

# Lisburn & Castlereagh City Council

## Section 75 Equality and Good Relations Screening template

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

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

The Rural Business Development Grant Scheme 2024-25

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

The scheme has been successfully delivered for four consecutive years by the Economic Development Unit at Lisburn & Castlereagh City Council. The first four programmes enabled 98 local businesses to drawdown a total of £281,000 in financial assistance to the LCCC area.

DAERA are currently in the process of developing a fifth call for applications under the Rural Business Development Grant Scheme across rural Lisburn and Castlereagh and rural Belfast. It is proposed that the scheme will open for applications on 2<sup>nd</sup> September 2024 and close 4 weeks later.

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

The Rural Business Development Grant Scheme is funded through the Department of Agriculture, Environment and Rural Affairs Tackling Rural Poverty and Social Isolation (TRPSI) Programme, and will be delivered in partnership with local Councils.

The Tackling Rural Poverty and Social Isolation (TRPSI) Framework's focus is on 'Supporting Rural Communities'. The overall objective when developing this Framework is to ensure that mechanisms remain in place to continue to help improve the quality of life for vulnerable rural dwellers.

The Scheme can provide funding of up to 50% of costs for capital items up to a maximum of £4,999. The minimum grant awarded will be £500. The total cost of the capital project must be a minimum of £1,000 and must not exceed £20,000. Applicants must provide the remaining match funding towards the project.

The Scheme's overarching aims are to support rural business development (sustainability and growth), contributing towards the TRPSI's objectives of:

- 1) Alleviate financial poverty by enhancing entrepreneurship and growth
- 2) Alleviate financial poverty by supporting micro businesses in rural areas

The Scheme objectives are:

- 1) To support the sustainability, survival and development of micro rural businesses across Northern Ireland by providing a small capital grant for the business.
- 2) To support participating businesses to grow and develop their business
- 3) To support participating businesses to either maintain or increase pre application staffing levels
- 4) Contribute to the submission of an overall Scheme Evaluation

**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 Rural Business Development Grant Scheme welcomes applications from applicants across a wide range of backgrounds.

Grants are available to support the recovery, sustainability and development of existing micro businesses based in rural areas.

In order to apply for a Rural Development grant, the following eligibility criteria was set by the DAERA:

- The business is based in a rural area of Lisburn, Castlereagh or Belfast. A rural area is defined as an area with a population of less than 5,000 residents. Applicants are advised to contact LCCC if they are unsure if their business operates in an eligible rural area.
- The business is an existing, registered private Business or Social Economy Enterprise that is actively trading commercially; evidenced by providing self-assessment number or Limited Company details and sales turnover details.
- The business currently employs less than 10 full-time equivalent employees (based on full time 30 hours per week and part time at least 16 hours per week).
- Applicants must be aged 18 or above at the application deadline.
- Only one application can be accepted per business/ legal entity.
- Sports Clubs and Community Groups can only be considered if they are commercially trading and generate sales revenue from selling goods and services to customers who are not exclusively Club or Community Group members. The grant can only be used to support the sustainability, survival and/or development of this commercial element, and not for the club or community group on its own. Projects that can be supported from other funding sources, such as Sport NI, are not eligible to be considered under this scheme.

**Who Cannot Apply?**

The grant scheme cannot support:

- Businesses based in urban areas.
- New start businesses who have yet to commence trading (all business sectors).
- Farmers, or anyone registered to a Category 1 DAERA Business ID, undertaking mainstream agricultural activity.
- Farm diversification projects where the diversified activity has not started trading.

**Are there any expected benefits to the Section 75 categories/groups from this policy? If so, please explain.**

N/A the programme is designed to support rural micro businesses regardless of the Section 75 categories of the applicant. The scheme is a competitive process whereby applications are scored based on ability to create employment / export opportunities, demonstrate need and demand and overall benefit to the wider economy.

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

The Rural Business Development Grant Scheme is owned and funded through the Department of Agriculture, Environment and Rural Affairs Tackling Rural Poverty and Social Isolation (TRPSI) Programme. The programme is delivered by Lisburn & Castlereagh City Council's Economic Development Unit, however, the final decision regarding eligibility application progression is held by DAERA.

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

The Rural Business Development Grant Scheme is owned and funded through the Department of Agriculture, Environment and Rural Affairs Tackling Rural Poverty and Social Isolation (TRPSI) Programme. The programme is delivered by Lisburn & Castlereagh City Council's Economic Development Unit.

As the delivery agent, each application will undergo an initial eligibility check and be assessed at an Assessment Panel. Applications must score 65% or above to progress to receiving a Letter of Offer. Lisburn & Castlereagh City Council will work alongside applicants to ensure that each individual application is progressing in accordance with the operating rules set by DAERA, and verify claims for expenditure.

As the managing authority, DAERA have the final decision regarding the eligibility of an application and are responsible for administering the grant payment to the applicant.

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

Yes.

- Financial:
  - Fixed budget
  - Reliant on match funding
  - Staffing/resources
  - Timeframes and funding regulations

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

**Staff:** The Programmes Team within the Economic Development Unit are responsible for delivering the programme on behalf of Lisburn & Castlereagh City Council and Belfast City Council.

**Service users:** Beneficiaries of this programme - any existing business with less than 10 employees, commercially trading and based in a rural area within Lisburn, Castlereagh and Belfast are eligible to apply to the Rural Business Development Grant Scheme.

**Other public sector organisations:** Department of Agriculture, Environment and Rural Affairs (DAERA) are the managing agent of the Rural Business Development Grant Scheme and are responsible for administering the grant aid.

**Other:** Belfast City Council: It was agreed that the LCCC programmes team will continue to deliver the scheme in rural Belfast as well as rural Lisburn and Castlereagh. Belfast City Council would like their residents in the rural areas of Hannahstown and Edenderry to have the opportunity to apply to the scheme however they typically receive only two or three grant applications from rural micro-businesses. They are in a unique position where from a resource

perspective, the benefits of the programme to their ratepayers does not justify the establishment of the programme in their area. Given the history of collaboration between the two councils through previous rural financial assistance schemes, the LCCC were content to accede to this request.

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

Name of policy/strategy/plan	Who owns or implements?
Local Development Plan	Lisburn and Castlereagh City Council <a href="https://www.lisburncastlereagh.gov.uk/resident/planning/local-development-plan">https://www.lisburncastlereagh.gov.uk/resident/planning/local-development-plan</a>
LCCC Corporate Plan	Lisburn & Castlereagh City Council <a href="https://www.lisburncastlereagh.gov.uk/lccc-corporate-plan-2024-2028-web">lccc-corporate-plan-2024-2028-web</a> ( <a href="https://www.lisburncastlereagh.gov.uk">lisburncastlereagh.gov.uk</a> )
LCCC Equality Scheme and associated plans	Lisburn & Castlereagh City Council <a href="https://www.lisburncastlereagh.gov.uk/equality-lisburn-castlereagh">Equality - Lisburn &amp; Castlereagh</a> ( <a href="https://www.lisburncastlereagh.gov.uk">lisburncastlereagh.gov.uk</a> )
DAERA Rural Policy Framework	Department of Agriculture, Environment and Rural Affairs (DAERA) <a href="https://www.daera-ni.gov.uk/topics/rural-development">https://www.daera-ni.gov.uk/topics/rural-development</a>
TRPSI Framework	The Tackling Rural Poverty and Social Isolation (TRPSI) Framework is a rural initiative led by the Department of Agriculture and Rural Development (DAERA) <a href="https://www.daera-ni.gov.uk/articles/tackling-rural-poverty-social-isolation-new-framework">https://www.daera-ni.gov.uk/articles/tackling-rural-poverty-social-isolation-new-framework</a>
DAERA Equality Screening	Department of Agriculture, Environment and Rural Affairs (DAERA) <a href="https://www.daera-ni.gov.uk/publications/equality-screening-2021">https://www.daera-ni.gov.uk/publications/equality-screening-2021</a>
LCCC Community Plan 2017 – 2032	Lisburn & Castlereagh City Council <a href="https://www.lisburncastlereagh.gov.uk/lisburn-castlereagh-community-plan">Lisburn Castlereagh Community Plan - Lisburn &amp; Castlereagh</a>

### 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 Northern Ireland 58% of businesses are based in rural area, yet rural businesses account for less than a quarter (21%) of employees and around a quarter (25%) of total business turnover (DAERA, 2023). The business base in the region as a whole is predominantly small to medium enterprises with a dominance of micro business. In terms of businesses located only in rural areas, 94% are defined as micro (having less than 10 employees). Rural businesses located in NI have particular challenges and need specific solutions. These include the slow uptake of agriculture and rural enterprises in NI with regards to innovation, the fact that only 67% of rural areas have superfast broadband coverage (98% in urban areas) and 14% of tourism expenditure

takes place in rural areas (compared with 86% in urban) are further examples of challenges facing the small rural businesses in Northern Ireland.

In 2023 there were 5,240 VAT/PAYE registered businesses in the L&CCC area (NISRA). The close proximity to Belfast puts the L&CCC area in an advantageous position whereby the population density is a way to generate an increase in sales and revenue.

<b>Section 75 Category</b>	<b>Details of evidence/information</b>
<b>Religious Belief</b>	<p>We do not have information on the religious belief of eligible business owners.</p> <p>The 2021 NI Census recorded the following statistics with regard to religious belief in the Lisburn and Castlereagh area;</p> <ul style="list-style-type: none"> <li>• 58% Protestant (or other Christian)</li> <li>• 27% Catholic</li> <li>• 4% Other</li> <li>• 13% None</li> </ul>
<b>Political Opinion</b>	<p>We do not have information on the political opinion of eligible business owners.</p> <p>The 2021 NI Census recorded the following statistics with regard to political opinion in the Lisburn and Castlereagh area; 41% indicated that they had a British only national identity, 16% had an Irish only national identity and 21% had a Northern Irish national identity.</p>
<b>Racial Group</b>	<p>We do not have information on the racial background or nationality of eligible business owners.</p> <p>The 2021 NI Census recorded the following statistics with regard to racial groups in the Lisburn and Castlereagh area; <b>4%</b> were from an ethnic minority population and the remaining <b>96%</b> were white (including Irish Traveller).</p>
<b>Age</b>	<p>We do not have information on the age demographics of eligible business owners.</p> <p>In 2021 NI Census statistics with regard to age in the Lisburn and Castlereagh area were recorded to inform the Corporate plan;</p> <ul style="list-style-type: none"> <li>• 19% Children were aged 0-14 years</li> <li>• 30% of people aged 15 -39 years</li> <li>• 33% aged 40 – 64 years</li> <li>• 18% aged 65+ years and older</li> </ul>
<b>Marital Status</b>	<p>We do not have information on the marital status of eligible business owners.</p>

	<p>The 2021 census records the following statics with regard to the marital status of persons over the age of 16 for the LCCC area;</p> <ul style="list-style-type: none"> <li>• Single – 33%</li> <li>• Married or in civil partnership– 52%</li> <li>• Same-sex civil partnership – 0.1%</li> <li>• Separated– 3%</li> <li>• Divorced or formerly in civil partnership– 6%</li> <li>• Widowed or surviving partner in civil partnership– 6%</li> </ul>
<p><b>Sexual Orientation</b></p>	<p>We do not have information on the sexual orientation of eligible business owners.</p> <p>ONS figures (2016) suggest at least 2% of the NI population identify as Lesbian, Gay or Bi-sexual. However, LGB support groups suggest this is a significant under-estimate based on lack of willingness/confidence to identify as LGB and the fact sexual orientation categories is now more inclusive of other categories and is referred to as LGBTQIA+</p> <p>Government Equalities Office research suggests over 4% of the 18-25 year age group identify as LGB, confirming that younger people are more likely to be open about sexual orientation.</p>
<p><b>Men &amp; Women Generally</b></p>	<p>In general, women tend to be underrepresented as entrepreneurs/in business. However, during previous calls, there has been a good balance of applications from males and females. This would suggest no need to develop specific promotional material targeting men and women separately.</p> <p>The 2021 NI Census report the population of Lisburn and Castlereagh Local Government District at 149.106, of which 49% were male and 51% were female.</p> <p>There is no official statistic on the number of people in N Ireland who identify as Transgender, non-binary or part of the LGBTQIA+ population but referrals to advice services are increasing year on year which suggests a growing minority.</p> <p>During a Northern Ireland Housing Executive (NIHE) human rights, equalities and diversities workshop (April 2021) some of the main findings were:</p> <ul style="list-style-type: none"> <li>• Women constitute 79% of the part time workforce.</li> <li>• 1/3 of working age women are economically inactive.</li> <li>• In 2019/20 70% of apprenticeships were male, Higher Level Apprenticeships (HLA's) are 69%.</li> <li>• Occupational segregation is problematic; men tend to be more involved in engineering, manufacturing and construction. Women more involved in business, administration and law. One possible related solution is women only training programmes in non-traditional sectors, i.e., construction and engineering.</li> </ul>

<p><b>Disability</b></p>	<p>We do not have information on the disability status of eligible business owners.</p> <p>The rate of disability in Northern Ireland is higher than the other UK regions with the exception of Wales. The rates of disability among older age groups is higher than other regions of the UK. The 50-64 year old age group accounts for 33.4% of our disabled population compared to 26.9% of the UK disabled population as a whole. The most striking finding was that 60.2% of disabled people in Northern Ireland are economically inactive while the comparative figure for the UK as a whole stands at 42.5%. At 55.8% Lisburn and Castlereagh has the highest employment rate for Northern Ireland.</p>
<p><b>Dependants</b></p>	<p>There is no specific information available but eligible business owners will likely reflect the general population. Dependants can include children, older people and those with disabilities.</p> <p><b>12.51%</b> of people in the 2011 Census stated that they provided unpaid care to family, friends, neighbours or others. On that basis, people with dependants are less likely to be employed or face greater barriers when seeking employment.</p> <p>According to the Equality Commission for Northern Ireland, lone parents, 91% of whom are women, also experience occupational segregation in employment, with lone parents with dependent children mostly employed in 'Personal Service' and 'Elementary' occupations. Caregiving has been identified as one factor influencing occupational segregation with women and lone parents choosing occupations.</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**

As this scheme is open to applications from anyone who has a rural micro business, there is the potential for applicants to come from a wide range of backgrounds.

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	No different needs identified – the scheme is open to eligible business owners regardless of their religious belief / community background.

Political Opinion	No different needs identified – the scheme is open to eligible business owners regardless of their political opinion.
Racial Group	There may be applications from people who do not have English as a first language or who are new to the LCCC district. People who are from a minority ethnic background may face difficulties understanding the programme operating rules. The application notes and forms may need to be translated for someone who does not have English as a first language.
Age	No different needs identified by age. It is open to eligible business owners regardless of their age. Applicants must be aged 18 or above in order to apply.
Marital Status	No different needs identified by marital status. It is open to eligible business owners regardless of their marital status.
Sexual Orientation	No different needs identified in relation to sexual orientation. It is open to eligible business owners regardless of their sexual orientation.
Men & Women Generally	No different needs identified. It is open to eligible business owners regardless of their gender and no issues have been identified in the previous programme.
Disability	Disabled applicants may find aspects of the process more challenging or inaccessible and may require reasonable adjustments. For example, some disabled people may need to have information about the scheme provided in different formats as a reasonable adjustment.
Dependants	No different needs identified. The scheme is open to eligible business owners regardless of their dependants.

## 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. The services are available to all current existing micro-enterprises in a rural location, they are eligible to apply regardless of their religious belief.	None
Political Opinion	As above – no differential impact	None
Racial Group	Provided the process and availability of funding are well promoted, no differential impact	Minor
Age	No differential impact	None



Marital Status	No differential impact	None
Sexual Orientation	No differential impact	None
Men & Women Generally	No differential impact – previous programme has resulted in balance of applications	None
Disability	No negative impact as adjustments will be made available to anyone who needs one	None
People with and without Dependents	No differential impact	None

\*See Appendix 1 for details.

LCCC Programmes will be delivered with a view to benefitting all eligible businesses and/or individuals.

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

Equality of opportunity is already built into the Scheme.

Lisburn & Castlereagh City Council provides an advisory service to potential applicants under the scheme. All potential applicants are advised to contact the Programmes Team who will provide advice and guidance on the application process, eligibility, review procurement documentation and assist with any queries with regards to the application form / online portal. Contact details are published on promotional material (telephone numbers and email address).

The advice provided to applicants aims to ensure there are no hidden or avoidable barriers. Applying for government funding can be a complicated process, especially for a business who has limited experience managing grant applications. On that basis, the Programmes Team will assist each applicant equally. Applicants must attend a funding workshop prior to submitting an application. This provides each applicant with an opportunity to discuss their application on an individual basis with a member from the Programmes Team. They are also provided with contact details should they require additional advice. In order to ensure we are providing equality of opportunity, LCCC hold a combination of virtual and in person workshops over a range of dates to ensure equality of access.

<b>Section 75 Category</b>	<b>IF Yes, provide details</b>	<b>If No, provide details</b>
Religious Belief		None identified through this screening but can be kept under review.
Political Opinion		None identified through this screening but can be kept under review.
Racial Group	Yes, the application documents can be translated if necessary for anyone who does not have English as a first language.	

	Promotion / information/ targeted advice for people who may need it. Make sure no barriers to information.	
Age		None identified
Marital Status		None identified
Sexual Orientation		None identified
Men & Women Generally		None identified
Disability	Yes, we are able to make reasonable adjustments for disability. The application documents can be provided in alternative formats to ensure accessibility for people with certain disabilities.	
People with and without Dependants		None identified

### **Equality Action Plan 2021-2025**

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2025?

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?

Yes, indirectly. This programme is owned by the Department of Agriculture, Environment and Rural Affairs (DAERA) who have conducted their own equality screening exercise for each year that this Scheme has opened. As part of research undertaken by the Department, all Section 75 groups were surveyed prior to the implementation of the Rural Business Development Grant Scheme. As part of their ongoing processes, the circulation of surveys includes disabled people, who are consulted with in order to ensure that their views and opinions are taken into account when finalising the Scheme.

Should any specific comments from applicants to LCCC arise surrounding exclusion, these will be processed and fed back to DAERA accordingly.

**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	This is a financial assistance scheme for eligible businesses. It is not relevant to promotion of good relations and no impact identified through this screening exercise	None
Political Opinion	As above	None
Racial Group	As above	None

\*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		No opportunities identified as this is a financial support scheme for businesses which does not lend itself to the promotion of good relations.
Political Opinion		As above
Racial Group		As above

**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.**

LCCC recognises that all individuals are not exclusive to just one designated group and “Multiple identity” has been given consideration within this screening exercise.

The Programmes Team at Lisburn & Castlereagh City Council are contactable by email / telephone to assist any potential applicants with any queries and deal with the needs of individual applicants.

### 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 <b>Screen out</b> – no equality impact assessment and no mitigation required [go to Monitoring section]	
Option 2 <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]	Section 75 considerations have been embedded in the delivery and strategic development of all Business Support programmes to date, as required by DAERA compliance.  Equality screening of the Rural Business Development Grant Scheme has concluded that a full Equality Impact Assessment is not necessary. No

	<p>negative impacts have been identified and no other significant impacts have been identified for any equality group. However, we are proposing a number of mitigation measures to address potential issues.</p> <p>It is therefore considered that the undertaking of an EQIA is not necessary at this time.</p>
<p>Option 3  <b>Screen in</b> for a full Equality Impact Assessment (EQIA)          [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.

The focus is on ensuring that access to the scheme is available to all potential businesses and to ensure that no-one is unfairly disadvantaged by the scheme’s administrative processes. As some applicants may experience difficulty understanding or accessing the online portal, additional efforts will be made to help to ensure they are not disadvantaged. This is the same for any applicant who is having difficulty uploading their application or who requires advice and clarification surrounding the procurement of the items requiring grant funding.

Translation and advisory support / assistance will be provided if required. We will make reasonable adjustments for people with certain disabilities as required. For example, the application documents can be provided in accessible formats as requested/required.

### **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?

N/A

### **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:

Any comments and feedback from the public [applicants or others] will be noted. The programme is subject to an evaluation report to measure the successes and limitations of the programmes which are fully considered by DAERA prior to the development of a new Scheme.

The Programmes Team will be responsible for monitoring data by collating feedback from previous applicants. This will include a combination of successful and unsuccessful applicants. This will be reviewed by the Head of Economic Development on an annual basis. LCCC are always ensuring that our admin processes provide fairness and equality of opportunity and we are prepared to make changes to Scheme delivery to ensure equality of opportunity, providing they are in accordance with DAERA's Contract of Funding.

The collection of Section 75 data is completed by DAERA.

## Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Melissa Cunningham <i>M. Cunningham</i>	Programmes Officer	25/06/2024
Reviewed by: Annie Wilson	Equality Officer	26/06/2024
Approved by: Paul McCormick 	Head of Economic Development	25/06/2024

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.