

# **Lisburn & Castlereagh City Council**

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

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

In 2019 the Council consulted on Connect – Invest – Transform, a proposed Investment Plan of up to £250m across our Council area over 10 years. This plan followed the framework of the Community Plan and subsequent principles of sustainable development, equality and participation.

In May 2021, Council agreed to take forward one of the priority schemes proposed in the Investment Plan, namely the need for a capital Community Investment Fund. This fund would span across community, sporting and interest groups with a view to providing match funding towards new or revitalised community facilities. It aims to modernise what we do and how we do it by strategically targeting investment along with key partners and those who share our vision.

Since that time, Community Investment Fund – Phase 1 & Phase 2 Pilot Extension have concluded with 3 groups awarded funding. A review has been undertaken and a number of amendments agreed.

Community Investment Fund – Phase 3 was agreed by Council in February 2024 and the two pilot phases closed out. The upper limit available to an applicant has been raised by £100k to £350k with a minimum of 50% match funding being a mandatory pre-requisite.

Community Investment Fund – Phase 4 was agreed by Council in June 2025 with 4 community groups being awarded funding. The upper limit available to an applicant is £350k with a minimum of 50% match funding being a mandatory pre-requisite.

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

Community Investment Fund – Phase 4

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

This is an existing one - Phase 4 of the Community Investment Fund Programme

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

The total budget allocated to the Community Investment Fund from the commencement of the programme is £3,450,000 which includes the committed expenditure from the previous 3 phases of £1,945,445.

The aim of Phase 4 delivery of the programme is to further embed a co-design approach to community funding so that the funding allocated will have maximum benefit to citizens and will make a significant contribution to council objectives.

The aim of the funding overall is to enable community organisations to deliver projects which will benefit citizens and contribute to LCCC corporate objectives as set out in our key strategic documents which include the Community Plan, 10 Year Investment Plan and corporate plan.

**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 Phase 4 fund will be open to all eligible organisations within the LCCC area. The ultimate beneficiaries of the funding will depend on who the successful organisation is and on the detail of their proposal but there is expected to be an overall benefit to all citizens of the council area in general terms.

This funding opportunity is not being targeted at any particular Section 75 group but in scoring applications, cognisance will be taken of who the beneficiaries of any capital investment are likely to be.

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

Director of Leisure & Community Wellbeing

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

Lisburn & Castlereagh City Council owns the project. It will be delivered by a cross departmental team comprising Leisure & Community Wellbeing, Regeneration & Growth & Organisational Development & Innovation.

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

**Yes/~~No~~**

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

~~Financial~~

~~Legal~~

**Other**

The success of the Phase 4 Community Investment Programme is dependent on expressions of interest being received for relevant quality proposals. It is anticipated that there is potentially a limited number of eligible community organisations that will apply as there is a specific timeframe on the opening and closing of the application call as well as those in a position to manage a major capital project.

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

**Service users** - Potentially as beneficiaries of the successful applicant

**Other public sector organisations** - Not quantifiable at this point

**Voluntary/community/trade unions** - N/A

**Other** - Elected members in the selected area will be involved.

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

| <b>Name of policy/strategy/plan</b> | <b>Who owns or implements?</b>                                                                                                                                                                                 |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 LCCC Community Plan               | <b>LCCC</b><br><a href="https://www.lisburncastlereagh.gov.uk/uploads/general/Community_Plan_2017-2032_EMAIL.pdf">https://www.lisburncastlereagh.gov.uk/uploads/general/Community_Plan_2017-2032_EMAIL.pdf</a> |
| 2 LCCC DEA Investment Programme     | <b>LCCC</b>                                                                                                                                                                                                    |
| 3 LCCC Corporate Plan               | <b>LCCC</b><br><a href="https://www.lisburncastlereagh.gov.uk/corporate-plan-and-ambitions-2024-2028">Corporate plan and ambitions 2024/2028 - Lisburn &amp; Castlereagh (lisburncastlereagh.gov.uk)</a>       |
| 4 LCCC 10 Year Investment Plan      | <b>LCCC</b>                                                                                                                                                                                                    |

## **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 Phase 4 of the Community Investment Fund, we have considered a wide range of publications and plans and models for community infrastructure funding to ensure as open an environment as possible for individuals & groups who may wish to apply. There has been widespread previous consultation on how the community sector would like to be funded and this has been taken into account in developing this project. We have also analysed what other councils are doing in terms of the roll out of similar investment plans. Learning and experience from the pilot has informed the roll-out of this phase across all DEAs in the council area.

**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                                | <table><tr><td colspan="2">NI Census 2021</td><td>N. Ireland (%)</td><td colspan="2">LCCC (%)</td></tr><tr><td colspan="2">Catholic</td><td>42.3</td><td colspan="2">23.9</td></tr><tr><td colspan="2">Protestant and Other Christian</td><td>37.7</td><td colspan="2">48.7</td></tr><tr><td colspan="2">Other</td><td>17.3</td><td colspan="2">1.8</td></tr><tr><td colspan="2">No Religion</td><td>17.3</td><td colspan="2">24. 1</td></tr><tr><td colspan="2">Not Stated</td><td>1.6</td><td colspan="2">1.4</td></tr></table>                                                                                                                                 |              |                |          |          |         | NI Census 2021 |              | N. Ireland (%) | LCCC (%) |          | Catholic |        | 42.3 | 23.9 |    | Protestant and Other Christian |     | 37.7            | 48.7 |      | Other |       | 17.3 | 1.8                |  | No Religion |  | 17.3  | 24. 1 |           | Not Stated |     | 1.6 | 1.4   |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | NI Census 2021                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              | N. Ireland (%) | LCCC (%) |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Catholic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |              | 42.3           | 23.9     |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Protestant and Other Christian                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              | 37.7           | 48.7     |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Other                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              | 17.3           | 1.8      |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | No Religion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |              | 17.3           | 24. 1    |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Not Stated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              | 1.6            | 1.4      |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
| Political Opinion                               | The Local Government Election in May 2023 demonstrated the following weighting in the council area’s political opinion. Note: only 52% of those eligible submitted a vote.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              |                |          |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | <table><tr><td>DUP (%)</td><td>Alliance (%)</td><td>UUP (%)</td><td>SF (%)</td><td>SDLP (%)</td><td>Ind (%)</td></tr><tr><td>35</td><td>32.5</td><td>15</td><td>10</td><td>5</td><td>2.5</td></tr></table>                                                                                                                                                                                                                                                                                                                                                                                                                                                        |              |                |          |          |         | DUP (%)        | Alliance (%) | UUP (%)        | SF (%)   | SDLP (%) | Ind (%)  | 35     | 32.5 | 15   | 10 | 5                              | 2.5 |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | DUP (%)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Alliance (%) | UUP (%)        | SF (%)   | SDLP (%) | Ind (%) |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
| 35                                              | 32.5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 15           | 10             | 5        | 2.5      |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |              |                |          |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
| Racial Group                                    | <table><tr><td colspan="2">NI Census 2021</td><td colspan="2">N. Ireland (%)</td><td colspan="2">LCCC (%)</td></tr><tr><td colspan="2">White</td><td colspan="2">96.6</td><td colspan="2">96.07</td></tr><tr><td colspan="2">Irish Traveller</td><td colspan="2">0.01</td><td colspan="2">0.07</td></tr><tr><td colspan="2">Other/Not Recorded</td><td colspan="2">3,39</td><td colspan="2">3.86</td></tr></table>                                                                                                                                                                                                                                                |              |                |          |          |         | NI Census 2021 |              | N. Ireland (%) |          | LCCC (%) |          | White  |      | 96.6 |    | 96.07                          |     | Irish Traveller |      | 0.01 |       | 0.07  |      | Other/Not Recorded |  | 3,39        |  | 3.86  |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | NI Census 2021                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              | N. Ireland (%) |          | LCCC (%) |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | White                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              | 96.6           |          | 96.07    |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Irish Traveller                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |              | 0.01           |          | 0.07     |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
| Other/Not Recorded                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 3,39         |                | 3.86     |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
| Age                                             | <table><tr><td colspan="2">NI Census 2021</td><td colspan="2">N. Ireland (%)</td><td colspan="2">LCCC (%)</td></tr><tr><td colspan="2">0-15</td><td colspan="2">19%</td><td colspan="2">20.2%</td></tr><tr><td colspan="2">16-39</td><td colspan="2">31%</td><td colspan="2">28.9%</td></tr><tr><td colspan="2">40-64</td><td colspan="2">32%</td><td colspan="2">33.3%</td></tr><tr><td colspan="2">65+</td><td colspan="2">17%</td><td colspan="2">17.6%</td></tr></table>                                                                                                                                                                                      |              |                |          |          |         | NI Census 2021 |              | N. Ireland (%) |          | LCCC (%) |          | 0-15   |      | 19%  |    | 20.2%                          |     | 16-39           |      | 31%  |       | 28.9% |      | 40-64              |  | 32%         |  | 33.3% |       | 65+       |            | 17% |     | 17.6% |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | NI Census 2021                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              | N. Ireland (%) |          | LCCC (%) |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | 0-15                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |              | 19%            |          | 20.2%    |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | 16-39                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              | 31%            |          | 28.9%    |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | 40-64                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |              | 32%            |          | 33.3%    |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | 65+                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |              | 17%            |          | 17.6%    |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
| Marital Status                                  | For the 16+ population in relation to marital and civil partnerships: 30.65% single; 53.78% married; 0.10% same sex partnership;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |              |                |          |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | <table><tr><td colspan="2">NI Census 2021</td><td colspan="2">N. Ireland (%)</td><td colspan="2">LCCC (%)</td></tr><tr><td colspan="2">Single</td><td colspan="2">38</td><td colspan="2">33.07</td></tr><tr><td colspan="2">Married</td><td colspan="2">43</td><td colspan="2">51.4</td></tr><tr><td colspan="2">Civil Partnership</td><td colspan="2">0.3</td><td colspan="2">0.19</td></tr><tr><td colspan="2">Separated</td><td colspan="2">4</td><td colspan="2">3.1</td></tr><tr><td colspan="2">Divorced</td><td colspan="2">6</td><td colspan="2">5.9</td></tr><tr><td colspan="2">Widowed</td><td colspan="2">6</td><td colspan="2">6.2</td></tr></table> |              |                |          |          |         | NI Census 2021 |              | N. Ireland (%) |          | LCCC (%) |          | Single |      | 38   |    | 33.07                          |     | Married         |      | 43   |       | 51.4  |      | Civil Partnership  |  | 0.3         |  | 0.19  |       | Separated |            | 4   |     | 3.1   |  | Divorced |  | 6 |  | 5.9 |  | Widowed |  | 6 |  | 6.2 |  |
|                                                 | NI Census 2021                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |              | N. Ireland (%) |          | LCCC (%) |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Single                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |              | 38             |          | 33.07    |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Married                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |              | 43             |          | 51.4     |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Civil Partnership                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |              | 0.3            |          | 0.19     |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Separated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |              | 4              |          | 3.1      |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
|                                                 | Divorced                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |              | 6              |          | 5.9      |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
| Widowed                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 6            |                | 6.2      |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |
| 3.27% separated; 5.52% divorced; 6.68% widowed. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |              |                |          |          |         |                |              |                |          |          |          |        |      |      |    |                                |     |                 |      |      |       |       |      |                    |  |             |  |       |       |           |            |     |     |       |  |          |  |   |  |     |  |         |  |   |  |     |  |

| Sexual Orientation                 | NI Census 2021                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | N. Ireland (%) | LCCC (%) |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------|
|                                    | Straight or heterosexual                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 90.04          | 91.36    |
|                                    | Gay or lesbian                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1.17           | 1.21     |
|                                    | Bisexual                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 0.75           | 0.69     |
|                                    | Other sexual orientation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 0.17           | 0.15     |
|                                    | Prefer not to Say                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 4.58           | 3,72     |
|                                    | Not Stated                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 3.30           | 2.87     |
| Men & Women Generally              | 2021 Census Information - The population of the LCCC Council Area is 49% male and 51% female.                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                |          |
| Disability                         | <p>In the 2021 Census, 50,121 disabilities or residents with 1 or more long-term health conditions were reported within the 149,107 residents' population in the Lisburn &amp; Castlereagh City Council area that are over 16.</p> <p>66.84% of the council area reported they experienced no condition. In 2021, 3% of the eligible population in the council area were claiming Disability Living Allowance, 7% were claiming Personal Independent Payments and 3% were claiming Attendance Allowance.</p>                                                 |                |          |
| People with and without Dependents | <p>2021 Census Information – Lisburn &amp; Castlereagh City Council is just slightly above the mid – point Northern Ireland in relation to dependent children in household between ages of 0 - 4; 5 – 9; 10 – 14 but is in bottom position in relation to children &amp; young adults aged 15 – 19 years.</p> <p>In 2021, of the 60,143 households in the Lisburn &amp; Castlereagh City council area 14.4% (8,661) had dependent children; 10.98% of the population on average provide unpaid care, with 3.4% providing in excess of 50 hours per week.</p> |                |          |

Mid-Year Population Estimates 2019 & 2021 – District Electoral Areas

| <b>DEA</b>        | <b>Population -<br/>Census 2019</b> | <b>% 2019</b> | <b>Population<br/>Census 2021</b> | <b>% 2021</b> |
|-------------------|-------------------------------------|---------------|-----------------------------------|---------------|
| Killultagh        | 21450                               | 14.6          | 22,013                            | 14.8          |
| Downshire West    | 17110                               | 11.6          | 17,190                            | 11.5          |
| Lisburn North     | 23050                               | 15.7          | 23,449                            | 15.7          |
| Lisburn South     | 23610                               | 16.0          | 24,321                            | 16.3          |
| Downshire East    | 16720                               | 11.3          | 16,746                            | 11.2          |
| Castlereagh South | 24010                               | 16.3          | 23,488                            | 15.8          |
| Castlereagh East  | 20860                               | 14.2          | 21,899                            | 14.7          |
|                   | 146,810                             |               | 149,106                           | 100           |

Source: NISRA/NINIS

### **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**

| <b>Section 75 Category</b> | <b>Details of needs/experiences/priorities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Religious Belief           | Given the nature of the funding stream, projects that have some impact on the needs, experiences, and priorities of those that hold religious beliefs may be considered for funding.                                                                                                                                                                                                                                                                                                                                                                    |
| Political Opinion          | Given the nature of the funding stream, projects that have some impact on the needs, experiences, and priorities of those that hold political opinions may be considered for funding.                                                                                                                                                                                                                                                                                                                                                                   |
| Racial Group               | <p>There is some evidence from DfC to suggest that asylum seekers and migrant workers are more reliant on benefits or are employed in low-paid jobs, so access to community funding may have a disproportionate benefit on these groups in terms of the needs &amp; priorities.</p> <p>There is also evidence from the TEO that identifies language issues as a potential barrier to usage of services and the accessing of grant funding by new migrants and asylum seekers. Those aspects of the Community Investment Fund – Phase 4 that concern</p> |

|                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                       | language and literacy, and those that deal with accessibility to services may need to pay particular regard to these needs when individual screening is conducted on any resultant policies.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Age                   | <p>In respect of grant aid, there is evidence from Government generally and DfC more specifically to suggest that the skills and experience required to access grant aid and to navigate an online environment are not as well developed within an older age group as they may be in others. Differences in educational attainment across the years may also pose a particular difficulty to older people's ability to get their needs and priorities across in a manner commensurate with the stated grant criteria.</p> <p>There is also some anecdotal evidence from DoF and the Charity Commission for NI that poor design of grant aid portals can be a barrier to people who have limited knowledge or experience of the use of online tools in terms of clearly stating their needs and priorities.</p> <p>This has previously been identified as being a long-standing issue for a range of Section 75 identities but one which has particular relevance to those whose experience was gained prior to the commencement of the digital age.</p> <p>The Community Investment Fund – Phase 4 outlines further developments in these areas where appropriate. Actions already outlined within the Community Investment Fund – Phase 4 will however see improvements implemented to these areas and are likely to have a positive benefit to people of all ages.</p> |
| Marital Status        | No additional needs identified that won't be covered in the programme.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Sexual Orientation    | No additional needs identified that won't be covered in the programme.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Men & Women Generally | There is evidence to suggest that gender has some relevance to provision of grants and grant aid more generally. Actions already outlined within the plan will however see improvements implemented to these areas and are likely to have a positive benefit to men and women generally.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Disability            | There is evidence to suggest that disability has some relevance to provision of some grants & grant aid more generally. In respect of grant provision DfC suggest that a lack of online skills, experience and/or verbal communication patterns pose a particular difficulty to                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | <p>disabled peoples' ability to put forward their needs and priorities in such a way as to be able to access grants and grant aid.</p> <p>There is also some anecdotal evidence from DoF and the Charity Commission for NI that poor design of grant aid portals can be a barrier to people who have disabilities. This has previously been identified as being a long-standing issue for a range of Section 75 identities but one which has particular relevance to those with disabilities.</p> <p>Overall, there is evidence to suggest that those aspects of the Community Investment Plan - Phase 4 which deal with the communication, provision and monitoring of grants and grant aid may need to pay particular regard to these factors when individual screening is conducted on any resultant policies.</p> <p>Actions already outlined within the Community Investment Fund – Phase 4 and the Corporate Plan 2024 – 2028, will however see improvements implemented to these areas and are likely to have a positive benefit to people with disabilities.</p> |
| People with and without Dependants | There is no evidence to suggest that having dependants has a specific relevance to the provision of the council's Community Investment Plan – Phase 4.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

## 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    | The Community Investment Fund priorities aim at improving opportunities for enhanced access to grants, and to developing a network of mutually dependant groups across the council area, including groups bound by religious belief, all of which have a role to play in removing barriers and creating opportunities for interaction for S75 people to mix positively and build relationships beyond their own identity groups. | Minor Positive                                         |
| Political Opinion   | The Community Investment Fund priorities aim at improving opportunities for enhanced access to grants, and to developing a network of mutually dependant groups across the council area, all of                                                                                                                                                                                                                                  | Minor Positive                                         |

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
|                    | which have a role to play in removing barriers and creating opportunities for interaction for S75 people to mix positively and build relationships beyond their own identity groups.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                |
| Racial Group       | <p>As noted in the previous section, racial group may have some relevance – particularly in respect of accessing grants and grant aid across different racial communities.</p> <p>Provision of accessible information and language difficulties can be a common barrier to understanding and successfully accessing grants and grant aid across time. Those aspects of the Community Investment Fund – Phase 4, which concern accessibility to information and provision of information in different formats and languages, may need to pay particular regard to these factors when individual screening is conducted on particular policies.</p>                                                                                                                                                                                                                                                                | Minor Positive |
| Age                | <p>As noted in the previous section, there are some issues identified relating to accessing information and the skill and experience levels necessary posing particular challenges to older people, especially those with age related impairments such as vision and hearing loss. Those issues highlighted in the previous section in relation to disability will also apply to older people since a greater proportion of this cohort will have access issues.</p> <p>There are also a range of issues relating to access to transport, to attend information events, progress and other meetings, and award ceremonies.</p> <p>Overall, there is evidence to suggest that those aspects of the Community Investment Fund – Phase 4 which concern the needs of older people particularly, should pay particular regard to these factors when individual screening is conducted on the respective policies.</p> | Minor Positive |
| Marital Status     | This strategy is not expected to have any impact on people with different marital status.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | None           |
| Sexual Orientation | This strategy is not expected to have any impact on people with different marital status.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | None           |

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| Men & Women Generally              | This strategy is not expected to have any impact on people with different marital status.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | None           |
| Disability                         | <p>As noted in the previous section, there are issues relating to access and poor design of new online portals as well as more traditional application formats, posing particular challenges to disabled people and those with mobility impairments.</p> <p>There are also a range of issues relating to access to transport, to attend information events including alternative means of transport, which have a particular relevance to those who are disabled.</p> <p>Disabled people make use of public &amp; alternative transport means significantly less than the general population due to a range of barriers including physical accessibility of vehicles and transport facilities, lack of provision of accessible travel information, and inconsistencies in service levels.</p> <p>Overall, there is evidence to suggest that those aspects of the Community Investment Fund – Phase 4, which concern access to grants and grant aid for disabled people and those with mobility issues generally may need to pay particular regard to these factors when individual screening is conducted on the respective policies.</p> | Minor Positive |
| People with and without Dependants | This strategy is not expected to have any impact on those with dependants generally                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | None           |

\* 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    | The Community Investment Fund – Phase 4 has been designed to support groups seeking aid as well as improving access to grant aid for community and other groupings infrastructure within the |                        |
| Political Opinion   |                                                                                                                                                                                              |                        |
| Racial Group        |                                                                                                                                                                                              |                        |

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Age                                | council area. It will improve connectivity across the community and deepen the links between the council and its residents, which in turn will have a positive impact on social inclusion, integration, and good relations. Good community communications across the council area, in particular has a role to play in removing barriers and creating opportunities for interaction and engagement between communities, including those who fall within each of the S75 categories. Further equality screenings will result from the Community Investment Fund – Phase 4 and these will inform the detail of any opportunities to better promote equality of opportunity for those within Section 75 categories. |  |
| Marital Status                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| Sexual Orientation                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| Men & Women Generally              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| Disability                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
| People with and without Dependents |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |

## Equality Action Plan 2021-2025

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2025? Yes/~~No~~ If yes, specify which action.

### Theme 2: Access to Information

- 2.1 Some individuals/ groups may be disadvantaged by not having full access to information provided by us (Ensure information is accessible to all)

### Theme 3: Our Community

- 3.2 Some individuals/ groups may find the location of our facilities a deterrent to use or may find certain buildings and premises inaccessible
- 3.3 Some groups may feel that they can't access available grants (Access to grants)

## 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?

Yes - If yes, give details/specify which action.

## Promotion & Engagement

- 3.1 Identify relevant opportunities and encourage participation of disabled people through targeted promotion
- 3.2 Ensure disabled people and representative groups are targeted proactively in all council consultations and engagement events/ initiatives
- 3.3 Continue to work with disabled individuals and their representative groups.

### **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        | The Community Investment Fund – Phase 4 will stimulate communication and the development of communication networks across different groups by providing an incentive for each to cooperate and at least partially, to rely on each other. This will have a positive impact on social inclusion, integration, and good relations. Access to grants and grant aid has a role to play in removing barriers and creating opportunities for interaction and engagement between communities, including those with and without religious and/ or political beliefs, and those from differing racial groups | Moderate positive impact       |
| 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?**

| <b>Good Relations Category</b> | <b>IF Yes, provide details</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>If No, provide details</b> |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Religious Belief               | Yes - the Community Investment Fund – Phase 4 is an illustration of how the council can help enhance the lives of all communities through our services. The funds investment priorities aim at improving opportunities for enhanced access to grants, and to developing a network of mutually dependant groups across the council area, all of which have a role to play in removing barriers and creating opportunities for interaction for S75 people to mix positively and build relationships beyond their own identity groups. As programmes roll forward individual screening will be carried out as required. |                               |
| 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 Community Investment Fund – Phase 4 rules will apply to all internal council actors and external groups involved in the processing & receiving of grants and grant aid with a throughput which has yet to be determined, but which will build on previous phases of the programme. Therefore, there should be no impact on people with multiple identities.

### 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><br><b>Screen out</b> – no equality impact assessment and no mitigation required [go to Monitoring section]                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Option 2<br><br><b>Screen out with mitigation</b> – 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] | It is considered that it is not necessary to carry out a full equality impact assessment on this pilot programme. This is because the scheme has been developed as the result of widespread community consultation and is open to all eligible community organisations in the area. No adverse impacts have been identified as a result of this screening. However, should any issues arise at a later stage, further consideration can be given. |
| Option 3                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

|                                                                                                                                                |  |
|------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <p><b>Screen in</b> for a full Equality Impact Assessment (EQIA)</p> <p>[If option 3, complete timetabling and prioritising section below]</p> |  |
|------------------------------------------------------------------------------------------------------------------------------------------------|--|

### **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?**

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.

This is Phase 4 of a programme which has implemented the lessons learned from two pilot phases. To ensure there is representative take up across the community, the funding opportunity will be promoted widely, and a significant level of support will be provided to prospective applicants if necessary to ensure equality of opportunity in the application process. As programmes roll forward individual screening will be carried out as required.

### **Timetabling and prioritising for full EQIA (only relevant to Option 3) – Not Applicable**

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? **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:**

Each Phase will be subject to ongoing evaluation to inform the proposed wider funding programme. It will be reviewed on an annual basis with final approval by Louise Moore, Director of Leisure & Community Wellbeing (SRO).

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

|                                    | <b>Position/Job Title</b> | <b>Date</b> |
|------------------------------------|---------------------------|-------------|
| Screened by: Colin McKenna         | Programme Co-Ordinator    |             |
| Reviewed by: Annie Wilson          | Equality Officer          | 02.09.25    |
| <b>Approved by: Sally Courtney</b> | Head of Service           |             |

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.