

Lisburn & Castlereagh City Council

Revised Section 75 Equality and Good Relations Screening template

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

Lisburn & Castlereagh Community Planning is led by the Council through the Strategic Community Planning Partnership (SCPP), which includes statutory services, community organisations, businesses, and residents, to create an empowered, healthy, and inclusive community.

The Community Action Plan 2026–2030 is the delivery mechanism for the Community Plan 2017–2032, turning long-term goals into time-bound actions based on updated evidence and community feedback. It focuses on areas like health, education, housing, and environmental wellbeing, aligning efforts to maximise collective impact. While it doesn't replace statutory responsibilities, the Plan provides a framework for collaboration, with regular monitoring to ensure the plan promotes equality of opportunity and is responsive to emerging needs.

Name of the activity/policy/project

Lisburn & Castlereagh City Council – Community Action Plan 2026–2030

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

Revised Action Plan (refresh of previous Community Action Plan 2020-24).

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

The Lisburn and Castlereagh Community Plan Action Plan will work towards the achievement of the five key outcomes:

1. Children & Young People – Our Children and young people have the best start in life
2. The Economy – Everyone benefits from a vibrant community
3. Health and Wellbeing – We live healthy, fulfilling and long lives
4. Where We Live – We live and work in attractive, resilient and environmentally-friendly places
5. Our Community - We live in empowered, harmonious, safe and welcoming communities

The outcomes are key goals to be achieved over the 15-year lifetime of the Community Plan and ensure the Partnership can make real and measurable progress in the short to medium term. This Action Plan develops these outcomes into achievable actions to be delivered by the Strategic Community Planning Partnership. The plan aims to reduce barriers to participation, strengthen local partnerships, and ensure accountable, evidence-led actions across social, economic, and environmental wellbeing.

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. The Plan is universal in scope, with targeted and proportionate actions expected to benefit specific Section 75 groups where barriers, inequalities or under-representation are identified (e.g. disabled people, older people, young people, minority ethnic communities, carers).

Who initiated or developed the activity/policy/project?

The action plan has been developed by the Strategic Community Planning Partnership consisting of statutory, voluntary partner organisations. Lisburn & Castlereagh City Council provide the lead support for this.

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

Lisburn & Castlereagh Strategic Community Planning Partnership.

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 is dependent on a mix of Council resources, partner capacity and external funding streams.
- Wider public sector budget pressures may affect the scale, pace or sequencing of some actions.
- Reliance on joint funding bids may introduce uncertainty in delivery timelines.

Legislative

- Statutory duties under Section 75 of the Northern Ireland Act 1998 and associated equality legislation must be met across all partner activity.
- Partners retain individual statutory responsibilities, which may affect the extent to which actions can be jointly delivered.

Other

- Delivery is dependent on sustained partner engagement and alignment of priorities across the Strategic Community Planning Partnership.
- Variations in take-up or engagement from communities experiencing disadvantage may affect outcomes if not proactively addressed.
- Changes in regional or NI Governmental policy direction, emerging community needs or external shocks (e.g. cost of living pressures, public health issues) may require actions to be adapted over time.

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

Staff	LCCC Community Planning Team SCPP Senior Leaders and their staff teams Relevant Council service teams contributing to delivery, engagement, monitoring and reporting.
Service Users	Residents of Lisburn & Castlereagh and those across all Section 75 categories

	Community groups, service users and local residents engaging in Community Planning activity
Other Public Sector Organisations – please list	Various Partners including for example: Health and Social Care Trusts Northern Ireland Housing Executive Police Service of Northern Ireland Northern Ireland Fire & Rescue Service Education Authority Public Health Agency Libraries NI Translink Invest NI Sport NI Tourism NI Volunteer Now Relevant government departments and agencies such as Department for Communities
Voluntary/Community/Trade Unions – please list	Local and regional community and voluntary sector organisations Faith and community groups Umbrella and representative bodies supporting equality groups
Other	Elected Members Delivery partners and funders Contractors or commissioned organisations (if and where applicable)

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 Corporate Plan	Lisburn & Castlereagh City Council
Equality Action Plan 2021–2025	Lisburn & Castlereagh City Council
Health & Social Care Reset Plan	Department of Health / HSC Partners
Relevant departmental strategies (DfC, DoH, DoE, etc.) or Programme for Government.	Relevant NI Departments
Relevant SCPP partner Corporate strategies or annual/multi-year plans	SCPP Partners

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 Action Plan 2026–2030 has been developed using a variety of evidence sources, including consultation feedback, Census data, and local intelligence. The consultation process involved extensive community engagement, ensuring that feedback was gathered from all Section 75 categories to inform the development of the plan.

Key evidence includes:

- **Census 2021 data** for Lisburn & Castlereagh, providing insights into religious belief, political opinion, age, marital status, sexual orientation, disability, and other demographic factors.
- **Monitoring and evaluation** from previous cycles of the Community Action Plan, providing insights into what worked and what needs improvement.
- **Community consultations and feedback**, which highlighted specific challenges and opportunities for different groups.
- **Partner service data and local intelligence**, offering a deeper understanding of needs at the local level.
- **Regional wellbeing indicators and deprivation data**, helping to contextualise the plan within broader regional trends.

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), as well as challenges related to religious discrimination and a desire for increased inter-generational integration.
Political Opinion	Local government elections 2023 – Elected members to LCCC: DUP (14); Alliance Party (13); UUP (6); Sinn Fein (4); SDLP (2); Independent (1). 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%. Data from local elections and consultations highlighted diverse political views, with young people particularly feeling the pressure of biased historical narratives. This calls for initiatives promoting unbiased understanding of political histories.
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 process highlighted the need to support positive cultural expression and identity, with more intercultural activities and events to promote understanding and respect.
Age	LCCC population: 0-14 19% 15-39 30% 40-64 33% 65+ 18% With a higher-than-average aging population, the consultation and census data indicated a need for more inter-generational engagement, beyond age-specific programs, to foster community integration.
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	Straight or heterosexual 91% Gay, lesbian, bisexual or other sexual orientation 2% Prefer not to say or not stated 7%. Although the majority of the population identifies as heterosexual, the consultation noted the importance of promoting inclusion for individuals with different sexual orientations.
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. Consultation findings highlighted the need to offer increased integration opportunities for disabled people, whilst ensuring programmes and events have a degree of adaptability to ensure all participants can engage with programming.
Dependants	People with dependants includes those who care for a child/child, 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 child.
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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. It will be important to measure progress to ensure equitable access to delivery across the community action plan.
Political Opinion	Local election data shows diverse representation. Activities should be non-partisan and inclusive, ensuring that residents with varying political views or low civic engagement can participate.
Racial Group	Needs include culturally appropriate engagement, translated materials where needed, and outreach to minority ethnic and refugee communities to support participation.
Age	The Community Plan states specific mention to children and younger people, and older people. Children and young people need development and early intervention opportunities; older adults need accessible activities and support. Tailor engagement to different age groups.
Marital Status	Activities should be accessible to all, with flexibility to engage residents regardless of family or marital status.
Sexual Orientation	Ensure safe, inclusive participation, and design materials and programmes to acknowledge diverse sexual orientations.
Men & Women Generally	Engagement should reach all genders, including those not connected to community groups, and address potential isolation or loneliness.
Disability	Increased provision of consultation and programming to increase awareness of disabilities (physical and hidden), ensuring accessible venues, adaptable activities, and inclusive participation. Monitoring will be used to identify and address any barriers.
Dependants	Consideration and assurance for the need of flexibility to access programmes and opportunities to enable those interested in engaging the adaptions, where necessary, to do so. This reflects the needs of carers, who make up 14% of the

	local population, ensuring they can participate alongside their caring responsibilities.
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Part 2. Screening questions

1 What is the likely impact on equality of opportunity for those affected by this activity/policy, for each of the Section 75 equality categories?

Section 75 Category	Details of likely impact – will it be positive or negative? If none anticipated, say none	Level of impact - major or minor* - see guidance below
Religious Belief	The Community Action Plan promotes inclusive, shared and place-based approaches that support participation across communities. Actions are designed to be neutral and inclusive, ensuring participation for people of all faiths or none.	Minor positive
Political Opinion	Delivery through a neutral Community Planning framework focuses on shared local outcomes rather than political perspectives. The non-partisan approach ensures inclusivity across all political views, encouraging participation even from those less politically active.	Minor positive
Racial Group	The Plan's emphasis on inclusive engagement, accessible information and partnership working is expected to improve awareness and access to opportunities for minority ethnic communities. Culturally appropriate communication and support to enhance increase access.	Minor Positive
Age	Age, including children, young people, and older people, is a key focus of the Community Action Plan. The Plan aims to improve wellbeing outcomes through targeted actions that respond to different life stages. Children and young people will benefit from early intervention and skill-building opportunities, while older adults will gain from accessible activities tailored to their needs. Given the Plan's partnership-led, responsive approach and its focus on equality of opportunity, the impact on age is assessed as major due to its potential to address significant needs and deliver long-term improvements for all age groups	Major Positive

Marital Status	No differential impact on equality of opportunity based on marital status. Universal access to all programmes; no specific interventions targeting marital status.	None
Sexual Orientation	A strong focus on inclusive, safe and respectful community engagement supports participation regardless of sexual orientation. The Plan does not introduce barriers and is expected to have a modest positive effect through improved inclusivity and wellbeing considerations.	Minor positive
Men & Women Generally	All genders have equal access. No differential impact identified.	None
Disability	Increased accessibility, inclusive engagement and participation are expected to support disabled people's involvement in community activity and planning.	Minor positive
Dependants	Flexible engagement methods, varied timings, and community-based approaches aim to reduce barriers for people with dependants and support their participation, ensuring those with caregiving responsibilities can fully engage with the Plan.	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	Opportunities to promote equality of opportunity include adapting engagement methods, targeted outreach and ensuring accessible information. Additionally, staff training on unconscious bias, cultural competency, and the specific needs of Section 75 groups will enhance inclusive 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.	
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
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 - This policy aligns with Themes 4 and 6 of the Lisburn & Castlereagh Equality Action Plan 2021–2025, promoting inclusive access, participation, and embedding equality considerations across Section 75 groups.

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 action plan clearly states the implementation of programmes to promote positive attitudes; this will be measured through participation levels and measured Outcomes Based Accountability monitoring through changes in attitudes and accessibility to programmes.

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

Yes. The action plan will be promoted to disability support groups, and such groups will be consulted when developing such programmes to encourage 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 Community Action Plan 2026–2030 is delivered through a neutral, place-based, and partnership-led framework focused on shared outcomes and community wellbeing. While the Plan does not include actions explicitly targeting good relations, its emphasis on inclusive engagement, co-production, and partnership working is likely to support good relations as an incidental outcome. Impacts are assessed as minor, reflecting the Plan's strategic and enabling nature. Ongoing engagement and monitoring will ensure no group is disadvantaged or excluded.	Minor positive
Political Opinion		
Racial Group		

*See Appendix 1 for details

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

Good Relations Category	IF Yes, provide details	If No, provide details
Religious Belief		

Political Opinion		No specific additional opportunities have been identified at this stage. The Plan is strategic and enabling rather than intervention-based and already supports good relations indirectly through inclusive engagement and partnership working. Opportunities to further promote good relations will be considered through ongoing engagement and monitoring during delivery, where appropriate.
Racial Group		

Multiple identity

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

The action plan recognises that individuals may belong to more than one Section 75 category (for example, a young person from a racial minority group or a person with a disability from a particular religious background). Programmes are 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	We have concluded that a full equality impact assessment is not required. The draft Community Action Plan has been developed following extensive consultation with SCPP Partners throughout 2025, reflecting the views of consultees and addressing the identified needs and priorities. As this is a Community Action Plan, rather than a refresh or full review of the broader Community Plan (due for renewal in 2032), a wider equality assessment is not necessary. However, as a mitigation measure, we recognise the importance of implementing appropriate monitoring and evaluation over the lifetime of the strategy and plans to ensure that they do indeed achieve the intended objectives.
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 Action Plan is adaptable but can only be amended within oversight and governance arrangements of the SCPP, Therefore, mitigation will include:

- Ongoing monitoring of participation and engagement across all Section 75 groups.
- Adjustments to programme delivery, promotion, and engagement methods where underrepresentation or barriers are identified.
- Consultation with community and stakeholder groups to inform these adjustments.
- Ensuring that accessibility and inclusion measures are embedded in programme design and delivery.

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

If the activity/policy has been '**screened in**' for full equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

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?

What will be monitored and how and by whom?

- Progress against Action Plan outcomes and indicators.
- Participation and take-up by equality category where appropriate.
- Feedback from communities and partners.
- Annual review and reporting to Council and SCPP.

Responsibility and frequency: Community Planning with SCPP partners; quarterly and annual review and ongoing monitoring.

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Patrick Toland	<i>Community Planning Manager</i>	02/1/2026
Reviewed by	<i>Annie Wilson, Equality Officer</i>	08/01/2026
Approved by:		
Victoria Jackson	<i>Head of Communities</i>	10/01/2026