

# Lisburn & Castlereagh City Council

## Section 75 Equality and Good Relations Screening template (Oct 2022)

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

The Sports Accelerator Fund is a Lisburn and Castlereagh City Council wide initiative aimed at dividing out grants to sports clubs who aim to increase participation in sport and physical activity to all sections of the community. This is a £100,000 fund and clubs can apply for up to a maximum of £3000 per grant. This program aligns closely with the LCCC Community Plan where there is a focus on children and young people, communities and healthy lifestyles (2019-2024)

### Name of the activity/policy/project

**'Sports Club Accelerator Fund' Sports Grant for Sporting Clubs and Organisations in the Lisburn & Castlereagh jurisdiction.**

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

An existing policy?	<input checked="" type="checkbox"/>	A revised policy?	<input type="checkbox"/>	A new policy?	<input type="checkbox"/>
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### What are the intended aims/outcomes the activity/policy/project is trying to achieve?

1 To alleviate the financial strain on clubs by providing funding in identified areas where they need support.

2 To encourage increased participation in sport and activity, making it more accessible to a wider audience, in particular children, women and girls and disabled persons.

3 For LCCC Sports Development to develop stronger relationships with key stakeholders.

4 To enable groups to achieve something they wouldn't have been in a strong position to do otherwise.

**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.**

It is considered that as all groups/categories within Section 75 can currently utilise this funding.

It is well known that there is an underrepresentation of woman & girls in Sport. This is compounded by a high drop off rate during the early teens. By LCCC introducing such an attractive funding initiative, this may provide more opportunities for woman & girls to take part in Sport & Physical Activity. Some groups previously have typically applied for funding to run female only participation programs such as football, cricket and gymnastics. As part of the scoring matrix/funding criteria clubs are encouraged and rewarded for running programs that target under-represented groups.

Assessors will be reviewing the quality of the proposed applications, looking for clearly articulated benefits and defined beneficiaries. They will be looking at the importance and relevance of the issue and the strength of the idea. This might include the number and range of beneficiary, the degree of benefit, the vulnerability of the target group, any deprivation and/or inequality factors.

Assessors will be looking evidence that the proposed funding will benefit defined Target groups.

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

Sports Service Unit, Lisburn & Castlereagh City Council

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

Lisburn & Castlereagh City Council owns the policy & Sports Services Unit implements it.

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

Yes

Financial?	X	Legislative?	X	Other?	X
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**If yes, give brief details of any significant factors.**

Other factors which could potentially impact adversely upon the funding program are groups not receiving the level of funding they anticipated and/or not meeting the criteria to receive any grant at all.

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

Staff	X
Service Users	X
Other Public Sector Organisations	X
Voluntary/Community/Trade Unions	X
Other	X

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

<b>Name of policy/strategy/plan</b>	<b>Who owns or implements</b>
1 LCCC Corporate Plan	LCCC
2. LCCC Sport & Physical Activity Strategy	LCCC
2 LCCC Community Plan	LCCC
3 Health & Safety Policies	LCCC
4 NHS Physical Activity Guidelines for Older Adults, Children (under 5 years), Children and Young Adults(5-18 years), Adults (19-64 years).	NHS
5 Child Protection & Vulnerable Adults Safeguarding Policy	LCCC
6 Active Living: More People, More Active, More of the Time - Sport and Physical Activity Strategy for Northern Ireland 2022	Sport NI

7 Physical Activity Referral Scheme (Healthwise Scheme) run in association with the Public Health Agency	Public Health Agency
8 The “Making Life Better” report published by the NI Executive in July 2014 has brought together much of the recent research which demonstrates that “health to a larger extent is affected by economic, social and environmental factors”. This document identified Councils as a key partner to deliver a reduction in Health Inequalities in a number of Outcomes focused on Older People and Children and young persons.	Northern Ireland Executive

**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.**

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

<b>Sec 75 Category</b>	<b>Details of evidence/information</b>
<b>Religious Belief</b>	In respect of this category, 2021 Census data has been referred to.
<b>Political Opinion</b>	In respect of this category, 2021 Census data has been referred to.

<p><b>Racial Group</b></p>	<p>In respect of this category, 2021 Census data has been referred to.</p>
<p><b>Age</b></p>	<p>LCCC Age Profile based on the estimated Councilwide population in 2021 of 149,106 is as follows:</p> <p>0-9yrs – 18,652      10-19yrs – 17,655    20-29yrs – 16,082  30-39yrs - 20,860    40-49yrs -19,651    50-59yrs – 21,049  60-69yrs – 16,089    70-79 – 11,856    80-89yrs – 6,095  90yrs+ - 1,117</p>
<p><b>Marital Status</b></p>	<p>In respect of this category, 2021 Census data has been referred to.</p>
<p><b>Sexual Orientation</b></p>	<p>In respect of this category, 2021 Census data has been referred to.</p>
	<p>The Male: Female breakdown of the LCCC population at the 2021 Census was Male 49%: Female 51%. It can also be noted that in the LCCC area, the life expectancy for Males is 80.4 years &amp; 83.1 years for Females.</p>

<p><b>Men &amp; Women Generally</b></p>	<p>All Females, especially young girls are less likely to participate in sport. Specifically, there is a high drop off rate among teenage girls. Confidence and inclusion can be a barrier especially among male dominated sports. By introducing this fund this will give groups the means to be able to attract more women &amp; girls to sport and physical activity with their club/organisation.</p>
<p><b>Disability</b></p>	<p>At the 2021 Census, 18% of the population reported a long-term health problem or disability which limited their day to day activities.</p> <p>There is clear evidence that many disabled people can benefit from a programme of regular exercise and Sport NI have an objective of increasing participation levels amongst disabled persons (“Active Living – The N. Ireland Strategy for Sport and Physical Recreation 2022).</p>
<p><b>Dependants</b></p>	<p>Dependants generally comprise of 3 categories; Caring for a child/children, caring for an elderly person &amp; caring for someone with a disability.</p> <p>Household size may be utilised to indicate aspects of the above. Households in the LCCC area are broken down as follows:</p> <p>1 person – 26%    2 persons – 33%    3 persons – 17%</p> <p>4 persons – 16%    5+ persons – 9%.</p>

	<p>These sports grants will potentially improve the experience of dependants when using facilities at their local clubs and also make it a safer, more inclusive and more enjoyable environment.</p>
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Most up to date NISRA population data from Census 2021 (published 22/09/22)  
[Lisburn and Castlereagh Census Data](#)

### Needs, experiences and priorities

<b>Sec 75 Category</b>	<b>Details of needs/experiences/priorities</b>
<b>Religious Belief</b>	<p>It is considered that there are some sports in NI that are more likely to be played by one side of the community or other. It is therefore important that clubs and organisations are doing their best to be inclusive of all sections of the community.</p>
<b>Political Opinion</b>	<p>It is considered that there are no different needs in respect of this policy for this group.</p>
<b>Racial Group</b>	<p>It is considered that there are no different needs in respect of this policy for this group but racism is still an equality issue that needs continuously challenged and addressed to eradicate from Sport.</p>



<p><b>Age</b></p>	<p>It is acknowledged that older age groups may have different needs in comparison to younger groups. Also, the link between age &amp; disability (&amp; gender) is noted.</p>
<p><b>Marital Status</b></p>	<p>It is considered there are no different needs in respect of this policy for this group.</p>
<p><b>Sexual Orientation</b></p>	<p>It is considered that that LGBTQIA+ people continue to face homophobia, biphobia, transphobia and other barriers to participating in Sport, therefore it is important that Sporting organisations are addressing these issues in order to be inclusive of all regardless of sexual orientation.</p>
<p><b>Men &amp; Women Generally</b></p>	<p>It is considered that there are no different needs in respect of this policy for this group. However, given the statistics, it is important to note that a sports program with additional focus on young people and women and girls would be welcomed.</p>
<p><b>Disability</b></p>	<p>Accessibility of Sports Clubs and projects as well as awareness of reasonable adjustments.</p> <p>While all projects may not be suitable for all disabilities, there is an opportunity for projects to provide improvements that may benefit the experience of disabled people.</p>

<b>Dependants</b>	Memberships of Sports Clubs for families can bring a huge financial burden. It is hoped that this grant will give groups a little more breathing space to alleviate some of the pressure to raise funds from its membership. But also act as driver for increasing participation levels in Sport and Physical activity.
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**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**

Political opinion	That every person engaged in the program has the right to hold their own political viewpoint but that all aspects of the programme would be non-political.
Racial Groups	The Club Accelerator Fund would be open to all backgrounds of nationalities and racial orientation.
Age	Any grants provided should where possible be distributed to the programme that can impact people from the youngest to oldest in society.
Marital Status	Regardless of the marital status of the applicant, they can receive the fund, given that their application is worthy.
Sexual Orientation	The club Accelerator Fund is open for all clubs to apply and does not discriminate against any sexual orientation.
Disability	This programme is eligible for those with disabilities of any kind. This program provides funds for groups to deliver programs targeting people with disabilities. Reasonable adjustments must be considered.

Men and Women generally	This programme is gender neutral. However, given the statistics, it is important to note that a sports program with additional focus on young people and women and girls would be welcomed.
Dependants	Some programmes that we fund have a family element to them. Where mothers, fathers and children are all catered for. This would be for all families of any kind.

## 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 policy impact	Level of impact (minor/major/none)
<b>Religious Belief</b>	As this work is being undertaken for the benefit of all voluntary sporting groups, it is considered that it has no differential impact on religious belief.	None
<b>Political Opinion</b>	As this work is being undertaken for the benefit of all voluntary sporting groups, it is considered that it has no differential impact on political opinion.	None
	As this work is being undertaken for the benefit of all voluntary sporting	

<b>Racial Group</b>	groups, it is considered that it has no impact on racial group.	None
<b>Age</b>	Younger and older persons who are economically disadvantaged may be provided greater opportunity to be engaged in Sport & Physical activity whether this is as a coach, administrator, player or volunteer.	None
<b>Marital Status</b>	As this work is being undertaken for the benefit of all sporting organisations, it is considered that it has no impact on marital status.	None
<b>Sexual Orientation</b>	As this work is being undertaken for the benefit of all sporting organisations, it is considered that it has no impact on sexual orientation.	None
<b>Men &amp; Women Generally</b>	The 'Sports Accelerator Fund', fund will provide additional benefits to men and women who are pro-actively involved in sporting organisations.	None

<b>Disability</b>	Disabled persons may I be encouraged by the experience the club may be able to now provide as a result of this funding.	None
<b>Dependants</b>	Families will be encouraged by the experience the club may be able to now provide as a result of this funding.	None

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

<b>Sec 75 Category</b>	<b>IF Yes, provide details</b>	<b>If No, provide details</b>
<b>Religious Belief</b>	It is hoped that increased participation in sport and physical activity will have a positive impact on <i>Good Relations</i> within communities.	
<b>Political Opinion</b>	It is hoped that increased participation in sport and physical activity will have a positive impact	

	on <i>Good Relations</i> within communities.	
<b>Racial Group</b>	It is anticipated that some of these grants will benefit persons who are economically disadvantaged and will be of benefit to some persons within this Section 75 category.	
<b>Age</b>	Program is likely to benefit people of all ages and many within this Section 75 category.	
<b>Marital Status</b>	This program is likely to benefit people regardless of marital status.	
<b>Sexual Orientation</b>	The funds allocated must be for initiatives that are inclusive of all people regardless of their sexual orientation.	
<b>Men &amp; Women Generally</b>	It is hoped that this funding program will encourage participation in sport and physical activity amongst both men and women.	

<b>Disability</b>	Some of the funding allocated is likely to be of direct benefit to disabled persons and many within this Sec. 75 category.	
<b>Dependants</b>	This funding will have a positive impact on dependants and their carers and is likely to be of benefit to many within this Sec. 75 category.	

Given what has been noted above, it is considered that there some opportunities at this time to promote equality of opportunity.

**Equality Action Plan 2021-2025**

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

If yes, specify which action.

This program provides more opportunities for people from low socio-economic backgrounds to get involved in sport. It also gives opportunity to all sections of the public life and in particular to underrepresented groups. As outlined earlier, the scoring matrix looks favourably on programs that specifically target under-represented groups. The LCCC equality action plan 2021-2025 in theme 4 Health & Wellbeing makes reference.

**2(b) DDA Disability Duties (see Disability Action Plan 2021-2025) [new]**

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

If yes, give details/specify which action.

This program provides funds for groups to deliver programs targeting people with disabilities.

**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?**

<b>Good Relations Category</b>	<b>Details of policy impact</b>	<b>Level of impact (minor/major/none)</b>
<b>Religious Belief</b>	<p>Sports NI works in partnership with DfC to deliver on Active Living: the new Sport and Physical Activity Strategy for Northern Ireland launched in March 2022.</p> <p>This strategy sets out a new shared sporting vision of ‘a lifelong involvement in sport and physical activity’ over a period of the next 10 years that aims to deliver an active, healthy, resilient and inclusive society which recognises and values participation and excellence.</p>	minor
	<p>Sports NI works in partnership with DfC to deliver on Active Living: the new Sport and</p>	



<b>Political Opinion</b>	<p>Physical Activity Strategy for Northern Ireland launched in March 2022.</p> <p>This strategy sets out a new shared sporting vision of ‘a lifelong involvement in sport and physical activity’ over a period of the next 10 years that aims to deliver an active, healthy, resilient and inclusive society which recognises and values participation and excellence.</p>	minor
<b>Racial Group</b>	<p>Sports NI works in partnership with DfC to deliver on Active Living: the new Sport and Physical Activity Strategy for Northern Ireland launched in March 2022.</p> <p>This strategy sets out a new shared sporting vision of ‘a lifelong involvement in sport and physical activity’ over a period of the next 10 years that aims to deliver an active, healthy, resilient and inclusive society which recognises and values participation and excellence.</p>	minor

**4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

<b>Good Relations Category</b>	<b>IF Yes, provide details</b>	<b>If No, provide details</b>
<b>Religious Belief</b>	<p>Within the program it is hoped that individual applications will bring together people from different religious backgrounds.</p>	
<b>Political Opinion</b>	<p>Within the program it is hoped that individual applications will bring together</p>	

	people with different political viewpoints.	
<b>Racial Group</b>	Within the program it is hoped that individual applications will bring together people from different races and ethnic backgrounds.	

### 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.**

LCCC recognises that individuals are not exclusive to just one designated group. Multiple identity has been given consideration within this screening exercise.

### Part 3. Screening decision/outcome

Equality and good relations screening is used to identify whether there is a need to carry out a **full equality impact assessment** on a proposed policy or project. There are 3 possible outcomes:

- 1) **Screen out** - no need for a full equality impact assessment and no mitigations required because no relevance to equality, no negative impacts identified or only very minor positive impacts for all groups. This may be the case for a purely technical policy for example.
- 2) **Screen out with mitigation** - no need for a full equality impact assessment but some minor potential impacts or opportunities to better promote equality and/or good relations identified, so mitigations appropriate. Much of our activity will probably fall into this category.
- 3) **Screen in for full equality impact assessment** – potential for significant and/or potentially negative impact identified for one or more groups so proposal requires a more detailed impact assessment. [See Equality Commission guidance on justifying a screening decision.]

**Choose only one of these** and provide reasons for your decision and ensure evidence is noted/referenced for any decision reached.

Screening Decision/Outcome	Reasons/Evidence
<p>Option 1</p> <p><b>Screen out</b> – no equality impact assessment and no mitigation required [go to Monitoring section]</p>	
<p>Option 2</p> <p><b>Screen out with mitigation</b> – 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>The decision in respect of this policy is that it be screened out with mitigation. The reasons for this are:</p> <p>All of this indicates that this policy will (potentially) have a positive impact on the various sporting communities within LCCC, which would cover all the Section 75 designated groups as well as LCCC staff. That said, where possible, every opportunity needs to be availed of to make sure any funding has a positive impact on good relations and is being used to better promote equality within a sporting context.</p> <p>The funding program is likely to provide positive opportunities for a variety of Section 75 categories and help encourage them to avail of local sporting opportunities. Those groups who will benefit from this funding program will include;</p> <ul style="list-style-type: none"> <li>- Older persons (60+)</li> <li>- Disabled persons</li> <li>- Those with dependants</li> <li>- Those from all Section 75 categories who are likely to be</li> </ul>

	considered as being economically disadvantaged.
<p>Option 3</p> <p><b>Screen in</b> for a full Equality Impact Assessment (EQIA)</p> <p>[If option 3, complete timetabling and prioritising section below]</p>	

**Mitigation (Only relevant to Option 2)**

**Can the activity/policy/project plan be amended or an alternative activity/policy introduced to better promote equality of opportunity and/or good relations?**

The project can be amended at any point to reflect this. The project can add good relations and equality as part of the scoring matrix.

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.

Projects that specifically target good relations and promote equality of opportunity can be looked upon favourably under the KPI’s of the program.

**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.

**Not applicable**

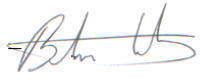
#### **Part 4. Monitoring**

We will analyse applications by area/other equality grounds; we will analyse successful applications in same way. Successful clubs/applicants be asked to provide evaluations at the end of their program evidencing who did benefit. Therefore, if any equality issues arise, they can be dealt with, and the information may help to informs us better perspective future program.

**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:**

As part of this screening, we will use evaluations to monitor how easy the application process is for clubs, and how the clubs have used this grant to their benefit to improve. We will specifically monitor how the different political groups, racial groups, age ranges, marital statuses, sexual orientations and genders and dependants have benefitted from this. Kevin Madden will undertake this monitoring. This would be monitored every year.

#### **Part 5 - Approval and authorisation**

	<b>Position/Job Title</b>	<b>Date</b>
Screened by:	Kevin Madden / Community Sports Development Officer	16/09/2024
Reviewed by:	Annie Wilson Equality Officer	25/09/2024
<b>Approved by:</b> 	Brendan Courtney/ Head of Service	25/09/2024

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:

- 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.

Updated Template @ Oct 2022