

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

Performance Improvement Objectives 2025/26

There are 2 Performance Improvement Objectives for 2025/26:

- We will deliver better services that continue to meet people's needs.; and
- We will support our people to thrive in vibrant communities.

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

These are new objectives for the 25/26 financial year.

The Council has a statutory duty under Part 12 of the Local Government Act (Northern Ireland) 2014 to set improvement objectives and have arrangements in place to secure their achievement. A number of performance targets are also set by Central Government departments in respect of job creation, planning and waste management.

Once these objectives are agreed by Council a Performance Improvement Plan for 2025-26 will be developed and will set out what we will do in the year ahead to deliver on our statutory duty, as listed in Part 12 of the Local Government Act 2014. These 'duties' relate to sections 84(1), 85(2) and 89(5) of the Act, whereby the Council has a statutory responsibility to make arrangements to:

- secure continuous improvement;
- secure achievement of its improvement objectives;
- exercise its functions so that any Central Government Departmental specified standards are met.

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

The annual Performance Improvement objectives detail the areas that the Council will focus on in the financial year ahead to demonstrate improvement.

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 PI Objectives are aimed at everyone who uses LCCC services and is not targeted at any specific equality group.

Who initiated or developed the activity/policy/project?

The PI Objectives were drafted by the Council's Performance Improvement Officer following discussions with senior management and will be out for public consultation during April and May 2025. They were approved by the Corporate Management Team in January 2025 and will be presented to the Governance & Audit Committee for approval in March 2025.

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

The PI Objectives will form the basis of the PIP (Performance Improvement Plan) which is a corporate document that is written and published annually. It provides a rationale for why we have chosen our annual improvement objectives and details the expected outcomes of these. Progress is monitored, co-ordinated and reported on by the Performance Improvement Officer to CMT and the Governance & Audit Committee.

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.

Legislative

Other

While commitments are included in the PI Objectives, it can be a challenge to ensure that they are actually implemented as intended. The successful implementation of the PI Objectives is dependent on awareness of the PIP and service delivery across all Council functions.

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

Staff

Service users

Other public sector organisations eg NIAO and DfC

Voluntary/community/trade unions

Other Elected Members

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

Name of document/activity/policy	Who owns or implements document/activity/policy?
1.The Council's Corporate Plan & Ambitions 2024 - 2028 lccc-corporate-plan-2024-2028-web (lisburncastlereagh.gov.uk)	Chief Executive's Office/all services
2. Community Plan 2017-2032 community_plan_2017-2032_email-pdf (lisburncastlereagh.gov.uk)	Leisure & Community Wellbeing
3. HR policies and activity	HR & OD
4. Equality Scheme and associated equality policies and plans	Equality Officer
5. Part 12 of the Local Government Act (Northern Ireland) 2014 https://www.legislation.gov.uk/niu/2014/8/part/12/enacted	Department for Communities (DfC)

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.

A range of sources have been considered, including the previous Performance Improvement Plans; analysis of previous PIPs, evaluations of consultations, other Council PIPs, etc.

Sec 75 Category	Details of evidence/information
Religious Belief	NI Census 2021 data for the Lisburn and Castlereagh area: 58% Protestant (or other Christian) 27% Catholic 2% Other 13% None
Political Opinion	National identity is often used as an indicator of political opinion – unionist/nationalist. Analysis of Census 2021 data for LCCC showed: 41% identified as British 16% Irish 21% Northern Irish Political party representation on LCCC from local government elections 2023 (40 Members): DUP – 15 UUP – 11 Alliance – 9 Sinn Fein – 2 SDLP – 2 Green Party NI – 1 (now SDLP) Total – at least 64% unionist
Racial Group	Census 2021 statistics suggest 87% of the LCCC population were born in N Ireland and the district has a range of nationalities, including a small number of Syrian refugees. 3.6% of residents speak languages other than English as their first language.
Age	Census 2021 population estimates for LCCC area were: 0-14 years – 19% 15-39 years – 30% 40-64 years – 33%

	65+ years – 18%
Marital Status	<p>The 2021 census records for people over the age of 16 for the LCCC area:</p> <p>Single (never married or never registered a same-sex civil partnership) – 33% Married – 52% Separated – 3% Divorced or formerly in a civil partnership which is now legally dissolved – 6% Widowed or surviving partner from a civil partnership – 6%</p>
Sexual Orientation	<p>Census 2021 data – sexual orientation.</p> <p>Straight or heterosexual 91% Gay, lesbian, bisexual or other sexual orientation 2% Prefer not to say or not stated 7%</p>
Men & Women Generally	<p>The 2021 census population of LCCC local government district was 149,106, of which 49% were male and 51% were female.</p> <p>There is no official statistic on the number of people in N Ireland who identify as Transgender or non-binary but referrals to advice services are increasing year on year which suggests a small but growing minority. Women are significantly under-represented as Elected Members on LCCC with only 17.5% female councillors (NI average - 26.4%). At present (April 2021), women are over-represented in the senior management team (3 of 5 (60%) are female).</p>
Disability	<p>The 2021 Northern Ireland Census collected data on ‘persons with a limiting long-term illness’ which covered any long-term illness, health problem or disability which limits daily activities or work. Statistics for LCCC showed:</p> <p>21% of people had a long-term health problem or disability that limited their day-to-day activities; 81% of people stated their general health was either good or very good;</p>
Dependants	2021 Census data:

	<p>14% of people stated that they provided unpaid care to family, friends, neighbours or others.</p> <p>People with dependants includes parents of young children, parents of older dependant or disabled people, carers of elderly family members and others.</p>
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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

Sec 75 Category	Details of needs/experiences/priorities
Religious Belief	No evidence of different experience or needs of people according to religion in relation to these objectives or the Performance Improvement Plan.
Political Opinion	No evidence of different experience or needs of people depending on their political opinion in relation to these objectives or the Performance Improvement Plan.
Racial Group	No evidence of different needs for the objectives themselves. People who are from a minority ethnic background may face difficulties understanding their rights and how the Council's Performance Objectives or the Performance Improvement Plan (PIP) is relevant to them. Information may need to be targeted to race support groups. The PIP may need to be translated for someone who does not have English as a first language. Translators may be required at consultation events.
Age	No evidence of different needs for the objectives. Some older or younger people may need additional help to understand the objectives or the Performance Improvement

	Plan PIP. Accessibility of any consultation events should also be considered.
Marital Status	No different experience/needs identified
Sexual Orientation	No different experience/needs identified
Men & Women Generally	No different experience/needs identified
Disability	Improving Council attendance and employability programmes are expected to have enhanced needs for individuals with a disability. This is noted at this early scoping stage, but will be explored in more detail by the projects themselves. For example, the need to ensure reasonable adjustments and provision of information in alternative formats proactively. Some disabled people may need to have information about the objectives or the Performance Improvement Plan (PIP) provided in accessible formats as a reasonable adjustment. Consultation events will need to consider accessibility for disabled people.
Dependants	No different needs identified for the objectives. Consultation events should consider accessibility for those with dependants, for example offering online as well as in person events.

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?

Sec 75 Category	Details of activity/policy impact	Level of impact (minor/major/none*)
Religious Belief	The performance Objectives and the detail of the PIP will potentially benefit everyone, regardless of religious belief or any other personal characteristic	No differential impact identified

Political Opinion	The performance Objectives and the detail of the PIP will potentially benefit everyone, regardless of political opinion	No differential impact identified
Racial Group	The performance Objectives and the detail of the PIP will potentially benefit everyone, regardless of their race	No differential impact identified
Age	The performance Objectives and the detail of the PIP will potentially benefit everyone, regardless of their age	No differential impact identified
Marital Status	The performance Objectives and the detail of the PIP will potentially benefit everyone, regardless of marital status	No differential impact identified
Sexual Orientation	The performance Objectives and the detail of the PIP will potentially benefit everyone, regardless of their sexual orientation	No differential impact identified
Men & Women Generally	The performance Objectives and the detail of the PIP will potentially benefit everyone, regardless of their sexual identity	No differential impact identified
Disability	While the performance Objectives and the detail of the PIP will potentially benefit everyone, one of the improvement projects is specifically about inclusivity and supporting disabled people into employment. Disabled people and support groups will be specifically targeted in the public consultation on draft performance improvement objectives for 2025-26.	Minor positive

Dependants	The performance Objectives and the detail of the PIP will potentially benefit everyone	No differential impact identified
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*See Appendix 1 for details.

2(a) Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

Sec 75 Category	IF Yes, provide details	If No, provide details
Religious Belief		None identified through this screening but can be kept under review.
Political Opinion		None identified through this screening but can be kept under review.
Racial Group		None identified through this screening, but this will be kept under review. In addition, we will remain responsive to the needs of different groups by providing translated versions/translators to enable full participation in consultation.
Age		None identified through this screening, but we will encourage greater engagement of this group through the consultation process e.g. engaging with Age Friendly and Youth forums who may support us in identifying ways to promote equality of opportunity that have not been identified here.
Marital Status		None identified
Sexual Orientation		None identified
Men & Women Generally		None identified

Disability	Encouraging staff attendance levels will include a focus on consideration of reasonable adjustments. Employability programmes will also encourage equal opportunity for those with a disability. Both of these actions will encourage other employers to increase opportunities for this group. In addition, documents will be made available on request in alternative formats. BSL interpreters will be available in at least one consultation location, and access for those with disabilities is a key consideration. Engaging in this way through consultation may enable the identification of further actions.	
Dependants		None identified

Equality Action Plan 2021-2025

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2025? 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:

- to promote positive attitudes towards disabled people?
- to encourage the participation of disabled people in public life?

Yes, one of the improvement projects is specifically about inclusivity and supporting disabled people. Disabled people and support groups will be specifically targeted in the public consultation on draft performance improvement objectives for 2025-26. Accessibility of documents and consultation is a priority, and the Equality Screening will be updated following Consultation with disabled people.

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 activity/policy impact	Level of impact (minor/major/none*)
Religious Belief		No specific impact identified through this screening exercise
Political Opinion		No specific impact identified
Racial Group		No specific impact identified

*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		Not at this time, but can be kept under review
Political Opinion		As above
Racial Group		As above

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.

We are aware that most people have more than one identity and may experience additional disadvantage accordingly. We are proposing measures to accommodate the particular needs of different groups and multiple identity has been taken into account in developing these objectives and plan.

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]	Equality screening of the Performance Improvement Objectives and Plan 25/26 has concluded that a full Equality Impact Assessment is not necessary. This is because no negative impacts have been identified for any equality group. However, we are proposing several mitigation measures to address potential issues and better promote equality. We will review and update the screening accordingly, for example following consultation, which may itself identify additional considerations.
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.

Disabled people and support groups will be specifically targeted in the public consultation on draft performance improvement objectives for 2025-26.

Consultation events will consider the needs of certain groups by ensuring accessibility for disabled and older people, those who do not have English as a first language and those who have caring responsibilities. Examples include BSL interpreters (and promotion of), offering online events as well as in person and ensuring requests for any other reasonable adjustments are supported as fully as possible. Equality Screening will be provided with consultation documents and updated following Consultation with disabled people.

Following consultation, we will make reasonable adjustments for disabled people as required. For example, the objectives and PIP can be provided in accessible formats. Key documents will be provided in Easy Read format.

As people who do not have English as a first language may have difficulty understanding the Performance Improvement Objectives / PIP, translation will be provided if required.

If an older, or younger person has difficulty understanding the PIP, additional efforts will be made to help to ensure they are not disadvantaged.

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

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:

All services and departments will carry out regular monitoring of their contribution to the PIP within their areas.

The outcomes of PI Objectives and PIP will be monitored and reported upon a quarterly basis through CMT & Governance & Audit Committee by the Performance Improvement Officer, who reports to the Head of HR & Organisational Development.

Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Kerrie-Anne McKibbin	Performance Improvement Officer	26/02/25
Reviewed by: Annie Wilson	Equality Officer	27/02/25
Approved by: Greg Bowkett	Head of Human Resources & Organisation Development	28/02/25

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.

Revised Template @ April 2022