

## **Lisburn & Castlereagh City Council**

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

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

This screening relates to the Council's revised Data Protection Policy.

The Data Protection Policy serves as our strategic framework for managing, sharing and protecting the personal data we hold and receive in line with the Data Protection Act (2018) and UK General Data Protection Regulations (UK GDPR).

It sets out a number of procedures to help inform and guide staff who manage data, as well as information that seeks to assist when things go wrong.

The process of identifying the areas for inclusion in the Data Protection Policy has been driven through SIRO and developed through a number of internal workshops, consultation with the All-Council Information Governance Group, and the council's own Information Governance Working Group. The Corporate Management Team (CMT) have also provided detailed guidance during the development of the policy

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

Lisburn & Castlereagh City Council Data Protection Policy.

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

This is a revised version of the existing Data Protection Policy which was introduced in 2018 and revised at regular intervals since then It serves as one of the core documents to manage & inform personal data within the council.

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

The aim of the Data Protection Policy is to provide a source document for Members, Officers and the general public that sets out how personal data is shared, managed, stored, used and protected within the council. It also aims to provide guidance to those seeking to access data held by the council, as well as

assistance to council officers and managers in managing any personal data they may hold.

**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 Data Protection Policy does not target any specific Section 75 groups, but there may be incidental benefits for particular equality groups, as the policy has been developed after a wide-ranging internal consultation process. However, this is not the main aim of the policy.

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

The development of the policy was overseen by the Director of Organisational Development & Innovation.

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

The policy is owned by Lisburn & Castlereagh City Council.

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

Yes

**If yes, give brief details of any significant factors.**

Given the long-range reach of the policy, it is impossible to predict at this point what may act for or against the policy and the guidance set out therein. However, government have not indicated in any real sense any agenda to revise or review the Data Protection Act for this Parliament, so it is thought that any changes or factors that may impact the policy are likely to be minimal. Should this position look likely to change, our position will be revised.

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

**Staff:** All staff, but particularly those working regularly with or processing personal data, managers, Heads of Service and Directors.

**Service users:** All those who live, work, or visit the Lisburn & Castlereagh City Council area.

**Other public sector organisations:** All regional government departments and their agencies; Other Councils within Northern Ireland, the Irish Republic & the UK more generally.

**Voluntary/community/trade unions:** All voluntary & community groups and organisations that operate within the LCCC area; All Trade Unions that represent staff, contractors, and others who engage with the council in the course of their employment.

**Other:** All elected members, delivery partners, contractors and employees or representatives of other bodies who engage with the council; All citizens of the LCCC area.

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

| Name of policy/strategy/policy                                | Who owns or implements?                              |
|---|--|
| Departmental Policies   | Each Director & HoS within each Directorate.         |
| Community Policy  | Director of Leisure & Community Wellbeing.           |
| LCCC Equality Scheme  | Director of Organisational Development & Innovation. |
| LCCC Code of Governance                                       | Director of Finance & Corporate Services             |
| Lisburn & Castlereagh City Council Business Continuity Policy | Director of Environmental Health                     |
| Lisburn & Castlereagh City Council Corporate Risk Register    | Director of Environmental Health                     |
| Lisburn & Castlereagh City Council Data Protection Policy     | Director of Finance & Corporate Services             |

**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  | <b>Details of evidence/information</b><br>Mid-Year Population Estimates 2019 & 2021 –<br>District Electoral Areas  |      |                                |      |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
|----------------------|--|------|--------------------------------|------|------------------------------|---|--|--|--|--|--|------------|-------|------|--------|------|-------------------|-------|------|--------|------|------------------|-------|------|--------|------|------------------|-------|------|--------|------|-------------------|-------|------|--------|------|----------------------|-------|------|--------|------|---------------------|-------|------|--------|------|--|---------|--|---------|-----|--|--|--|--|--|
|                      | <table border="1"> <thead> <tr> <th data-bbox="606 510 820 680">DEA</th> <th data-bbox="820 510 1021 680">Population<br/>- Census<br/>2019</th> <th data-bbox="1021 510 1125 680">%</th> <th data-bbox="1125 510 1299 680">Population<br/>Census<br/>2021</th> <th data-bbox="1299 510 1396 680">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="606 680 820 748"></td> <td data-bbox="820 680 1021 748"></td> <td data-bbox="1021 680 1125 748"></td> <td data-bbox="1125 680 1299 748"></td> <td data-bbox="1299 680 1396 748"></td> </tr> <tr> <td data-bbox="606 748 820 824">Killultagh</td> <td data-bbox="820 748 1021 824">21450</td> <td data-bbox="1021 748 1125 824">14.6</td> <td data-bbox="1125 748 1299 824">22,013</td> <td data-bbox="1299 748 1396 824">14.8</td> </tr> <tr> <td data-bbox="606 824 820 945">Downshire<br/>West</td> <td data-bbox="820 824 1021 945">17110</td> <td data-bbox="1021 824 1125 945">11.6</td> <td data-bbox="1125 824 1299 945">17,190</td> <td data-bbox="1299 824 1396 945">11.5</td> </tr> <tr> <td data-bbox="606 945 820 1066">Lisburn<br/>North</td> <td data-bbox="820 945 1021 1066">23050</td> <td data-bbox="1021 945 1125 1066">15.7</td> <td data-bbox="1125 945 1299 1066">23,449</td> <td data-bbox="1299 945 1396 1066">15.7</td> </tr> <tr> <td data-bbox="606 1066 820 1187">Lisburn<br/>South</td> <td data-bbox="820 1066 1021 1187">23610</td> <td data-bbox="1021 1066 1125 1187">16.0</td> <td data-bbox="1125 1066 1299 1187">24,321</td> <td data-bbox="1299 1066 1396 1187">16.3</td> </tr> <tr> <td data-bbox="606 1187 820 1308">Downshire<br/>East</td> <td data-bbox="820 1187 1021 1308">16720</td> <td data-bbox="1021 1187 1125 1308">11.3</td> <td data-bbox="1125 1187 1299 1308">16,746</td> <td data-bbox="1299 1187 1396 1308">11.2</td> </tr> <tr> <td data-bbox="606 1308 820 1429">Castlereagh<br/>South</td> <td data-bbox="820 1308 1021 1429">24010</td> <td data-bbox="1021 1308 1125 1429">16.3</td> <td data-bbox="1125 1308 1299 1429">23,488</td> <td data-bbox="1299 1308 1396 1429">15.8</td> </tr> <tr> <td data-bbox="606 1429 820 1550">Castlereagh<br/>East</td> <td data-bbox="820 1429 1021 1550">20860</td> <td data-bbox="1021 1429 1125 1550">14.2</td> <td data-bbox="1125 1429 1299 1550">21,899</td> <td data-bbox="1299 1429 1396 1550">14.7</td> </tr> <tr> <td data-bbox="606 1550 820 1630"></td> <td data-bbox="820 1550 1021 1630">146,810</td> <td data-bbox="1021 1550 1125 1630"></td> <td data-bbox="1125 1550 1299 1630">149,106</td> <td data-bbox="1299 1550 1396 1630">100</td> </tr> </tbody> </table> | DEA  | Population<br>- Census<br>2019 | %    | Population<br>Census<br>2021 | % |  |  |  |  |  | Killultagh | 21450 | 14.6 | 22,013 | 14.8 | Downshire<br>West | 17110 | 11.6 | 17,190 | 11.5 | Lisburn<br>North | 23050 | 15.7 | 23,449 | 15.7 | Lisburn<br>South | 23610 | 16.0 | 24,321 | 16.3 | Downshire<br>East | 16720 | 11.3 | 16,746 | 11.2 | Castlereagh<br>South | 24010 | 16.3 | 23,488 | 15.8 | Castlereagh<br>East | 20860 | 14.2 | 21,899 | 14.7 |  | 146,810 |  | 149,106 | 100 |  |  |  |  |  |
| DEA                  | Population<br>- Census<br>2019   | %    | Population<br>Census<br>2021   | %    |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
|                      |  |      |                                |      |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
| Killultagh           | 21450  | 14.6 | 22,013                         | 14.8 |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
| Downshire<br>West    | 17110  | 11.6 | 17,190                         | 11.5 |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
| Lisburn<br>North     | 23050  | 15.7 | 23,449                         | 15.7 |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
| Lisburn<br>South     | 23610  | 16.0 | 24,321                         | 16.3 |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
| Downshire<br>East    | 16720  | 11.3 | 16,746                         | 11.2 |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
| Castlereagh<br>South | 24010  | 16.3 | 23,488                         | 15.8 |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
| Castlereagh<br>East  | 20860  | 14.2 | 21,899                         | 14.7 |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
|                      | 146,810  |      | 149,106                        | 100  |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |
| Religious Belief     | According to the 2021 Census data, the population of Lisburn & Castlereagh City brought up in different religious backgrounds is as follows:   |      |                                |      |                              |   |  |  |  |  |  |            |       |      |        |      |                   |       |      |        |      |                  |       |      |        |      |                  |       |      |        |      |                   |       |      |        |      |                      |       |      |        |      |                     |       |      |        |      |  |         |  |         |     |  |  |  |  |  |

|                   |  |
|-------------------|--|
|                   | <ul style="list-style-type: none"> <li>• <b>Catholic:</b> 23.5%</li> <li>• <b>Protestant &amp; Other Christian:</b> 65.6%</li> <li>• <b>Other religions:</b> 1.2%</li> <li>• <b>None:</b> 9.7%</li> </ul> <p>This data reflects a predominantly Protestant and Other Christian population in the area.</p>   |
| Political Opinion | There is an established correlation of 0.87 between religion and political opinion. In this instance the majority political opinion being Unionist   |
| Racial Group      | Using the same 2021 Census/boundary data indicates that 4.2% of the population were from an ethnic minority group  |
| Age               | <p>In 2021, the total population of Lisburn &amp; Castlereagh City Council area was <b>148,965</b></p> <p>. The age distribution was as follows:-</p> <ul style="list-style-type: none"> <li>• <b>0-14 years:</b> 18.5%</li> <li>• <b>15-24 years:</b> 12.1%</li> <li>• <b>25-44 years:</b> 26.2%</li> <li>• <b>45-64 years:</b> 25.1%</li> <li>• <b>65 years and over:</b> 18.1%</li> </ul> |
| Marital Status    | <p>In 2021, the marital status of the population in Lisburn &amp; Castlereagh City Council area was:-</p> <ul style="list-style-type: none"> <li>• <b>Single (never married or never registered a same-sex civil partnership):</b> 34.5%</li> <li>• <b>Married:</b> 50.2%</li> <li>• <b>Separated:</b> 3.1%</li> <li>• <b>Divorced:</b> 7.2%</li> <li>• <b>Widowed:</b> 5.0%</li> </ul>      |

|                                    |  |
|------------------------------------|--|
| Sexual Orientation                 | The 2021 Census data for Lisburn & Castlereagh City Council area does not provide specific figures for sexual orientation. However, according to broader data from the Office for National Statistics (ONS), approximately <b>1.2%</b> of the population in Northern Ireland identified as Lesbian, Gay, or Bisexual             |
| Men & Women Generally              | In 2021, the population of Lisburn & Castlereagh City Council area was <b>148,965</b> . The gender distribution was:- <ul style="list-style-type: none"> <li>• <b>Men:</b> 49.18% (73,255)</li> <li>• <b>Women:</b> 50.82% (75,710)</li> </ul>   |
| Disability                         | In 2021, <b>17.5%</b> of the population in Lisburn & Castlereagh City Council area reported having a disability. This includes individuals with various types of disabilities.   |
| People with and without Dependents | In 2021, the population of Lisburn & Castlereagh City Council area was divided as follows:- <ul style="list-style-type: none"> <li>• <b>With dependants:</b> 50.2%</li> <li>• <b>Without dependants:</b> 49.8%</li> </ul> <p>This data highlights a nearly even split between those with and without dependants in the area.</p> |

### 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                   | No needs identified   |
| Political Opinion                  | No needs identified   |
| Racial Group                       | There may be a need to translate information for those who do not have English as a first language.                 |
| Age                                | No needs identified.  |
| Marital Status                     | No needs identified.  |
| Sexual Orientation                 | No needs identified.  |
| Men & Women Generally              | No needs identified.  |
| Disability                         | Disabled people may require information to be made available in accessible formats, such as braille, easy read etc. |
| People with and without Dependants | No needs identified.  |

## 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?

No impact identified beyond a mild positive impact in terms of providing and protecting personal data.

| 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    |   |  |
| Political Opinion   |   |  |
| Racial Group        |   |  |
| Age                 |   |  |

|                                    |                       |
|------------------------------------|-----------------------|
| Marital Status                     | No impact identified. |
| Sexual Orientation                 |                       |
| Men & Women Generally              |                       |
| Disability                         |                       |
| People with and without Dependants |                       |

\* 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                   | No opportunity for the promotion of equality of opportunity for people within the S 75 equality categories beyond the moderate benefit of all groups being made aware of the processes and procedures being utilised and applied equally. |                        |
| Political Opinion                  |   |                        |
| Racial Group                       |   |                        |
| Age                                |   |                        |
| Marital Status                     |   |                        |
| Sexual Orientation                 |   |                        |
| Men & Women Generally              |   |                        |
| Disability                         |   |                        |
| People with and without Dependants |   |                        |

**Equality Action Plan 2021-2025**

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2015? Yes/~~No~~ If yes, specify which action/s.

S. 1.1, 1.2, 2.1, 3.4, 6.1 & 6.2

**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 2021-2025 to promote positive attitudes towards disabled people?
- to encourage the participation of disabled people in public life?

No

**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?**

| <b>Good Relations Category</b> | <b>Details of likely impact. Will it be positive or negative? [if no specific impact identified, say none]</b> | <b>Level of impact – minor/major*</b> |
|--------------------------------|--|---------------------------------------|
| Religious Belief               | None   |                                       |
| Political Opinion              | None   |                                       |
| Racial Group                   | 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?**

| <b>Good Relations Category</b> | <b>IF Yes, provide details</b> | <b>If No, provide details</b>   |
|--------------------------------|--------------------------------|---|
| Religious Belief               |                                | There are no opportunities to better promote good relations between people in these groups. |
| 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 exclusively within just one of the designated groups. As a consequence, it is envisaged that the positive impacts of the Data Protection Policy will spread across all section 75 categories.

**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  |
|---|---|
| Option 1<br><b>Screen out</b> – no equality impact assessment and no mitigation required [go to Monitoring section] | The Data Protection Policy has only a minor positive impact on all groups |
| Option 2<br><b>Screen out with mitigation</b> – some potential impacts identified but they can be addressed with    | Not applicable  |

|   |                 |
|---|-----------------|
| appropriate mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]    |                 |
| Option 3<br><b>Screen in</b> for a full Equality Impact Assessment (EQIA)<br>[If option 3, complete timetabling and prioritising section below] | Not applicable. |

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

Not applicable

**Can the activity/policy/project policy 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 policy.

Not Applicable

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

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.

Not applicable.

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

Not applicable.

### **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 policy making 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:

Monitoring will be carried out via the production of statistics on a regular basis for presentation at IGWG. This will be carried out by the DPO who will also monitor the make up of interactions with those seeking and providing data.

#### **Part 5 - Approval and authorisation**

|                     | <b>Position/Job Title</b> | <b>Date</b> |
|---------------------|---------------------------|-------------|
| Screened by:        | <i>Paul McMin</i>         | 20.03.2025  |
| Reviewed by:        | Annie Wilson              | 02.04.25    |
| <b>Approved by:</b> | <i>Arlene Pat</i>         | 25.03.25    |

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