**Lisburn & Castlereagh City Council**

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

**Part 1. Activity/Policy Scoping**

**Information about the activity/policy**

# Name of the activity/policy

|  |
| --- |
| **Community Facility Fund 2023/24** |

Please attach copy of the activity/policy to this document.

# Is this activity/policy

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| An existing policy? |  | A revised policy? | **x** | A new policy? |  |

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

|  |
| --- |
| 1 improve, upgrade and/or refurbish community facilities |
| 2 to offer activities and services which help to increase opportunity, |
| 3 to reduce inequality, strengthen community engagement |
| 4 to provide better access to existing services, create a wider range of services |
| 5 help strengthen & improve community links and networks |

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

|  |
| --- |
| The Community Facility Fund (CFF) is grant scheme to support minor capital works and repairs and/or implementation of digital solutions to enable groups/organisations to improve income opportunities, make changes to the facility us and/or make the facility more accessible and inclusive to further engage the local community.  It is open to community/voluntary organisations based in the LCCC area that meet the criteria. This fund is not specifically targeting any particular equality group however funding may result in benefits for a number of groups, for example, improved accessibility and participation opportunities for older people or people with a disability or enhanced provision of services for various groups. |

Who initiated or wrote the activity/policy?

|  |
| --- |
| Head of Communities - Policy written by Peace Manager |

Who owns and who implements the activity/policy?

|  |
| --- |
| Community Services owns the policy – implemented by Community Development & Resources Manager |

**Implementation factors**

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

If yes, are they

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Financial? | **x** | Legislative? |  | Other? | **X** |

If other, please detail below

|  |
| --- |
| Successful groups/organisations in each of the 7 DEA can apply to the scheme providing they meet the eligibility criteria as detailed in the guidance notes and adhere to the ongoing NI Executive Guidance in relation to COVID-19.  Agreed and fulfilled expenditure in line with the awarding of the scheme will be essential to the activity being successful. Any deviation from the agreed spend will require approval. |

**Main stakeholders affected**

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

|  |  |
| --- | --- |
| Staff | Community Service staff who implement the scheme  Assets/Estates re Compliance  Building Control re adaptations/modifications to premises  Planning may be involved |
| Service Users | The general public  Applicants to the scheme  Beneficiaries of the outcomes from the funding scheme |
| Other Public Sector Organisations – please list | N/A |
| Voluntary/Community/Trade Unions – please list | Local community organisations across the 7 DEAs who are successful in receiving financial assistance |
| Other, eg, Elected Members – please list | Elected Members re: support and promotion |

**Other documents/activities/polices with a bearing on this activity/policy**

|  |  |
| --- | --- |
| Name of document/activity/policy | Who owns or implements document/activity/policy? |
| 1. Rural Needs Impact Assessment | Economic Development |
| 2. H&S/Covid Compliance | Environmental Health |
| 3. Assets Technical advice/expertise | Assets |
| 4. Planning if required | Planning |
| 5. Building Control if required | Building Control |

The above would include both internal and external documents/activities/policies.

If there is a web-link/link to any of the above please provide details.

**Available evidence**

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

|  |  |
| --- | --- |
| Sec 75 Category | Details of evidence/information |
| Religious Belief | This activity is in line with the Community Development strategy to build community cohesion, a sense of place & local identity & community involvement. LCCC recognises the important part that local groups can play in developing strong, united & connected communities. All DEAs have a higher proportion of residents from a Protestant community background and have range of community organisations, some of which are single identity and will cater mainly for that group. |
| Political Opinion | Open to all community & voluntary groups to apply, across the council area. |
| Racial Group | LCCC has a minority of BME residents across all 7 DEA’s & there are a number of support groups across the area. The activity of this funding scheme will be based on merit of the application process and alignment with the criteria. |
| Age | LCCC has a slightly older population than the NI average. There are a number of support groups for older people such as Age NI, Age Friendly & community groups also catering for the needs of older people. |
| Marital Status | As above |
| Sexual Orientation | NISRA data – around 2% but likely to be much higher due to under-reporting. No LGB support groups in LCCC area at present |
| Men & Women Generally | NISRA data – 51% female – LCCC has range of women’s group eg Hen Sheds. Women’s Aid Women’s Centre, and men’s groups to include BMMG, Men Shed’s, but majority of community groups/organisations provide services for both. |
| Disability | Approx. 20% of the population will have a disability - can be physical, mental, intellectual or sensory impairment. The LCCC area has a number of support groups such as The Cedar Foundation, Disability Action Ni, Lisburn Downtown Centre |
| Dependants | There are also a number of organisations providing support to carers such as CAUSE |

### 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

|  |  |
| --- | --- |
| Sec 75 Category | Details of needs/experiences/priorities |
| Religious Belief | No different needs have been identified. This Grant scheme is open to all community groups/ organisation across the 7 DEA’s that meet the criteria for this fund.as a requirement for this grant groups must complete a monitoring form |
| Political Opinion | As above |
| Racial Group | As above |
| Age | Older people require facilities and services that are accessible and meet their needs. Think it has been identified that there are digital literacy issues for older people (which is something this funding is aiming to address) Older people may experience more isolation and need support from community organisations, especially with Covid restrictions, etc. |
| Marital Status | No additional needs identified. |
| Sexual Orientation | As above |
| Men & Women Generally | As above |
| Disability | Organisations living the local DEA’s should be aware of the local needs & must be mindful to cater for access needs for different disabilities Community groups need to provide accessible premises and services to cater for people with disabilities. |
| Dependants | As for older people, those with dependants/carers may have more need for support from community organisations |

**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 Sec 75 equality categories? (minor/major/none\*)

|  |  |  |
| --- | --- | --- |
| Sec 75 Category | Details of activity/policy impact | Level of impact (minor/major/none\*) |
| Religious Belief | **This grant scheme requires applicants to commit to promoting equality opportunity** | There should be no differential impact as it is open to all who meet the criteria and there is a fair selection process, etc., so groups from different religious backgrounds should have equal opportunity. There is the potential for some religious groups to benefit if they are successful in an application. |
| Political Opinion | **As above** | **as above** |
| Racial Group | **As above** | **As above** |
| Age | **As above** | There may be an impact if funding enables groups to offer enhanced accessibility or to provide more/better services |
| Marital Status | **As above** |  |
| Sexual Orientation | **As above** |  |
| Men & Women Generally | **As above** | **No differential impact** |
| Disability | **As above** | Enhanced accessibility should impact positively on disabled people |
| Dependants | **As above** | May be some minor (positive) impacts on people with dependants |

\*See Appendix 1 for details.

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

|  |  |  |
| --- | --- | --- |
| Sec 75 Category | IF Yes, provide details | If No, provide details |
| Religious Belief | LCCC will aim to reinforce the responsibility of groups /organisations complying with all relevant equality legislation and contributing to the Council’s equality obligations in relation to Section 75.  We will promote and encourage diverse groups to apply via the Ezine, social media, council website, & through the CDOs working on the ground.  If groups need help or support to enable them to understand Council’s funding processes and enable them to apply, that can be provided. |  |
| Political Opinion |  |
| Racial Group |  |
| Age |  |
| Marital Status |  |
| Sexual Orientation |  |
| Men & Women Generally |  |
| Disability |  |
| Dependants |  |

3 To what extent is the activity/policy likely to impact on good relations between people of different religious belief, political opinion or racial group? (minor/major/none\*)

|  |  |  |
| --- | --- | --- |
| Good Relations Category | Details of activity/policy impact | Level of impact (minor/major/none\*) |
| Religious Belief | The scheme is open to all community groups/ organisations across the 7 DEAs that meet the objectives and eligibility criteria.  Some successful organisations may undertake good relations work so there may be some impact. | 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 | Council can proactively promote the scheme to diverse community groups/organisations via social media, council website, E zine or via the CDOs.  LCCC also encourages successful applicants to do what they can to promote good relations. |  |
| Political Opinion |  |
| Racial Group |  |

**Additional considerations**

**Multiple identity**

Provide details of data on the impact of the activity/policy on people with multiple identities. Specify relevant Section 75 categories concerned.

|  |
| --- |
| Depending on what services the successful organisations provide or intend to provide, there may be benefits for various groups on multiple identity grounds.  LCCC recognises that people have many different identities and therefore multiple needs. Depending on what services the successful organisations provide or intend to provide, there may be benefits for various groups on multiple identity grounds. For example, older people with disabilities will benefit from any enhanced accessibility provision to premises or digital inclusion. |

**Part 3. Screening decision**

There are 3 screening decision outcomes, as noted below.

Choose only 1 of these and provide reasons for your decision outcome and ensure evidence is noted/referenced for any decision outcome reached.

|  |  |
| --- | --- |
| Screening Decision Outcomes Options | Reasons/Evidence |
|  |  |
| Option 1  Screen out without mitigation |  |
| Option 2  Screen out with mitigation | This equality screening has concluded that a full equality impact assessment is not necessary as we have not identified any negative impact and potential impacts are likely to be incidental and minor. As this is a new Policy we will proactively promote to diverse communities via social media, council website, community website, through Community Development Officers working on the ground to target unrepresented groups. Will also advertise in newspapers and provide hard copy when required. Will also proactively seek feedback to inform future planning. |
| Option 3  Screen in for a full EQIA |  |

**Mitigation (Relevant to Option 2)**

When the public authority concludes that the likely impact is ‘minor’ and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the activity/policy/decision be amended or changed 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.

|  |
| --- |
| This funding programme is designed to be open and inclusive in line with the scheme criteria., The council will actively promote to diverse communities via social media, council website, community website and through Community Development Officers working on the ground to target unrepresented groups.  Will also advertise in newspapers and provide hard copy information if required. Will also proactively seek feedback to inform future planning. |

**Timetabling and prioritising (Relevant to Option 3) – Not applicable**

Factors to be considered in timetabling and prioritising activities/policies for equality impact assessment.

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 |  |

Is the activity/policy affected by timetables established by other relevant public authorities?

If yes, please provide details

|  |
| --- |
| **n/a** |

**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): |
| Alison Prentice Community Facilities & Resources Officer | This is a one -off grant scheme which will monitor applicants and successful applicants by type of organisation and their likely beneficiaries.  There will be confirmation required and follow up to ensure that the grants were spent as committed and that the beneficiaries envisaged actually did benefit |
|  |  |
|  |  |
| Will be signed-off by:  Deirdre Russell Community Development & Resources Manager |  |
| Name & HoS Title: |  |
| Angela McCann  Head of Communities |  |
|  |  |

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title** | **Date** |
| Alison Prentice | Community Facilities & Resources officer | 16/3/23 |
| Deirdre Russell | Manager |  |
| Reviewed by: | Equality Officer | 22/3/23 |
| **Approved by:**  Angela McCann |  |  |
|  | Head of Communities. | 24/3/23 |

Note: A copy of the Screening Template, for each activity/policy screened should be ‘signed off’ and approved by a senior manager responsible for the activity/policy, made easily accessible on the public authority’s website as soon as possible following completion and made available on request.

Appendix 1

Major impact:

1. The policy 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 (none) impact

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

The following documentation (as a minimum) should be available to support the screening outcome decision:

* A written copy of the activity/policy in question;
* The screening template duly completed with the screening decision made explicit;
* All evidence utilised/referenced to support the screening decision to be available.