

Lisburn & Castlereagh City Council

Section 75 Equality and Good Relations Screening for LCCC Calendar of Events

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

LCCC Events Calendar detailing events to be delivered/supported across the LCCC area by all council departments. This is a live document and will be periodically reviewed and updated accordingly.

Facility users Customers, residents, businesses, signatories and visitors.

Council events The events included in this screening range from the Mayors' parade and Family fun day to ceremonial and civic events. Calendar details each event we are aware of to date. This will continually be updated.

Name of the activity/policy/project

LCCC Events Calendar

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

This is a revised calendar that incorporates events delivered and, at times, hosted by the Council. This does not include events that we fund off-site.

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

To ensure that LCCC Events have taken consideration of S.75 equality and good relations.

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.

Council owned/managed events are intended for everyone to enjoy. This includes residents and visitors to the district. Our aim is to provide events that will be attractive and accessible to all detailed in Section 75 of the NI Act (1998). Planning and development of the calendar will take cognisance of the nine protected groups within the NI Act.

Across the calendar of events balanced need is taken into account to ensure that diverse communities, additional needs, inclusion and abilities are catered for. As part of the planning process Officers assess need requirements for that event and consider reasonable adjustments.

Events within the Council area will particularly benefit certain groups whose needs have been taken into account, in terms of accessibility. Many Events have been designed with particular groups in mind, for example they are suitable for those with mobility issues, including those who look after or care for children using buggies/pushchairs, those who have disabilities and older people who are using rollator walking aids or walking sticks. The council are keen to continue this in the future, taking consideration of certain Section 75 group needs, in the planning and delivery of new events.

The Council wish to make events as accessible for as many section 75 groups as possible. The annual events calendar is an inclusive program events aimed at various demographics, consideration in the planning stage takes account of content ensuring entertainment for everyone. This will have a positive effect on those with particular political opinions, within racial groups and who have differing religious beliefs. These sections of the community can access events which are convenient to them, without having to travel into another community where they may not feel comfortable to play or carry out physical activity.

The Council recognises the need for creating accessible events for everyone to experience the great parks and events. Where opportunities arise the Council will explore new event themes to engage all.

Who initiated or developed the activity/policy/project?

Community & Wellbeing Department.

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

Lisburn & Castlereagh City Council owns the activities.

Parks & Amenities Service Unit within Communities & Wellbeing Directorate

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 information supplied by staff.

Who are the internal and external stakeholders (actual or potential) that the schedule will impact upon? Delete if not applicable.

External Customers –

Other public sector organisations –

Voluntary/community/trade unions –

Other

| | |
|--|--|
| Staff | Yes. |
| Service Users | Yes. |
| Other Public Sector Organisations – please list | Yes. PSNI, NIFRS, PCSP, Army, Foster Care NI |
| Voluntary/Community/Trade Unions – please list | Yes. Schools, Community Groups, Local charities. |
| Other – please list (eg, Elected Members, delivery partners, contractors, etc) | Elected Members, delivery partners and contractors. Outside vendors. |

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

| Name of policy/strategy/plan | Who owns or implements? |
|---|--|
| Lisburn & Castlereagh Community Plan | Lisburn & Castlereagh City Council and Community Planning Partners |
| Lisburn & Castlereagh City Council's Corporate Plan | Lisburn & Castlereagh City Council |
| Regional Development Strategy | NI Executive |
| Lisburn & Castlereagh City Council's Connect, Invest, Transform investment Plan | Lisburn & Castlereagh City Council |
| Local Development Plan | Lisburn & Castlereagh City Council |
| LCCC Open space strategy | Lisburn & Castlereagh City Council |
| Health & Safety Policies | Lisburn & Castlereagh City Council |
| LCCC local Biodiversity Action Plan | Lisburn & Castlereagh City Council |
| Pitch strategy | Lisburn & Castlereagh City Council |

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.

The Council recognises the importance of creating a healthy, active and accessible environment connecting places and people. Events encourage public to attend our Events and in doing so explore what the Council has to offer.

The Council's Customer Care interface provides a regular source of useful user feedback, which we consider, when making changes to Events.

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 | 2021 Census data indicates that 27% of the LCCC population were brought up in the Catholic religion while 73% were brought up in the Protestant & Other Christian religion |
| Political Opinion | There would be a generally accepted link between religion and political opinion. In this instance the majority political opinion being Unionist |
| Racial Group | Using the same Census/boundary data indicates that just over 4% of the population were from an ethnic minority group |
| Age | The population in 2021 totalled 149,106: 28,331 (0-14 years) 44,731 (15-39 years) 49,205 (40-64 years) 26,839 (65+ years) |
| Marital Status | For the 16+ population in relation to marital and civil partnerships: 33% single 52% married or civil partnership 3% separated. 6% Divorced or formerly in a civil partnership. 6% Widowed or surviving partner from a civil partnership |
| Sexual Orientation | The Census 2021 data indicates that 91% identified as Straight or heterosexual, 2% of the household population in identified as Gay, lesbian, bisexual or other sexual orientation, while 7% Prefer not to say or not stated. |
| Men & Women Generally | The LCCC population (2021) was 51% female and 49% male. This reflects the overall NI position |
| Disability | Using the same census data as above indicates that 32% of the population had a long-term health problem or disability. Several studies have shown a positive association between access to natural environments and |

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| | <p>increased rates of physical activity for all ages. Physical activity can help reduce obesity, improve mental health and overall health and well-being. We need to make sure that our Events are inclusive to all.</p> |
| People with and without Dependants | <p>Dependants would generally include three main categories:</p> <ul style="list-style-type: none"> The care of a child or children The care of an elderly relative/person The care of someone with a disability |

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 | Accessibility to events in their own, local community, where they feel safe. |
| Political Opinion | Accessibility to events in their own, local community, where they feel safe. |
| Racial Group | Accessibility to events in their own, local community, where they feel safe. Some ethnic minorities, who are new to the area, may need access to translation of information, and their knowledge of Events may be limited. |
| Age | Older people may be less mobile than others and will need safe level surfaces in order to use events. They may also need rest areas (seating or shelter) and well-lit areas, where they will feel safe. Accessible toilets will also be required for some older & younger people. Baby changing facilities may be required. |
| Marital Status | No particular needs identified for people of different marital status. |

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| Sexual Orientation | No particular needs identified for people of different sexual orientation. |
| Men & Women Generally | Need for safe spaces with areas which are well-lit, especially at night. |
| Disability | To include; assessable provision, sensory considerations and access to adapted provisions. Reasonable adjustments and considerations for individuals with learning or physical disabilities. |
| People with and without Dependents | Carers of children/older people/disabled people need accessibility for buggies/wheelchairs/walking aids so that they can enjoy events as a family group. |

Needs

The main need is for accessibility and inclusion for all. This includes those with disabilities, those with dependents and those who are older. People in these groups often have different needs from other groups. They may find access to the Events difficult or limiting. If paths have steps, steep gradients, gates or small entrances, those in wheelchairs, using walking sticks, partially sighted, using pushchairs or those who are unsteady on their feet would find these obstacles difficult to overcome.

There is also a need for some communities to access events in their local area. If those with particular religious beliefs, political opinions or racial groups find it difficult to go into areas where people have different beliefs, opinions or are a different race, then the council has endeavoured to introduce. The council will ensure that the strategy provides equitable Events across all communities. Events convenient to residential areas, also provides space for children and young people to play, who may not have access to transport.

Due care has been taken by the Council to consider these groups and many new Events have been designed with these groups in mind. This has enabled those living in cities and towns to walk to the Event that they wish to attend.

The Council also recognises a need on occasions to support some event organisers that use our events with certain infrastructure, such as barriers, toilets and Gazebos.

The events calendar will ensure there are events tabled for all groups to access and where applicable, put mitigations in place such as adapted accessibility and toilet provision as well as safe space, interpreters and translators along with additional seating and facilities for those of varying age ranges.

Experiences

The experience of those with disabilities, buggies/pushchairs or rollators is that at many events, they may not have full access to a site due to poorly planned walkways or barriers to using them. The Council wants to avoid this, and so all events are pre-planned to take all end users into account.

Priorities

The priorities of the groups that could be affected by access (as stated in the table above), will be full accessibility to events within the council area, so that they can achieve the same benefits as those who are not in these groups.

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 | Minor positive impact, events are intended for all to enjoy. | Minor |
| Political Opinion | Minor positive impact, events are intended for all to enjoy. | Minor |
| Racial Group | Minor positive impact, events are intended for all to enjoy. | Minor |
| Age | Minor positive impact, events are intended for all to enjoy. | Minor |
| Marital Status | No differential impact identified | Minor |
| Sexual Orientation | No differential impact identified | None |
| Men & Women Generally | No differential impact identified | None |
| Disability | Minor positive impact, events are intended for all to enjoy. | Minor |
| People with and without Dependants | Minor positive impact, events are intended for all to enjoy. | 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 | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |
| Political Opinion | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |
| Racial Group | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |
| Age | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |
| Marital Status | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |
| Sexual Orientation | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |
| Men & Women Generally | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |

| | | |
|------------------------------------|---|--|
| Disability | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |
| People with and without Dependents | Yes, reasonable adjustments to be considered where necessary and access to relevant events. | |

The events calendar has been designed to accommodate all S.75 groups. LCCC owned spaces are shared spaces and not specifically aimed to accommodate one particular S.75 group. Events within the calendar will be reviewed in line with any reasonable adjustments required, where applicable.

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(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:

1. to promote positive attitudes towards disabled people?

The events calendar will allow improved access so that more people with disabilities will be able to attend the Council's Events. Through this, there will be more interaction between disabled people and non-disabled people, and so this may work towards promoting more positive attitudes towards disabled people. There is also the potential for use of images of disabled people in promotional material for council Events, which will also raise awareness and promote positive attitudes.

2. to encourage the participation of disabled people in public life?

The events calendar is designed to encourage the participation of disabled people in public life, by providing opportunities for those with disabilities to enjoy Events, by giving them access to these spaces. When planning new

Events, the views of those with disabilities will be sought, to ensure improved accessibility and seeking reasonable adjustments.

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 | Should have a positive impact as Events will provide a safe and secure environment. | Minor |
| Political Opinion | Should have a positive impact as Events will provide a safe and secure environment. | Minor |
| Racial Group | Should have a positive impact as Events will provide a safe and secure environment. | Minor |

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 | Encouraging delivery of programme to promote inclusivity across all categories. | |
| 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.

The Council recognises that no individual sits in one group and this has been given consideration.

Increased accessibility may particularly benefit older people with disabilities, younger people with disabilities, people who have dependent children or dependants who are disabled.

The development of the Council’s events calendar may be considered to be designed with people with disabilities, dependents and older people in mind, however these events can be accessed by anyone in the community when run as a public event. Is it also recognised that those attending events, for example those with disabilities, will fall into other groups. They may be young or old, male or female or from a specific religious background.

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.
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 | This policy will be screened out with mitigation. We have concluded that the |

| | |
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| <p>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]</p> | <p>impacts will be minor and should generally be positive for all groups. However, in developing the events calendar, due consideration will be given to some issues identified, including accessibility and inclusion; and where applicable reasonable adjustment to be considered.</p> |
| <p>Option 3 Screen in for a full Equality Impact Assessment (EQIA) [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?

Mitigation factors – the geography of the council area will be studied closely and events will be designed taking into account path width, path incline, seating provision and rest places at points around events. Entrances to parks and greenways are designed to be accessible for wheelchair users and those pushing buggies.

The screening has identified some needs and potential positive impacts on the following three groups – those with dependents, those with disabilities and those in the older age category. The impacts on these groups are now taken into consideration during the development of Events, and those impacts are minor or none. All measures have been taken to mitigate any potentially negative impacts on these groups.

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.

N/A

Part 4. Monitoring

Two elements to monitoring:

1. Monitoring the activity generally as part of normal review and evaluation or service improvement

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.

Feedback is regularly sought from attendees at events, and as part of engagement with businesses, residents and visitors to ensure that needs are considered.

A recent engagement with the deaf community resulted in changes being made to the Christmas programme to have an interpreter to promote the programme on the Council's Facebook. There will also be an Interpreter present at the Christmas lights switch on.

The events calendar seeks to continually improve meeting the needs of our customers.

Where possible 'Access Counters' will be fitted to monitor footfall and use of the Events.

Periodic spot surveys will also take place to gather qualitative feedback from users and to gather comments for further improvement. This can take place at Council organised events etc.

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

2. 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:

Accessibility to Events will be constantly reviewed and improved when identified.

Part 5 - Approval and authorisation

| | Position/Job Title | Date |
|-----------------------------------|--------------------------------|----------------|
| Screened by: K Irwin, W Torrens | Events Officer, Parks Manager | 24 July 2024 |
| Reviewed by: Gareth Lennox | HoS Parks & Amenities (Acting) | 1 August 2024 |
| Approved by: Gareth Lennox | HoS P&A (Acting) | 16 August 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 (none)

Minor impact (none)

No impact (none)