

## **Lisburn & Castlereagh City Council**

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

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

Lisburn and Castlereagh City Council has a population in excess of 140,000 with a number of sports and amenity facilities that require the presence of a 'contracted attendant' to be responsible for a number of duties when these facilities are open to the public.

The service for static attendants is now due for renewal.

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

Tender for the provision of static attendants at Sports and amenity facilities

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

New policy

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

The objectives are to consolidate the service across the council.

Identify a commercial rate for the service which is cheaper than direct employment,

Provide a service to the rate payer which is reliable and efficient.

Provide a service which is accountable and mitigates the risks to the council.

To meet current and future demand

#### **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 appointment of an external contractor and the service they provide is not targeted at any specific equality group(s). The provision of the static attendants at relevant facilities enables council to meet the sporting needs of the whole Lisburn and Castlereagh City Council area. The service potentially benefits both residents and visitors across all designated groups.

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

Parks & Amenities Unit

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

Lisburn & Castlereagh city council

Procurement Unit, Parks & Amenities unit and Sports Services

**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.**

Policy implementation will depend on available resources, Covid-19 Regulations and public health guidance

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

Staff	Parks & Amenities, LCCC staff and appointed Static attendant contractors and their staff
Service Users	Sports clubs, community groups, Youth organisations (Scouts, BB), Schools (including schools that cater for children with additional needs)

Other Public Sector Organisations – please list	No
Voluntary/Community/Trade Unions – please list	No
Other – please list (eg, Elected Members, delivery partners, contractors, etc)	Elected members Sports governing bodies

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

Name policy/strategy/plan	Who owns or implements?
Corporate plan 2021-2024	L&CCC
Community Plan	L&CCC
Making life better 2013-2023	Dept. of Health NI
5Year strategy 2017-2020	Irish Football Association
Girls & Women Football plan 2014-18	Irish Football Association
Supporting & enriching communities	2016-2020 Ulster GAA

### 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 Static attendant tender is now due for renewal. The council is taking the opportunity to review the composition of the tender in line with council guidelines.

The provision of this service aligns directly with the council's performance improvement plan objectives. For example the static attendants contract will deter vandalism and anti—social behaviour on the playing surfaces and changing facilities. Sustaining the provision of high quality playing surfaces. This in turn encourages an active lifestyle by users within the community and creates and maintains an attractive place to play sport.

The Council has 14 sports facilities that provide sports senior Football, grass roots (junior) football, Gaelic, cricket, baseball, softball, cross country, School sports. Bowling, Golf. The facilities cater for all sections contained in section 75.

<b>Section 75 Category</b>	<b>Details of evidence/information</b>
Religious Belief	All facilities concerned are used by all sections of the community to play a range of sports senior Football, grass roots (junior) football, Gaelic, cricket, baseball, softball, cross country, School sports. Bowling, Golf
Political Opinion	All facilities concerned are used by all sections of the community to play a range of sports senior Football, grass roots(junior) football, Gaelic, cricket, baseball, softball, cross country, School sports, Bowling, Golf
Racial Group	All facilities concerned are used by all sections of the community to play a range of sports senior Football, grass roots(junior) football, Gaelic, cricket, baseball, softball, cross country, School sports, Bowling , Golf
Age	The population at June 2020 totalled 146500: 29600 (0-15 years) – 20.2% 91000 (16-64 years) – 62.1% 22600 (65-84 years) – 15.4% 3300 (84+ years) – 2.3%
Marital Status	no information available in relation to Marital status
Sexual Orientation	no information available in relation to sexual orientation
Men & Women Generally	Some sports have a predominance of male e.g. football however there are all female teams that play and in terms of mix there would be more of a male females mix at junior level. Cross country,

	Bowling, Golf would have an even mix of men & women generally
Disability	Some facilities are used more than others, Billy neil is favoured by a lot of special needs users because three of the pitches are secure locations
Dependants	no information available in relation to use of facilities by dependants

## 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**

The appointment of a static attendant contract will facilitate all groups contained in section 75 category to be able to use council facilities in a safe environment. Static attendant contracted workers will be employed by the appointed contractor who has equality responsibilities as an employer and service provider.

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	People of all religions and none need to feel comfortable and welcome to use council facilities. All our facilities are shared and neutral spaces. The appointed contractor will be required to be an equal opportunities employer in relation to recruitment and treatment of staff.
Political Opinion	Service users need to feel welcome and safe when using council facilities regardless of their political views. The staff of any appointed service provider may need training in equal opportunities.
Racial Group	Some racial minorities may not be aware of council facilities or feel welcome to use them without

	encouragement. Staff employed by any contractor need to be trained in equal opportunities so that they provide the same quality of service as directly employed staff.
Age	Older people who use council facilities concerned need to be treated with respect and have assistance offered where required according to council's equal opportunities obligations and policies.
Marital Status	No different needs identified by marital status
Sexual Orientation	There is some suggestion that LGB people may be less likely to participate in sports clubs and sporting activity. LGB people need to feel safe and welcome in these environments.
Men & Women Generally	There is no significant gender differences in participation - all facilities are used by both men and women.
Disability	Disabled people who want to use our sports facilities may have access issues, including both physical access and information to information etc.
Dependants	People who accompany dependent children or adults or those with disabilities may have access needs.

## 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

The appointment of externally employed attendants won't impact particularly on any group. Any externally employed staff will be required to comply with council policies and equality standards

<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		<b>None</b>
Political Opinion		<b>None</b>
Racial Group		<b>None</b>
Age		<b>None</b>
Marital Status		<b>None</b>
Sexual Orientation		<b>None</b>
Men & Women Generally		<b>None</b>
Disability		<b>None</b>
Dependants		<b>None</b>

\* 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	Yes.	
Political Opinion	We will include equality commitments in the contract of any provider so that they commit to employing and treating staff fairly and ensure that their staff are trained to provide equality in their service provision.	
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men & Women Generally		
Disability		

Dependants		
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**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: [add link to DAP]

- To promote positive attitudes towards disabled people?

No

If yes, give details

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

No

If yes, give details

**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	No direct impact but provision of supervision at sports sites may indirectly contribute to encouraging use by all sections of community	
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**

<b>Good Relations Category</b>	<b>IF Yes, provide details</b>	<b>If No, provide details</b>
Religious Belief		None identified at this time
Political Opinion		
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**

Council recognises that no individual sits exclusively within just one of the designated groups. Staff employed by an external contractor will have multiple identities and likewise service users who represent a wide range of the public.

### 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. **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</p>	<p>We have concluded that there is no need to carry out a full equality impact assessment as we have not identified any negative impacts for any group. However, we will ensure that a condition of any contract will be that the contractor complies with all equality legislation and is aware of the commitment to promote equality and good relations as set out in our Equality scheme and associated action plans and policies.</p>

#### Part 4. Monitoring

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

The Commission recommends that where the activity/policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the 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.

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

Please give details below:

Will be undertaken by: Name & Position/Job Title:	Frequency (eg. Annually):
William Torrens Parks & Amenities Manager	The tender will be reviewed annually for extension so if the contractor's staff are not complying on any aspect of what is required we may not renew.
Will be signed-off by: Ross Gillanders Head of Parks & Amenities	

## Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
William Torrens	Parks & Amenities Manager	
Reviewed by Mary McSorley	Equality Officer	04/10/21
<b>Approved by:</b>		
Ross Gillanders 	Head of Service	6/10/21

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

- 'signed off' and approved by a senior manager responsible for the activity/policy
- sent to the Equality Officer for the quarterly screening report to consultees and internal reporting
- published on the LCCC website accompanied by a copy of the policy/project/plan being screened
- made available to the public on request.

Evidence 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.

