**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**

Council Initiative to remember those who have lost their lives due to Suicide.

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

This is a new activity.

It relates to a proposal submitted at Corporate Services Committee requesting that Officers progress an initiative to remember those who have lost their lives due to Suicide.

It was agreed that Officers should consider options for a reflective space for anyone impacted by loss due to Suicide.

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

Further to a consultation exercise with community groups within the LCCC area, feedback suggested that a small garden, plaque or bench would be a suitable option to consider in relation to this proposal.

The objective is to provide a reflective space in the Lisburn and Castlereagh City Council at Lagan Valley Island where anyone can visit to reflect and remember those who have lost their lives due to suicide.

The space identified will be a small area at Lagan Valley Island, Lisburn, with a bench and a plaque explaining the purpose of the space.

**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 initiative is not targeted at any particular equality groups. It is anticipated that the space for reflection would be used by all groups.

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

It was proposed by an Elected Member and approved by the Corporate Services Committee that a working group would be established to progress the initiative.

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

Owned by Lisburn & Castlereagh City Council

To be implemented by Corporate Communication & Administration Department

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

No

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

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

|  |  |
| --- | --- |
| Staff | N/A |
| Service Users | Residents and Businesses in the Lisburn and Castlereagh City Council area and visitors to Lagan Valley Island. |
| Other Public Sector Organisations – please list | Health Care Organisations |
| Voluntary/Community/Trade Unions – please list | Emerge Counselling Services  LCCC Food Bank  Dundonald Foodbank  Healthy Living Centre Resurgam  YMCA |
| Other – please list (eg, Elected Members, delivery partners, contractors, etc) | Elected Members |

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

|  |  |
| --- | --- |
| **Name policy/strategy/plan** | **Who owns or implements?** |
| LCCC INTERIM Corporate Plan 2021-24 | LCCC |
| LCCC Community Plan 2017 / 2032 | 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.**

In developing this proposal, NISRSA statistics on suicide by age, gender and geographical area have been considered and relevant groups consulted.

A consultation exercise was undertaken in February 2022 to understand initial views on a proposal for a reflective space.

In consultation with the working group, the Proposer of the initiative the Chair of Corporate Services and the Mayor, the following groups were identified as key stakeholders, those consulted included:

Emerge Counselling Services

LCCC Food Bank

Dundonald Foodbank

Healthy Living Centre

Resurgam

YMCA

Two separate consultation sessions were offered and stakeholders were also able to submit feedback by email.

Feedback from the consultation (See Appendix) was generally positive indicating that a space for reflection would be appropriate.

Feedback suggested that the space should not include names or memorial messages; rather it should be a space to remember those who have lost their lives and celebrate their life and provide hope to those who have been impacted by suicide.

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| **Section 75 Category** | **Details of evidence/information** |
| Religious Belief | Census 2011 data for LCCC – 23.95% of the LCCC population were brought up in the Catholic religion and 66.9% were brought up in the Protestant & Other Christian religions. 9.14% identified as no religion or ‘other non-Christian’.  There are no official statistics on deaths from suicide by religious group. It is considered that people of all religions and none may be impacted by suicide. |
| Political Opinion | Local Government Elections 2019:  In terms of elected representatives, members of LCCC belong to a range of parties across the political spectrum: 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%.  There are no official statistics on deaths from suicide by political opinion. It is considered that people of all political opinions and none may be impacted by suicide. |
| Racial Group | Census 2011 data suggests approximately 2% of the population are from a Black or Minority Ethnic group. LCCC has small populations of different nationalities, including a small number of Syrian Refugees who have come here through the government resettlement scheme.  There are no official statistics on deaths from suicide by racial group. It is considered that people of all racial groups may be impacted by suicide. |
| Age | Census 2011 data on age of LCCC population:  0-15 years - 20.3%  16-64 years – 62.3%  65+ years – 17.4%  LCCC has a slightly higher than national average of people over 65 years, with 2% of older people over 85 years.  Official statistics show that deaths from suicide occur among all age groups but the highest number is for the 25-39 age group.  Families and those affected by suicide may be from all age groups. |
| Marital Status | Census data: 36% single; 51% married (including civil partnership); 3% separated; 4% divorced; 6% widowed.  There are no official statistics on deaths from suicide by marital status. It is considered that people may be impacted by suicide regardless of marital status. |
| Sexual Orientation | There are no specific figures available on how many people may be Gay, Lesbian, Bi-sexual in Lisburn & Castlereagh City Council Area. No Census statistics for the LGB category. ONS 2017 data suggests around 2% of the population identify as LGB but support groups claim the percentage may be much higher due to reluctance to disclose. People in this group can often feel excluded or marginalised in society.  There are no official statistics on deaths from suicide by sexual orientation. It is considered that people of all sexual orientations may be impacted by suicide. |
| Men & Women Generally | LCCC population reflects the national picture – 51% female (Census data).  NISRA statistics show that a higher percentage of males lost their lives to suicide that females. |
| Disability | Just over 18% of the LCCC population declared a disability or long term health condition that impacts their day to day activities (Census 2011 data).  Official statistics on deaths from suicide do not record disability. It is considered that people may be impacted by suicide regardless of disability. |
| Dependence | 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.  There are no official statistics on deaths from suicide by dependency status. It is considered that people with and without dependants may be impacted by suicide. |

### 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 consultation indicated that a reflective space located at Lagan Valley Island would be considered appropriate and acceptable to people of different backgrounds due to its accessibility. Lagan Valley Island would also be considered a neutral space in the Lisburn area.

The space chosen needs to be accessible to all age groups.

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| --- | --- |
| **Section 75 Category** | **Details of needs/experiences/priorities** |
| Religious Belief | The main need is to have a space for reflection that is considered acceptable to people from different religious backgrounds so that it will be welcomed and used by all. |
| Political Opinion | The main need is to have a space that is considered acceptable to people from different community backgrounds so it will be welcomed and used by all. |
| Racial Group | People from minority ethnic communities need to feel welcome and included in any such initiative. |
| Age | Older people may have physical accessibility issues and difficulties with accessing information about any initiative. It needs to be promoted to ensure that all age groups are made aware of the initiative. |
| Marital Status | No evidence of specific needs identified in relation to this proposal |
| Sexual Orientation | No evidence of specific needs identified in relation to this proposal |
| Men & Women Generally | No evidence of specific needs identified in relation to this proposal |
| Disability | People with disabilities may have accessibility issues and difficulties with accessing information about any initiative. The space must be physically accessible for those with disabilities. |
| Dependency | Parents with babies and children in prams and buggies or people who have disabled dependants may have accessibility 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?**

It is anticipated that there should be no differential impact by Section 75 categories provided the initiative is perceived as inclusive of all categories. People of all backgrounds have been affected by suicide and are likely to want to visit any reflective space.

The chosen space will be accessible to all age groups.

|  |  |  |
| --- | --- | --- |
| **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 differential impact identified – the proposed initiative will recognise everyone who has been impacted by suicide | None |
| Political Opinion | No differential impact identified | None |
| Racial Group | No differential impact identified | None |
| Age | No differential impact identified | None |
| Marital Status | No differential impact identified | None |
| Sexual Orientation | No differential impact identified | None |
| Men & Women Generally | No differential impact identified | None |
| Disability | No differential impact identified | None |
| Dependants | No differential impact identified | None |

**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 | The initiative can be promoted widely by LCCC via its social media platforms and on its website to ensure awareness of the space with more targeted promotion in relation to the groups outlined above that may have difficulty accessing information. |  |
| 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:

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

No direct opportunity identified

**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 | It is not anticipated that the provision of a space for reflection will have any direct impact on good relations for any group. However, providing shared spaces that bring people together for a common may indirectly create a positive impact. | None |
| Political Opinion |
| Racial Group |

**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  Political Opinion  Racial Group | Publicity around this memorial is potentially an opportunity to make the point that all groups have been affected by Suicide. There is an opportunity to emphasise what we share/have in common. |  |

**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 is exclusive to just one group and this has been given consideration with respect to this proposal.

**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 (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. [see Equality Commission guidance on justifying a screening decision.]

**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 |  |
| Option 2  **Screen out with mitigation** – some potential impacts identified but they can be addressed with appropriate mitigation | It is not considered that this proposal requires a detailed equality impact assessment. No negative impacts have been identified and it is considered that the proposal will be well received by all groups.  However, it is recognised that it may be necessary to proactively promote the initiative to some groups and ensure that it is inclusive and accessible in practice. |
| 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?**

The initiative will be made inclusive and accessible for all groups by ensuring that the location chosen is easily accessible. Bench design will be considered to ensure that it is inclusive for all groups.

The space will be promoted as a space for all through PR and messaging. This will also be considered when the space is being unveiled or launched. Accessibility of information/communications will also be considered.

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

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 |  |
|  |  |
| Total Rating Score |  |

**Part 4. Monitoring**

**Two elements to monitoring:**

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

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? What will be monitored and how? What specific equality monitoring will be done?**

Any comments and feedback from the public and relevant community/support groups will be noted.

Stephanie Kelly will be responsible for monitoring by collating feedback from the public and community / support groups. Frances Byrne, as Head of Service, will sign-off on an annual basis.

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title** | **Date** |
| Stephanie Kelly | Administration Manager | 29.03.22 |
| Reviewed by: Mary McSorley | Equality Officer | 30.03.22 |
| **Approved by:** |  |  |
| Frances Byrne | Head of Service | 05.04.22 |

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.

**Appendix 2**

**Feedback received from Suicide Initiative Consultation**

**Emerge**

* Would welcome a Garden of reflection as long it is done in a tasteful way and the garden is maintained.
* A sculpture or bench would be appropriate and should include diversity, race, religion
* Slight concern regarding location at LVI due to proximity to water, although agreed that the rear of the Island Centre would be an appropriate space. Message should be reflective – in memory of loved ones
* Careful consideration should be given in regards to its promotion
* Do not include names of those who have passed
* A plaque should be included to explain the reason that the garden/sculpture/bench is there, when it was opened and what it is for
* Supportive messages of hope could be included on the sculpture/bench
* Flowers to be included in the garden – no Lillies– sunflowers or forget me nots

**Resurgam**

Conscious some families feel great stigma through loss through suicide and that might be a barrier to them engaging.  Equally, can see why some families who have lost members through suicide would specifically want to recognise and remember their life - everyone is entitled to remember their loved one in whatever way they are comfortable with.

**YMCA**

Think this is a very important initiative and one which YMCA is happy to support.

Having a designated space for reflection will help young people, families and communities to take the next steps forward.