

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening template (Oct 2022)

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

Seycon Park changing facility capital project build of changing pavilion. Aim is to provide a building with integrity which meets all necessary statutory requirements. It is the intension to replace the present changing facility with a permanent brick and block construction. The facility will comprise of home and away team changing with shower and toilet facilities and referree changing. In addition the council is committed to providing safe access for all abilities to facilities throughout the council area.

Building/Facilities

Seycon Park Changing Facility

Facility service use:

Football pavilions: Footballers, sports teams.

Name of the activity/policy/project

Parks & Amenities Building and changing facilities.

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

This is a new policy.

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

To ensure that our facilities have taken consideration of S.75 equality and good relations. Many of our building are utilised by 3rd party event organisers/sports teams and therefore consideration must be given to this 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.

Council owned/managed buildings and changing facilities are intended for everyone to enjoy. This includes residents, employees, and visitors to the district. Our aim is to provide facilities that will be attractive and accessible to all ages and categories, including the Section 75 categories. The Council recognise that facilities must be promoted so that everyone will wish to use them, so that they know about provision and accessibility.

Facilities within the Council area will particularly benefit certain groups whose needs have been considered, in terms of accessibility. Many buildings have been designed with particular groups in mind, for example they are suitable for those with mobility issues, including those who look after or care for children using buggies/pushchairs, those who have disabilities and older people who are using rollator walking aids or walking sticks. The council are keen to continue this in the future, taking consideration of certain Section 75 group needs, in the design and construction of new buildings.

The Council wish to make buildings as accessible for as many sections 75 groups as possible.

Communities can access facilities which are convenient to them, without having to travel into another community.

The Council recognises the need for creating accessible places for everyone to experience sporting activities. Where opportunities arise, the Council will explore new ways to accommodate these.

Who initiated or developed the activity/policy/project?

Parks and Amenities

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

Lisburn & Castlereagh City Council owns the activity.

Parks & Amenities Service Unit within Communities & Wellbeing Directorate will implement the policy.

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

Yes

If yes, give brief details of any significant factors.

Limited budget, unsuccessful funding bids, government policy including planning restrictions.

Who are the internal and external stakeholders (actual or potential) that the schedule will impact upon? Delete if not applicable.

External Customers –

Other public sector organisations –

Voluntary/community/trade unions –

Other

Staff	Yes.
Service Users	Yes. Particularly those with access issues.
Other Public Sector Organisations – please list	No
Voluntary/Community/Trade Unions – please list	Yes. The voluntary and community sector who wish to use the facilities. 3 rd party event organisers.
Elected members	Yes
Other – please list (, delivery partners, contractors, etc)	Delivery partners and contractors during planned maintenance.

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

Name of policy/strategy/plan	Who owns or implements?
Lisburn & Castlereagh Community Plan	Lisburn & Castlereagh City Council and Community Planning Partners
Lisburn & Castlereagh City Council's Corporate Plan	Lisburn & Castlereagh City Council
Regional Development Strategy	NI Executive
Lisburn & Castlereagh City Council's Connect, Invest, Transform investment Plan	Lisburn & Castlereagh City Council
Local Development Plan	Lisburn & Castlereagh City Council
LCCC Open space strategy	Lisburn & Castlereagh City Council
Health & Safety Policies	Lisburn & Castlereagh City Council
Pitch strategy	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.

The Council recognises the importance of creating a healthy, active, and accessible environment connecting places people and facilities. The COVID-19 pandemic has seen a huge upsurge in people exercising outdoors. This, coupled with a desire from Council for more local projects, has increased the opportunities for the development of facilities for recreation throughout the Council area.

The Council's Customer Care interface provides a regular source of useful user feedback, which we consider, when making changes to open space areas.

Most up to date NISRA population data from Census 2021 (published 22/09/22) [Lisburn and Castlereagh Census Data](#)

Section 75 Category	Details of evidence/information
Religious Belief	2021 Census data indicates that 27% of the LCCC population were brought up in the Catholic religion while 73% were brought up in the Protestant & Other Christian religion
Political Opinion	There would be a generally accepted link between religion and political opinion. In this instance the majority political opinion being Unionist
Racial Group	Using the same Census/boundary data indicates that just over 4% of the population were from an ethnic minority group
Age	The population in 2021 totalled 149,106: 28,331 (0-14 years) 44,731 (15-39 years) 49,205 (40-64 years) 26,839 (65+ years)
Marital Status	For the 16+ population in relation to marital and civil partnerships: 33% single 52% married or civil partnership 3% separated. 6% Divorced or formerly in a civil partnership. 6% Widowed or surviving partner from a civil partnership
Sexual Orientation	The Census 2021 data indicates that 91% identified as Straight or heterosexual, 2% of the household population in identified as Gay, lesbian, bisexual or other sexual orientation, while 7% Prefer not to say or not stated.
Men & Women Generally	The LCCC population (2021) was 51% female and 49% male. This reflects the overall NI position

Disability	Using the same census data as above indicates that 32% of the population had a long-term health problem or disability. Several studies have shown a positive association between access to natural environments and increased rates of physical activity for all ages. Physical activity can help reduce obesity, improve mental health and overall health and well-being. We need to make sure that our open spaces are inclusive to all.
People with and without Dependents	Dependants would generally include three main categories: The care of a child or children The care of an elderly relative/person The care of someone with a disability

Needs, experiences, and priorities.

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular activity/policy/decision? Specify details for each of the Section 75 categories.

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	Accessibility to Buildings/facilities in their own, local community, where they feel safe.
Political Opinion	Accessibility to Buildings/facilities in their own, local community, where they feel safe.
Racial Group	Accessibility to Buildings/facilities in their own, local community, where they feel safe. Some ethnic minorities, who are new to the area, may need access to translation of information, and their knowledge of Buildings/facilities may be limited.
Age	Older people may be less mobile than others and will need safe level surfaces to use Buildings/facilities. They may also need rest areas, where they will feel safe. Accessible toilets will also be required for some older people.

Marital Status	No needs identified for people of different marital status
Sexual Orientation	No needs identified for people of different sexual orientation
Men & Women Generally	We recognise that different genders may have different needs, and changing facilities / toilet provision will be considered in line with current legislation.
Disability	Accessibility for those in wheelchairs or with walking aids. Signage and information available in formats that those with visual/hearing impairments can access.
People with and without Dependents	Carers of children/older people/disabled people need accessibility for buggies/wheelchairs/walking aids so that they can enjoy Building/Facilities as a family group.

Needs

The main need is for accessibility for all. This includes those with disabilities, those with dependents and those who are older. People in these groups often have different needs from other groups. Traditionally facilities have been designed for the able-bodied. It has been recognised that there is also a great need for equipment for those who have disability so that they too can access facilities.

There is also a need for some communities to access facilities in their local area. If those with religious beliefs, political opinions or racial groups find it difficult to go into areas where people have different beliefs, opinions or are a different race, then the council has endeavoured to introduce facilities.

These facilities are usually convenient to residential areas. The council will ensure that the strategy provides equitable facility provision across all communities. Facilities convenient to residential areas, also provides space for all to use, who may not have access to transport.

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	Positive – people can access Buildings/Facilities which are convenient to where they live and safe.	Minor
Political Opinion	Positive – people can access Buildings/Facilities which are convenient to where they live and safe.	Minor
Racial Group	Positive – people can access Buildings/Facilities which are convenient to where they live and safe.	Minor
Age	<p>Positive – more older people, particularly those with mobility issues, will be able to safely access and use Buildings/Facilities, due to enhanced accessibility measures.</p> <p>Children will have access to Buildings/Facilities which are convenient to where they live, encouraging participation in physical activity.</p>	Minor
Marital Status	No differential impact identified	None
Sexual Orientation	No differential impact identified	None
Men & Women Generally	No differential impact identified	None
Disability	Positive - People with certain disabilities, including those who are wheelchair users, use mobility aids, and who	Minor

	are visually impaired will find facilities more accessible.	
People with and without Dependants	Positive - People with dependants, including those who use buggies or wheelchairs, will find facilities easier to use. Buildings will have improved facilities which whole families can enjoy – with this comes social benefits.	Minor

* See Appendix 1 for details.

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

Section 75 Category	IF Yes, provide details	If No, provide details
Religious Belief		No opportunities identified in relation to this policy for any of these groups.
Political Opinion		No opportunities identified in relation to this policy for any of these groups.
Racial Group		No opportunities identified in relation to this policy for any of these groups.
Age		No opportunities identified in relation to this policy for any of these groups.
Marital Status		No opportunities identified in relation to this policy for any of these groups.
Sexual Orientation		No opportunities identified in relation to

		this policy for any of these groups.
Men & Women Generally		No opportunities identified in relation to this policy for any of these groups.
Disability		No opportunities identified in relation to this policy for any of these groups.
People with and without Dependants		No opportunities identified in relation to this policy for any of these groups.

Buildings/Facilities have been designed to accommodate all S75 groups. LCCC owned building are shared spaces and not specifically aimed to accommodate one particular S75 group. No further opportunities have been identified at this time as the needs of different groups have been considered fully in this activity. However, if further issues arise, they will be addressed.

Equality Action Plan 2021-2025

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2025? Yes/No If yes, specify which action.

No

2(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: **Yes**

1. To promote positive attitudes towards disabled people?

Buildings/Facilities will allow improved access so that more people with disabilities will be able to use the Council's Buildings/Facilities. Through this, there will be more interaction between disabled people and non-disabled people, and so this may work towards promoting more positive attitudes towards disabled people. There is also the potential for use of images of disabled people in promotional material for council facilities, which will also raise awareness and promote positive attitudes.

2. To encourage the participation of disabled people in public life?

LCCC Buildings/Facilities encourage the participation of disabled people in public life, by providing opportunities for those with disabilities to use Buildings/Facilities by giving them access to these spaces. When planning new Buildings/Facilities and refurbishing existing sites, the views of those with disabilities will be sought, to ensure improved accessibility.

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	Should have a positive impact as Buildings/Facilities will provide a safe and secure environment.	Minor
Political Opinion	Should have a positive impact as Buildings/Facilities will provide a safe and secure environment.	Minor
Racial Group	Should have a positive impact as Buildings/Facilities will provide a safe and secure environment.	Minor

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	Encouraging delivery of programmes to promote inclusivity across all categories.	
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.

The Council recognises that no individual sits in one group and this has been given consideration.

Increased accessibility may particularly benefit older people with disabilities, younger people with disabilities, people who have dependent children or dependants who are disabled.

The development of the Council’s Buildings/Facilities may be considered to be designed with people with disabilities, dependents and older people in mind, however these areas can be used by anyone in the community. Is it also recognised that those using facilities, for example those with disabilities, will fall into other groups. They may be young or old, male, or female or from a specific religious background.

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.
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 Screen out – no equality impact assessment and no mitigation required [go to Monitoring section]	
Option 2 Screen out with mitigation – some potential impacts identified but they can be addressed with appropriate	This policy will be screened out with mitigation. We have concluded that the impacts will be minor and should generally be positive for all groups. In

mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]	developing plans for Buildings/Facilities, due consideration will be given to issues identified, including accessibility and inclusion.
Option 3 Screen in for a full Equality Impact Assessment (EQIA) [If option 3, complete timetabling and prioritising section below]	

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?

Mitigation factors – Buildings/Facilities will be designed taking into account all section 75 groups with entrances to Buildings/Facilities designed to be accessible for wheelchair users and those pushing buggies.

The screening has identified some needs and potential positive impacts on the following three groups – those with dependents, those with disabilities and those in the older age category. The impacts on these groups are now taken into consideration during construction works and the redevelopment of Buildings/Facilities, and those impacts are minor or none. All measures have been taken to mitigate any potentially negative impacts on these groups.

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

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

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

N/A

Part 4. Monitoring

Two elements to monitoring:

- 1. Monitoring the activity generally as part of normal review and evaluation or service improvement**

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.

Periodic spot surveys will also take place to gather qualitative feedback from users and to gather comments for further improvement. This can take place at Council organised events etc.

The Council's Customer Care policy is advertised on all park signage to encourage feedback – good or bad. All communication is responded to.

2. 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:

Accessibility to facilities will be constantly reviewed and improved when identified.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Kelly Irwin	Parks& Amenities Events Officer	19/09/24
Reviewed by: Annie Wilson	Equality Officer	19.09.24
Approved by: Gareth Lennox	Head of Service, P&A	19.09.24

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 (none)

Minor impact (none)

No impact (none)