

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening template (Oct 2022)

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

1. Introduction

This screening has been completed on Lisburn and Castlereagh City Council's proposed programme of events to mark the 80th anniversary of VE Day.

In developing the programme, LCCC has given give due care and consideration to promoting good relations. The Principles of Remembering will be central to the programme of events.

2. Engagement

In September 2024, LCCC agreed to progress plans to mark the 80th anniversary of VE Day within the LCCC area. Following discussions at Corporate Services Committee, an LCCC VE Day 80 Working Group was formed to include a nominated Elected Member, one from each political party represented on Council, alongside a number of nominated LCCC Officers to take forward operational plans.

The Working Group meets regularly to develop and deliver the programme of activities and projects to mark the anniversary within the Lisburn and Castlereagh City Council area. The VE Day 80 Working Group's Terms of Reference can be viewed at appendix 1.

A VE Day 80 Anniversary Guide has been provided to all councils by the National Association of Civic Officers ([VE Day 80](#)) providing detailed guidance and recommendations for ways in which councils can take part in marking this anniversary.

One of the recommendations included in the guide is a Beacon Lighting event which has been considered by the Working Group and approved to be brought to Corporate Services Committee for approval in December 2024. The main event will take place on Thursday 8th May 2025 at Castle Gardens and a programme of activities are being considered to coincide with the event which focuses on attracting people to Lisburn City Centre.

The programme content and guidance provided is similar to that

provided for D Day 80 in 2024. Feedback regarding the D Day 80 programme of events was extremely positive with no negative feedback received for any specific Section 75 categories/groups.

Name of the activity/policy/project

Programme of events to mark the VE Day 80 Anniversary

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

New

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

The overall aim is to commemorate and mark VE Day 80 within the Lisburn and Castlereagh City Council area.

Objectives include:

- To deliver a programme of events which will provide an opportunity to reflect and commemorate the 80th anniversary of VE Day.
- In line with the guide provided by the NACO, this will include recognition of this anniversary within the LCCC area concluding with a Beacon Lighting Service on 8th May at 9.30pm.

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.

- We are committed to marking the anniversary in a spirit of mutual respect, inclusiveness and reconciliation that promotes inclusion and good relations across all Section 75 groups. However, some Section 75 groups (in particular, religious belief, political opinion) may have a greater interest in marking this anniversary than others and might therefore be more likely to engage with/benefit from the programme of events.
- The event programme has been designed to be as inclusive as possible and to have a positive impact on a range of section 75 categories.

- The event programme is also designed to be suitable for all ages and reasonable adjustments will be made where necessary to accommodate those with disabilities and their carers.

Who initiated or developed the activity/policy/project?

Lisburn and Castlereagh City Council Corporate Services Committee

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

Lisburn and Castlereagh City Council

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

Yes

Financial: There are budget constraints that need to be considered. Any planned events need to be managed within the agreed budgets.

There is also a set time frame for the Beacon Lighting event which must take place on 8th May 2025 at 9.30pm.

It should be noted that the annual Mayor's Parade will be taking place on 10th May placing considerable pressure of resources.

Who are the internal and external stakeholders (actual or potential) that the activity/policy/project will impact upon? Delete if not applicable

Service users

Other public sector organisations

Voluntary/community/trade unions

Other – Elected Members

LCCC staff

Members of the public

The programme should have a positive impact on the economy, tourism, and wider civic society stakeholders.

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

Name of policy/strategy/plan	Who owns or implements?
LCCC Equality Scheme and related policies	LCCC
Dignity at Work Policy	LCCC
Policy on Invitations to Civic Functions	LCCC
Armed Forces Covenant	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.

Most up to date NISRA population data from Census 2021 (published 22/09/22) [Lisburn and Castlereagh Census Data](#)

Section 75 Category	Details of evidence/information												
Religious Belief	2021 Census data recorded that 27% of the LCCC population were brought up in the Catholic religion; 58% were brought up in the Protestant & Other Christian religions; 2% other religions; and 13% declared no religion.												
Political Opinion	<p>The Local Government Election in May 2023 demonstrated the following weighting in political opinion. Note: only 52% of those eligible submitted a vote.</p> <table border="1"> <thead> <tr> <th>DUP (%)</th> <th>Alliance (%)</th> <th>UUP (%)</th> <th>SF (%)</th> <th>SDLP (%)</th> <th>Ind (%)</th> </tr> </thead> <tbody> <tr> <td>35</td> <td>32.5</td> <td>15</td> <td>10</td> <td>5</td> <td>2.5</td> </tr> </tbody> </table>	DUP (%)	Alliance (%)	UUP (%)	SF (%)	SDLP (%)	Ind (%)	35	32.5	15	10	5	2.5
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35	32.5	15	10	5	2.5								
Racial Group	Census 2021 data indicates that around 4% of the LCCC population were from a minority ethnic												

	group (similar to the NI population) and 6% were born outside the UK or Ireland.
Age	The LCCC population recorded in Census 2021 totalled 149,106: 19% (0-15 years) 30% (16-39 years) 33% (40-64 years) 18% (65+ years)
Marital Status	For the 16+ population in relation to marital and civil partnerships: Census 2021 33% single 52% married or in a civil partnership 3% separated 6% divorced or formerly in a civil partnership 6% widowed or surviving partner from a civil partnership.
Sexual Orientation	In 2017, the ONS published data indicating that 1.2% of the household population in NI identified as Lesbian, Gay or Bisexual.
Men & Women Generally	The LCCC population (2021) 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 more females in the older population.
Disability	Census 2021 data (most recent available) indicated that 21.7% of the LCCC population had a long-term health problem or disability.
People with and without Dependents	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 2021 found 48.3% of residents had dependant children.

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	<p>Although not all Protestants are necessarily Unionist and not all Catholics are Nationalist, those from a Protestant, Unionist background are more likely to commemorate VE Day 80 compared to those of a Catholic, Nationalist background. The proposed programme of events has been considered to include a community, educational and historical focus allowing for inclusion for all religious groups where possible. Local churches and schools will be invited to take part.</p> <p>Consideration is also given to events throughout the year which may be more relevant for those from other religious beliefs.</p>
Political Opinion	As above
Racial Group	n/a
Age	The programme of events has been designed to be suitable for all ages and local schools will be invited to attend to ensure children / young people are included.
Marital Status	n/a
Sexual Orientation	n/a
Men & Women Generally	n/a
Disability	<p>Access to events will be inclusive, ensuring parking, viewing and access arrangements during the events. Reasonable adjustments will be made where necessary. A sign language interpreter will be provided for the evening event of the Beacon</p>

	Lighting. A quiet space will be available for those who may require it.
People with and without Dependents	n/a

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	VE Day 80 is considered to be more closely associated with the Protestant/Unionist Community. Representatives from the main churches will be invited to attend/participate in activities as well as schools from all sectors.	Minor
Political Opinion	As above	Minor
Racial Group	N/A	None
Age		None
Marital Status	N/A	None
Sexual Orientation	N/A	None
Men & Women Generally	N/A	None
Disability	The events are designed to be as inclusive as possible and arrangements will be put in place to ensure that those	Minor

	with a disability can also attend and participate.	
People with and without Dependants	N/A	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		No. Although the event is more closely associated with the Protestant/Unionist community, the event is designed to be as inclusive as possible and have a positive impact on a range of section 75 categories through a range of mitigations.
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men & Women Generally		
Disability		
People with and without Dependants		

Equality Action Plan 2021-2025 [new question]

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2025? No

2(b) DDA Disability Duties (see Disability Action Plan 2021-2025) [new]

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?

Yes/**No** [delete as appropriate] If yes, give details/specify which action.

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?

In developing the programme, LCCC has given give due care and consideration to promoting good relations.

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	<p>VE Day 80 is considered to be more closely associated with the Protestant/Unionist community therefore a differential impact is likely to be experienced by the Catholic/Nationalist community.</p> <p>The VE programme is considered in the context of the Council’s wider programme of events which provides a broad and balanced range of events across communities.</p>	Minor
Political Opinion	As above	Minor
Racial Group	None	None

*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
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Religious Belief		No. Although the event is more closely associated with the Protestant/Unionist community as stated above, the event was designed to be as inclusive as possible.
Political Opinion		
Racial Group		

Multiple identity

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

- Council is aware that no one individual sits exclusively within just one of the designated groups. This has been given consideration in developing this policy and undertaking this screening exercise.

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 relevance to equality, no negative impacts identified or only very minor 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 potential impacts or opportunities to better promote equality and/or good relations identified, so mitigations appropriate. Much of our activity will probably fall into this category.
- 3) **Screen in for full equality impact assessment** – potential for significant and/or 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
<p>Option 1</p> <p>Screen out – no equality impact assessment and no mitigation required [go to Monitoring section]</p>	
<p>Option 2</p> <p>Screen out with mitigation – some potential impacts identified but they can be addressed with appropriate mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]</p>	<p>Although not all Protestants are necessarily Unionist and not all Catholics are Nationalist, those from a Protestant, Unionist background are more likely to commemorate VE Day 80 compared to those of a Catholic, Nationalist background. The event programme is designed to be as inclusive as possible and have a positive impact on a range of section 75 categories with a focus on ensuring accessibility for those with</p>

	disabilities. It is also considered to be suitable for all ages.
Option 3 Screen in for a full Equality Impact Assessment (EQIA) [If option 3, complete timetabling and prioritising section below]	

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?

Yes

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.

- A range of schools from different sectors will be invited to participate in various activities e.g flower bedding, beacon lighting event, museum activities.
- There will be a distinct focus on the historical significance of DDay 80, encouraging participation from an educational perspective
- Representatives from the main churches will be invited to attend/participate in activities
- There is a particular focus on ensuring accessibility for those with disabilities with plans in places where appropriate for the use of sign language interpreters, wheelchair access and quiet spaces.

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

N/A

If the activity/policy has been '**screened in**' for full equality impact assessment, give details of any factors to be considered and the next steps for progressing the EQIA, including a proposed timetable.

Is the activity/policy affected by timetables established by other relevant public authorities? Yes/**No**. If yes, please provide details.

Part 4. Monitoring

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

Effective monitoring will help a 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.

What will be monitored and how? What specific equality monitoring will be done? Who will undertake and sign-off the monitoring of this activity/policy and on what frequency? Please give details:

Comments and Complaints from Attendees will be managed by the Corporate Communications and Administration team.

Requests for reasonable adjustments prior to and during the event programme will be managed by the Civic Events team.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Stephanie Kelly	Administration Manager	26.10.24
Reviewed by: Annie Wilson	Equality Officer	04.12.24
Approved by: Frances Byrne	Head of Corporate Communications and Administration	05.12.24

Note: On completion of the screening exercise, a copy of the completed Screening Report should be:

- approved and 'signed off' by a senior manager responsible for the activity/policy
- included with Committee reports, as appropriate
- sent to the Equality Officer for the quarterly screening report to consultees, internal reporting and publishing on the LCCC website
- shared with relevant colleagues
- made available to the public on request.

Evidence and documents referenced in the screening report should also be available if requested.

Appendix 1 – Equality Commission guidance on equality impact

*Major impact:

- a) The policy/project is significant in terms of its strategic importance;
- b) 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;
- c) 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;
- d) 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;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

Minor impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) 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;

- c) 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;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

No impact (none)

- a) The policy has no relevance to equality of opportunity or good relations;
- b) 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.

Updated Template @ Oct 2022