

## **Lisburn & Castlereagh City Council**

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

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

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

Purchase of three portable LED screens.

During the Covid-19 pandemic, staff identified a need to be able to communicate information to the public quickly to reflect rapidly changing circumstances. It was proposed that portable LED screens that could be used to communicate council messages across the entire council area when required would be an effective additional communication channel.

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

New activity

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

- To have a communication resource that can be shared between council departments with the ability to adapt messages quickly to meet the needs of the council.
- The purchase of portable digital display boards that can be used in all areas will enable the council to communicate key messages with all demographics, particularly those that do not use traditional forms of communication such as newspapers and social media.

**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.**

This project is aimed at all residents and is not directly targeting any Section 75 groups. However, it may benefit some Section 75 groups particularly those who are less digitally enabled and cannot access some council communications.

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

Waste Management & Operational Services

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

Owned by LCCC. Implemented by Waste Management & Operational Services.

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

No

**If yes, are they: financial, legislative, other? Give brief details of any significant factors.**

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

Staff – specify if particular sections of staff	
Service Users – specify if any particular categories of service user	The project will provide more accessible communications to some service users. Waste & Operational messages are relevant to every household in the council area, the messages on these signs will be particularly beneficial to service users who are not digitally enabled.
Other Public Sector Organisations – please list [this could include delivery partners]	

Voluntary/Community/Trade Unions – please list	
Other – please list (eg, Elected Members, delivery partners, contractors, etc)	

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

Name policy/strategy/plan	Who owns or implements?
Interim Corporate Plan 2022-2025	LCCC

**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.**

This proposal is a response to staff’s experience of having to respond to rapidly changing circumstances and needing to get information out to the public quickly during the Covid-19 pandemic.

We have considered the communication needs of different departments and the channels currently used by residents/service users. There has been a shift towards more use of digital communications in recent years but we are aware that many residents/service users still rely on more traditional communication channels.

Section 75 Category	Details of evidence/information
Religious Belief	Nothing of specific relevance to this project

Political Opinion	Nothing of specific relevance
Racial Group	LCCC has a small minority of people who do not have English as a first language (Census 2011)
Age	LCCC has a slightly older than average population of older people (Census 2011). Older people are more likely not to engage with digital communication channels, eg, social media.
Marital Status	Nothing of specific relevance
Sexual Orientation	Nothing of specific relevance
Men & Women Generally	Some evidence that women are more likely to engage with LCCC's social media channels.
Disability	Just under 20% of the LCCC population have declared a disability – Census 2011
People with and without Dependants	Nothing of specific relevance

## 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	People who do not have English as a first language need information in plain English and may require important information to be translated into their first language to ensure accessibility

Age	Some older people will need information to be in plain English and accessible in terms of font size etc. Older people are less likely to access council information online and need other communication channels for important information.
Marital Status	No different needs identified
Sexual Orientation	No different needs identified
Men & Women Generally	No different needs identified
Disability	People with certain disabilities may be unable to access some information channels. Council needs to use a wide range of communication channels to ensure that disabled people have access. In display boards, information needs to be clear and readable.
People with and without Dependents	No different needs identified

## 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	None identified at this time – published information will be available to all regardless of religious belief	
Political Opinion	No different impact identified	
Racial Group	Information can be published in other languages where appropriate	Minor positive

Age	Some older people may see information published on LED screens that they may not receive if they are not engaging digitally with LCCC	Minor positive
Marital Status	No different impact	
Sexual Orientation	No different impact	
Men & Women Generally	No different impact	
Disability	People with certain disabilities may be able to view information on LED screens that they may not receive if they are not engaging digitally with LCCC.	Minor positive
People with and without Dependents	No different impact	

\* 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		No opportunities identified
Political Opinion		No opportunities identified
Racial Group	Messages can be displayed in alternative formats or languages where required.	
Age	Particular attention will be given to ensuring information on the	

	boards is clear and easy to read with iconography used instead of text where appropriate.	
Marital Status		No opportunities identified
Sexual Orientation		No opportunities identified
Men & Women Generally		No opportunities identified
Disability	Particular attention will be given to ensuring information on the boards is clear and easy to read with iconography used instead of text where appropriate.	
Dependents		No opportunities identified

### **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.

Yes, Action 2.1 – Access to Information

### **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?

No

- 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?**

<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	No specific impact on good relations identified	
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 – not relevant to good relations	
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.**

No multiple identity issues identified in relation to this project.



### 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 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. [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
<p>Option 1</p> <p><b>Screen out</b> – no equality impact assessment and no mitigation required [go to Monitoring section]</p>	<p>Screening has concluded there is no need for a detailed equality impact assessment. No negative impacts identified and potential minor positive impacts in terms of enhancing information provision for some groups.</p>
<p>Option 2</p> <p><b>Screen out with mitigation</b> – some potential impacts identified but they can be addressed with appropriate mitigation [complete mitigation section below]</p>	
<p>Option 3</p>	

<b>Screen in for a full Equality Impact Assessment (EQIA)</b>	
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[If option 3, complete timetabling and prioritising section below]	
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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?** [Can you take specific mitigating steps that will address the potential issues/needs identified through screening?]

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.]

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

**N/A**

## Part 4. Monitoring

### Two elements to monitoring:

- 1) Monitoring the activity generally as part of normal review and evaluation or service improvement and 2) monitoring by equality category.**

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? What will be monitored and how? What specific equality monitoring will be done?

Please give details below:

Will be undertaken by:  Gemma Richardson  Project Officer	Frequency (e.g. Annually):  Annual monitoring will evaluate how many hours the LED display boards have been used for and the types of messages which were displayed.  Feedback from the public will be monitored.
Will be signed-off by:	Wilfie Muldrew  Head of Waste and Operational Services

## Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Gemma Richardson	Project Officer	10/05/2022
Reviewed by	Equality Officer	23/05/2022
<b>Approved by:</b>		
Wilfie Muldrew 	Head of Waste and Operational Services	14.7.2022

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.