

Lisburn & Castlereagh City Council

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

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

An additional memorial for the Prison Service to be added to the Lisburn War Memorial site. The Council own the land on which it is to be situated, being the Lisburn War Memorial site, and the adjacent land being Castle Gardens. Other than the main War Memorial, there are 2 other memorials located on site. Ulster Special Constabulary (USC) Memorial and the Ulster Defence Regiment (UDR) Memorial.

Name of the activity/policy/project

Memorial to the Prison Service at the Lisburn War Memorial Site

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

This is a new project

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

The provision of a memorial to the Prison Service aims to:

1. Commemorate the 32 Prison Officers who have lost their lives between 1946 and 2016
2. Formally honour the service, sacrifice, and dedication of prison officers, ensuring their contributions are publicly acknowledged.
3. Provide a place for individuals and families to grieve, reflect, and find a sense of closure or connection to those who served.
4. Preserve the history and stories of those who served, creating a lasting legacy for future generations.

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.

This project is intended to benefit all visitors to the Lisburn War Memorial site. While the activity is broadly neutral across most Section 75 categories, minor differential impacts may arise for people of differing religious belief or political opinion due to differing perspectives on the role of the Prison Service during the Troubles. With inclusive and sensitive design, wording, and accessibility

considerations, the memorial is expected to be welcoming to all visitors. The main benefits will be the provision of a space for reflection and commemoration, with potential to promote understanding and respect among different communities.

Who initiated or developed the activity/policy/project?

Corporate Governance & Communications, Lisburn & Castlereagh City Council

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

Owned by Lisburn & Castlereagh City Council

To be implemented by Corporate Governance & Communications, Lisburn & Castlereagh City Council.

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

No

If yes, give brief details of any significant factors.

N/A

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

Internal

Staff

Parks and Amenities Team

Elected Members

External

Servicing and retired Prison Service staff

Families of the fallen Prison Officers

Visitors to the War Memorial site

Victims' groups affected by the Troubles

Former prisoners and prisoner advocacy groups

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

Name of policy/strategy/plan	Who owns or implements?
LCCC Accounting Manual	LCCC Finance Department
CHaSP No 2 Risk Assessment Procedure	LCCC Corporate Health & Safety
LCCC Equality Scheme & associated equality policies and plans	HR & OD

Available evidence

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

In developing the proposal, we have looked at the documentation from the previous memorial installations and our internal procurement processes

Most up to date NISRA population data from Census 2021 [Lisburn and Castlereagh Census Data](#)

Sec 75 Category	Details of evidence/information
Religious Belief	NI Census 2021 data for the Lisburn and Castlereagh area: 58% Protestant (or other Christian) 27% Catholic 2% Other 13% None

Political Opinion	National identity is often used as an indicator of political opinion – unionist/nationalist. Analysis of Census 2021 data for LCCC showed: 41% identified as British 16% Irish 21% Northern Irish Political party representation on LCCC from local government elections 2023 (40 Members): DUP – 14 UUP – 6 Alliance – 13 Sinn Féin – 4 SDLP – 2 Independent - 1
Racial Group	Census 2021 statistics suggest 87% of the LCCC population were born in N Ireland and the district has a range of nationalities, including a small number of Syrian refugees. 3.6% of residents speak languages other than English as their first language.
Age	Census 2021 population estimates for LCCC area were: 0-14 years – 19% 15-39 years – 30% 40-64 years – 33% 65+ years – 18%
Marital Status	The 2021 census records for people over the age of 16 for the LCCC area: Single (never married or never registered a same-sex civil partnership) – 33% Married – 52% Separated – 3% Divorced or formerly in a civil partnership which is now legally dissolved – 6% Widowed or surviving partner from a civil partnership – 6%
Sexual Orientation	Census 2021 data – sexual orientation. Straight or heterosexual 91% Gay, lesbian, bisexual or other sexual orientation 2% Prefer not to say or not stated 7%

Men & Women Generally	The 2021 census population of LCCC local government district was 149,106, of which 49% were male and 51% were female. There is no official statistic on the number of people in NI who identify as Transgender or non-binary but referrals to advice services are increasing year on year which suggests a small but growing minority. Women are significantly under-represented as Elected Members on LCCC with only 17.5% female councillors (NI average - 26.4%). At present (April 2021), women are over-represented in the senior management team (3 of 5 (60%) are female).
Disability	The 2021 Northern Ireland Census collected data on 'persons with a limiting long-term illness' which covered any long-term illness, health problem or disability which limits daily activities or work. Statistics for LCCC showed: 21% of people had a long-term health problem or disability that limited their day-to-day activities; 81% of people stated their general health was either good or very good;
Dependants	2021 Census data: 14% of people stated that they provided unpaid care to family, friends, neighbours or others. People with dependants includes parents of young children, parents of older dependant or disabled people, carers of elderly family members and others.

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	Given the historical context of the Prison Service during the Troubles, people from different religious and political backgrounds may view the memorial differently. For some it will recognise public service, while for others it may raise sensitivities. This
Political Opinion	

	underscores the need for a sensitive and inclusive approach to design, wording, and engagement.
Racial Group	No evidence of specific needs identified in relation to this project
Age	No evidence of specific needs identified in relation to this project
Marital Status	No evidence of specific needs identified in relation to this project
Sexual Orientation	No evidence of specific needs identified in relation to this project
Men & Women Generally	No evidence of specific needs identified in relation to this project
Disability	There is a need to ensure the memorial is physically accessible and that consideration is given to inclusive design from the planning stage.
People with and without Dependents	No evidence of specific needs identified in relation to this project

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 memorial may be perceived differently across communities due to historical context. With appropriate mitigation (inclusive design, neutral wording, and engagement), any potential adverse impact can be reduced.	Minor
Political Opinion	Minor differential impact. Differing political perspectives on the role of the Prison Service may influence how the memorial is received. Mitigation measures will aim	Minor

	to ensure an inclusive and respectful approach.	
Racial Group	No differential impact identified	None
Age	No differential impact identified	None
Marital Status	No differential impact identified	None
Sexual Orientation	No differential impact identified	None
Men & Women Generally	No differential impact identified	None
Disability	Accessibility will be incorporated into the design and layout to ensure inclusion, enabling disabled people to access and use the memorial.	Minor positive
People with and without Dependents	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		N/A
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men & Women Generally		
Disability		

People with and without Dependants		
------------------------------------	--	--

Equality Action Plan 2021-2025

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

No

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?

No

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 memorial has the potential for both positive and sensitive impacts on good relations. While the memorial seeks to recognise the service and contribution of prison officers, differing perspectives on the historical context may influence how it is perceived across communities. With appropriate mitigation, including sensitive design, neutral and respectful language, and engagement with stakeholders, the memorial may contribute positively to shared understanding and respectful recognition.	Minor
Political Opinion		
Racial Group	None	N/A

*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	Engagement with a range of stakeholders, including elected representatives, to inform the development of the memorial Ensuring language and design are inclusive, balanced, and sensitive to differing perspectives Positioning the memorial within a broader context of respect, recognition, and shared space Ongoing monitoring of public response, alongside proactive engagement where concerns arise	N/A
Political Opinion		
Racial Group		No. The memorial is intended to recognise Prison Officers' service, and while inclusive design and stakeholder engagement will be applied, no further actions to promote good relations are expected.

Multiple identity

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

The Council recognises that no individual is exclusive to just one group; and this has been given consideration with respect to this project.

Those with multiple identities may particularly benefit from provision of effective caretaker/receptions services, e.g. older people from an ethnic minority.

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	Based on the information available, the proposed addition of a memorial for the Prison Service at the Lisburn War Memorial site is assessed as having a neutral or minor impact on equality of opportunity across most Section 75

good relations identified [complete mitigation section below]	categories. The policy has potential to impact good relations between people of different religious and political backgrounds; however, with mitigation measures, it also presents opportunities to promote respect, understanding, and shared reflection.
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)

Minor differential impacts may arise for people of differing religious belief or political opinion due to differing perspectives on the role of the Prison Service during the Troubles. These impacts can be mitigated through inclusive and sensitive design, wording, and stakeholder engagement. Mitigation measures also include monitoring of feedback and incidents, and responsive action where necessary.

Consideration will also be given to accessibility for disabled people to ensure inclusion.

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.

No additional amendments are proposed at this time, as mitigation measures have already been outlined elsewhere in the screening.

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

- Not Applicable

If the activity/policy has been '**screened in**' for full equality impact assessment, give details of any factors to be considered and the next steps for progressing the EQIA, including a proposed timetable.

Is the activity/policy affected by timetables established by other relevant public authorities? No

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:

Monitor complaints and feedback from the public regarding the memorial, including any concerns relating to equality or sensitivity.

Monitor incidents such as vandalism or damage.

Any issues identified through monitoring will be reviewed by the relevant Council officers responsible for the memorial on an ongoing basis, with summaries reported to the Corporate Services Committee as required.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by:	Judith McNamee – Head of Governance & Communications	18.3.26
Reviewed by: Annie Wilson	Equality Officer	24.03.26
Approved by: Paul Dane	Director of Finance & Corporate Services	25.03.26

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

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

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

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