

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening

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

Name of the activity/policy/project

Lisburn & Castlereagh City Council - Tree & Woodland Management Strategy (Draft)

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

This is a new strategy

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

This strategy aims to support the Council's commitment to combatting climate change. With trees playing a vital role in tackling climate change and supporting the wildlife, it is vital that tree cover is increased within the council area.

This Tree Management Strategy provides a framework for Lisburn and Castlereagh City Council to manage its trees by achieving the following objectives

- Conserve and preserve existing trees, as well as maintaining the number and quality. Creation and renovation of woodland within the council area. Advance and expand ongoing tree planting on public and private land in order to address the current decline of trees and to attempt to mitigate the current and future impact of pests and diseases.
- The aim is to restore a minimum of 20 hectares of woodland over the next decade. This will be achieved through the removal of non-native understory species such as Laurel and Rhododendron.
- Increase the percentage tree cover within the council area.
- LCCC aims to plant 10,000 new native trees and 1000m of native hedgerows spread throughout the council area per year for the next ten years.
- Establishment of 30 Hectares of new woodland throughout the council area by the end of 2023

- Protect public safety by ensuring that trees are assessed and inspected in an organised and scheduled way.
- Continue to manage and inspect the existing tree population on a 2 year cyclic basis. Prioritise tree surgery works on identified dangerous trees.

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 not targeting any particular Section 75 groups but, given that trees have been scientifically proven to improve mental and physical health and wellbeing, there is potential to benefit everyone.

Training and planting programmes that result from the strategy will be promoted widely to community groups and schools, and a fair process applied to selection for participation. S75 groups, such as disability groups, special schools, ethnic minority groups and older groups will be targeted specifically to encourage uptake of the programme amongst these groups.

Any recruitment of staff or apprenticeships will follow the Council's normal recruitment procedures, which comply with the Local Government Code of Procedures on Recruitment and Selection.

Who initiated or developed the activity/policy/project

Parks and Amenities Service Unit

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

LCCC owns the strategy.

Parks and Amenities will implement the strategy.

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. Inability to gain stock of trees and tree seeds plus equipment needed such as tree guards and supports.

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

Staff - Yes, staff will continue to maintain and work on the tree management across the council area.

Service users – Yes, this will bring service users together using woodland areas throughout the council area.

Other public sector organisations - Yes. DOE, Translink NI Railway, NI Water Service, NIE, Rivers Agency.

Voluntary/community/trade unions – Yes, voluntary and community groups will be involved in clearing areas for tree growth and improvement of wooded areas across the council area.

Other - Elected Members, delivery partners and contractors during works.

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

Name of policy	Who owns or implements policy?
1. Interim Corporate Plan 2021-2024	LCCC
2. Community Plan	LCCC
3. LCCC Local Biodiversity Action Plan	LCCC
4. UK Climate Change Act 2008	UK Government
5. Making Life Better 2013-2023	Department of Health
6. Health & Safety Policies	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.

In developing the strategy, we have considered a wide range of research and other strategies/plans including commitments in our Corporate Plan and wider government policies relating to sustainability, the environment and health and wellbeing. We have also considered Census data for the LCCC area.

Section 75 Category	Details of evidence/information
Religious Belief	2021 Census data recorded that 27% of the LCCC population were brought up in the Catholic religion; 58% were brought up in the Protestant & Other Christian religions; 2% other religions; and 13% declared no religion.
Political Opinion	Based on the most recent local government elections (2019), the majority political opinion in LCCC district is Unionist.
Racial Group	Census 2021 data indicates that around 4% of the LCCC population were from a minority ethnic group (similar to the NI population) and 6% were born outside the UK or Ireland.
Age	<p>The LCCC population recorded in Census 2021 totalled 149,106:</p> <p>19% (0-15 years)</p> <p>30% (16-39 years)</p> <p>33% (40-64 years)</p> <p>18% (65+ years)</p>
Marital Status	<p>For the 16+ population in relation to marital and civil partnerships: Census 2011</p> <p>30.65% single</p> <p>53.78% married</p> <p>0.10% same sex partnership</p> <p>3.27% separated</p>

	5.52% divorced 6.68% widowed
Sexual Orientation	The ONS published in 2017 data indicating that 1.2% of the household population in NI identified as Lesbian, Gay or Bisexual
Men & Women Generally	The LCCC population (2021) was 51% female and 49% male. This reflects the overall NI position. Females outlive males (their life expectancy is longer) and therefore there will be more females in the older population.
Disability	Census 2011 data (most recent available) indicated that 18.29% of the LCCC population had a long-term health problem or disability.
People with and without Dependants	People with dependants may have personal responsibility for the care of a child (or children), a person with a disability, and/or a dependent older person. Census data for LCCC 2011 found 46.3% of residents had dependants.

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	In relation to this strategy to ensure that people of all religions (and none) are facilitated and participate in any tree planting programmes or other initiatives that

	flow from the strategy and that different geographical areas will benefit equitably.
Political Opinion	It is considered that there are no different needs in respect of tree planting programmes for this group other than the need to ensure that people of all political opinions (and none) are facilitated and encouraged to participate in any tree planting programmes or other initiatives that flow from the strategy and that different geographical areas will benefit equitably.
Racial Group	The tree management strategy is making the benefits accessible to all in the LCCC council area. Some ethnic minorities, who are new to the area, may need access to translation of information, and their knowledge of council services including open spaces may be limited.
Age	People of different ages need to be facilitated appropriately to get involved. Children and young people can be targeted via schools. Older people may be targeted via community groups. The project needs to take account of how older people might access information and any physical barriers to participation.
Marital Status	No particular needs identified for people of different marital status
Sexual Orientation	No particular needs identified for people of different sexual orientations.
Men & Women Generally	Men and women may have differing involvement in different parts of the overall project. Horticulture apprentices are traditionally more likely to be male so females need to be specifically targeted for these opportunities. Community initiatives targeted at children and young people may mean that adult participants are be more likely to be female.

Disability	Those individuals with a disability (physical and other, visible and invisible) will have a range of different needs that will have to be accommodated to enable them to participate. We are aware of the various types of disability and the adjustments we need to make to encourage participation. As far as can be reasonably accounted for these varied needs will be considered at the planning stages. Groups which work with disabled people will need to be targeted.
People with and without Dependents	This can cover adults looking after children, carers looking after an older relative/family member or caring for someone with a disability. The proposed project needs to facilitate those who have dependents to enable them to become involved.

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	None
Political Opinion	No differential impact identified	None
Racial Group	No differential impact	None
Age	This project is intended to benefit people of all ages. In particular primary school children and older people's groups will be invited to participate.	Minor positive

Marital Status	No differential impact identified	None
Sexual Orientation	No differential impact identified	None
Men & Women Generally	No differential impact identified	None
Disability	To encourage participation, specific actions will be taken to facilitate the involvement of those with a disability	Minor positive
People with and without Dependants	There may be opportunities for families to be involved in tree planting, etc.	Minor positive

* 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 outcome of the strategy – more trees/ woodland and attractive green spaces – is intended to benefit everyone. However, ongoing effort can be made to ensure full inclusion and participation of different groups throughout the project.	
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		
Men & Women Generally		
Disability		
People with and without Dependants		

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, Theme 2 Access to information and Theme 4 Health & Wellbeing (access)

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?**

Potentially yes, through encouraging people with disabilities to be involved in initiatives such as tree planting and ensuring accessibility of woodland areas. This strategy has the potential to contribute specifically to actions 3.2 – Target disabled people in council consultations and engagement initiatives and 3.3 Continue to work with disabled individuals and representative groups.

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 on 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	There may be some opportunity to target community groups and school groups to get involved in tree planting initiatives, etc, which may have a positive impact on good relations if participants belong to these groups.	

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.

Council is aware that everyone has multiple identities. As an example, in relation to tree planting programmes, we will take into account the needs of people who are different ages, gender, with and without disabilities, etc.

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]	This policy will be screened out with minor mitigation. We have concluded that the impacts will be minor and should generally be positive for all groups. However, in developing plans for the Tree Management Strategy, due consideration will be given to some issues identified, including accessibility and inclusion.
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 needs of specific groups have been taken into account in developing the strategy to date but we will take some mitigation measures including:

- There will be ongoing consultation and engagement with a range of stakeholders to ensure representative participation, where feasible.
- Trees will be planted across geographical areas and will be planted so that all communities have equitable access to the woodland areas created.
- A fair process will be used to select community groups and schools that are participating in the training and planting programmes.
- Recruitment of any staff and apprenticeships will follow the Council's normal recruitment procedures, which will comply with all equality legislation.

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.

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

Priority criterion	Rating
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	

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?

Implementation of the strategy overall will be undertaken by the Parks & Amenities team to ensure objectives are met.

There will be ongoing monitoring of use of new (and existing) woodland spaces using access counters and surveys where feasible.

When possible, surveys will aim to capture feedback by S75 categories and unsolicited feedback will be analysed by S75 category where known.

The Council’s Customer Care policy is advertised on all Park signage to encourage feedback – good or bad – and feedback is responded to.

Local consultation on the potential to enhance or develop our woodland areas will take place eg Hillsborough, Glenmore Parkland Trail, Derriaghy Glen, McIlroy Park, Oakwalk and Aberdelghy Wood.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Stephen Croft	Community Engagement Officer	25/10/2022
Reviewed by:	Equality Officer	04/11/2022
Approved by: Ross Gillanders	P&A Head of Service	27/01/2023

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.