

Lisburn & Castlereagh City Council

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

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

Labour Market Partnership Action Plan 2025-27

Lisburn and Castlereagh City Council (LCCC) is a core partner within the Labour Market Partnership (LMP), responsible for helping to improve labour market conditions locally through co-ordinated, collaborative multi-agency action. LCCC provides the secretariat and resource support, for the operation of the LMP and supports the LMP in the delivery of the Action Plan, through marketing, communication, procurement, human resources and financial administration services.

In order to develop the 25-27 Action Plan for funding support from the Department for Communities (DfC); the LMP undertook a review of its one-year Action Plan 24-25 as well as conducting a Strategic Assessment of local labour market conditions in the LCCC area. This exercise highlights the key statistics about the labour market in Lisburn and Castlereagh and reflects local employability and labour market needs. The exercise was undertaken to ensure that the priorities identified continue to reflect priority employability and labour market issues in the LCCC area. It was informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area with Stakeholders, Employers and Elected Members. The LMP sits as an initiative under DfC's Employability NI Programme.

As a result of the Planning Exercise the following themes have been identified as local priorities for the Action Plan 2025-27:

1. Economic Inactivity
2. Disability
3. Skilled Labour Supply

Cognizance was taken of the strategic assessment outcomes and local current provision to ensure that the action plan developed is relevant to the challenges and opportunities particular to the residents of Lisburn and Castlereagh City Council and is informed by:

- Programme for Government (PfG)
- Lisburn and Castlereagh Community Plan (2017-2030)

- Belfast Regional City Deal Employability and Skills Framework

Name of the activity/policy/project

Labour Market Action Plan 2025-27

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

It is a revised Annual Action Plan

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

Lisburn and Castlereagh City Council's vision is for an empowered, prosperous, healthy, safe and inclusive community. A target outcome of LCCC's Community plan is to reduce income inequality in this region. We aspire to grow our local economy so that it is a source of meaningful, rewarding work and reduces inequality. The Council is committed to working in collaboration with other agencies to secure these aspirations for example through the Strategic Community Planning Partnership. The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. The LMP can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

Taking the above into consideration, the aim and objectives of the LMP have been summarised into 3 strategic priorities:

Strategic Priority 1 – LMP Delivery and Development - To form and successfully deliver the functions of the local Labour Market Partnership for the area by:

1.1: Delivery and Development: To support the effective partnership delivery of the LMP Action Plan and development of future Action Plans.

1.2: Development of a 1-year Strategic Assessment and 2-year Action Plan:
Develop a 2-year Action Plan for 2025-27.

Strategic Priority 2: To improve employability outcomes and/or Labour market conditions locally

Economic Inactivity:

- 2.1 Rapid Response Academies:** Provide support and training for those who are unemployed. The programme will prioritise those furthest from the labour market and who reside in areas of high deprivation. This programme will be targeted towards retirees, returners to work, newcomers to the area, young people, economically inactive and long term unemployed. 3 academies will be delivered which will be identified based on current trends and employment gaps i.e. female returners – classroom assistant academy.
- 2.2 Gamified Essential Skills Learning Programme –** Provide support for participants who are economically inactive with no qualifications in literacy or numeracy. This programme will remove educational barriers to help move participants closer to the labour market/improve employability.
- 2.3 Future Pathways – For Individuals Leaving Looked After Care –** Provide support to care-experienced young people aged 18–25 to move towards employment, education, or training.

Skilled Labour Supply:

- 2.4 Sector-Focused Employability Academies:** Deliver a range of Sector-focused Employability Academies which will be positioned to address immediate gaps between demand for labour / skills and supply of the same in Lisburn & Castlereagh City Council Area. Examples include Transport, Welding, Classroom, Taxi and Renewable Technologies.
- 2.5 Employee Upskilling Programme –** Supporting employers to upskill staff to enable career progression for those underemployed or employed seeking career progression, creating employment vacancies for those entering the labour market.
- 2.6 Self-Employment Options Support Programme –** Provide Support and training for those identified as economically inactive, unemployed or underemployed. This programme will offer wraparound support for those looking to establish their own business.

Disability:

2.7 Pathways to Employment for Individuals with a disability – Providing support and training for individuals with a disability who are unemployed or underemployed.

2.8 Accessible Graduate Apprenticeship Programme – Providing support and training for graduates with a disability who are either currently out of work or unemployed. Candidates will receive a higher-level professional qualification.

Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally.

Increased Awareness:

3.1 Job Fairs/Employability Events – Promote the programmes and support/encourage employers and participants to access and implement the schemes through a range of events to include employer engagement/education, apprenticeships, partner events and local job fairs.

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 Labour Market Partnership is intended to improve employability outcomes and labour market conditions across Lisburn and Castlereagh City Council. In order to ascertain the current position of Lisburn & Castlereagh City Council, a full strategic assessment was undertaken, this was to review the statistical evidence with regards to the labour market. A range of meetings, interviews and surveys were conducted with local stakeholders to understand the issues faced by LCCC employers, skills gaps and identify future needs. To enhance the research process, the LMP recruited a consultant to assist with the development of the 2025/27 Action Plan. To support the research and development of the Action Plan, the LMP also reviewed exit surveys from employer exhibitors and attendees at two Job Fairs.

The Action Plan submitted to Department for Communities provides a detailed summary of these findings, which were used to formulate a number of

proposed schemes which are being considered to improve labour market conditions. The intended beneficiaries of the programme are residents that are experiencing barriers to employment due to economic inactivity, unemployment, underemployment, disability and those who reside in areas of high deprivation (SOA's as defined by NISRA). Many of the potential participants fall within the Section 75 categories. It is important to note that some Section 75 groups are more likely to be underrepresented in employment, under-employed and at greater risk of facing unemployment. For example, at 45.2% in 2023 Lisburn and Castlereagh has the 5th highest employment rates for disabled people across all LGDs in NI and is 3.1 % above the NI average (of 42.1%). This rate (of 45.2%) is however a significant drop from the 2022 figure of 55.8% when Lisburn and Castlereagh was top table and higher than the UK disability employment rate. With an employment rate of 86% for people without a disability this gives a Disability Employment Gap of 40.8 percentage points, slightly below the NI average.

A direct outcome of our findings indicates that the gender pay gap is still prevalent, while it is accepted that males work longer hours than females, it would appear that the differential hours is only be a partial contributor to the gender pay gap. Therefore, the work of the LMP should focus in two areas in this respect – (1) actions to address underemployment of females where they have the capacity (and aspiration) to take on additional hours of paid work or self-employment and (2) actions to help upskill females to support their career progression into higher paying roles.

The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. LCCC as the secretariat to the LMP implemented a stakeholder engagement programme to inform the development of the 2025/27 Action Plan. This has entailed 1-1 meetings working to a structured topic list with LMP members and wider stakeholders including the following:-

- Head of Economic Development, Lisburn & Castlereagh City Council (Chair)
- Careers Service Lisburn
- Careers Service NI
- JBO Employer Advisors (DfC)
- JBO Universal Credit Managers (DfC)
- GEMS NI Social Enterprise
- Invest NI Southern Regional Team

- LCCC Economic Development Team
- Lisburn Area Learning Community
- Lisburn Chamber of Commerce
- Lisburn Enterprise Organisation
- Mencap NI
- NOW Group
- People 1st
- SE Health and Social Care Trust
- SERC
- The Princes Trust
- Ulster Supported Employment Ltd
- Inspire Business Centre

The Labour Market Partnership (LMP) can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

An outcome-based approach has been used to address the following local priorities in 2025/27. The 'turning the curve' charts used, refer to the assessment of the most recently available data at the time of the review. The 'turning the curve' exercises demonstrate how the delivery of the academies and programmes will improve the employability of Lisburn and Castlereagh residents in priority areas.

All LMP Service Providers have to demonstrate their awareness and adherence to Section 75 within their procurement submissions and consequent delivery of services.

A full list of proposed programmes can be found on page 3.

Who initiated or developed the activity/policy/project?

Economic Development Unit, Programmes Team, Lisburn and Castlereagh City Council (LCCC)

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

The Programmes Team, within Lisburn and Castlereagh City Council's Economic Development Unit, provides the secretariat for the Lisburn and Castlereagh Labour Market Partnership. The Head of Economic Development sits on the Lisburn and Castlereagh Labour Market Partnership as one of the core partners. The programme is funded through Department for Communities (DfC) budget allocation and is administered by the LCCC Economic Development Department, Programmes Team.

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

Yes

If yes, give brief details of any significant factors.

Financial: The Labour Market Partnership initiative is dependent on funding being secured from the Department for Communities (DfC).

Other - Time - The project is required to be delivered within timeframes agreed between DfC and LCCC. We anticipate the Action Plan to be approved with a funding offer secured to commence delivery on 1 April 2025.

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

Staff: LCCC LMP Programmes Team

Service users: Programme participants are recruited from those who reside in the Lisburn and Castlereagh City Council area.

Other public sector organisations

The Lisburn and Castlereagh Labour Market Partnership (LMP) currently comprises representation from each of the following organisations:-

- Jobs and Benefits Office (DfC)
- South Eastern Health and Social Care Trust
- Invest NI (DfE)
- Careers Service NI (DfE)
- Lisburn Area Learning Community Consortium
- Lisburn Chamber of Commerce
- SERC
- Disability Action
- Lisburn and Castlereagh City Council Economic Development Department

Voluntary/community/trade union include:

The following contacts were consulted on the Action Plan Development:

- Atlas Women's Centre
- Stepping Stones NI
- People 1st
- Youth Action NI
- Adapt NI
- The Princes Trust
- Ulster Supported Employment Ltd
- NOW Group
- NIACRO
- Mencap

Other

LCCC Elected Members were consulted for their input to support the development of the Action Plan.

Local employers in the LCCC area to identify skills gaps

Delivery Agents:

- Workforce Training Services
- People 1st
- Stepping Stones NI
- SERC
- Tangible Consulting Ltd
- Studyseed CIC

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

Name of policy/strategy/plan	Who owns or implements?
Lisburn and Castlereagh Labour Market Partnership – 2025/27 Action Plan	Developed under DfC's new Employability NI Framework (100% funded by DfC) Imp-programmes-public-facing-action-plan-2025-27-pdf

Equality and Disability Action Plans	Equality Commission for Northern Ireland https://www.equalityni.org/Employers-Service-Providers/Public-Authorities/Section75/Section-75/Equality-Schemes-(1)
Local Development Plan	Lisburn and Castlereagh City Council https://www.lisburncastlereagh.gov.uk/resident/planning/local-development-plan
LCCC Corporate Plan	LCCC Corporate Plan Lisburn & Castlereagh City Council https://www.lisburncastlereagh.gov.uk/documents/d/guest/lccc-corporate-plan-2024-2028-web
Interim Equality Scheme	Lisburn & Castlereagh City Council Equality - lisburncastlereagh.gov.uk

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.

The aim of the partnership is to improve employability outcomes and labour conditions across the Lisburn and Castlereagh Council District. Therefore, persons who are long term unemployed, underemployed, economically inactive or located in an area that has increased levels of deprivation will be targeted with an aim of increasing fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

In developing the Labour Market Partnership, a wide range of qualitative and quantitative research initiatives were undertaken. The goal in this activity was to spread the net as wide as possible in terms of understanding the issues faced by LCCC employers and the local community, current provision in the field of employability and skills and gain a view of future needs.

Secondary research consisted of a review of the following publications:

- Programme for Government
- Lisburn & Castlereagh Community Plan
- Council Corporate Plan
- NI Industrial Strategy (Draft)
- Belfast Regional City Deal Employability and Skills Framework

- Economic Profile and Forecast for LCCC by Oxford Economics (May 2019)
- Annual Further Education Activity Reports produced by DfE
- The Labour Market Profile for Lisburn Castlereagh by DfE 2021,
- The Employment Outcomes and Challenges for Disabled People NI (DfC August 2021)
- Lisburn Castlereagh Labour Market Statistics (Oxford Economics July 2021)
- Locality Plans for a number of LCCC District Electoral Areas (LCCC June 2023)
- DfE Skills Barometer Reports 2021
- NISRA and Census documents

LCCC as the secretariat to the LMP implemented a consultation and engagement programme to gain insight into the specific priorities and needs of the labour market in Lisburn and Castlereagh area. The results were used to inform the development of strategic priorities over the period 2025-27 Action Plan.

The research was implemented through a structured survey sent via the Smart Survey Platform to employability and skills partners as below.

- Head of Economic Development
- Careers Service Lisburn
- Careers Service NI
- JBO Employer Advisors (DfC)
- JBO Universal Credit Managers (DfC)
- GEMS NI Social Enterprise
- LCCC Community Planning Team
- Lisburn Area Learning Community
- Lisburn Chamber of Commerce
- Atlas Women's Centre
- Stepping Stones NI
- Workforce Training Services
- People 1st Training
- Youth Action NI
- Adapt NI
- The Princes Trust
- Ulster Supported Employment Ltd
- Tangible Consulting Ltd
- Profile Tree Web Design and Digital Marketing Agency

The aims and objectives of Labour Market Partnerships were generally discussed and the creation of Labour Market Partnership collaborations was broadly welcomed by the organisations consulted. Each stakeholder was invited to provide a summary of their current provision, the successes and failures of various programmes were discussed and proved very informative. Barriers and obstacles to success experienced were considered. Finally, identified needs, potential opportunities and gaps in the current provision were examined. Therefore, a full examination was undertaken in order to understand the current situation and make recommendations based on the findings and gaps in labour market conditions.

Most up to date NISRA population data from Census 2021 (published 22/09/22)
[Lisburn and Castlereagh Census Data](#) Information below is from the 2011 Northern Ireland Census which takes into account the Lisburn and Castlereagh Council Area.

Sec 75 Category	Details of evidence/information
Religious Belief	The 2021 NI Census recorded the following statistics with regard to religious belief in the Lisburn and Castlereagh area; • 58% Protestant (or other Christian) • 27% Catholic • 4% Other • 13% None
Political Opinion	The 2021 NI Census recorded the following statistics with regard to political opinion in the Lisburn and Castlereagh area; 41% indicated that they had a British only national identity, 16% had an Irish only national identity and 21% had a Northern Irish national identity.
Racial Group	The 2021 NI Census recorded the following statistics with regard to racial groups in the Lisburn and Castlereagh area; 4% were from an ethnic minority population and the remaining 96% were white (including Irish Traveller).

Age	In 2021 NI Census statistics with regard to age in the Lisburn and Castlereagh area were recorded to inform the Corporate plan; • 19% Children were aged 0-14 years • 30% of people aged 15 -39 years • 33% aged 40 – 64 years • 18% aged 65+ years and older The population of the Council area aged 65 and over will increase by 9% by 2025 and 13% by 2030.
Marital Status	The 2021 census records the following statics with regard to the marital status of persons over the age of 16 for the LCCC area; • Single – 33% • Married or in civil partnership– 52% • Same-sex civil partnership – 0.1% • Separated– 3% • Divorced or formerly in civil partnership– 6% • Widowed or surviving partner in civil partnership– 6%
Sexual Orientation	ONS figures (2016) suggest at least 2% of the NI population identify as Lesbian, Gay or Bi-sexual. However, LGB support groups suggest this is a significant under-estimate based on lack of willingness/confidence to identify as LGB and the fact sexual orientation categories is now more inclusive of other categories and is referred to as LGBTQ+ Government Equalities Office research suggests over 4% of the 18-25 year age group identify as LGB, confirming that younger people are more likely to be open about sexual orientation.
Men & Women Generally	The 2021 NI Census report the population of Lisburn and Castlereagh Local Government District at 149.106, of which 49% were male and 51% were female.

	There is no official statistic on the number of people in N Ireland who identify as Transgender, non-binary or part of the LGBTQ+ population but referrals to advice services are increasing year on year which suggests a growing minority. During a Northern Ireland Housing Executive (NIHE) human rights, equalities and diversities workshop (April 2021) some of the main findings were: • Women constitute 79% of the part time workforce. • 1/3 of working age women are economically inactive. • In 2019/20 70% of apprenticeships were male, Higher Level Apprenticeships (HLA's) are 69%. • Occupational segregation is problematic; men tend to be more involved in engineering, manufacturing and construction. Women more involved in business, administration and law. One possible related solution is women only training programmes in non-traditional sectors, i.e., construction and engineering.
Disability	The rate of disability in Northern Ireland is higher than the other UK regions with the exception of Wales. The rates of disability among older age groups is higher than other regions of the UK. The 50-64 year old age group accounts for 33.4% of our disabled population compared to 26.9% of the UK disabled population as a whole. The most striking finding was that 60.2% of disabled people in Northern Ireland are economically inactive while the comparative figure for the UK as a whole stands at 42.5%. The pay gap was also highlighted in this report. Northern Ireland compared favourably with other parts of the UK in this regard however there is still a difference in median pay between disabled and

	non-disabled employees which needs to be addressed. The concerns expressed by disabled participants engaging with this research were articulated in the report on their behalf. These included: • The need for investment and support for individuals with disability • The need for a more holistic approach based on needs to support individuals into employment. • The LMP should seek to fill gaps that may arise through the loss of EU(ESF) funding schemes and the transfer to the UKSPF. This transition will create gaps in support schemes • Implement broader based supports such as pre-employment engagement, pre-interview visits, money management to assist participants coming off benefits.
Dependants	Dependants can include children, older people and those with disabilities. 12.4% of people in the 2021 Census stated that they provided unpaid care to family, friends, neighbours or others. On that basis, people with dependants are less likely to be employed or face greater barriers when seeking employment. According to the Equality Commission for Northern Ireland, lone parents, 91% of whom are women, also experience occupational segregation in employment, with lone parents with dependent children mostly employed in 'Personal Service' and 'Elementary' occupations. Caregiving has been identified as one factor influencing occupational segregation with women and lone parents choosing occupations.

	Allowing sufficient flexibility to balance the demands of caregiving. This may have a potential impact on the sustainability of employment, with women and lone parents having to consider pay and career progression with flexibility in employment and childcare provision.
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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

Labour Market Partnership is intended to improvement the employability outcomes and labour market conditions across the Lisburn and Castlereagh City Council district, irrespective of background or circumstance. Those who will be directly targeted will either be economically inactive unemployed or underemployed, have barriers to employment due to disability or reside in areas of high deprivation. This scheme will have direct and indirect benefits for some groups of service users, however, the aim of the LMP is to improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work. Ultimately, this programme will benefit a wide range of groups, particularly groups that experience disadvantage or inequality, as it endeavours to provide them with a range of fully-funded initiatives, which will remove barriers and improve fairness in the labour market.

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	There is no evidence that people from particular religious or political	None

	backgrounds are more likely to be unemployed, underemployed or economically inactive.	
Political Opinion	There is no evidence that people from particular religious or political backgrounds are more likely to be unemployed, underemployed or economically inactive.	None
Racial Group	Extensive research was undertaken with a wide range of stakeholders across the Lisburn and Castlereagh Province. Research and consultations did not identify that people from a particular racial group are more likely to be unemployed or economically inactive. There may be increased barriers to entry, the gamified learning programme will identify those who require literacy / numeracy support to find employment. This can include specific classes for newcomer communities.	Minor Positive
Age	Young people (aged 16-24) are more likely to be unemployed and require targeted intervention in order to build new skills in fields representing current and emerging labour market opportunities.	Minor Positive
Marital Status	There have been no specific needs identified for people of different marital status.	None

Sexual Orientation	There have been no specific needs identified for people of different sexual orientations in relation to this policy.	None
Men & Women Generally	Some women need more interventions/support to enable them to take up or remain in employment. Women may be more likely to need/want flexible work opportunities.	None
Disability	Disabled people need specific advice and to help them apply and be successful in the labour market. They require targeted intervention, training, understanding employers and flexible working conditions. 2 programmes have been developed to specifically address the disability employment gap.	Minor Positive
People with and without Dependants	People with dependants require specific support to enable them to undertake training and the right kind of job opportunities that they can balance work and care responsibilities i.e. classroom assistant job opportunities, self-employment.	Minor Positive

* See Appendix 1 for details.

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

Section 75 Category	IF Yes, provide details	If No, provide details
Religious Belief		No groups will be targeted based on their employment

		statis, regardless of their Section 75 Categories
Political Opinion		No groups will be targeted based on their employment statis, regardless of their Section 75 Categories
Racial Group	Yes – The programme will target unemployed people across all racial groups.	
Age	Yes – Young people and the 55+ age group will be particularly targeted as this age group show high levels of unemployment and barriers to employment however, many of the programmes will be open to all.	
Marital Status		No – groups will be targeted based on their employment, regardless of their Section 75 categories.
Sexual Orientation		No – groups will be targeted based on their employment status, regardless of their Section 75 categories
Men & Women Generally	Yes – while the majority of programmes are open to everyone, there are a few academies that have been developed specifically for female returners i.e. classroom assistant academy.	
Disability	Yes – People with a disability will be particularly targeted as this Section 75 group show high levels of unemployment	

	and inequality in the labour market.	
People with and without Dependents	Yes – Programme will be promoted equally to ensure that carers and those from all backgrounds with dependents are aware of LMP opportunities	

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.

N/A

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 - the Labour Market Partnership Action Plan 2025/27 aims to support disabled people back into training, education and employment. It also works closely with the Lisburn and Castlereagh business community to address barriers into and retaining employment for those who are disabled.

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 scheme is aimed at improving the employment landscape across Lisburn and Castlereagh City Council area.	No direct impact identified in relation to religion, political opinion or racial group. By providing employment

		opportunities for those facing unemployment, it will bring people from different backgrounds together.
Political Opinion	As Above	As Above
Racial Group	As Above	As above

*See Appendix 1 for details.

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

Good Relations Category	IF Yes, provide details	If No, provide details
Religious Belief		The partnership is a financial assistance scheme that will address employment inactivity across the Lisburn and Castlereagh Council area. It doesn't lend itself to promoting good relations. The programme aims to reduce inequality and remove barriers for those who are furthest from the labour market by providing fully funded opportunities to access qualifications, funding and mentoring. If any opportunities arise, they will be addressed.
Political Opinion		As above
Racial Group		As Above

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.

LCCC recognises that all individuals are not exclusive to just one designated group. “Multiple identity” has been given consideration within this screening exercise in order to ensure benefit to all groups. Some people who are the targets of this project will experience disadvantage on a number of grounds, e.g., age, race, gender and disability.

If additional issues/impacts not already covered above arise, they will be addressed.

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]	N/A
Option 2 Screen out with mitigation – some potential impacts identified but they can be addressed with appropriate mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]	It has been concluded that a detailed equality impact assessment is not necessary as all the potential impacts identified are minor and positive. The Partnership overall is intended to address identified needs of particular target groups. Each element of the programme will also be considered for potential impacts. Prior to the appointment of a delivery agent to manage the programmes under the LMP Action Plan, ensuring equality of opportunity and the ability to provide reasonable adjustments is built into each contract and managed accordingly. Programme syllabus and materials can

	be provided in alternative formats and languages if required. The Lisburn and Castlereagh LMP also conduct in-depth programme evaluations each year to understand the benefits and limitation of each programme. By applying lessons learnt, each year we are able to actively build upon the programmes to ensure equality of opportunity. For example, ensuring that the classroom assistant academy coincides with the school calendar is integral to the success of the programme, this enables female returners to engage with the programme whilst having childcare in place and also to ensure adequate timing with regards to employment opportunities within a school setting. In order to best deliver equality of opportunity, the core partnership is made up of 9 core partners with the knowledge and experience needed to deliver on the objectives of the Labour Market Partnership. The Lisburn and Castlereagh LMP currently comprises of a representative from each of the following organisations: • Jobs and Benefits Office (DfC) • South Eastern Health and Social Care Trust • Invest NI (DfE) • Careers Service NI (DfE) • Lisburn Area Learning Community Consortium • Lisburn Chamber of Commerce • SERC
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	• Lisburn and Castlereagh City Council Economic Development Department • Disability Action NI A full research exercise was undertaken using a combination of primary and secondary research to develop an accurate portrayal of the current strengths, weaknesses, limitations and opportunities available across Lisburn and Castlereagh employment market. LCCC will continue to assess the situation and be more proactive especially mitigating risk surrounding promotion across all Section 75 categories etc.
Option 3 Screen in for a full Equality Impact Assessment (EQIA) [If option 3, complete timetabling and prioritising section below]	N/A

Mitigation (Only relevant to Option 2)

As detailed above

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

N/A

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

N/A

Part 4. Monitoring

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 delivery of the Labour Market Partnership will be monitored on a quarterly basis via reports which are to be returned to DfC. The monitoring will focus on the delivery outcomes of the Action Plan itself i.e. the impact the partnership is

having on the local labour market. The individual programmes will be monitored on a quarterly basis by their respective project officers and monitoring returns will be made to DfC. The actual performance indicators to be monitored vary according to programme but are listed on the Action Plan.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Melissa Cunningham 	Programme Officer	14/04/2026
Reviewed by: Annie Wilson	Equality Officer	16/04/2026
Approved by: Paul McCormick 	Head of Service	28/04/2026

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

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

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

Appendix 1 – Equality Commission guidance on equality impact

*Major impact:

- a) The policy/project is significant in terms of its strategic importance;
- b) Potential equality matters are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;

- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

Minor impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

No impact (none)

- a) The policy has no relevance to equality of opportunity or good relations;
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Updated Template @ Oct 2022