participation of disabled people in public life

Council led events will be fully accessible and this enables disabled people to participate which contributes to visibility and positive attitudes. Disabled individuals and groups can be consulted for their views which contributes to encouraging participation

**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?**

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| --- | --- | --- |
| **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 | With a programme such as this there is the potential for some negativity from those who are not supportive of the Royal family and who do not value the allocation of council resources to this type of activity. However, the cross-party Working Group is sensitive to this matter in the development and implementation of this programme. | Minor |
| Political Opinion | With a programme such as this there is the potential for some negativity from those who are not supportive of the Royal family and who do not value the allocation of council resources to this type of activity. However, the cross-party Working Group is sensitive to this matter in the development and implementation of the programme. | Minor |
| Racial Group | No significant impact – marking occasions such as this presents an opportunity to encourage newcomers and minority communities to participate in local community activities that may help develop understanding or a sense of belonging. | Minor |

\*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?**

The cross party Queen’s Platinum Jubilee Working Group was established to ensure that the programme of events contributes to good relations, is open and inclusive.

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| --- | --- | --- |
| **Good Relations Category** | **IF Yes, provide details** | **If No, provide details** |
| Religious Belief | There is an opportunity to promote mutual understanding and respect between groups/individuals who are different through an inclusive programme. |  |
| Political Opinion | There is an opportunity to promote mutual understanding and respect between groups/individuals who are different through an inclusive programme. |  |
| Racial Group | There is an opportunity to promote mutual understanding and respect between groups/individuals who are different through an inclusive programme |  |

**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.**

We are aware that people from certain backgrounds will be particularly interested in marking the Queen’s Platinum Jubilee, for example, older people who are from a Protestant, Unionist background.

Likewise, those who are young and from a Catholic nationalist background may be disinterested.

In organising events, we need to take account of the accessibility needs of people who have multiple identities, eg, older and disabled.

**Part 3. Screening 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 (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.

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| --- | --- |
| **Screening Decision/Outcome** | **Reasons/Evidence** |
| Option 1  **Screen out** – no equality impact assessment and no mitigation required |  |
| Option 2  **Screen out with mitigation** – some potential impacts identified but they can be addressed with appropriate mitigation | We have concluded that there is no need for full EQIA as the different views of groups have been taken into account by the cross party Working Group and any impacts identified are fairly minor.  However, we recognise the need for specific mitigations to ensure that the events programme is perceived as inclusive and actively promotes understanding and good relations.  LCCC will ensure that protocols are in place to evaluate performance and take equality into account. |
| Option 3  **Screen in** for a full Equality Impact Assessment (EQIA) |  |

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

1. **The creation of an LCCC Queen’s Platinum Jubilee Working Group, which includes membership from across political parties, senior Council Officers and representatives from NIO and HRP.**
2. **Engaging with a range of stakeholders (within the Working Group and also external stakeholders) such as local schools, religious groups and community groups to encourage dialogue and inclusion**

There will be a range of activities/events that will appeal to different groups. Mitigations will include targeted promotion, positive promotion and encouragement to ensure balanced participation, adjustments re accessibility, etc

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

See above – the cross-party working group and stakeholders will inform and shape the roll out of the programme.

**Timetabling and prioritising for EQIA (only relevant to Option 3) - Not applicable**

**Is the activity/policy affected by timetables established by other relevant public authorities? - Not applicable**

**Part 4. Monitoring**

**Elements to monitoring:**

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

The Queen’s Platinum Jubilee events programme will be monitored and evaluated in its entirety as each programme is delivered during 2022. Monitoring of take up for/attendance at the various events and workshops will be recorded, as well as monitoring and evaluation of the promotional tools used such as social media, Community Services E-zine, etc. Each programme will be evaluated in a number of ways using questionnaires, participant feedback, monitoring/evaluation forms, etc.

The grant programme will be monitored and evaluated in terms of what was delivered by each recipient, numbers of participants, benefits and outcomes.

Monitoring/evaluation will allow us to see the breakdown of participants attending the events/workshops in terms of Section 75 groupings.

Feedback and complaints from the public will be obtained via the Council’s social media page and also through the Council’s complaints procedure

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| --- | --- |
| Will be undertaken by:  Name & Position/Job Title: | Frequency (eg. Annually) |
| Rhonda O’Neill  Community Support Officer | Ongoing for duration of programme |
| Will be signed-off by:  Angela McCann  Head of Communities |  |

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title** | **Date** |
| Insert name (s) | Officer/manager |  |
| Rhonda O’Neill | Community Support Officer | 03.12.21 |
| Reviewed by  Mary McSorley | Equality Officer | 07.12.21 |
| **Approved by:** |  |  |
| Angela McCann | Head of Communities | 07.12.21 |

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.