

Lisburn & Castlereagh City Council

Revised Section 75 Equality and Good Relations Screening template

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

This strategy establishes the context for Lisburn & Castlereagh City Council's work to strengthen and support local communities over the next three years through the coordinated delivery of community development and good relations initiatives. By bringing community development and good relations together within a single framework, the strategy builds on and formalises the collaborative, integrated approach already advanced by the Council's Community Services Unit through alignment of the Community Support Programme (CSP) and the District Council Good Relations Programme (DCGRP).

Name of the activity/policy/project

Community Development and Good Relations Strategy 2026-2029 –

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

This strategy replaces and amalgamates two former strategy documents, namely the Community Development Strategy and the Good Relations Audit, Strategy, and Action Plan 2022-2025.

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

This strategy will structure the work of community development and good relations within Lisburn & Castlereagh City Council towards 5 key outcomes:

1. *Inclusive Communities* — Our work supports equality and diversity to reduce barriers and meet the diverse needs of our communities.
2. *Connected Communities* — Social connections and partnerships are supported across neighbourhoods, organisations, and sectors.
3. *Empowered Participation* — Our communities can influence decisions and shape priorities through their work and through active collaboration.
4. *Safe & Shared Spaces* — Our community spaces are inclusive and safe, and our services are accessible and tailored to local needs.
5. *Sustainable Communities* — Our communities are resilient and able to adapt to challenges.

These outcomes will establish the primary goals of both the *Community Support Programme* and the *District Council Good Relations Programme* and act as a foundation for the development of associated action plans and the measurement of performance. Further, the strategy will provide a framework for delivery, ensuring that resources and partnership activity are aligned and responsive to identified need.

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.

All residents of Lisburn & Castlereagh and the community and voluntary groups working with, and on behalf of, communities across the council area. This will include organisations with a purpose or area of benefit that includes, or specifically targets, Section 75 groups.

The strategy is universal in scope with targeted actions expected to benefit specific Section 75 groups where inequality or under-representation is identified. The strategy also contains specific aims that include the promotion of good relations, increasing diversity and inclusion, and removing barriers to participation.

Who initiated or developed the activity/policy/project?

The strategy has been developed by the Communities Services unit within Lisburn & Castlereagh City Council.

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

The strategy is owned by Lisburn & Castlereagh City Council with responsibility for implementation and delivery led by the Community Services unit.

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

Yes

If yes, are they: financial, legislative, other? Give brief details of any significant factors.

Financial

- Delivery on the strategic aims is dependent on the sustained allocation of Council resources, external funding provision and associated partner capacity.
- Wider public sector budget pressures may affect the scale, pace, or sequencing of actions.
- Financial strain and uncertainty within the community and voluntary sector may impact the capacity or viability of local organisations to engage with Council provision or be involved in partnership delivery.

Legislative

- Statutory duties under Section 75 of the Northern Ireland Act 1998 and associated equality legislation must be met across delivery.

Other

- Buy-in from residents and the community and voluntary sector is critical to successful delivery of the strategy.
- Changes in policy direction, or emerging need may necessitate adaption of the strategy and associated actions.
- A deterioration of inter/intra community relations may impact capacity for delivery in certain areas.
- A reduction in of capacity support from support organisations within the community and voluntary sector would place increased onus on this element of delivery.

Who are the internal and external stakeholders (actual or potential) that the activity/policy/project will impact upon?

Staff	LCCC Community Services unit Other units within LCCC who contribute to delivery of community development or good relations programmes through a Community Planning approach.
Service Users	Residents of Lisburn & Castlereagh Individuals accessing community and voluntary sector support within Lisburn and Castlereagh
Other Public Sector Organisations – please list	The Executive Office Department for Communities Northern Ireland Housing Executive Education Authority Department of Agriculture, Environment, and Rural Affairs Charity Commission for Northern Ireland
Voluntary/Community/Trade Unions – please list	Community and voluntary sector organisations (local and regional) Sports Clubs Faith Groups Umbrella and support organisations. Housing Associations
Other –	Elected Members Delivery partners Funders Commissioned organisations/contractors

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

Name of policy/strategy/plan	Who owns or implements?
Lisburn & Castlereagh City Council Community Plan	Lisburn & Castlereagh City Council & Community Planning partners
Lisburn & Castlereagh City Council's Connect, Invest, Transform Investment Plan	Lisburn & Castlereagh City Council

Lisburn & Castlereagh City Council's Corporate Plan	Lisburn & Castlereagh City Council
Our Plan: Doing what matters most – Programme for Government 2024-2027	Northern Ireland Executive
Equality Commission Guidance	Equality Commission for Northern Ireland
Good Relations: A Guide for Local Authorities	Equality Commission for Northern Ireland
Equality Action Plan	Lisburn & Castlereagh City Council
Together: Building a United Community	The Executive Office
Beyond the Centre: a consultation document on the District Council's Community Services Programme.	Department for Communities
Join In, Get Involved: Build a Better Future A Volunteering Strategy and Action Plan for Northern Ireland	Department for Communities
Partnership Agreement between Government and the Voluntary and Community Sector in Northern Ireland	Northern Ireland Executive Joint Forum Government and Voluntary & Community Sector NI
Advising, Supporting, Empowering: A Strategy for the delivery of generalist advice services in Northern Ireland 2015-2020	Department for Communities
Programme for regional support for women in disadvantaged areas and rural areas	Department for Communities; Department of Agriculture, Environment, and Rural Affairs.
Rural Needs Act (Northern Ireland)	Department of Agriculture, Environment, and Rural Affairs

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 Community Development and Good Relations Strategy has been developed using a range of sources including reviews of existing and previous strategies and action plans, online consultations separately targeting local community/voluntary sector organisations and residents within Lisburn & Castlereagh, and extensive community engagement including focus groups. Together this data collection has been designed to ensure broad input across multiple locations and demographics within the council area.

Section 75 Category	Details of evidence/information
Religious Belief	Census data and community consultation revealed the religious breakdown of the population (58% Protestant, 27% Catholic, 13% none). Group consultations included contributions from faith-based organisations, in addition to community groups delivering in areas with a diverse religious profile. Consultations completed by residents evidenced a broad range of religious belief.

Political Opinion	Census data 2021 – British only 41%, Irish only 16%, Northern Irish only 21%, British & Irish only <1%, British & Northern Irish only 11%, Irish & Northern Irish only 2%, British, Irish & Northern Irish only 2%, Other national identities 6%. Surveys were completed by a diverse representation of local community groups and residents. Feedback included information on local communities including influence and organisation, community relations, and good relations priorities.								
Racial Group	Census data 2021 indicated around 6% of the LCCC population were born outside of the UK and Ireland. Applications to EU settlement scheme Aug 2018 to March 2021 – 3940. Applicants from range of nationalities – largest groups Polish, Lithuanian and Romanian. LCCC also has a small population of Syrian refugees. Furthermore, the Asylum Seeker population is increasing across Northern Ireland as a whole. The consultation gathered feedback on questions of racism, cultural understanding, inclusion, and the provision of shared spaces. Responses evidenced strong support for activities to increase cultural awareness and inclusion alongside assistance for marginalised communities and the provision of spaces/opportunities for the connection of diverse groups.								
Age	LCCC population: <table border="0"> <tr> <td>0-14</td> <td>19%</td> </tr> <tr> <td>15-39</td> <td>30%</td> </tr> <tr> <td>40-64</td> <td>33%</td> </tr> <tr> <td>65+</td> <td>18%</td> </tr> </table> LCCC has an aging population with a higher-than-average population aged over 85 years. Group consultation responses included organisations that represent and deliver to a wide range of ages with 58% of respondents delivering youth provision and 70% delivering programmes to older people. Resident consultation evidenced a broad age profile with experience of accessing targeted support across multiple ages within a community setting.	0-14	19%	15-39	30%	40-64	33%	65+	18%
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15-39	30%								
40-64	33%								
65+	18%								

	Respondents frequently identified youth engagement and opportunities for older people as key priorities within consultation feedback, whilst increased accessibility and linkages across generations were also highlighted.
Marital Status	In relation to the council area, the Census indicated the following data for marital and civil partnerships: Single 33% Married or in a civil partnership 52%. Separated 3% Divorced or formerly in a civil partnership 6%. Widowed or surviving partner from a civil partnership 6%
Sexual Orientation	Census 2021 highlighted the following figures in relation to the council area: Straight or heterosexual 91% Gay, lesbian, bisexual or other sexual orientation 2% Prefer not to say or not stated 7%. Consultation responses highlighted the importance of fostering inclusion within community and voluntary settings and providing support for marginalised communities.
Men & Women Generally	The gender breakdown of the LCCC population reflects the national picture – 51% female: 49% male. Northern Ireland has a small but growing number of people who identify as trans (based on referrals to gender identity services and support groups) and it is likely that LCCC will have a small number of trans residents. There was a similar breakdown of genders consulted throughout the process.
Disability	Published data from the 2021 census indicates that 32% of the population had one or more long term health conditions. This figure was broadly aligned with the profile of resident responses within consultations. 35% of respondents within resident consultations indicated they had accessed support for health, disability, or welfare in the previous 12 months. This figure was 15% for engaging in similarly focused volunteer activity in the previous 12 months. Consultations showed a strong emphasis on the importance of delivering accessible and inclusive programming, including supporting volunteers and community leaders in this endeavour.

Dependants	People with dependants includes those who care for children, older people, and those with disabilities. Limited information on carers is available; however, 2021 Census data indicates 14% of the council population reported providing some level of unpaid care and 31% of households have at least one dependant. Consultation respondents included organisations delivering support programmes designed around early years and youth provision, in addition to supporting those with dependants.
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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.

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	Activities should be neutral and inclusive of all faiths or none. Monitoring and engagement are needed to ensure equitable access. Support programmes emanating from the strategy must be sensitive to differences of belief and the potential to impact areas of advice (such as governance or funding). Consultations evidenced a greater demand for opportunities for different communities to mix and the provision of shared spaces.
Political Opinion	Local election data shows diverse representation. Consultations demonstrated engagement in a wide range of community activity and organising with some political dimension. Actions and programming must be sensitive to this diversity and should be non-partisan and ensure that groups and residents with varying political views or low civic engagement can participate.
Racial Group	Addressing hate incidents and racism were highlighted as a key priority for good relations. A related need to further develop understanding of cultures/cultural celebrations and create shared spaces and inclusive programmes was evidenced.

	Other needs include culturally appropriate engagement, translated materials where needed, and outreach to minority ethnic and refugee communities to support participation.
Age	Youth engagement and delivery was highlighted as a distinct need across community development and good relations priorities. A considerable proportion of community and voluntary sector organisations are delivering programming and support for older people and require support to ensure continued delivery. Engagement should be tailored to different age groups and develop opportunities for both peer and intergenerational learning.
Marital Status	Activities should be accessible to all, with flexibility to engage residents regardless of marital status.
Sexual Orientation	Ensure safe, inclusive participation, and design materials and programmes to acknowledge diverse sexual orientations. Provide support for the provision of safe/shared spaces, and for the organisations and volunteers to champion inclusion.
Men & Women Generally	Engagement should reach all genders and include support for community and voluntary sector organisations focusing on supporting specific genders in addition to those delivering to all.
Disability	Within responses, health, disability, and welfare was one the most common reasons for use of a community centre within the previous 12 months. Consultations highlighted a need for accessibility and inclusion within support and programming, as well as the fostering of shared spaces and the championing of inclusion at community level. Community groups require additional support and training to meet these needs.
Dependants	Consideration of the need for flexibility to access programmes and opportunities. Ongoing support for delivery within the community and voluntary sector.

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	Promotes inclusive approaches that support participation across all religions and none. Actions emanating from the strategy will be open to all and monitored to identify any barriers to participation.	Minor positive
Political Opinion	The strategy and associated outcomes focus on inclusive and collaborative initiatives, promoting increased partnership between communities, statutory bodies, and Council. An emphasis on community empowerment and a non-partisan approach will ensure delivery across the political spectrum.	Minor positive
Racial Group	The strategy emphasizes an anti-discrimination and human rights focused approach. Key outcomes include fostering inclusion and diversity. Partnership working and collaboration are expected to increase visibility and influence for minority ethnic communities.	Minor positive
Age	The strategy makes provision for increased support, collaboration, and resourcing of community and voluntary sector organisations to deliver positive outcomes. Young people form a core part of good relations priorities, whilst focusing on greater sharing and networking, alongside support for accessibility and transport, will positively impact older residents and social isolation.	Minor positive
Marital Status	No differential impact on equality of opportunity based on marital status. Universal access to all programmes; no specific	None

	interventions targeting marital status.	
Sexual Orientation	The strategy places a strong emphasis on support for inclusion and a shared community. Greater collaboration and connection across organisations may increase opportunities for support, peer learning, and delivery.	Minor positive
Men & Women Generally	Greater focus on facilitating collaboration and networking, alongside ongoing resourcing, will have a positive impact on community and voluntary groups delivering gender-specific support and programming.	Minor positive
Disability	Developing training and capacity building opportunities that champion inclusion and remove barriers to participation will have a positive impact. Increased opportunities for individuals and communities to influence council delivery will increase visibility and participation.	Minor positive
Dependants	No differential impact identified.	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	Opportunities to promote equality of opportunity include adapting engagement methods, targeted outreach and ensuring accessible information. Development of networks and collaborative frameworks will permit increased visibility and influence of Section 75 groups. Training on unconscious bias, cultural competency, and the specific needs of Section 75 groups will enhance inclusive	
Political Opinion		
Racial Group		
Age		
Marital Status		

Sexual Orientation	engagement and service delivery. Regularly collecting and analysing disaggregated data on participation, service uptake, and outcomes will ensure timely adjustments to better promote equality of opportunity and address any unintended barriers.	
Men & Women Generally		
Disability		
Dependants		

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2012-2025? If yes, give brief details.

Yes.

2.1 Some individuals/ groups may be disadvantaged by not having full access to information provided by Council

The strategy makes provision for improved information sharing through outreach services, such as generalist advice, tailored support for community and voluntary sector organisations, supply of information to local community and voluntary sector organisations, and the development of opportunities for greater networking, collaboration, and sharing of information.

3.2 Some individuals/ groups may find the location of Council facilities a deterrent to use or may find certain buildings and premises inaccessible.

The key outcome of 'Safe and Shared Spaces' champions safe and inclusive community spaces with accessible services that are tailored to local needs. This includes through the support of accessibility and the further development of Lisburn & Castlereagh Community facilities as hubs for participation and provision of services.

3.3 Some groups may feel that they can't access available grants

The strategy commits to providing financial assistance and funding guidance to support community and voluntary sector organisations to meet their objectives. It further supports groups to develop in key areas of governance, community development, and good practice to increase opportunities for grant funding. Increased opportunity for influence over the delivery of Lisburn & Castlereagh programmes, and opportunities for information sharing and peer learning, will also impact on this action.

4.3 Some individuals/ groups may feel they can't participate in various leisure activities due to costs

The strategy will improve access to community-based leisure activities through support and financial assistance. Ongoing Community Transport provision will further positively impact the financial accessibility of leisure activities.

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?

Yes. The strategy's aims include supporting equality and diversity alongside reducing barriers to access. This includes the development of associated training opportunities for local groups

and delivering tailored interventions to foster respect and understanding between diverse groups of people. This will be measured through Outcomes Based Accountability monitoring including changes in attitudes and accessibility to programmes.

- To encourage the participation of disabled people in public life?

Yes – Within the strategy, safe and inclusive spaces are outlined as a key aim. Provision of support and financial assistance will include groups providing support to disabled people, whilst an increased focus on collaboration, accessibility, and empowerment will deliver positively towards encouraging increased participation.

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 strategy is specifically intended to promote and further good relations, particularly but not exclusively between these three groups. The strategy outlines key aims for achieving this and develops an integrated approach that increases the coordination of good relations and community development delivery.	Minor positive
Political Opinion		Minor positive
Racial Group		Minor positive

*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	This strategy provides the context for Lisburn & Castlereagh's work to strengthen and support local communities through coordinated delivery of good relations and community development. This integration will provide increased opportunity for the promotion of good relations within wider community development delivery alongside existing good relations programming. Key themes within the strategy	
Political Opinion		
Racial Group		

	commit to the delivery of increased inclusion, accessibility, and partnership working across diverse groups and communities. Monitoring within the strategy makes provision for ongoing assessment of outcomes and assessment of good relations within the Council area informing subsequent action plans.	
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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 strategy recognises that individuals may belong to more than one Section 75 category and that community and voluntary sector organisations often deliver programming across multiple Section 75 categories. The strategy has been designed to be inclusive and flexible to address the needs of people with multiple identities. Consultation and monitoring processes will consider overlapping needs and barriers to ensure equitable access and participation across all Section 75 groups.

Part 3. Screening decision

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 negative impacts identified (or only 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 impacts identified which can easily be mitigated. Most activity will probably fall into this category.
- 3) **Screen in for full equality impact assessment** – potential for significant (and potentially negative) impact identified for one or more groups so proposal requires a more detailed impact assessment.

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	
Option 2 Screen out with mitigation – some potential impacts identified but they can be addressed with appropriate mitigation	Following review it has been concluded that a full equality impact assessment is not required. The Community Development and Good Relations Strategy has been developed following extensive consultation including residents, and community and voluntary sector organisations demonstrating a wide range of demographics and delivery. Appropriate monitoring and evaluation is embedded within the strategy and must be reflected in any subsequent action plans over the lifetime of the strategy. This will permit the strategy to be responsive to emerging need and will serve to mitigate any potential impacts.
Option 3 Screen in for a full Equality Impact Assessment (EQIA)	

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.]

The strategy provides an overarching approach to community development and good relations within Lisburn & Castlereagh. It is adaptable but can only be amended in line with oversight and governance arrangements within the Council. Mitigations, as outlined, have included robust consultation, monitoring, and the foregrounding of inclusion, accessibility, and good relations within the strategy. The strategy will be delivered through the production of action plans that will provide additional flexibility to respond to opportunities to improve the promotion of equality of opportunities and/or good relations.

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

Is the activity/policy affected by timetables established by other relevant public authorities? N/A

Part 4. Monitoring

Who will undertake and sign-off the monitoring of this activity/policy and on what frequency?

Alison Prentice <i>Community Development & Resources Manager</i> Stephen Mc Cann <i>Community Support Officer</i>	Monitoring will take place as part of specific action plans within both the Community Support Programme and the District Council Good Relations Programme. The strategy commits to the production of quarterly reports whilst further annual monitoring will be a feature of action plans for both good relations and community support.
Will be signed-off by:	
Victoria Jackson, Head of Communities	

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Stephen Mc Cann	<i>Community Support Officer</i>	03/03/2026
Reviewed by: Annie Wilson	<i>Equality Officer</i>	03/03/2026
Approved by:		
Alison Prentice	<i>Community Development & Resources Manager</i>	04/03/2026

Revised Template @ Nov 2021