

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening

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

LCCC are in the process of installing a 2 bay Indoor Golf Studio at Castlereagh Hills Golf Course (CHGC) to allow members and visitors to have all year round access to golf. Golf has been played at the CHGC for over 40 years but the course is one of a few in Northern Ireland which does not have its own indoor provision or driving range. Access to golf facilities is included in the Council's new Vitality Plus Membership Scheme so there is an expectation that golf will be available on the same basis as other leisure activities.

The proposed new facility will also allow the Club to offer all year round coaching to members and visiting players and may help to encourage new players/members. Currently, LCCC has to hire indoor facilities from other providers for coaching purposes. In the longer term, it is anticipated that on site provision will not only offer a better service to customers but will be more cost effective than current arrangements.

Name of the activity/policy/project

Indoor Golf Studio at Castlereagh Hills Golf Course

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

This is the development of a new facility to provide an enhanced service at an existing golf club.

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

To provide all year round golfing and coaching access to all golfers, members and visitors at Castlereagh Hills Golf Course. The new indoor facility will also be used for coaching and training which it is hoped will enable the council to attract new members and target underrepresented groups. The provision of indoor play options is intended to particularly appeal to those who tend not to play golf outdoors during the winter months or when the weather is inclement. On site

provision is also intended to provide cost savings in the longer term as there will no longer be a need to hire external facilities.

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 new facility is not specifically aimed at any Section 75 categories or groups. It will be available to all club members/potential members and casual users/visiting players. However, it may particularly benefit older and disabled members/players who will welcome the opportunity to play indoors. The new facility will also be used for training and coaching and may help to attract underrepresented groups to the club/sport.

Who initiated or developed the activity/policy/project

Sports Services / Golf Courses. Roy Skillen, Secretary Manager.

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

Owned by Lisburn & Castlereagh City Council. It will be managed by the Sports Services Unit.

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

While there is undoubted need for an indoor facility, it is difficult to estimate precisely what demand will be.

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

Staff	Staff that use the golf course to play golf and who manage the facility.
Service Users	Members and visitors who use the golf course to play golf.
Other Public Sector Organisations	
Voluntary/Community/Trade Unions	

Other	Elected Members who use the golf course to play golf.
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Other policies/strategies/plans with a bearing on this activity/policy/project

LCCC Corporate Plan	Lisburn & Castlereagh City Council
LCCC Community Plan	Lisburn & Castlereagh City Council
Sport Matters - Strategy for Sport & Recreation	Sport NI
Accessibility Review – Golf Ireland	Golf Ireland
Health & Safety Policy	Lisburn & Castlereagh City Council

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 a business case for the new indoor golf studio, we have looked at past and present patterns of bookings and at user feedback and have analysed information we hold on our membership. We have also taken account of competitor provision and research on participation in sport/physical activity, for example,

<https://www.communities-ni.gov.uk/system/files/publications/communities/experience-sport-northern-ireland-201718.pdf>

We currently have 618 members at Castlereagh Hills Golf Course (December 2022).

Section 75 Category	Details of evidence / information
Religious Belief	We do not hold data on the religious belief of members but it is likely that there are more members from a Protestant community background. Golf is played by people of all religions and none but it is considered that

	religious belief is not directly relevant to this proposal.
Political Opinion	We do not hold information on the political opinion of members but, given the make-up of the area, it is likely that there will be more members and visiting players from a unionist background. It is considered that political opinion is not directly relevant to this proposal.
Racial Group	We have a small but growing percentage of members from minority racial groups. We do not hold information but it is likely that BME communities are underrepresented in current membership as is the case in many sports clubs generally. Latest Census data (2021 Census) found that 3.9% of the LCCC district is from a non-White ethnic background.
Age	<p>Golf is played by people of all ages but the largest age group of club membership is the 40-60 years and 60+ categories.</p> <p>Golf Membership Age Profile at Castlereagh Hills Golf Course as of December 2022 is:</p> <p>4-17yrs – 43 (6.96%) 40-59yrs – 181 (29.29%) 18-25yrs – 36 (5.82%) 60+yrs – 228 (29.29%) 26-39yrs – 130 (21.04%) Total = 618</p>
Marital Status	No membership or player data on marital status and it is considered that marital status is not directly relevant to this proposal.
Sexual Orientation	No membership or player data on sexual orientation and it is considered that sexual orientation is not directly relevant to this proposal.
Men & Women Generally	<p>Golf Membership Gender Profile at Castlereagh Hills Golf Course as of December 2022 is:</p> <p>Female – 92 (14.88%) Male – 526 (85.12%)</p> <p>This reflects the general picture across Northern Ireland where women are significantly under-</p>

	<p>represented in golf and in many other sports, despite being 51% of the population. However, female membership at LCCC golf clubs is significantly lower than in other clubs. The Continuous Household Survey 2017/18 found that 13% of males play golf compared to only 3% of females.</p>
<p>Disability</p>	<p>Currently there are no precise figures on the number of members or casual players who have a disability but the club is aware that some members will have disabilities and some will need adjustments to enable them to play. For example, golf buggies are provided to assist those with mobility issues to move around the course and these are well used. The club building is also fully accessible.</p> <p>There is clear evidence that many disabled people can benefit from a programme of regular exercise and Sport NI has an objective of increasing participation levels among disabled persons (Sport Matters – The N. Ireland Strategy for Sport and Physical Recreation 2009-2019).</p> <p>Census 2021 data indicates that 21.7% of the LCCC population reported a long term health problem or disability that limited their day to day activities a little or a lot.</p>
<p>People with and without Dependants</p>	<p>We do not hold information on the dependant status of members or players but we know that golf is played and golf lessons are taken by those with and without dependants. For example, many parents and grandparents bring children to play golf or have golf lessons. The club facilities are family friendly and dependant friendly, with a number of safeguarding officers available at both LCCC courses who can help service users if they need help.</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

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	It is considered that there are no different needs in respect of this new facility for this group.
Political Opinion	It is considered that there are no different needs in respect of this new facility for this group.
Racial Group	BME communities are probably under-represented in club membership so there may be a need to proactively target minority communities to encourage them to take up golf and/or become members.
Age	<p>Older people are overrepresented as members and players at present but some older people may have disabilities or health conditions that make playing challenging. Some older people choose not to play during the winter months or when weather conditions are poor.</p> <p>It is well recognised that physical activity is beneficial for older people's health but special provision may be required to encourage older people to continue to exercise and participate in sport.</p>
Marital Status	It is considered that there are no different needs in respect of this new facility for this group.
Sexual Orientation	It is considered that there are no different needs in respect of this new facility for this group.
Men & Women Generally	Women are underrepresented in club membership and in golf generally. It may be necessary to

	proactively promote golf to women to encourage them to take up the sport.
Disability	<p>Members with a disability will include a wide range of disabilities, both visible and hidden. The incidence of acquired disability increases with age. As golf is a physical activity, some people with disabilities need assistance to enable them to play, for example, the provision of golf buggies. Disabled golfers who need to use a buggy can find they are unable to play during the winter months or when the weather is inclement as it is deemed unsafe to use a buggy.</p> <p>In relation to this proposal, we need to ensure that members and visitors who are disabled are encouraged to use the new facility and supported if they need assistance or reasonable adjustments.</p>
People with and without Dependants	It is considered that there are no different needs in respect of this policy for this group.

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	No differential impact identified by religious belief or for people with different religious beliefs.	None
Political Opinion	No differential impact identified by political opinion or for people with different political opinions.	None
Racial Group	This proposal will not impact differently on different racial	Minor - positive

	groups. However, the new facility may provide an opportunity to target underrepresented groups by promoting golf coaching/ lessons to those who currently don't play golf.	
Age	The provision of a new indoor golf studio may particularly benefit younger members who are learning the game of golf for the first time or who wish to take lessons. It may also benefit older members/players who will appreciate the chance to play indoors during bad weather.	Minor - positive
Marital Status	No differential impact identified in relation to marital status.	None
Sexual Orientation	No differential impact identified in relation to sexual orientation.	None
Men & Women Generally	Additional on site coaching and training facilities may help encourage more women to take up golf.	Minor - positive
Disability	LCCC aims to encourage increased participation in sport and physical activity, and to promote the game of golf, making it more accessible to a wider audience, including those with disabilities. Having a new indoor golf facility at Castlereagh Hills Golf Course will give some people with a disability more opportunities to play golf. In particular, disabled members who need to use a buggy and who are currently prevented from	Minor - positive

	playing during bad weather may benefit as they will be able to play indoors all year round.	
People with and without Dependants	No differential impact identified by dependant status.	None

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 opportunity identified at this time as the new facility will be promoted and available to all.
Political Opinion		No opportunity identified at this time as the new facility will be promoted and available to all.
Racial Group	The new facility can be used to proactively target people who do not currently play golf.	
Age	The new facility will provide enhanced opportunities to provide taster sessions or coaching on site to encourage children and young people to take up golf. It may also enable some older people to play more or for longer if the indoor facility better meets their needs.	

Marital Status		No opportunity identified at this time as the new facility will be promoted and available to all.
Sexual Orientation		No opportunity identified at this time as the new facility will be promoted and available to all.
Men & Women Generally	The new facility will provide an opportunity to proactively target women to take up golf.	
Disability	The new facility can be proactively promoted to people with a disability who tend not to participate in golf in poor weather.	
People with and without Dependents		No opportunity identified at this time as the new facility will be promoted and available to all.

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.

The provision of a new indoor facility will potentially contribute to Theme 4 Health & Wellbeing Actions 4.2 and 4.3.

2(c) DDA Disability Duties (see [Disability Action Plan 2021-2025](#))

Does the project present opportunities to contribute to actions in our Disability Action Plan:

To promote positive attitudes towards people with disabilities, and encourage participation by people with disabilities in public life?

Potentially, yes, through effective engagement. The Council is committed to engaging with people with disabilities in the implementation, monitoring and review of the use of the Indoor Golf Studio at Castlereagh Hills.

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?	Level of impact
Religious Belief Political Opinion Racial Group	The proposed new facility is unlikely to have any direct impact on good relations for any group as it is not directly relevant the promotion of good relations.	None

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	If the new indoor facility provides an opportunity to encourage new members from currently underrepresented groups, there may be some incidental impact in the long term through increased diversity in club membership. The club may provide an opportunity for increased interaction between groups	

	who would not otherwise meet or socialise.	
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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 new indoor golf facility may be particularly welcomed by older people who have a mobility disability that currently prevents them from playing golf in the winter months or during bad weather.

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 entirely 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.

The decision in respect of this policy is (1) - that it be screened out without mitigation.

This is because we have not identified any adverse impacts and it is likely that there will be minor positive impacts for a number of groups.

Monitoring

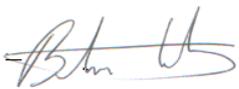
Who will undertake and sign-off the monitoring of this activity/policy and with what frequency? What will be monitored and how? What specific equality monitoring will be done?

The operation of the new service/facility will be managed and monitored by Roy Skillen, Secretary Manager. Statistics on use of the indoor studio will be collated and analysed/reported on annually. We will particularly aim to monitor use/uptake by age, gender and disability.

We will monitor the impact of the new facility on membership numbers, by section 75 category where possible, and will encourage feedback from members and service users.

The provision of coaching/golf lessons will also be monitored as part of the Council's strategy to increase participation by currently underrepresented groups, particularly females, people with disabilities and BME communities.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Roy Skillen	Secretary/Manager	23.12.22
Reviewed by: Mary McSorley	Equality Officer	05.01.23
Approved by: Brendan Courtney 	Head of Service	06.01.23