

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening template

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

Name of the activity/policy/project

Strategies and Action Plans within Tourism

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

Revised - the new emerging LCCC Tourism Strategy and Action Plan 2025 – 2030 has been approved, with the last strategy finishing in December 2023. An Equality Screening exercise was carried out on the new strategy when it was being developed. This is to update the Equality and Good Relations document for the new, approved Tourism Strategy 2025-2030.

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

The overall aim is to revise and update the 2018-2022 Tourism Strategy and Action Plan for Lisburn and Castlereagh City Council area. The revised Tourism Strategy and Action Plan will attempt to proactively address and support the areas tourism needs. The revised Tourism Strategy and Action Plan is aligned with key existing strategies, policy documents, action plans and draws out opportunities/actions presented for the LCCC area. The subject of sustainable tourism is becoming more of a priority, and measures were taken into consideration when developing the new Tourism Strategy. The revised Tourism Strategy and Action Plan demonstrate clear links to driving the local economy forward.

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 new Tourism Strategy and Action Plan is intended to be a road map for delivery of tourism initiatives to ultimately drive visitor trips, overnight stays, and tourism revenue into the Council area. It is anticipated that all nine of the Section 75 categories could potentially benefit from this policy. For example, it is anticipated that it will benefit those of different ages, religion, as well as those with disabilities and those with dependents who use the services of LCCC.

This policy will be open equally across the Council Area. The strategies and plans commissioned are accessible to all organisations in the participating council area and LCCC will work to ensure that it is particularly accessible to those considered as marginalised or vulnerable within the participating LCCC.

Who initiated or developed the activity/policy/project?

Tourism Development Unit in LCCC

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

Owned by LCCC Service Transformation Directorate; implemented by the Tourism Development Unit

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

If yes, give brief details of any significant factors.

Financial - The delivery of the Tourism Strategy and Action Plan 2025 – 2030 will be dependent on the annual budget estimates process. Some activity may require additional budgets.

Legislative: Tourism development is a non-essential service.

Other: Tourism Development supports economic development, generating jobs and economic wealth to the local area.

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

Staff - all LCCC staff involved in the delivery of Tourism.

Service users - wide range of local and out of state visitors.

Other public sector organisations - Tourism NI, Forest Service, DAERA

Voluntary/community/trade unions

Other – including Elected Members

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

Name of policy/strategy/plan	Who owns or implements?
Lisburn & Castlereagh Community Plan	Lisburn & Castlereagh City Council
Hillsborough Master Plan	LCCC
LCCC Corporate Plan 2024-28	LCCC
Visit Belfast Tourism Strategy 2024-2027	Visit Belfast
Tourism Strategy for NI 10 year plan	Tourism NI
Forest Service NI Business Plan	DAERA
NI Economic Strategy – Vision for 2030	Department for the Economy
LCCC Equality Scheme and associated equality action plans and policies	LCCC

Available Evidence

What evidence/information (qualitative and quantitative) have you gathered or considered to inform this activity/policy? Specify details for each Section 75 category.

In developing the LCCC Tourism Strategy and Action Plan 2025-2030, a wide range of information, research and expert advice was considered.

To support this screening document, it was necessary to look at many aspects of work covered by the Tourism Development. The main stages in tourism development planning include: the analysis of previous tourist development; evaluation of the position of tourism in the area including competition; formulation of relevant tourism policy by Government; the defining of a development strategy and the formation of a programme of action.

Tourism development can be defined as creating strategies and plans to increase/develop/encourage tourism for a destination. The fundamental reason behind planning and implementing strategies for developing the tourism sector is primarily to make money and to subsequently increase the GDP of an area or country. The new Tourism Strategy commissioned by LCCC provides a Vision and Action Plan, creating a 'road map' to assist the growth in the local tourism offer, maximising tourism opportunities that will in turn increase bed nights, trips and spend. One way to assist in this growth is to support minor and major events, expansion of accommodation provision and providing visitor information centres in the LCCC area.

Lisburn and Castlereagh City Council work closely with Tourism NI and Visit Belfast to support this objective. Tourism NI's Mission is to build the value of tourism to the local economy, and state, 'Our Vision is to confidently and passionately champion the development and promotion of the Northern Ireland experience'.

Visit Belfast is funded and supported by Belfast City Council, Tourism Northern Ireland (Tourism NI), Tourism Ireland, Lisburn and Castlereagh City Council, Ards and North Down Borough Council, strategic and corporate partners Translink, Belfast One, Diageo

Northern Ireland, Value Cabs, ICC Belfast, Titanic Belfast, Hastings Hotels and Victoria Square. Visit Belfast is a public-private sector partnership that represents over 500 tourism businesses, operators and services.

In the most recent NISRA report, 2025, Local Government Tourism statistics Lisburn and Castlereagh City Council is highlighted as having the least number of bed-nights and visitor trips of any Council. Whilst tourism revenue is slightly better performing this is partly attributed to the strong shopping and retail offer in the Council area. The new LCCC Tourism Strategy looks at ways to address the undersupply in commercial accommodation alongside other initiatives to attract more visitors and associated spend. The staging of events is one such way to steadily grow visitor numbers, especially the day visitor market. Another benefit from events is the positive PR attached to the same.

A suggestion from the 8-week Consultation was that social inclusion should be an essential part of the development of the plan.

We have also considered the 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	It is likely that the Council area will be visited by people from all religions and those with no beliefs. The 8-week consultation carried out raised no issues in relation to this.
Political Opinion	There is no evidence of the political opinion of visitors to the Council area. It is likely that the area will be visited by people with different political opinions. The 8-week consultation carried out raised no issues in relation to this.
Racial Group	All proposed plans/initiatives/strategies will endeavour to support all visitors from a tourism perspective from across LCCC and beyond. The 8-week consultation carried out raised no issues in relation to this.
Age	The 2021 census showed the population in the Lisburn Castlereagh area totalled 149,106. 19% = (0-14 years) 30% = (15-39 years) 33% = (40-64 years)

	18% = (65+ years). The Council area is visited by people of all ages for leisure and tourism activities; however it is particularly strong for families, culturally curious, and those interested in food and drink. The 8-week consultation carried out raised no issues in relation to this.
Marital Status	We do not have information on the marital status of people who visit the Council area.
Sexual Orientation	We do not have information on the sexual orientation of people who visit the Council area.
Men & Women Generally	We do not have information on the precise gender make up of visitors to the Council area. This was not an issue raised in the feedback from the 8-week consultation.
Disability	Latest Census data (2021) and LGD boundary data (2014) indicates that 18.29% of the population have a disability or long-term health condition. This includes a wide range of disabilities, including physical, sensory and communication disabilities. The childhood disability figure for Northern Ireland is 5.5%, highest in UK (2017 Research Report, Caring More Than Most, Leeds University on behalf of Contact). Observation and feedback to date suggests that the new sculpture trail is being used by school groups of disabled children. Feedback from the 8-week consultation included the importance to support projects that encourage neurodiversity and offer accessible facilities for recreational and leisure use.
People with and without Dependents	Evidence suggests the Council area is being visited by people with and without dependents. Evidence in the past would suggest the area is visited namely by family groups, culturally curious and those interested in food and drink. The 8-week consultation carried out raised no issues in relation to this.

Needs, Experiences, and Priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation

to the particular activity/policy/decision? Specify details for each of the Section 75 categories

The tourism offer across the LCCC area is intended to be accessible and welcoming to all visitors. However, it is acknowledged that some attractions, accommodation providers and events may not yet fully meet the needs of every individual. The Council has therefore continued to invest in accessibility improvements across a number of its facilities. Recent enhancements include the provision of wider pathways within Hillsborough Forest, accessible play equipment and toilet facilities within the forest play park, and a visitor information facility during peak periods to respond to public enquiries and support engagement with visitors and the local community.

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	. No specific differential needs have been identified through consultation or available evidence. The tourism product is intended to be accessible and welcoming to all.
Political Opinion	
Racial Group	No issues were raised during the consultation period, but we are aware that BME residents and visitors to the area may be under-represented as visitors to the Council area. We recognise that there is a need to ensure that people know about the free places to visit. There is a need to ensure that information about all the things to do and see in the Council area are available in other languages for those who do not have English as a first language. This has been taken into account when developing the recent Digital Sculpture Trail at Hillsborough Forest. The App is available in 4 different languages these are: Spanish, French, German and Chinese. We also have collateral literature in 3 different languages for visitors.
Age	While market research would suggest the LCCC tourism product is more aligned to mature audiences looking to experience culture, short walks, and good food and drink. There is a need to ensure that all age groups are considered.
Marital Status	No specific differential needs have been identified through consultation or available evidence. The tourism product is intended to be accessible and welcoming to all.
Sexual Orientation	
Men & Women Generally	No issues raised during consultation in relation to gender. However, council staff are aware of the need to ensure that forest facilities are perceived to be safe for lone visitors (especially females, young people,

	older visitors). No new issues raised since sculptures have been installed. Although only a small proportion of those who have provided feedback to date have provided negative comments, more negative feedback has been received from females.
Disability	The Council recognises that disabled visitors may experience different barriers when accessing tourism facilities, attractions and information. Accessibility improvements will continue to be considered and promoted wherever feasible as projects are developed and delivered. Feedback from the 8-week Consultation suggested that the Council support projects that encourage neurodiversity and offer accessible facilities for recreational and leisure use.
People with and without Dependants	Parents with buggies or people who care for those with physical disabilities may have accessibility issues. Parents with young children may visit different attractions within the Council area.

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	No differential impacts identified. The new Tourism Strategy and Action Plan is striving to be inclusive for all, wherever possible.	None
Political Opinion		
Racial Group	Minor positive impact or minor opportunity, due to language accessibility and inclusive visitor information.	Minor
Age	No differential impacts identified. The new Tourism Strategy and Action Plan is striving to be	None
Marital Status		
Sexual Orientation		

Men & Women Generally	inclusive for all, wherever possible.	
Disability	While the new Tourism Strategy and Action Plan is striving to be inclusive for all, some venues struggle to provide disability access for all disabilities for a variety of reasons.	Minor
People with and without Dependants	The new Tourism Strategy and Action Plan is striving to be inclusive for all, wherever possible. However, as some venues struggle to provide disability access for all disabilities, there is potential for minor negative impact on those visiting with disabled dependants.	Minor

2(a) Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

Section 75 Category	IF Yes, provide details	If No, provide details
Religious Belief		No further opportunities identified at this time. The tourism product is intended for all people, with family attractions and things to do for everyone.
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men & Women Generally		
Disability	As some venues face accessibility challenges, the Council will work with the industry to improve access by signposting available grants and offering advice where appropriate. The policy also	

	supports equality of opportunity by engaging with disabled people, encouraging businesses to enhance access, and promoting inclusive attractions.	
People with and without Dependants		No further opportunities identified at this time. The tourism product is intended for all people, with family attractions and things to do for everyone.

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.

No, however the policy will be kept under review to ensure that requests for information in various formats are monitored and provided across the Council, i.e. to ensure information is accessible to all.

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?

The Council promotes local attractions, accommodation providers and events through its social media channels and the Visit Lisburn Castlereagh website. This promotional activity can help raise awareness of accessible and inclusive tourism experiences, while also encouraging businesses and event organisers to consider practical measures that improve accessibility, such as adapting tour routes to better accommodate wheelchair users or providing information and tours in alternative languages.

The policy also presents opportunities to promote positive attitudes towards disabled people and encourage their participation in public life by supporting the development and promotion of accessible tourism experiences; engaging with

disabled people to better understand and improve visitor experiences; encouraging tourism businesses to enhance accessibility; and highlighting inclusive attractions and activities through Council-led promotional activity.

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 Political Opinion Racial Group	There may be a slight positive impact on good relations, as tourism can bring people from different backgrounds together and support the use of shared spaces that are welcoming to all.	Minor - positive

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good Relations Category	IF Yes, provide details	If No, provide details
Religious Belief Political Opinion Racial Group		No, there are no further opportunities to better promote good relations between these groups. All opportunities are currently being addressed.

Multiple identity

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

The Council's Tourism Strategy and Action Plan incorporates the needs of people with multiple identities, as supported by consultation feedback highlighting social inclusion. For example, visitors facing intersecting age, disability, or language barriers will benefit from enhanced accessibility and inclusive information provision across Section 75 categories.

Part 3. Screening decision/outcome

Equality and good relations screening is used to identify whether there is a need to carry out a **full equality impact assessment** on a proposed policy or project. There are 3 possible outcomes:

- 1) **Screen out** - no need for a full equality impact assessment and no mitigations required because no relevance to equality, no negative impacts identified or only very minor positive impacts for all groups. This may be the case for a purely technical policy for example.
- 2) **Screen out with mitigation** - no need for a full equality impact assessment but some minor potential impacts or opportunities to better promote equality and/or good relations identified, so mitigations appropriate. Much of our activity will probably fall into this category.
- 3) **Screen in for full equality impact assessment** – potential for significant and/or potentially negative impact identified for one or more groups so proposal requires a more detailed impact assessment. [See Equality Commission guidance on justifying a screening decision.]

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

Screening Decision/Outcome	Reasons/Evidence
Option 1 Screen out – no equality impact assessment and no mitigation required [go to Monitoring section]	
Option 2	Some minor potential impacts and

Screen out with mitigation – some potential impacts have been identified and they can be addressed with appropriate mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]	opportunities to promote equality have been identified in relation to disability, racial group, and people with and without dependants. These primarily involve accessibility, information provision, language, and visitor experience.
Option 3 Screen in for a full Equality Impact Assessment (EQIA) [If option 3, complete timetabling and prioritising section below]	

Mitigation (Only relevant to Option 2)

Can the activity/policy/project plan be amended or an alternative activity/policy introduced to better promote equality of opportunity and/or good relations?

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.

Yes. As the Tourism Strategy is implemented, the Council will continue to review opportunities to strengthen the promotion of equality of opportunity and good relations.

The Council will mitigate identified impacts through ongoing engagement with the tourism industry to encourage the provision of accurate, up-to-date and accessible visitor information, particularly through digital platforms. The Council will also seek feedback from industry partners on any accessibility issues experienced by visitors, as well as examples of positive practice, so that learning can be shared and improvements embedded across the sector.

All projects delivered under the Tourism Strategy will be kept under review to ensure accessibility and inclusivity are considered for all Section 75 categories,

with any identified mitigations incorporated into revised or updated plans as appropriate.

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? Yes/No. If yes, please provide details.

Part 4. Monitoring

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

Effective monitoring will help a public authority identify any future adverse impact arising from the activity/policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and activity/policy development.

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

The Tourism team will be responsible for monitoring the implementation of the Tourism Strategy and Action Plan. Monitoring will include recording and reviewing feedback, comments and concerns received from stakeholders, community representatives, industry partners and members of the public, with particular attention given to equality, accessibility and inclusion matters. The Council will continue to seek feedback proactively through regular engagement with the tourism industry, including Industry Liaison Days held twice each year, and through engagement with relevant groups as projects are developed. Complaints and feedback will be acknowledged, reviewed and acted upon as promptly as possible, with any equality-related issues escalated where appropriate.

Equality monitoring will be undertaken on an ongoing basis and reviewed at appropriate intervals as part of the overall monitoring of the Strategy. This will include, for example:

- complaints relating to accessibility
- feedback from disabled visitors
- uptake of translated materials
- engagement with representative groups
- review of accessible tourism actions
- monitoring implementation of inclusive actions in the Strategy
- consideration of feedback from Section 75 equality groups, where relevant

Monitoring outcomes will be reviewed by the Tourism team and reported through the relevant Council governance arrangements. Sign-off will be undertaken by the appropriate responsible officer in line with Council procedures, with monitoring information used to inform future actions, engagement activity and any required adjustments to delivery.

Part 5 - Approval and Authorisation

	Position/Job Title	Date
Screened by:	Andrew Kennedy Tourism Development Manager	03/09/26
Reviewed by:	Annie Wilson	03/09/26
Approved by:	Paul McCormick	09/09/26

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.