

Lisburn & Castlereagh City Council

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

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

Sustainability Strategy and Climate Action Plan providing a Strategic context to how Council will address Climate Change through climate mitigation across the LCCC estate.

Name of the activity/policy/project

LCCC Sustainability Strategy & Climate Action Plan

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

This is a new strategy and plan

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

The strategy set out LCCCs vision and goals in terms of sustainability and intends to

- Create an evidence base, identifying how our climate is changing and the challenges and opportunities that we face using expert scientific information including the Climate Change Committee (CCC) progress reports,
- Outline our goals and ambitions for mitigating Climate Change within the organisation,
- Meet the requirements of the Climate Change Act (Northern Ireland) 2022 and
- The Climate Change (Reporting Bodies) Regulations (NI) 2024,

- Develop a high-level Climate Action Plan, setting out the critical actions needed to deliver our goals, enabling us to mitigate against the impact of climate change, adapt and thrive.

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 strategy is based on internal operations and will benefit all residents by reducing greenhouse gas emissions from council services and functions, however, there are no expected benefits for any specific Section 75 categories or groups.

Who initiated or developed the activity/policy/project?

Building control and Sustainability

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

LCCC

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.

Resourcing

Resource and priority implications may impact on the type or number of climate actions that can be carried out by council.

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

Staff - The Sustainability Strategy and Climate Action Plan identifies work streams already underway or planned and sets new actions such as communications and training to begin to address the councils climate impact. This will result in new

training modules for staff to participate in. Staff will drive the implementation of the Strategy and deliver the Actions within the CAP.

Service users Actions within the Climate Action Plan may lead to measures in council facilities and fleet to reduce the councils GHG emissions, however this will not impact on the level of service received by citizens. Should any notable specific actions or projects be developed as a result of the implementation of the Strategy and CAP then a further equality screenings will be completed by relevant teams or departments as appropriate for that specific project as required.

Other public sector/voluntary/community organisations or trade unions

The sustainability Strategy and Climate Action Plan in an inward-looking document focusing initially on council functions and operations and should not impact on other public sector/voluntary/community organisations or trade unions.

Other

Elected Members will participate in new training modules regarding sustainability and the actions that can be taken to reduce climate impacts.

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

Name of policy/strategy/plan	Who owns or implements?
Corporate Plan 2024 -2028	LCCC
Local Development Plan 2032	LCCC
Community Plan 2017 - 2032	LCCC

Green Growth Strategy	DAERA
NI Climate Action Plan	DAERA
Sectoral Plans	DAERA / Dfi / DfE
Climate Change Act	DAERA
Public Body Reporting Regs	DAERA

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.

**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	Using 2021 Census data indicates that 27% of the LCCC population were brought up in the Catholic religion while 58% were brought up in the Protestant & Other Christian religion. No equality issues have been identified specific to this category
Political Opinion	The majority political opinion locally would be Unionist. No equality issues have been identified specific to this category
Racial Group	Latest 2021 Census data suggests 3.9% of LCCC residents are non-White (slightly higher than NI average) with 3.36% speakers of languages other than English. Some citizens may require the Sustainability Strategy and Climate Action Plan in and

	<p>alternative language, the documents will be published on the council website which has a translation facility.</p>
Age	<p>The LCCC population at the time of the 2021 Census was 149,106 (an increase of 10.6% since the 2011 Census). This can be noted in broad age bands as follows:</p> <p>0-14 years 19%</p> <p>15-39 years 30%</p> <p>40-64 years 33%</p> <p>65+ years 18%.</p> <p>NISRA Statistical Bulletin, 26 March 2015 shows a projected change in population aged 65 and over between 2012 and 2037 of 90.2%.</p>
Marital Status	<p>For the 16+ population in relation to marital and civil partnerships, Census 2011 data: 30.65% single; 53.78% married; 0.10% same sex partnership; 3.27% separated; 5.52% divorced; 6.68% widowed.</p> <p>No equality issues have been identified specific to this category.</p>
Sexual Orientation	<p>No information is available on sexual orientation of LCCC population – official estimates for general population range from 1.2% to 4% with support groups claiming this is a significant underestimate.</p> <p>No equality issues have been identified specific to this category</p>
Men & Women Generally	<p>From the 2021 census the LCCC population was 51% female and 49% male.</p> <p>No equality issues have been identified specific to this category.</p>

<p>Disability</p>	<p>Census data 2021 suggests that 21.7% of the LCCC population have a long-term health problem or disability. This is a 3.4% increase on the Census 2011 figure.</p> <p>Potential equality issues have been identified in relation to individuals with a disability as follows:</p> <ul style="list-style-type: none"> • blind and partially sighted people who are unable to read standard information may experience difficulties reading the councils Sustainability Strategy and Climate Action Plan. The documents will be published on the council website which has functionality to read documents aloud.
<p>People with and without Dependants</p>	<p>Dependants would generally cover the following:</p> <p>The care of a child or children;</p> <p>Caring for an elderly relative/person;</p> <p>Caring for someone with a disability.</p> <p>2021 Census data on household size indicated a breakdown of the 60,147 households as follows:</p> <p>1 person 28%</p> <p>2 people 33%</p> <p>3 people 16%</p> <p>4 people 15%</p> <p>5 or more people 8%.</p> <p>No equality issues have been identified specific to this category.</p>

Staff

Information in relation to staff and section 75 categories. (This information is not complete at present, the introduction of a new HR system will assist with this data collection and the screening can be updated accordingly.)

Section 75 Category	Details of evidence/information											
Religious Belief	<table border="1" data-bbox="507 622 1216 853"> <thead> <tr> <th data-bbox="512 629 1002 678">Community Background</th> <th data-bbox="1007 629 1211 678">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="512 685 1002 734">Protestant</td> <td data-bbox="1007 685 1211 734">63.9</td> </tr> <tr> <td data-bbox="512 741 1002 790">Roman Catholic</td> <td data-bbox="1007 741 1211 790">23.5</td> </tr> <tr> <td data-bbox="512 797 1002 846">Non-determined</td> <td data-bbox="1007 797 1211 846">12.6</td> </tr> </tbody> </table> <p data-bbox="507 931 1331 1016">No equality issues have been identified specific to this category</p>		Community Background	%	Protestant	63.9	Roman Catholic	23.5	Non-determined	12.6		
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Non-determined	12.6											
Political Opinion	<table border="1" data-bbox="507 1048 1216 1279"> <thead> <tr> <th data-bbox="512 1055 1002 1104">Community Background</th> <th data-bbox="1007 1055 1211 1104">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="512 1111 1002 1160">Protestant</td> <td data-bbox="1007 1111 1211 1160">63.9</td> </tr> <tr> <td data-bbox="512 1167 1002 1216">Roman Catholic</td> <td data-bbox="1007 1167 1211 1216">23.5</td> </tr> <tr> <td data-bbox="512 1223 1002 1272">Non-determined</td> <td data-bbox="1007 1223 1211 1272">12.6</td> </tr> </tbody> </table> <p data-bbox="507 1357 1331 1442">No equality issues have been identified specific to this category</p>		Community Background	%	Protestant	63.9	Roman Catholic	23.5	Non-determined	12.6		
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Non-determined	12.6											
Racial Group	<table border="1" data-bbox="507 1503 1216 1787"> <thead> <tr> <th data-bbox="512 1509 1002 1559">Ethnicity</th> <th data-bbox="1007 1509 1211 1559">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="512 1565 1002 1615">Indian</td> <td data-bbox="1007 1565 1211 1615">0.1</td> </tr> <tr> <td data-bbox="512 1621 1002 1671">Other</td> <td data-bbox="1007 1621 1211 1671">0.4</td> </tr> <tr> <td data-bbox="512 1677 1002 1727">Unknown</td> <td data-bbox="1007 1677 1211 1727">15.4</td> </tr> <tr> <td data-bbox="512 1733 1002 1783">White</td> <td data-bbox="1007 1733 1211 1783">84.2</td> </tr> </tbody> </table> <p data-bbox="507 1868 1331 1953">No equality issues have been identified specific to this category</p>		Ethnicity	%	Indian	0.1	Other	0.4	Unknown	15.4	White	84.2
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Unknown	15.4											
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Age	<table border="1"> <thead> <tr> <th data-bbox="507 264 1002 320">Age</th> <th data-bbox="1010 264 1217 320">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="507 320 1002 376"><18 years</td> <td data-bbox="1010 320 1217 376">1.3</td> </tr> <tr> <td data-bbox="507 376 1002 432">18-25</td> <td data-bbox="1010 376 1217 432">15.8</td> </tr> <tr> <td data-bbox="507 432 1002 488">26-35</td> <td data-bbox="1010 432 1217 488">14.3</td> </tr> <tr> <td data-bbox="507 488 1002 544">36-45</td> <td data-bbox="1010 488 1217 544">22.3</td> </tr> <tr> <td data-bbox="507 544 1002 600">46-55</td> <td data-bbox="1010 544 1217 600">24.7</td> </tr> <tr> <td data-bbox="507 600 1002 667">56+</td> <td data-bbox="1010 600 1217 667">21.5</td> </tr> </tbody> </table>	Age	%	<18 years	1.3	18-25	15.8	26-35	14.3	36-45	22.3	46-55	24.7	56+	21.5	<p data-bbox="507 880 1329 969">No equality issues have been identified specific to this category</p>
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	No equality issues have been identified specific to this category									
Men & Women Generally	Gender	%								
	Male	54.6								
	Female	45.4								
	No equality issues have been identified specific to this category.									
Disability	Declared disability	0.66%								
	<p>Potential equality issues have been identified in relation to individuals with a disability as follows:</p> <ul style="list-style-type: none"> Staff may participate in climate training as a result of the Sustainability Strategy and Climate Action Plan, appropriate adjustments will be provided to ensure all staff can participate 									
People with and without Dependants	<table border="1"> <thead> <tr> <th>Dependants</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Have dependants</td> <td>22.1</td> </tr> <tr> <td>No dependants</td> <td>35.4</td> </tr> <tr> <td>Unknown</td> <td>42.5</td> </tr> </tbody> </table>		Dependants	%	Have dependants	22.1	No dependants	35.4	Unknown	42.5
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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	No different needs identified by religious belief.
Political Opinion	No different needs identified by political opinion
Racial Group	Possible requirement for Strategy to be made available in alternative languages, this can be facilitated by software on the council website.
Age	No different needs identified by age
Marital Status	No different needs identified by marital status
Sexual Orientation	No different needs identified by sexual orientation
Men & Women Generally	No different needs identified for men and women generally
Disability	Possible requirement for Strategy to be made available in alternative formats, this can be facilitated by software on the council website.
People with and without Dependents	No different needs identified for people with and without dependents

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 impact identified	
Political Opinion	No impact identified	
Racial Group	No impact identified	
Age	No impact identified	
Marital Status	No impact identified	
Sexual Orientation	No impact identified	
Men & Women Generally	No impact identified	
Disability	No impact identified	
People with and without Dependants	No impact identified	

* 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 strategy for any of these groups.	
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men & Women Generally		
Disability		

People with and without Dependants	
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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?

No

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	None	
Political Opinion	None	
Racial Group	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?

Good Relations Category	IF Yes, provide details	If No, provide details
Religious Belief		No opportunities identified
Political Opinion		No opportunities identified
Racial Group		No opportunities identified

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. Multiple identity has been given consideration within this screening exercise to ensure benefit to all groups, however no direct impact has been identified at this time.

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 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 mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]	Screen out with mitigation. It is recognised that some section 75 groups may require the Sustainability Strategy and Climate Action Plan in alternative formats or languages but this will be facilitated if requested.
Option 3	

<p>Screen in for a full Equality Impact Assessment (EQIA)</p> <p>[If option 3, complete timetabling and prioritising section below]</p>	
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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 purpose and main ambition of the Strategy and CAP is to reduce greenhouse gas emissions from council functions. To enable this ambition the documents set out the councils objectives and practical steps to be taken through the Climate Action Plan. The focus remains on GHG reduction, internally focused initially. As stated earlier any specific project that develops further as a result of the Strategy and CAP will be subject to its own specific Equality Screening.

The strategy cannot be amended to better promote equality however equality issues will be addressed through the provision of the Strategy in alternative formats or languages when 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? Yes/No. If yes, please provide details.

Not applicable

Part 4. Monitoring

2) monitoring by equality category.

Example 1 - Council funding programme for community groups.

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:

Public consultation will be carried out on the document in 2024/2025, a specific equality question will be included to ensure the document is suitable for all groups, a copy of the screening will be provided to consultees and updated if required.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by:	Gemma Richardson Sustainability Manager	04/11/2024
Reviewed by:	Annie Wilson Equality Officer	14/11/2024
Approved by:	C Duff Head of Service	15/11/2024

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.

Updated Template @ Oct 2022