

# **Lisburn & Castlereagh City Council**

## **Section 75 Equality and Good Relations Screening**

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

#### **Name of the activity/policy/project**

Property Acquisition and Disposal Policy

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

This is a new policy

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

Councils are empowered to acquire land and property to facilitate functions for which they are responsible. They are also empowered under The Local Government Act (Northern Ireland) 1972 to dispose of land and property but are subject to various constraints. Acquisition or disposal of property/land will normally be required to demonstrate significant service or community benefit.

The policy is to provide an agreed mechanism for acquiring property assets and for declaring property assets surplus and disposing of them and inform Members, Officers and other interested parties as to the principles and procedures and a framework by which the Council will acquire and/or dispose of land and property including the disposal of such assets via sale or lease.

#### **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 is an over-arching policy which will apply to all areas and departments of the Council. It is not targeting any Section 75 group. However, acquisition or disposal of assets in future may benefit particular groups and those benefits would be considered at the relevant time as part of any decision making process.

**Who initiated or developed the activity/policy/project?**

Assets Unit

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

The policy is owned by LCCC and implemented by Assets Unit.

**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.**

Relevant legislation as outlined in the policy and recommended DfC/SIB guidance should be complied with as best practice. For example Departmental approval to dispose of property/land at less than best price.

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

**Staff** All Staff

Tenants

Community groups/Voluntary groups

The general public using Council facilities

Elected Members

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

<b>Name of policy/strategy/plan</b>	<b>Who owns or implements?</b>
Corporate Plan	Corporate Management Team
Local Development Plans	Planning Department

## 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.**

Most up to date NISRA population data from Census 2021 (published Sept and Dec 2022)

<https://www.nisra.gov.uk/statistics/census/2021-census#:~:text=Information%20on%20Census%202021%20in,in%20Northern%20Ireland%20was%20768%2C810>

<b>Section 75 Category</b>	<b>Details of evidence/information</b>
Religious Belief Political Opinion Racial Group Age Marital Status Sexual Orientation Men & Women Generally Disability People with and without Dependants	<p>This is an over-arching policy which sets out a general framework for acquisition and disposal of property/assets. It potentially affects all staff, Council Members, community groups, suppliers and the general public.</p> <p>Detailed evidence and information in relation to a proposal for acquisition or disposal and the potential impact or benefit to Section 75 groups will be addressed in the relevant business case when a Council department brings forward a property for acquisition or disposal.</p>

## 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 Political Opinion Racial Group Age Marital Status Sexual Orientation Men & Women Generally Disability People with and without Dependants	This is an over-arching policy. The specific needs of Section 75 categories will be reflected in any business case prepared by a Council Department wishing to acquire or dispose of property. Any proposal will be subject to Equality Screening at the appropriate time.

## 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 Political Opinion Racial Group Age Marital Status Sexual Orientation Men & Women Generally	This is an over-arching policy – no negative impacts identified.  Equality of opportunity for all Section 75 categories will be reflected in the business case prepared by a Council Department wishing to	

Disability People with and without dependants	acquire or dispose of property. All proposals will be subject to Equality Screening.	
--	--	--

\* 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 Political Opinion Racial Group Age Marital Status Sexual Orientation Men & Women Generally Disability People with and without Dependants	Potentially, yes, depending on the proposal regarding acquisition or disposal.  Equality of opportunity for all Section 75 categories will be reflected in the business case prepared by a Council Department wishing to acquire or dispose of property. This will be subject to Equality Screening.	

**2(b) 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(c) 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/No [delete as appropriate] If yes, give details/specify which action.

Potentially yes. There may be opportunities to consult with disabled people in relation to acquisition or disposal proposals.

**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?**

<b>Good Relations Category</b>	<b>Details of likely impact. Will it be positive or negative? [if no specific impact identified, say none]</b>	<b>Level of impact – minor/major*</b>
Religious Belief Political Opinion Racial Group	<p>This is an over-arching policy – no direct impacts identified at this stage.</p> <p>Good relations can be reflected in the business case prepared by a Council Department wishing to acquire or dispose of property. All proposals will be subject to screening for specific good relations impacts.</p>	

\*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 Racial Group	Potentially yes, depending on the nature of a proposal. For example, disposal of a community asset could be specifically intended to support a particular group or cross-community activity.	

**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.**

**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
<p>Option 1</p> <p><b>Screen out</b> – no equality impact assessment and no mitigation required [go to Monitoring section]</p>	<p>This is an over-arching policy which in itself has no direct equality impact. When a Council department produces a business case for the acquisition or disposal of a property, this will be subject to detailed equality screening and consideration at that stage.</p>
<p>Option 2</p> <p><b>Screen out with mitigation</b> – 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]</p>	
<p>Option 3</p> <p><b>Screen in</b> for a full Equality Impact Assessment (EQIA)</p> <p>[If option 3, complete timetabling and prioritising section below]</p>	

**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



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

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

Is the activity/policy affected by timetables established by other relevant public authorities? Yes/No. If yes, please provide details.

Not applicable

### **Part 4. Monitoring**

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

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

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

Overall monitoring of the policy will be the responsibility of the Assets Unit

Monitoring will include tracking the transactions made under the policy and analysis of beneficiaries to ensure equitable spread across the council area and different communities/Section 75 groups.

Feedback from the public and Elected Members will also be monitored.

## Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Alan Gowdy	Estate Manager, Assets	28/02/2023
Reviewed by: Mary McSorley	Equality Officer	28/02/23
<b>Approved by:</b> Albert Reynolds	Head of Assets	1/02/2023

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