**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**

# Lisburn & Castlereagh Safety Advisory Group (LCSAG)

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

Revised Policy

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

**The aims/objectives of the policy are to:**

1. Give a background to why the Safety Advisory Group (SAG) is in existence

2. Inform event organisers of the SAG process

3. Stipulate what the SAG does and does not do

4. Provide advice to event organisers regarding their outdoor event.

**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 SAG provides the same advice, guidance and support to all event organisers managing an outdoor event. It advises on events that will attract people from all Section 75 categories. Its work is not targeted at any one group but advice provided will include particular advice on issues organisers should consider in relation to more vulnerable groups and those who may have specific needs, such as disabled people, children, those with language barriers and older people.

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

Environmental Health Service Unit

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

LCCC owns the policy but will be implemented by Environmental Services. SAG key partners, PSNI, NIFRS & NIAS have offered their input to the policy.

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

Yes

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

SAGs are a requirement in relation to Sportsgrounds Safety legislation. There is a requirement to organise a SAG for sportsgrounds requiring safety certification. However, SAGs are seen as good practice in relation to all types of events. LCCC operate their SAG for all outdoor events.

Other Government policy or legislative changes may have an impact on SAGs, such as COVID 19 requirements and Public Health Advice.

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

|  |  |
| --- | --- |
| Staff | Council H&S, licencing, Emergency Planning & EH Administrative officers |
| Service Users | Companies and general Public, who are organising events. |
| Other Public Sector Organisations – please list | PSNI, NIAS, etc |
| Voluntary/Community/Trade Unions – please list | Community groups organising events |
| Other – please list (eg, Elected Members, delivery partners, contractors, etc) | Elected members who endorse the policy and may be involved in organising community type events. |

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

|  |  |
| --- | --- |
| **Name policy/strategy/plan** | **Who owns or implements?** |
|  |  |
| 1. HR policies | HR |
| 2. LCCC H&S Policy | Finance |
| 3. H&S policy and Risk Assessments for the event. | Event organisers |
| 4. Sports Grounds Safety Authority (SGSA) SAG guidance | SGSA  https://sgsa.org.uk/safety-advisory-groups/ |
| 5. Emergency Planning College (EPC) guidance on SAGs | EPC  <https://www.epcresilience.com/EPC.Web/media/documents/Guidance/The-UK-GPG-to-WSAG-Part-1.pdf> |
| 6. Health & Safety Executive (HSE) guidance for Local Authories on SAGs | HSE  <https://www.hse.gov.uk/event-safety/safety-advisory-groups.htm>  <https://www.hse.gov.uk/event->safety/safety-advisory-groups.htm |

**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.**

Evidence used to date to inform this policy includes latest statutory requirements, guidance, feedback from previous events and COVID requirements have been considered debriefs received from event organisers, discussions with community services and economic development.

The current estimated population of LCCC is 146,452. In recent years LC SAG has been involved with approx. 140 events across the Council area. These events range from relatively low risk/small events to large scale agricultural events with up to 100,000 attendees. Event notifications sent to SAG are for outdoor events and these include Council, businesses and community organised events. Community events tend to be smaller in nature.

|  |  |
| --- | --- |
| **Section 75 Category** | **Details of evidence/information** |
| Religious Belief | Census 2011 data for LCCC – 23.95% of the LCCC population were brought up in the Catholic religion and 66.9% were brought up in the Protestant & Other Christian religions. 9.14% identified as no religion or ‘other non-Christian’.  Public events that benefit from the guidance/oversight of the SAG will be attended by people from all religious beliefs and none.  Some events, for example those are held around 12th July, will attract more people of one particular religion; other community festival events, markets and events such as the Balmoral Show will attract a range of people from different backgrounds from both within and outside the council area. |
| Political Opinion | There is a generally accepted link between religious community background and political opinion in Northern Ireland. In this instance, the majority political opinion of LCCC residents is Unionist. In terms of elected representatives, members of LCCC (May 2019 local government elections) belong to a range of parties across the political spectrum: DUP – 15; UUP – 11; Alliance – 9; SDLP – 2; Sinn Fein – 2; Green Party NI – 1.  As above, community type events tend to attract people from their particular political backgrounds; whereas larger scale public events include those from all political backgrounds. |
| Racial Group | LCCC has small populations of different nationalities, with 88.7% of residents born in N Ireland at the last Census (2011). 2.36% of citizens identified as being from a Black and Minority Ethnic background.  Some events, eg, summer festivals will aim to attract participation from people of different backgrounds and cultures. |
| Age | NISRA mid-year estimates for LCCC 2019:  0-15 years – 20.3%  16-64 years – 62.3%  65+ years – 17.4% (2% are 85+).  Trends indicate an aging population (number of people over 65 years is growing and is expected to reach 20% of the total population by 2027(NISRA 2012-based population projections).  Some events will particularly attract children/young people and others will be mixed. |
| Marital Status | Single never married 30.7% Married 53.8% 2011 Census; small percentages of people who are divorced, separated, widowed and in same-sex partnerships.  No information on the marital status of those who attend council events. |
| Sexual Orientation | 2% of the population identify as LGBT+ (Office of National Stats 2016). LGB support groups claim this is likely to be a significant under-representation due to under-reporting.  No specific information on the sexual orientation of participants in council events. |
| Men & Women Generally | LCCC population reflects the national picture – 51% female (Census data). Most events, whatever their nature, will attract people of all genders. |
| Disability | 18.29% had a long term health problem / disability which limited their day to day activities 82.13% stated their general health was either good or very good (2011 Census). Council events and events that are supported by the SAG should be accessible to everyone, including those with disabilities. |
| Dependants | Census data for LCCC 2011 suggests 46.3% of residents have dependants (including children, older and disabled dependants). 12.51% of the population stated that they provided unpaid care to dependants (2011 Census). Some events particularly target families. |

### 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**

In relation to safety at public/outdoor events, the needs are not any different for some these groups, i.e. religion, political opinion and marital status etc.

|  |  |
| --- | --- |
| **Section 75 Category** | **Details of needs/experiences/priorities** |
| Religious Belief | Given that LCCC area is from a predominantly unionist background, community events tend to be held around the July holiday period. Events can be dictated by individual’s religious beliefs. Event organisers need to be mindful that different religious backgrounds may increase risk of trouble and therefore adequate security/stewarding required. |
| Political Opinion | Similar to the above. Political opinions may give rise to trouble at events and therefore increased security/stewarding required. Religion can be used as a proxy for political opinion and this may have a bearing on some events across the LCCC area. |
| Racial Group | Minority groups may require reassurance that the event is inclusive for all backgrounds. Those with language barriers may need additional support with information/signage. There has been no issues identified with racial groups in relation to this policy. |
| Age | Majority of events within the LCCC area cater for all ages. However, event organisers need to ensure different age categories are considered depending on their needs, i.e. older people may need assurances that access/egress is suitable and there is sufficient security/stewarding |
| Marital Status | No different needs identified. |
| Sexual Orientation | No different needs identified. |
| Men & Women Generally | No different needs identified. |
| Disability | Consideration relating to disability access needs to be considered/implemented by event organisers. Depending on the type/profile of event, the organiser may have to implement more stringent measures to accommodate those with disabilities, i.e. viewing areas, parking, stewarding & evacuation |
| Dependants | Families who attend vents may have children in prams or disabled adults and this may present accessibility issues. Event organisers will be reminded to consider such elements and ensure that staff at the event are aware of the appropriate welfare facilities/points are. |

**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 - All events are approached with a consistent and fair manner no matter the religious belief and safety measures benefit everyone. | None |
| Political Opinion | As above. | None |
| Racial Group | If events are organised appropriately with adequate safety measure, this should provide the necessary reassurances that the event will be safe, i.e. safety points, first aid, stewarding, signposting and not overcrowded. All events considered equitable. | None |
| Age | Events take place for all ages and consideration must be given to those at different age categories and what their needs may be. | None |
| Marital Status | Has no bearing on the SAG | None |
| Sexual Orientation | Has no bearing on the SAG. | None |
| Men & Women Generally | Has no bearing on events. | None |
| Disability | The SAG will consider the needs of people with disabilities such as access/egress. | Minor |
| Dependants | The SAG will consider safety issues that may impact on families or those with dependants. | 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 |  | The SAG already provides for everyone and therefore no better opportunity identified at this stage. |
| Political Opinion |  | No better opportunity at present. |
| Racial Group | Key information for events can be translated if English not first language. Signage should also be considered to ensure safety for all. |  |
| Age | Ensuring that appropriate measures are considered for age profile of event, i.e. seating available/accessible for older population. |  |
| Marital Status |  | No opportunity identified |
| Sexual Orientation |  | No opportunity identified |
| Men & Women Generally |  | No opportunity identified |
| Disability | The SAG can help ensure that event organisers develop specific plans to cater for different disabilities and share learning from previous experience. For example, have stewards/security staff designated to help people |  |
| Dependants | The measures considered for disabled people will also help some people with dependants. |  |

**Does the project/policy being screened relate to an action in the** [**Equality Action Plan**](https://www.lisburncastlereagh.gov.uk/uploads/files/LCCC_Equality_Action_Plan_Final.pdf)**?**

Not directly but the advice of the SAG may contribute indirectly to a number of actions.

**2(b) DDA Disability Duties**

**Does this policy/activity present opportunities to contribute to the actions in our** [**Disability Action Plan**](https://www.lisburncastlereagh.gov.uk/uploads/files/Disability_Action_Plan_2021-2025.pdf)**:**

* To promote positive attitudes towards disabled people
* To encourage the participation of disabled people in public life?

Potentially yes, indirectly - ensuring accessible and safe events allows disabled people to participate in public events which leads to increased visibility and potentially helps create positive attitudes. When disabled people are facilitated and encouraged to attend events organised or supported by LCCC, they may have the opportunity to give their views and feedback.

**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 | No direct impact on good relations for any group other than the potential for well managed and safe events to encourage inclusive participation and attendance. | None |
| 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?**

|  |  |  |
| --- | --- | --- |
| **Good Relations Category** | **IF Yes, provide details** | **If No, provide details** |
| Religious Belief  Political Opinion  Racial Group |  | LCSAG already promotes and supports all event organisers with an equitable approach. The SAG process is applied universally and with consistency and fairness. No further opportunities identified at this time. |

**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 is aware that no one individual sits exclusively within just one of the S75 designated groups. There will be some groups that will particularly benefit from safety measures on grounds of multiple identity, e.g., older and disabled people, disabled children or younger people, etc.

**Part 3. Screening 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.

**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 | No adverse impacts have been identified. Impacts identified are minor and/or likely to have a positive impact. The SAG processes all event notifications in a timely and consistent manner. Every event organiser is treated equitably. |
| Option 2  **Screen out with mitigation** – some potential impacts identified but they can be addressed with appropriate mitigation |  |
| Option 3  **Screen in** for a full Equality Impact Assessment (EQIA) |  |

**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.

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

If the activity/policy has been **‘screened in’** for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the activity/policy in terms of its priority for equality impact assessment.

|  |  |
| --- | --- |
| Priority criterion | Rating (1-3) |
|  |  |
| Effect on equality of opportunity and good relations |  |
| Social need |  |
| Effect on people’s daily lives |  |
| Relevance to a public authority’s functions |  |
|  |  |
| Total Rating Score |  |

**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).

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 monitoring and equality-specific monitoring will be done?

Feedback from event organisers will be considered on an ongoing basis. The SAG will review its work on an annual basis and procedures, advice and guidance will be updated or amended accordingly. Individual event organisers will be encouraged to review their own events and to make changes if required. In particular, they will be encouraged to identify if adequate arrangements are in place to meet the needs of particular groups.

In addition monitoring of events is carried out by members of the SAG within their enforcement remit.

Please give details below:

|  |  |
| --- | --- |
| Will be undertaken by: Gareth Lennox  Name & Position/Job Title: EH Manager | Frequency (eg. Annually): |
| Who? |  |
| Will be signed-off by:  Richard Harvey HoS Environmental Health | Annually, when policy is being reviewed or if there is a change in legislative requirements |
| Richard Harvey, Head of Environmental Health |  |

**Part 5 - Approval and authorisation**

|  |  |  |
| --- | --- | --- |
| **Screened by:** | **Position/Job Title** | **Date** |
| Gareth Lennox | Environmental health Manager | 9 Dec 2021 |
|  |  |  |
| Reviewed by | Equality Officer | 8 Dec 2021 |
| **Approved by:** |  |  |
| Richard Harvey | Head of Service | 13 Dec 21 |

Appendix 1 – Equality Commission guidance on equality impact

\*Major impact:

1. The policy/project is significant in terms of its strategic importance;
2. 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;
3. 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;
4. 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;
5. The policy is likely to be challenged by way of judicial review;
6. The policy is significant in terms of expenditure.

Minor impact

1. The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
2. 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;
3. 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;
4. By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

No impact (none)

1. The policy has no relevance to equality of opportunity or good relations;
2. 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.