

Lisburn & Castlereagh City Council

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

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

As part of the 2025/2026 Estimates process, the following pricing schedules were reviewed:

- 1.a Leisure and Community Wellbeing Sports services, facilities and programmes. There are no changes to pricing points.
- Parks and Amenities, open spaces including pitch hire. There are no changes to pricing points.
- Communities, to include room hire. There are no changes to pricing points.

1.b Corporate Communications and Administration:

- No change in pricing for Registration Services including Approved venue fees and room hire charges.
- Slight increase for theatre hire and box office charges
- No change to conferencing prices
- No change to garden allotments pricing

1.c Environmental Services Directorate:

- Environmental Health (majority are statutory charges, with the exception of Pest Control and Cemeteries) – only 2 changes in non-statutory charges are proposed
- Building Control (majority are statutory charges) – no change in pricing
- Waste Management and Operations – the only proposed changes are in relation to commercial waste collection, a 2.2% uplift as CPI figure.

Name of the activity/policy/project

2025-26 pricing schedule to include:

CC&A: Registration Services including Approved venue fees and room hire charges price freeze.

CC&A: Theatre and box office price increase

CC&A: Conferencing price freeze

CC&A: Garden allotments price freeze

Sports Services, Communities and Parks & Amenities, price freeze applied as noted in 1a. This includes the following but is not exhaustive.

- Facility and room hire
- Sports programmes
- Vitality Membership
- Gym
- Bowling

- Skating
- Pitch hire

Environmental Services – as outlined above most of the charges in this Directorate are statutory and set by government, with the exception of Pest Control, Cemeteries and Waste collection services where the considered charging in this policy are largely for commercial collections.

- Environmental Health – Dogs & Pound, most are statutory fees. Non-Statutory fees the price increases are limited to a) unwanted dog collection and b) contractors kennelling rate.
- Environmental Health – By-law, Poisons, Petroleum licensing – no increase in fees
- Environmental Health – IPPC fees are statutory and will not be known until April 25
- Environmental Health – Entertainment Licensing, Cinema Licensing and Society Lottery are statutory fees set by government.
- Environmental Health – Street Trading Fees, no price increase
- Environmental Health – Caravan, Licensing, High Hedges, Sunbeds, Private Tenancy Order, Landlord Registration, Smoking Order, Litter Order, Waste & Contaminated Land Order, Food & Hygiene Rating Act, Pavement Cafes, Off-Street Parking, all carry statutory charges, with no proposed increase in fees at this time.
- Environmental Health – The Marriage Act has 2 new charges, one to allow a temporary licence for one wedding rather than having to pay the full approval cost.
- Environmental Health – Roads Act has 1 charge with an increase at 2.2% CPI
- Waste Management – Commercial Waste (Collection & Disposal), Collection, Schools recycling Schemes, HRC (Commercial Waste), Commercial Waste Special Collections are all subject to a 2.2% CPI uplift in fees
- Building Control – No changes in Statutory Fees or Non-Statutory charging proposed.

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

Revised each financial year, following a benchmarking exercise to include product value, market trends, footfall and governance approvals such as a business case.

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

- To review pricing points year on year to provide a schedule based on benchmarking and current financial landscape or the incoming year.
- To agree pricing points as part of the rates setting process
- To agree a list of pricing points to communicate with all users and potential users
- To review and promote access to facilities and programmes through a fair and affordable pricing schedule.

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.

Targeted at residents and customers of LCCC.

CC&A

Theatre hire and box office fees are already discounted for charities which often represent S75 groups. The charity rate will be slightly increased however it remains very good value for charities.

Allotments are typically rented by older people and retaining the current prices will help them maintain their allotments.

Use of approved venues will typically be attractive to those who wish to be married in a non-religious setting so freezing these prices for another year ensure this is a valid option for people who do not wish to be married in a church or registry office. Within Environmental Services fees are largely statutory in nature, however, it is proposed that the Department retains:

- Previous benefits such as the concessionary pest control charges (benefits related) will be retained for 25/26
- Proposed to continue with the residents cemetery rate for residents who have had to move to a care facility outside of the local area (no longer than 10 years).

The Leisure and Community Wellbeing takes into consideration the protected groups within Section 75 of the NI Act 1998. This includes both section 1 and 2.

There are a number of concession rates applied to include a buddy card for disabled users, reduced rates for those in receipt of benefits, community rates along with reduced rates for our older visitors. Coupled with this there are a number of pricing points that are based on inclusive programme such as relaxed evening, ASD swim session and accessible skating. The pricing points for the incoming financial year took into consideration cost of living and as a result are extremely competitive.

Who initiated or developed the activity/policy/project?

LCCC initiated the pricing review. All Directorates that have a charging/ pricing structure, both Statutory charging and Non-Statutory charging are considered.

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

Nominated officers within the below:

Director of Community & Wellbeing

Director of Finance and Corporate Services

Director of Environment and Sustainability

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.

There are some factors that could impact the policy such as unknown global impacts, government policies which may change the economic climate and increase costs for delivery of the facility or programmes. Other factors include demand for the service and the possibility of consumer behaviour changing.

Officers review both numbers of users and trends in year to mitigate against external factors such as purchasing power and market trends.

CC&A

Theatre hire has been impacted by rising costs associated with licences, security, cleaning and staffing.

This does not apply in relation to the use of approved venues or allotment rental as all costs are recouped.

Who are the internal and external stakeholders (actual or potential) that the schedule will impact upon?

Staff - Staff can avail of staff discounted rates where appropriate, such as Vitality Membership. Doesn't apply to CC&A services there are no discounted rates. Doesn't apply to Env Services as there are no staff discounted rates.

External Customers – All citizens, facility users, service users, Vitality members, community groups, sporting groups and customers, private companies, art groups, statutory bodies and local communities.

Voluntary/community/trade unions – Registered Charities can avail of a discounted rates for theatre hire, box office and conferencing.

Other Corporate Vitality membership can be availed of if an organisation gets 30 members signed up, they get discounted membership. Elected members can qualify for staff discount on vitality membership. Non-commercial and commercial groups can avail of our different pricing policy as well as Community groups within our DEA.

Environmental Services customers include:

- Dog owners, business, entertainment venues, cinemas, street traders, landlords, food premises, cafes, carparking and administration of burials.
- Commercial waste customers, schools, household recycling centre customers
- Building Control customers- citizens, building contractors and developers.

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

Name of policy/strategy/plan	Who owns or implements?
Corporate Plan	LCCC
Departmental Plan	Director of Community Wellbeing Director of Finance & Corporate Services Director of Environmental & Sustainability
Community Plan Good Relations Strategy & Action Plan Age Friendly Strategy	Director of Community & Wellbeing

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.

Most up to date NISRA population data from Census 2021 (published 22/09/22)
[Lisburn and Castlereagh Census Data](#)

All Services base pricing on bench marking and carrying out a competitor analysis whilst ensuring LCCC are providing accessibility to a wide range of health and physical well-being programmes and activities that are affordable to residents of Lisburn & Castlereagh. Financial current landscape is also considered as part of this exercise.

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. The Local Government Election in May 2023 demonstrated the following weighting in the Borough's political opinion. Note: only 52% of those eligible submitted a vote.

	DUP (%)	Alliance (%)	UUP (%)	SF (%)	SDLP (%)	Ind (%)
	35	32.5	15	10	5	2.5
Racial Group	Using the same Census/boundary data indicates that just over 4% of the population were from an ethnic minority group					
Age	<p>The population at 2021 totalled 149,106:</p> <p>28,331 (0-14 years)</p> <p>44,731 (15-39 years)</p> <p>49,205 (40-64 years)</p> <p>26,839 (65+ years)</p>					
Marital Status	<p>For the 16+ population in relation to marital and civil partnerships:</p> <p>33% single</p> <p>52% married or civil partnership</p> <p>3% separated.</p> <p>6% Divorced or formerly in a civil partnership.</p> <p>6% Widowed or surviving partner from a civil partnership</p>					
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					

People with and without Dependants	<p>In 2021, of the 60,143 households in the Lisburn & Castlereagh City council area 14.4% (8,661) had dependent children.</p> <p>10.98% of the population on average provide unpaid care, with 3.4% providing in excess of 50 hours per week.</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.

Section 75 Category	Details of needs/experiences/priorities
Religious Belief	No different needs in relation to the services to be provided.
Political Opinion	No different needs in relation to the services to be provided.
Racial Group	No different needs in relation to the services to be provided.
Age	<p>It is acknowledged that different age groups may have different needs, and this has been considered at this time and will continue to be considered throughout implementation. In particular it has been recognised that younger members of society have been disproportionately impacted by Covid, whilst all are impacted by the ongoing cost of living crisis.</p> <p>Concession rates and prize freezes have been considered where appropriate. Environmental Services - Propose to continue with the resident's cemetery rate for residents who have had to move to a care facility outside of the local area (no longer than 10 years).</p>
Marital Status	No different needs in relation to the services to be provided.
Sexual Orientation	No different needs in relation to the services to be provided.
Men & Women Generally	No different needs in relation to the services to be provided.
Disability	Those living with a disability and in receipt of benefits can access discounted rates through Vitality Membership and

	<p>some associated programmes. A buddy card is also available in Sports Services.</p> <p>Disabled people in receipt of benefits can avail of the concessionary pest control rates.</p>
People with and without Dependants	<p>Vitality Membership offers an extremely competitive and affordable family household Membership package. This allows for 2 adults and up to 5 children to access all gyms, ice skating, bowling and classes. Associated classes across communities' sites are either delivered free of charge or at a low cost. It is acknowledged that those with dependants may have different needs, and this has been considered at this time and will continue to be considered throughout implementation of this pricing proposal. It is likely that parents and others with dependants may have been further impacted by ongoing cost of living crisis.</p>

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 impact	None
Political Opinion	No impact	None
Racial Group	No impact	None
Age	Positive impact due to concession rates where relevant	Minor
Marital Status	No impact	None
Sexual Orientation	No impact	None
Men & Women Generally	No impact	None
Disability	Positive impact due to disability rates where relevant	Minor

People with and without Dependants	Positive impact due to concession rates where relevant	Minor
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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?

Section 75 Category	IF Yes, provide details	If No, provide details
Religious Belief		No opportunities identified in relation to this policy for any of these groups.
Political Opinion		No opportunities identified in relation to this policy for any of these groups.
Racial Group		No opportunities identified in relation to this policy for any of these groups.
Age	Yes	Opportunities for students and retired members to avail of discounted Vitality membership and admission charges
Marital Status		No opportunities identified in relation to this policy for any of these groups.
Sexual Orientation		No opportunities identified in relation to this policy for any of these groups.
Men & Women Generally		No opportunities identified in relation to this policy for any of these groups.
Disability	Yes	Opportunities for customers with disabilities to avail of discounted memberships where appropriate. Disabled people on receipt of benefits can avail of the

		concessionary pest control rates.
People with and without Dependants	Yes	Opportunities for customers with dependants in 2 parent and 1 parent families.

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.

Yes – 4.3 “Some individuals/groups may feel they can’t participate in various leisure activities due to costs (charging policy)”

The affordable household family membership, disability and concession memberships should make leisure activities more accessible to everyone.

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.

Having disability membership rates may encourage the participation of disabled people in public life.

3 To what extent is the activity/policy/project likely to impact on good relations between people of different religious belief, political opinion or racial group?

Good Relations Category	Details of likely impact. Will it be positive or negative? [if no specific impact identified, say none]	Level of impact – minor/major*
Religious Belief	No direct impact	None
Political Opinion	No direct impact	None
Racial Group	No direct impact	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		Not in relation to pricing policy.
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.

No direct impact identified in relation to pricing policy.

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>Screen out – no equality impact assessment and no mitigation required [go to Monitoring section]</p>	
<p>Option 2</p> <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>Equality Screening has concluded there is no need for a full EQIA. Some impacts identified when considering the needs, experiences and priorities of each group. However, appropriate mitigation has been considered.</p>
<p>Option 3</p> <p>Screen in 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?

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.

No. While some potential impacts were identified, appropriate mitigation includes reduced pricing for groups impacted, providing opportunities to avail of services at affordable rates. As a result, impacts on relevant groups should remain positive.

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? **No**

Part 4. Monitoring

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 will monitor membership, visitor numbers and service user data by equality category where possible. Feedback from service users will also be sought and analysed.

Area Managers have responsibility to feed back to Business Support Managers and Heads of service on pricing schedule if it does not meet the needs and demand of the area. This will be reviewed on an annual basis by conducting benchmarking exercises and needs of all customers including equality category will be analysed before another pricing schedule is produced.

Examples in the ways this is currently monitored are detailed below:

Registration Office issue customer surveys and Theatre and Conferencing surveys

For civil weddings this is collated monthly and at present we have a 100% rating and a quarterly KPI rating of 100%.

For theatre and conferencing this is collated monthly and we have a 98% rating and a quarterly KPI rating of 100%

The Registration of Births, Deaths, Marriages, and Civil Partnerships carry out registration of births, deaths, marriages, civil partnerships, still-births, conducting civil wedding ceremony and conducting civil partnerships. This is a statutory service with legislation set in place to adhere to. The Registration Service is available for everyone who needs to use the service i.e. register a death or wish to use our services i.e. conducting a civil wedding.

All civil weddings and civil partnerships are non-religious as per the legislation.

Currently in Northern Ireland registrations can now be completed in the headings of English, Irish or Bi-Lingual and it is the customers own choice.

Part 5 - Approval and authorisation

	Position/Job Title	Date
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Screened by: Stephanie Kelly	Administration Manager	29/10/2024
Reviewed by: Annie Wilson	Equality Officer	29/10/2024
Approved by: Louise Moore	Director, Leisure and Communities	05/11/2024
Approved by: Cara McCory	Director, Finance and Corporate Services	05/11/2024
Approved by: Richard Harvey	Director, Environmental Services	TBC

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