

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening

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

LCCC are in the process of procuring an Operator to run the Golf Services at Aberdelghy Golf Course. Full details are set out in an Operating Agreement but this will include collecting membership fees and pay and play fees; operating a fully stocked golf shop which includes day to day running of the shop and its staffing; and facilitating the provision of golf lessons/tuition which is co-ordinated by council Sports Services staff. Promotion of the club and club membership remains the responsibility of Sports Services staff.

This service has traditionally been delivered by an external provider on a 3 year contract and the current contract will expire on 31 March 2023. It is proposed to tender for a new contract, from April 2023, initially for 3 years which can be extended for a further two years, subject to satisfactory performance.

Name of the activity/policy/project

Tender for provision of golf services at Aberdelghy Golf Club

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

This is a tender for a new contract to deliver an existing service

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

To procure an Operator to provide Golf Services at Aberdelghy Golf Course to all golfers, members and visitors on behalf of Lisburn & Castlereagh City Council.

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 procurement and the service to be provided is not aimed at any specific Section 75 group. Club members and users of the services may come from all Section 75 categories.

Who initiated or developed the activity/policy/project?

Sports Services/Golf Services. Roy Skillen, Secretary/Manager

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

Owned by Lisburn & Castlereagh City Council. Sports Services manage the tender process and the contract.

Are there any factors which could contribute to/detract from the intended aim/outcome of the activity/policy/project? If yes, give brief details of any significant factors.

Financial – there is a requirement to ensure the cost of the contract is less than delivering the service in-house

Other – because of the nature of the service and the contract, there may be limited interest from suitable potential providers

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

Staff - staff who manage the contract; staff who use the golf club

Service users - golf club users, both members and casual players

Other public sector organisations - N/A

Voluntary/community/trade unions - N/A

Other – Elected Members as decision makers and service users; the appointed service provider and any staff they employ

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

Name of policy/strategy/plan	Who owns or implements?
Corporate Plan	LCCC
Community Plan	LCCC

Sports Matters – A strategy for sport and recreation	Sport NI
Procurement Guidance and protocols	LCCC Finance & Procurement
Health & Safety Policy	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.

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

Since 1986 when Aberdelghy opened Lisburn & Castlereagh City Council have employed an Operator to run day to day Golf Services at Aberdelghy Golf Course.

In developing the tender proposal, we have reviewed how the service has operated in the past. Review has concluded that using an external provider is more cost-effective than delivering the service in-house and also provides a good customer service so it is proposed to continue with this model.

We currently have 598 members at Aberdelghy Golf Course (December 2022). The course welcomes around 4,000 pay and play golfers per year.

Section 75 Category	Details of evidence/information
Religious Belief	We do not hold data on the religious belief of members and casual players but it is likely that there are more members/players from a Protestant community background. We also do not have information on the religious background of potential contractors/operators and their staff.
Political Opinion	We do not hold information on the political opinion of members and casual players but, given the make-up of the area, it is likely that there will be more members/players from a unionist background. We do not have information on the

	political opinion of potential contractors/operators and their staff.
Racial Group	We have a small percentage of members from minority racial groups but it is generally accepted that BME people are underrepresented in many sports, including golf. We do not have information on the racial background of potential contractors/operators and their staff.
Age	<p>Golf Membership Age Profile at Aberdelghy Golf Course as of December 2022 is:</p> <p>4-17yrs – 76 (12.71%) 40-59yrs – 164 (27.42%) 18-25yrs – 17 (2.84%) 60+yrs – 221 (36.96%) 26-39yrs – 120 (20.07%) Total = 598</p> <p>We do not have information on the age profile of visiting players or potential contractors/operators and their staff.</p>
Marital Status	We do not hold information on the marital status of members/players or potential contractors/operators and their staff.
Sexual Orientation	We do not hold information on the sexual orientation of members/players or potential contractors/operators and their staff.
Men & Women Generally	<p>Golf Membership Gender Profile at Aberdelghy Golf Course as of December 2022 is:</p> <p>Female – 95 (15.88%) Male – 503 (84.12%)</p> <p>This reflects the general picture across Northern Ireland where women are significantly underrepresented in golf and in many other sports, despite being 51% of the population. However, female membership at LCCC golf clubs is significantly lower than in other clubs. The Continuous Household Survey 2017/18 found that 13% of males play golf compared to only 3% of females.</p>

	<p>We do not have information on the gender profile of visiting players or potential contractors/operators and their staff.</p>
<p>Disability</p>	<p>Currently there are no precise figures on the number of members or casual players who have a disability but the club is aware that some members will have disabilities and some will need adjustments to enable them to play. For example, golf buggies are provided to assist those with mobility issues to move around the course and these are well used. The club building is also fully accessible.</p> <p>There is clear evidence that many disabled people can benefit from a programme of regular exercise and Sport NI has an objective of increasing participation levels among disabled persons (Sport Matters – The N. Ireland Strategy for Sport and Physical Recreation 2009-2019).</p> <p>Census 2021 data indicates that 21.7% of the LCCC population reported a long term health problem or disability that limited their day to day activities a little or a lot.</p> <p>We do not have relevant disability-related information for potential contractors/operators and their staff.</p>
<p>People with and without Dependants</p>	<p>We do not hold information on the dependant status of members or players but we know that golf is played by those with and without dependants. For example, many parents and grandparents bring children to play golf or have golf lessons. The club facilities are family friendly and dependant friendly. We do not have information on the dependency status of potential contractors/operators and their staff.</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

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	No different needs in relation to the services to be provided but there is a need to ensure equality in service delivery. In relation to the tender process, there is a need to ensure equality of opportunity for all potential applicants.
Political Opinion	No different needs in relation to the services to be provided but there is a need to ensure equality in service delivery. In relation to the tender process, there is a need to ensure equality of opportunity for all potential applicants.
Racial Group	No different needs in relation to the services to be provided but there is a need to ensure equality in service delivery. In relation to the tender process, there is a need to ensure equality of opportunity for all potential applicants.
Age	<p>The Aberdelghy Club has a significant proportion of older members. The appointed service provider needs to be aware that some older members/players may need support or adjustments to enable them to play golf or to continue to play as they get older.</p> <p>In relation to the tender process, there is a need to ensure equality of opportunity for all potential applicants.</p>
Marital Status	No different needs in relation to the services provided but there is a need to ensure equality in service provision. In relation to the tender process, there is a

	need to ensure equality of opportunity for all potential applicants.
Sexual Orientation	No different needs in relation to the services provided but there is a need to ensure equality in service delivery. In relation to the tender process, there is a need to ensure equality of opportunity for all potential applicants.
Men & Women Generally	Women are underrepresented in club membership and in golf generally. While it is the responsibility of the Council to address underrepresentation, it is important that any appointed service providers are sensitive to gender issues for female members/ players and potential members and ensure equality in their service delivery. In relation to the tender process, there is a need to ensure equality of opportunity for all potential applicants.
Disability	Members and players with a disability will include a wide range of disabilities, both visible and hidden. The incidence of acquired disability increases with age. As golf is a physical activity, some people with disabilities need assistance to enable them to play, for example, the provision of golf buggies. The appointed service provider needs to be aware of the needs of disabled service users and their duty to make reasonable adjustments. In relation to the tender process there is a need to ensure equality of opportunity for all potential applicants.
People with and without Dependants	No different needs in relation to the services provided but there is a need to ensure equality in service delivery. In relation to the tender process, there is a need to ensure equality of opportunity for all potential applicants.

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 different impact identified. The appointed service provider will deliver and be evaluated against the contract agreement and in line with LCCC policies and protocols.	None
Political Opinion	No different impact identified	None
Racial Group	No different impact identified	None
Age	No different impact identified	None
Marital Status	No different impact identified	None
Sexual Orientation	No different impact identified	None
Men & Women Generally	No different impact identified	None
Disability	No different impact identified	None
People with and without Dependents	No different impact identified	None

* 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		The appointed operator will be required to comply with all relevant legislation, including equality, in relation to the services they provide to club users. They

		<p>will also be required to be an equal opportunities employer.</p> <p>The tender selection process will comply with council protocols and procedures to ensure equality of opportunity.</p>
Political Opinion		<p>The appointed operator will be required to comply with all relevant legislation, including equality legislation, in relation to the services they provide to LCCC and to club users. They will also be required to be an equal opportunities employer.</p> <p>The tender selection process will comply with council protocols and procedures to ensure equality of opportunity.</p>
Racial Group		<p>The appointed operator will be required to comply with all relevant legislation, including equality legislation, in relation to the services they provide to LCCC and to club users. They will also be required to be an equal opportunities employer.</p> <p>The appointed contractor will not be responsible for addressing underrepresentation in club membership.</p> <p>The tender selection process will comply with council protocols and procedures to ensure equality of opportunity.</p>
Age		<p>The appointed operator will be required to comply with all relevant legislation, including equality legislation, in relation to the services they provide to LCCC and to club users. They will also be required to be an equal opportunities employer.</p>

		The tender selection process will comply with council protocols and procedures to ensure equality of opportunity.
Marital Status		<p>The appointed operator will be required to comply with all relevant legislation, including equality legislation, in relation to the services they provide to LCCC and to club users. They will also be required to be an equal opportunities employer.</p> <p>The tender selection process will comply with council protocols and procedures to ensure equality of opportunity.</p>
Sexual Orientation		<p>The appointed operator will be required to comply with all relevant legislation, including equality legislation, in relation to the services they provide to LCCC and to club users. They will also be required to be an equal opportunities employer.</p> <p>The tender selection process will comply with council protocols and procedures to ensure equality of opportunity.</p>
Men & Women Generally		<p>The appointed operator will be required to comply with all relevant legislation, including equality legislation, in relation to the services they provide to LCCC and to club users. They will also be required to be an equal opportunities employer.</p> <p>The appointed contractor will not be responsible for addressing underrepresentation in club membership.</p> <p>The tender selection process will comply with council protocols and</p>

		procedures to ensure equality of opportunity.
Disability		<p>The appointed operator will be required to comply with all relevant equality legislation, including the provisions of the Disability Discrimination Act, in relation to the services they provide to LCCC and to club users.</p> <p>They will also be required to be an equal opportunities employer.</p> <p>The operator will be responsible for making reasonable adjustments for disabled service users within the scope of their responsibility and for liaising with council staff to ensure accessibility.</p>
People with and without Dependants		The appointed operator will be required to comply with all relevant legislation, including equality legislation, in relation to the services they provide to LCCC and to club users. They will also be required to be an equal opportunities employer.

2(b) 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(c) 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?

If yes, give details/specify which action.

No, council staff retain responsibility for the Disability Duties in relation to the activities of its golf clubs.

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 Political Opinion Racial Group	No direct impact identified as provision of golf services not directly relevant to the promotion of good relations	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 Political Opinion Racial Group		Not in relation to the responsibilities of the operator – services to be provided under this contract are not directly relevant to promotion of good relations

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 direct impact identified in relation to this procurement exercise.

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
<p>Option 1</p> <p>Screen out – no equality impact assessment and no mitigation required [go to Monitoring section]</p>	<p>Equality screening has concluded there is no need for a full equality impact assessment. There are no negative impacts associated with the appointment of an external contractor to operate the service at Aberdelghy Golf Club. The appointed contractor will be required to comply fully with Council policies and procedures and all relevant legislation, including equality legislation.</p>
<p>Option 2</p> <p>Screen out with mitigation – some potential impacts identified but they can be addressed with appropriate mitigation or some opportunities to</p>	

better promote equality and/or good relations identified [complete mitigation section below]	
<p>Option 3</p> <p>Screen in for a full Equality Impact Assessment (EQIA)</p> <p>[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.

N/A

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.

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:

The operation of the contract and the service delivered at Aberdelghy Golf Club will be overseen by the Secretary/Manager in Sports Services.

There will be regular meetings with the external contractor and annual review to ensure the terms of the contract are being complied with and that the service is working effectively as intended.

Sports Services will monitor membership and visitor numbers, by equality category where possible. Feedback from service users will also be sought and analysed.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Roy Skillen	Secretary/Manager, Sports Services	23.12.22
Reviewed by: Mary McSorley	Equality Officer	10.01.23
Approved by: Brendan Courtney 	Head of Service	12.01.23

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.