

# **Lisburn & Castlereagh City Council**

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

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

In line with the Executive Office funding through their District Councils Good Relations Programme (DCGRP) in which funding is allocated to Lisburn & Castlereagh City Council to deliver against an action plan developed to address The Executive Office's Together Building United Communities priorities. The annual action plan has been developed for 2024/25 financial year to provide guidance on the delivery of programmes. The action plan, in its entirety, is being screened.

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

Lisburn & Castlereagh City Council's Good Relations draft Action Plan 2024/25

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

In line with the 'Together: Building A United Community' (2013) Strategy, Lisburn & Castlereagh City Council has developed a unique Good Relations Programme for its citizens with the ambition that everyone feels welcome, safe, respected and celebrated. The new action plan will help develop and shape the future Good Relations programme being delivered by the council for the period 2024/25.

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

The proposed Good Relations Action Plan (funded with support through The Executive Office) are to be developed to align with the priority objectives within the T:BUC Strategy including Our Children and Young People, Our Shared Community, Our Safe Community and Our Cultural Expression. In relation to the specific objectives of Lisburn & Castlereagh City Council, the action plan is intended to improve good relations within the council area and ensure all programmes are aligned with the objectives of the T:BUC strategy. The outcomes intended will be to directly address the good relations priorities and needs of the community which are identified through an extensive audit process.

**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 Executive Office's T:BUC strategy is targeted at all citizens in Northern Ireland and sets out specific objectives and priorities that Lisburn & Castlereagh City Council must address through the Good Relations programme. The council's action plan is aimed at improving good relations for all its citizens. However, the nature of good relations work is that certain groups and issues will be specifically targeted in the programmes that are included within the action plan.

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

The action plan has been developed by the Communities team within Lisburn & Castlereagh City Council as part of the requirements stipulated by The Executive Office towards applications for funding through the District Council Good Relation programme.

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

The Action Plan and implementation of the associated programmes is the responsibility of Lisburn & Castlereagh City Council. Ultimately, the responsibility for implementation and delivery of the action plan will be led by the Community Services team with input from other council departments.

**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 contributions from The Executive Office and Lisburn & Castlereagh City Council are required to implement the anticipated action plan. The Executive Office's contribution has been revised and reduced. This will have a significant impact on the implementation of the programme. While it may be impossible to fully implement the programme in its original form Lisburn & Castlereagh City Council, recognising its importance to the community, will supplement the GR programme with other programmes or deliver with other Council related schemes.

Community Relations – Community and resident buy-in is vital to ensure the successful delivery of the Action Plan.

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

Staff	Community Services Arts Services PCSP Museum Services Sports Services Community Planning
Service Users	Local community Residents
Other Public Sector Organisations – please list	The Executive Office Education Authority PSNI
Voluntary/Community/Trade Unions – please list	Local community groups/ sports groups/ youth groups
Other –	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>
Together: Building a United Community	The Executive Office
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
Equality Commission Guidance	Equality Commission for Northern Ireland
Equality Action Plan	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 2021, Lisburn & Castlereagh City Council commissioned an independent consultant to undertake a review of the existing Good Relations activities and programmes being delivered by the council, undertake consultation, develop a strategy and establish a draft action plan for the future Good Relations programmes.

This process included the following:

- An on-line external community-based survey was developed to capture the perspectives of the wider community. This was advertised through the Council Community Services e-zine which was distributed to 235 contacts of community organisations and social media and achieved a return of 79 completed surveys
- Consultation workshop for Council Officers; Elected Members; External Stakeholders
- Desk research was undertaken including a review of:
  - o Good relations activities previously delivered by the council
  - o Commission on Flags, Identity, Culture and Tradition - Report (Dec 2021)
  - o New Decade, New Approach
  - o Together Building a United Community (The Executive Office)
  - o Good Relations – A Guide for Local Authorities (Equality Commission Northern Ireland guidance)
  - o Racial Equality Strategy for Northern Ireland
  - o Northern Ireland Life and Times Survey 2020
  - o Lisburn & Castlereagh Community Plan 2017-2032
  - o Good Relations Strategy for Lisburn & Castlereagh City Council area
  - o Lisburn & Castlereagh City Council PEACE IV Plan
  - o Lisburn & Castlereagh PCSP Disability Action Plan 2019
  - o Lisburn & Castlereagh Local Development Plan 2032 – Draft Plan Strategy
  - o Lisburn & Castlereagh City Council Connect | Invest | Transform: Our 10 Year Investment Plan Proposition Shaping the Future of Lisburn Castlereagh
- In addition, direct consultation took place with community representatives and residents consisting of 57 individuals through focus groups of which individuals were invited.

The consultation process attracted feedback from across the equality categories to ensure there was appropriate proportion of individuals across all categories consulted.

Section 75 Category	Details of evidence/information
Religious Belief	<p>Census data 2021 – findings for religion within the LCCC population: Protestant or other Christian 58%; Catholic 27 %; Other religions 2% and none 13% (NI population - 48.4% and 45.1%)</p> <p>Estimated LCCC population – 149,106</p> <p>Through community consultation in developing the audit of Good Relations, survey responses highlighted that 13.9% respondents identified as being Catholic; 68% identified as being Protestant; 1.9% identified as being Hindu; 5% identified as being inter/non-denominational; 7.9% identified as being Atheist whilst 10% chose not to answer this question.</p> <p>Consultation indicated show perceptions from older residents may be more difficult to change in comparison to younger members of the community on the basis of religious discrimination. Findings highlighted the desire, from local communities, to increase opportunities for inter-generational integration to take place.</p>
Political Opinion	<p>Local government elections 2023 – Elected members to LCCC: DUP (14); Alliance Party (13); UUP (6); Sinn Fein (4); SDLP (2); Independent (1).</p> <p>Census data 2021 – British only 41%, Irish only 16%, Northern Irish only 21%, British &amp; Irish only &lt;1%, British &amp; Northern Irish only 11%, Irish &amp; Northern Irish only 2%, British, Irish &amp; Northern Irish only 2%, Other national identities 6%.</p> <p>Consultations referenced that for example young people feel pressurised to ‘pick a side’ based on the political perspectives/views of their parents/community of residence. The problem identified is that this is based on biased historical views and young people feel unable to access an unbiased/objective understanding of the history of their culture and the events that have created our current society.</p>

<p>Racial Group</p>	<p>Census data 2021 indicated around 6% of the LCCC population were born outside of the UK and Ireland.</p> <p>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.</p> <p>The consultation process highlighted the need to support positive cultural expression and identity (including the culture of ethnic minority / newcomer communities) thereby building respect and understanding for all.</p> <p>Respondents highlighted a need for more intercultural activities and events to increase awareness and understanding of other cultures.</p> <p>Findings from the consultative exercise indicated the need for opportunities for positive cultural expression and an increased understanding of culture and history, including cultures of newcomer/BME communities.</p>
<p>Age</p>	<p>LCCC population:</p> <p>0-14 19%</p> <p>15-39 30%</p> <p>40-64 33%</p> <p>65+ 18%</p> <p>LCCC has an aging population with a higher than average population aged over 85 years.</p> <p>A priority identified through the audit was for increased opportunities to develop additional inter-generational engagement. Having age-based programmes significantly limits the opportunities for integration across generations.</p>
<p>Marital Status</p>	<p>In relation to the council area, the Census indicated the following data for marital and civil partnerships:</p> <p>Single 33%</p> <p>Married or in a civil partnership 52%</p> <p>Separated 3%</p> <p>Divorced or formerly in a civil partnership 6%</p>

	Widowed or surviving partner from a civil partnership 6%
Sexual Orientation	<p>Straight or heterosexual 91% Gay, lesbian, bisexual or other sexual orientation 2% Prefer not to say or not stated 7%.</p> <p>Findings from the audit highlighted an increased need to promote opportunities across sections, including promoting to those with different sexual orientations.</p>
Men & Women Generally	<p>The gender breakdown of the LCCC population reflects the national picture – 51% female; 49% male.</p> <p>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.</p> <p>There was a similar breakdown of genders consulted throughout the process.</p>
Disability	<p>Published data from the 2021 Census indicates that 32% of the population had one or more long term health conditions.</p> <p>The audit findings highlighted the need to offer increased integration opportunities for those living with a disability whilst ensuring programmes and events have a degree of adaptability to ensure all participants are able to engage with programming.</p>
Dependants	<p>People with dependants includes those who care for a child/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.</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**

<b>Section 75 Category</b>	<b>Details of needs/experiences/priorities</b>
Religious Belief	<p>Consultation feedback found those respondents from a Catholic background prioritised the perceived need to re-image public spaces (including reimaging murals and emblems within a community setting).</p> <p>Activities which enable the expression of cultural awareness and those connected with challenging hate crimes were also identified as needs by a greater percentage of respondents from a Protestant background.</p> <p>Intergenerational activities were a high priority for those respondents from a Catholic background (72%) as were programmes to tackle anti-social behaviour.</p>
Political Opinion	<p>Consultation feedback highlighted a need to ensure activities to promote safe and inclusive cultural expression were prioritised by the majority of consultees. There were no significant differences in perceptions noted.</p>
Racial Group	<p>Consultation feedback highlighted a need for increased opportunity to develop non-English language skills as identified through the language barriers particularly as some minority groups are less informed of opportunities to take part in community activities in general, and therefore regarding good relations programmes.</p> <p>Findings also highlighted the need for opportunities to increase awareness of racial traditions and cultures as well as offer opportunities for people of different cultural backgrounds to engage and learn from each other.</p> <p>Some racial groups did not understand or welcome displays of traditional culture and expressed a preference to attend more neutral environments.</p>
Age	<p>Older people were more likely to prioritise the need for delivery of multi-cultural events and festivals as well as an increased opportunity for joint activities between community organisations of different cultural backgrounds.</p>

	Younger people reported the need to tackle common issues (such as mental health, anti-social behaviour, drugs and alcohol) on a cross community basis thereby increasing trust and exploration of commonality not difference. In addition, young people expressed the need to ensure individuals are not subject to prejudice.
Marital Status	Consultation did not identify any differential needs based on marital status.
Sexual Orientation	Consultation highlighted the need for increased awareness, promotion of understanding and acceptance of those from LGBTQIA+ communities.
Men & Women Generally	Consultation did not highlight any differential response to proposed priorities by gender.
Disability	Consultation highlighted the need for more accessibility for disabled people in relation to events and programmes  Increased provision of consultation and programming to increase awareness of disabilities (physical and hidden)  Ensuring accessibility and adaption of any programmes to be suitable
Dependants	Consultation indicated the need for flexibility to access programmes and opportunities to enable those interested in engaging the adaptations, where necessary, to do so.

## 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?**

<b>Section 75 Category</b>	<b>Details of likely impact – will it be positive or negative? If none anticipated, say none</b>	<b>Level of impact - major or minor* - see guidance below</b>
Religious Belief	The purpose of the action plan is to further promote and develop better understanding across all	N/A

	<p>religious groups, including the two main religious communities.</p> <p>The programmes in the proposed action plan will be available to people of all religions and none.</p>	
Political Opinion	<p>No differential impact identified.</p> <p>The programmes in the proposed action plan will be available to people of all political opinions and none.</p>	N/A
Racial Group	<p>Positive through increased awareness, education, promotion of understanding and acceptance. Whilst funding has been reduced, by the Executive Office, to support the delivery of this action plan, collaboration with other sectors of the council will ensure increased participation from those of different backgrounds.</p>	Minor - Positive
Age	<p>No differential impact identified.</p> <p>The programmes in the proposed action plan will be available to people of all ages.</p>	N/A
Marital Status	<p>No differential impact on equality of opportunity based on marital status.</p>	N/a
Sexual Orientation	<p>Positive through increased awareness, education, promotion of understanding and acceptance. Whilst funding has been reduced, by the Executive Office, to support the delivery of this action plan, collaboration with other sectors of the council</p>	Minor - Positive

	will ensure maximised participation.	
Men & Women Generally	No differential impact identified.	n/a
Disability	Positive through increased awareness, education, promotion of understanding and acceptance.	Minor - Positive
Dependants	No differential impact identified.	N/A

\* See Appendix 1 for details.

**2(a) Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?**

<b>Section 75 Category</b>	<b>IF Yes, provide details</b>	<b>If No, provide details</b>
Religious Belief	Within each programme of the Action Plan, efforts will be made to ensure equitable take up and participation. Where underrepresentation is identified, specific positive action will be considered.	
Political Opinion	Within each programme of the Action Plan, efforts will be made to ensure equitable take up and participation. Where underrepresentation is identified, specific positive action will be considered.	
Racial Group	There may be increased opportunities to include those under-represented in the programme through delivering a range of targeted promotion and collaboration.	

Age	Encouraging participation through various methods to ensure engagement for all ages of residents.	
Marital Status		No opportunities identified as the action plan will be available to all residents to engage with regardless of marital status.
Sexual Orientation	Encouraging participation through various methods to ensure engagement for all ages of residents.	
Men & Women Generally	Loneliness of all ages needs to be considered and their connection to stakeholder organisations being consulted to ensure they have the opportunity to be consulted. Not everyone is attached to and therefore served by community groups. LCCC will take steps to try to involve the general public, including those who are not involved with groups and who are generally unengaged in civic life.	
Disability	Encouraging participation through various methods to ensure engagement for all abilities – adaption of programmes and events to assess any risk areas.	
Dependants	Encouraging participation through various methods to ensure engagement for all – adaption and flexibility of programmes	

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

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?

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?**

<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	The action plan is specifically intended to promote and further good relations, particularly but not exclusively between these three groups.	Major 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?**

<b>Good Relations Category</b>	<b>IF Yes, provide details</b>	<b>If No, provide details</b>
Religious Belief	Yes, having a more 'mixed' community representative	

	<p>of different religious backgrounds will enable barriers to be reduced and relationships to form. This will be delivered by delivering opportunities to better promote good relations through the promotion and increased awareness of programmes to ensure inclusive and wider involvement of participation. Ongoing monitoring and evaluation will be measured through the lifetime of the action plan to shape future action plans. Ongoing consultation will identify any barriers to participation shaped by those from different religious backgrounds of which the programmes will try to be shaped to address such barriers.</p>	
Political Opinion	<p>Yes, as communities grow and develop collectively, mutual respect and understanding with also increase. This will be monitored throughout the lifetime of the plan to ensure barriers to participation are addressed.</p>	
Racial Group	<p>Yes, the understanding, acceptance and welcoming aspect of diverse communities will be enhanced through the possible engagement of those from different racial groups.</p>	

## 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

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 <b>Screen out</b> – no equality impact assessment and no mitigation required	
Option 2 <b>Screen out with mitigation</b> – some potential impacts identified but they	We have concluded that there is no need for a full equality impact assessment. This is because the draft action plan has been developed following extensive

<p>can be addressed with appropriate mitigation</p>	<p>consultation and review of previous programmes and all elements of the programme directly reflect the views of consultees and the needs/priorities they identified.</p> <p>However, we acknowledge the need to implement appropriate monitoring and evaluation over the lifetime of the strategy and plans to ensure that they do indeed achieve the intended objectives.</p>
<p>Option 3</p> <p><b>Screen in</b> for a full Equality Impact Assessment (EQIA)</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.]

The Action Plan is adaptable but can only be amended within the limitations of guidelines in line with The Executive Office and LCCC Guidelines.

### **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.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the activity/policy in terms of its priority for equality impact assessment.

Priority criterion	Rating
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	
Total Rating Score	

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

If yes, please provide details

#### Part 4. Monitoring

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

Please give details below:

Victoria Jackson Acting Community Development & Resources Manager  Good Relations Officer	Monitoring will take place for each specific programme within the action plan through questionnaires and surveys to ensure any barriers and/or issues are addressed. Further progress reporting will be developed and submitted to The Executive Office on a quarterly basis.
Will be signed-off by:	
Angela McCann, Head of Communities	

#### Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Victoria Jackson	Acting Community Development & Resources Manager	07/08/2024
Reviewed by	Equality Officer	
Approved by:		