



November 28th, 2025

**Chairperson:** Councillor C Kemp

**Vice Chairperson:** Councillor J Harpur

**Aldermen:** J Baird, A G Ewart MBE, M Gregg and A McIntyre

**Councillors:** K Dickson, J Gallen, A Gowan, J Lavery BEM, D Lynch, U Mackin, A Martin,  
C McCready and T Mitchell

**Ex-Officio:** The Right Worshipful the Mayor, Alderman A Grehan  
Deputy Mayor, Alderman H Legge

**Notice Of Meeting**

A meeting of the Regeneration and Growth Committee will take place on **Thursday, 4th December 2025 at 5:30 pm** in the **Council Chamber and Remote Locations** for the transaction of business on the undernoted agenda.

**DAVID BURNS**  
**Chief Executive**  
**Lisburn & Castlereagh City Council**

# Agenda

## 1.0 APOLOGIES

## 2.0 DECLARATION OF MEMBERS' INTERESTS

- (i) conflict of interest on any matter before the meeting (Members to confirm the specific item)
- (ii) pecuniary or non-pecuniary interest (Member to complete disclosure of interest form)

📄 *Disclosure of Interests form Sept 24.pdf*

*Not included*

## 3.0 REPORT FROM HEAD OF ECONOMIC DEVELOPMENT

### 3.1 LCCC Labour Market Partnership (LMP) Action Plan Update

*For Decision*

📄 *1. LMP Action Plan - Final Version 101125-1446.pdf*

*Page 1*

📄 *Appendix 1a LCCLMP Annual Report 2024-25 (FINAL).pdf*

*Page 4*

📄 *Appendix 1b Updated New Programmes - Public Facing Action Plan 2025-271.pdf*

*Page 43*

📄 *Appendix 1c Dec 25 - UUEPC EPIC Evaluation Key Findings.pdf*

*Page 53*

📄 *Appendix 1d Equality Screen LMP Action Plan 25-27 (003).pdf*

*Page 58*

📄 *Appendix 1e - Rural Screening LMP Action plan 2025-27.pdf*

*Page 85*

## 4.0 REPORT FROM HEAD OF ASSETS

### 4.1 Brooklands Gospel Centre

*For Decision*

📄 *2. Brooklands Gospel Centre Committee Report2.pdf*

*Page 95*

📄 *Appendix 2a Brooklands Gospel Centre Lease 1981.pdf*

*Page 97*

📄 *Appendix 2b Brooklands Gospel Centre Lease 2011.pdf*

*Page 103*

📄 *Appendix 2c Brooklands Gospel Centre Map\_.pdf*

*Page 110*

### 4.2 Draft Land and Property Asset Management Strategy (LPAMS)

*For Decision*

📄 *3. Land Property Asset Management Strategy.pdf*

*Page 111*

 <b>Appendix 3a Insurance rebuild costs.pdf</b>	<b>Page 115</b>
 <b>Appendix 3b Land Property Asset Mgt Strategy 121125.pdf</b>	<b>Page 120</b>
 <b>Appendix 3c AMP Programme NovV1.pdf</b>	<b>Page 134</b>
 <b>Appendix 3d Capital programme - Estates Planned expenditure.pdf</b>	<b>Page 139</b>
 <b>Appendix 3e Equality Screening Land Property Asset Management Strategy.pdf</b>	<b>Page 141</b>

## **5.0 REPORT FROM HEAD OF PLANNING & CAPITAL DEVELOPMENT**

### **5.1 Consultation from DfI Planning on the review of Planning Fees**

*For Decision*

 <b>4. Paper on Review of Planning Fees.pdf</b>	<b>Page 156</b>
 <b>Appendix 4 Consultation letter on Review of Planning Fees Public Consultation - 01.10.25.pdf</b>	<b>Page 160</b>

## **6.0 CONFIDENTIAL REPORT FROM DIRECTOR OF REGENERATION & GROWTH**

### **6.1 Directorate Update - Estimates 2026/2027**

*For Decision*

Local Government Act (NI) 2014 – Schedule 6 - Access to Information : Exempt Information  
No. 3 information relating to the financial or business affairs of any particular person (including the Council holding that information)

### **6.2 Refurbishment of the Light Floor in Lisburn City Centre**

*For Decision*

Local Government Act (NI) 2014 – Schedule 6 - Access to Information : Exempt Information  
No. 3 information relating to the financial or business affairs of any particular person (including the Council holding that information)

### **6.3 Capital Plan Project 56.0: LVI Roof Repairs and M&E Upgrade Project**

*For Decision*

Local Government Act (NI) 2014 – Schedule 6 - Access to Information : Exempt Information

No. 3 information relating to the financial or business affairs of any particular person (including the Council holding that information)

### **6.4 Planned Preventative Maintenance (PPM) & Reactive Maintenance (RM) - Tender Evaluation Criteria**

*For Decision*

Local Government Act (NI) 2014 – Schedule 6 - Access to Information : Exempt Information

No. 3 information relating to the financial or business affairs of any particular person (including the Council holding that information)

## **7.0 ANY OTHER BUSINESS**



<b>Committee:</b>	Regeneration & Growth Committee
<b>Date:</b>	4 December 2025
<b>Report from:</b>	Head of Economic Development

<b>Item for:</b>	Decision
<b>Subject:</b>	LCCC Labour Market Partnership (LMP) Action Plan Update

## 1.0 **Background**

1. The Council has been working with the Lisburn and Castlereagh Labour Market Partnership (LMP) in the design and development of an Action Plan of projects to utilise Department for Communities (DfC) and Council funding. The aim of the plan is to provide employability and skills support to local residents, to improve their employment prospects and economic circumstances.

### **Key Issues**

1. In order to meet the targets as set out in the agreed Action Plan 24/25, the Lisburn and Castlereagh Labour Market Partnership successfully delivered 15 employability initiatives which provided participants with tailored support to assist them into employment or further education. Furthermore, the LMP Team hosted two Job Fairs and six employability events supporting 733 individuals.
2. The final report on the 24/25 LMP Action Plan outcomes is attached (**see Appendix**), which highlights the successful outputs of the programmes in terms of not just employment, but further qualifications which allow individuals currently in employment to seek better employment outcomes.
3. A summary of outputs is detailed below:

Programmes	Total
Number of participants enrolled onto an LMP programmes	334
Number of participants reporting an increase in confidence	297
Number of positive employment outcomes	178
Number of new qualifications gained	222
Number of participants reporting satisfaction with LMP programmes	295
Number of people attending employability events	733

4. The LMP Draft Action Plan was presented to the Regional Labour Market Partnership for Northern Ireland on 23 October 2024, the purpose of which was to secure funding from the DfC for the 2025/2026 and 2026/2027 financial years. The Action Plan, which includes match funding from the Council of £130k was approved by the Regeneration and Growth Committee in March 2025. A Letter of Offer was received and signed on 22 May 2025.

5. Further to the Letter of Offer for funding provided to the Council in May 2025, the Council received an addendum to the Letter of Offer to allow the proposed LMP Action Plan 2025/2026 to be funded in full. This will result in an additional funding allocation of £98,695.36 to expand the delivery of the current Action Plan 2025/2026 in line with the previously agreed themes.
6. The draft Action Plan has been refined to take account of previous programme successes and avoid any duplication with other Council funded programmes. The final approved Action Plan is attached (**see Appendix**).
7. The Action Plan builds on the successful regional and local level results as outlined in the EPIC Futures NI Report commissioned by the Department for Communities. EPIC Futures NI is an independent partnership led by the University of Ulster. It brings together stakeholders to collaboratively design policies and programmes that improve access to skills and employment across the region. The findings of the report and the themes and initiatives identified are echoed by the delivery of LMPs at a local level. The EPIC findings outline those having positive employment outcomes (new or improved employment) as 2,975 out of 8,498 participants, which represents a positive outcome of 35% compared to the summary table above which represents a positive outcome within the Lisburn Castlereagh Action Plan of 53%. A summary of the key findings of the EIC Report are attached (**see Appendix**).

### **Recommendation**

It is recommended that, following the update which provides a final report on all programme delivery for the LMP Action Plan 2024/25, the Committee agrees:

1. The updated Action Plan 2025/26.
2. To approve the addendum received to the current Letter of Offer for the LMP Action Plan 2025/2026.
3. To accept any additional funding secured through further underspend bids, which will be allocated to projects within the agreed themes of the Action Plan and according to local labour market needs.

### **3.0 Finance and Resource Implications**

The Labour Market Partnership is fully funded by the Department for Communities (DfC) under the Lisburn and Castlereagh LMP Action Plan 2024/25, as previously agreed. This includes match funding of £130,000 from the Council's Employability and Skills Budget.

### **4.0 Equality/Good Relations and Rural Needs Impact Assessments**

4.1	Has an equality and good relations screening been carried out?	Yes
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4.2	<p>Brief summary of the key issues identified and proposed mitigating actions <b>or</b> rationale why the screening was not carried out</p> <p>It has been concluded that a detailed equality impact assessment is not necessary as all the potential impacts identified are minor and positive.</p>	
4.3	<p>Has a Rural Needs Impact Assessment (RNIA) been completed?</p>	Yes
4.4	<p>Brief summary of the key issues identified and proposed mitigating actions <b>or</b> rationale why the screening was not carried out.</p> <p>The LMP has been developed in order improve employability conditions for those who are economically inactive or unemployed regardless of their urban / rural location.</p>	

<b>Appendices:</b>	<p>Appendix 1a– Annual Report 2024/25</p> <p>Appendix 1b– Action Plan 2025/26</p> <p>Appendix 1c– EPIC Futures NI – Summary of Key Findings</p> <p>Appendix 1d – Equality Screening</p> <p>Appendix 1e– Rural Needs Impact Assessment</p>
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**Labour Market Partnerships**  
**Working Together**



**LISBURN AND CASTLEREAGH  
LABOUR MARKET PARTNERSHIP**

**Annual Report  
April 2024 - March 2025**

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## LMP Chairperson Foreword

Lisburn & Castlereagh City Council is pleased to present the Annual Report 2024-25 for the Lisburn and Castlereagh Labour Market Partnership Action Plan. We are proud to reflect on a year of strong collaboration, innovation, and measurable progress in addressing the challenges and opportunities facing our local labour market.

In an ever-evolving economic landscape, our focus has remained steadfast: to support inclusive employment opportunities, enhance skills development, and align workforce capabilities with the needs of local employers. Through targeted interventions, co-designed programmes, and strategic partnerships with local businesses, community organisations, and education providers, we have made significant strides in supporting individuals to access sustainable employment and training pathways.

This year, we placed particular emphasis on addressing barriers to employment, including those who have no formal accreditations in literacy or numeracy, those with a disability or health-related challenges, and individuals furthest from the labour market. The development of employer-led initiatives and bespoke support services has enabled us to build more responsive and resilient employment solutions. This report provides a review of the wide-ranging activities undertaken by the Lisburn and Castlereagh LMP during the third year of implementation.

Across Lisburn and Castlereagh, we aspire to grow our local economy so that it is a source of meaningful, rewarding work that reduces inequality. The Lisburn and Castlereagh LMP is committed to working in collaboration with other agencies to secure these aspirations and support our local communities with interventions tailored to their employment needs.

Through this collaborative approach, we have had the pleasure of working with a wide range of community groups, volunteers, non-governmental organisations (NGO's), other government agencies, local businesses and employers who have

generously contributed their time and efforts into developing their local communities and to make the work of the Lisburn Castlereagh LMP a success.

We have harnessed our knowledge and expertise, which has led to the development of a high-level Strategic Assessment and Action Plan to positively change the Lisburn and Castlereagh labour market. Our work is underpinned by data-led insights and a commitment to continuous improvement. As we move forward, we will continue to prioritise a place-based approach—one that reflects the unique economic strengths, demographics, and aspirations of Lisburn and Castlereagh.

We have also focused our attentions on upskilling those already in employment and seeking higher employment outcomes. Access to expensive industry specific qualifications can present a major barrier to entry, especially as our residents are already dealing with a significant rise in the cost of living. On that basis, the Partnership has developed a range of initiatives that will work to enhance the quality of life for our residents by providing a gateway to access higher paid employment and financial security. Furthermore, the programmes provide critical one-to-one support for our participants which enhances their confidence levels, thus improving the overall health and wellbeing of our residents, whilst building an inclusive employability landscape.

On behalf of the Labour Market Partnership, we extend my sincere thanks to the Members for their contribution to the continual development of the Labour Market Partnership Board and the successes achieved in 2024/25. We would also like to thank our colleagues in DfC for their continued support. Without the funding support from DfC, these programmes would not be possible and we are delighted with the opportunity to provide a range of programmes that enables us to build a strong, vibrant, and forward-thinking workforce across Lisburn and Castlereagh.

Lisburn & Castlereagh City Council also allocated a budget of £100,000 to deliver the Action Plan in full. Reflecting on 2024/25, the Board have achieved considerable successes across a range of our employability initiatives whilst working within the confines of available finance and resources.

The Action Plan identified interventions to be implemented across the Lisburn and Castlereagh region during the financial year 2024-25. It had a particular focus on improving employability outcomes by providing people with the skills, training and tools needed to enter into the labour market. In this regard, a total of 52 people were enrolled across 3 employability academies. The delivery of the Pathways to Employment for Individuals with a Disability Programme enabled an impressive 30 participants to gain accredited qualifications and connect with local employers to enhance their work experience. The Into Employment Academies, which targeted areas with high levels of deprivation and economic inactivity, had considerable impact and progressed from strength to strength over a short period of time. The delivery of the Self-Employment Support Programme is significant as 37 participants completed bespoke training with considerable one-to-one mentoring support providing them with the skills and confidence to start their own business. This was supported by a £500 start-up grant. We also introduced a range of exciting new opportunities to the Council area including our Gamified Essential Skills Learning Programme, a Welding Academy and an Employee Upskilling Programme which provided participants with a range of qualifications in Leadership and Management.

The Lisburn Castlereagh LMP also provided a brokerage service between local employers and job seekers. Over 500 people attended two very successful job fairs that consolidated the LMP relationship with the business community.

These successes, combined with the establishment of a permanent LMP Board and the valuable learning acquired from the previous years has built a solid foundation for us to move forward and enhance the performance of the Lisburn Castlereagh LMP into 2025/26.

We look forward to the coming year and building on the success of the previous Action Plan, we are confident that 2025/26 will continue to build a more inclusive, skilled, and dynamic local workforce—ready to meet the demands of today and the opportunities of tomorrow.



At all times, we are focused on the needs of the residents of Lisburn and Castlereagh, who require the support of the Lisburn Castlereagh LMP and its projects, to support them on their journey back into employment.

Paul McCormick

Head of Economic Development, Lisburn & Castlereagh City Council

Chair of the Lisburn Castlereagh Labour Market Partnership

## **LISBURN CASTLEREAGH LABOUR MARKET PARTNERSHIP (LMP)**

### **BACKGROUND & MEMBERSHIP**

The Department for Communities (DfC) made funding available for the establishment of new Labour Market Partnerships (LMPs) across all 11 Councils in Northern Ireland. Each Council is accountable to the Regional LMP. Lisburn & Castlereagh City Council provide the secretariat on behalf of DfC who provide the funding for the administration and operational costs of this new initiative based on approved Action Plans.

Work to develop the Lisburn and Castlereagh LMP began in late 2020. The membership of the group developed over time and evolved in-line with guidance from DfC regarding the suggested membership and conflict of interest considerations.

By Summer 2021, the core partnership was in place. The LMP in Lisburn and Castlereagh has not deviated widely from the recommended membership of eight core partners thus creating a compact and coherent group of partners with all the experience and knowledge needed to deliver on the objectives of the Labour Market Partnership. The Lisburn and Castlereagh LMP currently comprises a representative from each of the following organisations:

- Lisburn and Castlereagh City Council Economic Development Department
- Jobs and Benefits Office (DfC)
- South Eastern Health and Social Care Trust
- Invest NI (DfE)
- Careers Service NI (DfE)
- Lisburn Area Learning Community Consortium
- Lisburn Chamber of Commerce
- SERC
- Disability Action

Membership of the LMP is reviewed throughout the process to ensure it is representative and meets local need. Furthermore, the LMP developed a business subgroup to meet periodically, providing a sounding board for the partnership going forward as well as raising awareness of the programmes on offer.

The LMP has shown considerable commitment to the task to date and have worked collaboratively to create an environment of trust and respect. The LMP have met as a group and engaged proactively to discuss issues and challenges impacting local people and local businesses and to bring forward innovative solutions. Collaborative working is a key resource that works in partnership with industry, employers, employees and communities in addressing their labour market and human resource needs.

In order to develop the 2024/25 Action Plan and associated submission for funding support from the Department for Communities (DfC) the LMP undertook a review of its initial one-year Action Plan as well as a Strategic Assessment of local labour market conditions in the LCCC area. The exercise was undertaken to ensure that the priorities identified continue to reflect priority employability and labour market issues. It was informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area.

Lisburn and Castlereagh LMP adopted an Outcomes Based Approach (OBA) – Turning the Curve, to measure impact and improve accountability. OBA provides a structured framework to consider and plan actions which will improve outcomes at a population level or for beneficiaries/participants of programmes or projects. As a result of the Planning Exercise the following themes were identified as a local priority:

- Economic Inactivity
- Disability
- Skilled Labour Supply

Taking the above into consideration, a turning the curve exercise was undertaken for these themes. Programmes were developed to address issues identified within various employment sectors to meet sector/industry specific skills, expertise, and qualifications at a local level to fill any employment gaps.

The Partnership recognise that individuals face many barriers on their journey back into employment which include:

- Limited qualifications
- Cost of living crisis which impacts individuals who are unable to afford high value qualifications to work in sector specific roles such as the transport industry.
- Little or no work experience
- Potential reduction or loss in benefits

Individuals facing these problems are more likely to encounter significant hurdles in finding sustainable employment. Through a collaborative approach, the Partnership has developed a wide range of initiatives to ensure that appropriate support is provided across the themes identified as high priorities for Lisburn & Castlereagh.

**ACTION PLAN REPORT AND OVERVIEW OF PROJECTS / SUCCESSES**

This Annual Report refers to the third year of the Lisburn and Castlereagh LMP, covering the period 1st April 2024 to 31<sup>st</sup> March 2025. The objectives developed by the partnership during 2024/25 period are set out in the following pages.

During the reporting period, Lisburn and Castlereagh LMP developed its Action Plan under the following three strategic priorities.

Strategic Priority 1 - To form and successfully deliver the functions of the local Labour Market Partnership for the area.

Strategic Priority 2 - To improve employability outcomes and/or labour market conditions locally.

Strategic Priority 3 - To support delivery of Employability NI

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**Strategic Priority 1 - To form and successfully deliver the functions of the local Labour Market Partnership for the area.**

**LMP Partnership Meetings**

How much did we do?	How well did we do it?
6 meetings of the Lisburn Castlereagh LMP	81% attendance at LMP Meetings
Is anyone better off?	
100% of attending members have better knowledge of what they are delivering collectively and are trying to achieve employability outcomes.	

**LMP Business Sub-Group**

How much did we do?	How well did we do it?
1 meeting of the Business Sub-Group	33% attendance at LMP Meetings
Is anyone better off?	
100% of attending members have better knowledge of what they are delivering collectively and are trying to achieve employability outcomes.	

**Development of Action Plan**

How much did we do?	How well did we do it?
1 Action Plan developed to address identified local needs and approved by Regional LMP  1 LMP Strategic Assessment for 2024 - 2027 developed	100% of LMP Members feel that their views have been taken into account with regard to the Action Plan and Strategic Assessment
Is anyone better off?	
100% of LMP Members reporting increased awareness of local employability and labour market issues.	

## **Strategic Priority 2 - To improve employability outcomes and/or labour market conditions locally.**

### **Delivery of LMP Academies and Programmes**

2024/25 programmes delivered included:

- Self-Employment Options Support Programme (Skilled Labour Supply)
- Pathways to Employment for Individuals with a Disability (Disability)
- Gamified Essential Skills Learning Programme (Economic Inactivity)
- Employee Upskilling Programme (Skilled Labour Supply)
- Skills Boost for Business Growth Grant Programme (Skilled Labour Supply)
- Into Employment: Classroom Assistant Academy (Economic Inactivity)
- Into Employment: SIA Academy (Economic Inactivity)
- Into Employment: Digital Academy (Economic Inactivity)
- Transport Academy (Skilled Labour Supply)
- Welding Academy (Skilled Labour Supply)
- World Host Upskilling Academy
- Childcare Upskilling Academy
- Childminding Academy

The majority of programmes and academies were nearing completion by the 30<sup>th</sup> June 2025. Due to savings identified, which were reinvested into additional programmes of support, a longer timeframe was required and certain programmes have been extended until 31 December 2025.

## Vision to Venture

### Self-Employment Options Support Programme

Self-employment can be a favorable option for those who have existing commitments or struggle in traditional full-time employment. This programme was open to anyone within the council area who was unemployed or under-employed. Participants were provided with the opportunity to turn their aspirations of running their own business into a reality.

This programme focused upon improving employment outcomes through the promotion of self-employment and entrepreneurship. Participants undertook an 8-week training programme with specialist business mentoring from industry experts throughout. Upon completion of the training, participants were provided with a £500 support grant to facilitate business start-up.



#### Day One of Programme Delivery

The programme has given the participants the confidence to move forward in their business journey. Already, this programme has assisted 30 participants to set up their own businesses and commence trading since the programme began in January 2025. In addition, a few of the businesses have started to create employment roles and many are hitting or exceeding sales projections.



A number of our businesses have started exploring exporting opportunities to the Middle East, China, the US and the Republic of Ireland, and at least two have started exporting goods and services. The Vision to Venture Programme has helped to create a community of new businesses in the Council area that are networking and learning from each other.



Former Chair of LCCC Regeneration & Growth Committee, Alderman Amanda Grehan with Clarke McCabe and Irena Curtis on their graduation.

How much did we do?	How well did we do it?
40 (100%) participants recruited	37 (92.5%) participants completing the programme 35 (87.5%) participants reporting satisfaction with the programme
Is anyone better off?	
30 (75%) completing participants have reported they have commenced self-employment <b>Target:</b> 17 (66%) participants still in self-employment 6 months after programme completion. NB Programme has not been completed for 6 months.	

## THRIVE Programme

### Pathways to Employment for Individuals with a Disability

The need to support those who are economically inactive due to disability and the barriers they face into employment has been well documented. This programme focused upon improving employment outcomes through the delivery of specialist mentoring support to develop key skills such as CV writing, interview skills, confidence building etc. In addition, participants also obtained a number of accredited qualifications thus enabling participants to examine their aspirations and work towards securing employment or work placement with a suitable employer.

Initially, the Lisburn and Castlereagh LMP had funding to support 25 participants, however, following a very successful recruitment campaign, a total of 40 applications were received. This year, the LMP piloted an innovative approach by partnering up with local employers such as Hendersons to assist with recruiting staff for a new Eurospar in the Council area, resulting in a high number of applications. The Lisburn and Castlereagh LMP sought additional funding and recruited all 40 participants onto this programme.



Participants graduating from the THRIVE Programme

Case Study: Ethan Veale



Ethan was a participant on the THRIVE Programme and after successfully gaining a range of accredited qualifications, he was successful in securing employment with Foot Anstey McKees.

“I've been settling in well at Foot Anstey McKees, my work is varied and interesting. I enjoy it greatly. I'm also working with a brilliant team. I'd like to thank everyone at Foot Anstey McKees for being so welcoming and supportive these past few months. I'm very excited to continue my work going into the future.’

How much did we do?	How well did we do it?
40 (100%) participants enrolled on LMP Programme 37 employers engaged	40 (100%) participants complete the programme 40 (100%) participants reported satisfaction with the programme
Is anyone better off?	
30 (75%) participants gain a qualification 7 (17.5%) of participants who undertake further education or training following completion of the project 16 (40%) of participants gaining new employment.	



## Gamified Essential Skills Learning Programme



**Jayne Hamilton, Studyseed CIC, Neil Crothers, Lisburn Castlereagh LMP, Former Chair of LCCC Regeneration & Growth Committee, Alderman Amanda Grehan and Danielle Pickering, Studyseed CIC at the Launch of the Gamified Essential Skills Learning Programme**

The Gamified Essential Skills Learning Programme was developed in response to a clear need within the Lisburn and Castlereagh City Council (LCCC) area. With over 14.6% of the working-age population reported as having no formal qualifications, the programme aimed to tackle the challenges faced by economically inactive individuals, particularly those disengaged from traditional learning environments. The programme was designed to provide an innovative, engaging route to learning. Its emphasis was on literacy and numeracy skills, delivered through gamified learning, to support participants in achieving Entry-Level accredited qualifications, while also increasing their confidence and enhancing their employability.



The programme consisted of two core strands—literacy and numeracy—each delivered through two cohorts of 10 participants. The small-group model enabled tailored delivery and created space for intensive support through non-traditional classroom-style learning and one-to-one mentoring. Baseline assessments and interest mapping informed the content, enabling real-life themes such as shopping, sports, social media, planning journeys, and parenting to be seamlessly integrated throughout. This reduced resistance to learning and made sessions relevant, personal, and confidence-boosting.

This has changed my life. I'm not stopping now!

Beyond classroom delivery, the programme embedded holistic support through personalised mentoring and a workplace ready programme, which were designed around each participant's goals, learning needs, and employability aspirations.

I've tried to do my lvl 2 maths multiple times but sadly I suffer with anxiety from being bullied in school as a child so when it came to exams I failed as my mind went into a state of panic. I have worked really hard during this course to feel very confident in numeracy. No panic attacks not anxiety just a good bit of fun with me finally gaining my lvl 2. I feel this way of gaining maths and English is the way forward and should be something rolled out across schools. The tutors were able to not only teach us in a way everyone could understand but also be able to engage and build relationships to help us succeed. I've been so glad to be apart of it and thank you for everything.



The success of the project is a result of a strong foundation in community engagement and partnership working. Recruitment efforts leveraged existing relationships and networks, including the Atlas Women’s Centre, local Job and Benefits Offices (JBOs), and other community groups.



Former Chair of LCCC Regeneration & Growth Committee, Alderman Amanda Grehan with participants who graduated from the Gamified Programme.

How much did we do?	How well did we do it?
40 (100%) participants enrolled on LMP Programme	33 (82.5%) complete the programme. 33 (82.5%) of participants reported satisfaction with the project.
Is anyone better off?	
32 (80%) participants gain a qualification 21 (88%) completing participants feel more confident regarding their employability	

Employee Upskilling Programme

This programme supported employers to upskill staff to enable career progression for those underemployed or employed and seeking career progress, creating employment vacancies and opportunities for those entering the labour market. This initiative achieved targets set and will help support the Government’s drive to increase the numbers of adults engaging in lifelong learning. A total of 76 participants were enrolled across the various programmes:

- CMI Level 3 Award in Project Management
- CMI Level 5 Award in Principles of Management and Leadership
- CMI Level 7 Award Certificate in Strategic Management and Leadership in Practice
- Level 2 Award in Food Safety in Catering
- OFTEC 50 Boiler Repair
- Level 2 Award in Trade and Export



Some of the digital graphics used to promote the Employee Upskilling Programme

How much did we do?	How well did we do it?
76 (100%) participants enrolled on LMP Programme	72 (94%) complete the programme.
10 employers engaged	72 (94%) of participants reported satisfaction with the project
	10 (100%) of employers reported satisfaction with the project

Is anyone better off?
58 (80%) participants gain a qualification
8 (80%) of employers have created new jobs as a result of the support received
42 (58%) of completers have moved into higher paid employment

Skills Boost for Business Growth: Grant Programme



You could receive up to £2,000 of grant support through this programme to train your team!

Full eligibility criteria and application details can be found at: [www.lisburncastlereagh.gov.uk/lmp](http://www.lisburncastlereagh.gov.uk/lmp)



Department for Communities  
[www.communities.gov.uk](http://www.communities.gov.uk)

As shown

Department for Communities



This small grant scheme was open to local businesses in the Lisburn and Castlereagh area to support industry-related training. This programme helped to improve employability outcomes and labour market conditions locally.

Employers could avail of up to £2,000 of grant support (£500 per employee).

The programme aimed to improve employment opportunities by offering entry level positions or upskilling opportunities as a result of training. The LMP funded a range of training initiatives ranging from qualifications to become a personal trainer, principles of providing effective customer service, first aid training, a Level 3 OFTEC award in Oil Heating and licenses to operate telehandlers.

How much did we do?	How well did we do it?
1 Tranche of Funding	20 (76.0%) complete the programme.
8 Employers Engaged	20 (76.0%) of participants reported satisfaction with the project.
26 (100%) participants enrolled on LMP Programme	8 (100%) of employers reported satisfaction with the project



Is anyone better off?
20 (76.0%) participants gain a qualification 10 (50%) completers have the capacity to increase hours/earnings 6 (75%) of employers are able to create new entry level positions and or higher-level positions for the employees as a result of the upskilling activity.

Into Employment: Female Returners

Classroom Assistant Academy

The Classroom Assistant Academy supported women to return to work following an extended career break. This programme was aimed at unemployed or economically inactive women as an opportunity to build confidence, refresh skills, and work towards industry recognised qualifications leading to a guaranteed job interview with a local employer.

Over the 5-day course, female returners were provided with an introduction into the role of a classroom assistant. It supported women by empowering them to feel prepared to apply for jobs in the



education sector. The Lisburn & Castlereagh LMP received a high volume of applications for this programme, our target was to recruit 10 participants, however, we were able to offer 13 people a place on the academy. 4 people went into direct employment upon completion of the programme as the Lisburn and Castlereagh LMP teamed up with local schools who had live vacancies

How much did we do?	How well did we do it?
13 participants enrolled on LMP Programme	13 (100%) academy participants complete the programme. 13 (100%) completing participants who reported satisfaction with the LMP project

Is anyone better off?
13 (100%) completers feel more confident regarding their employability 9 (70%) completing participants gain employment

Into Employment: SIA Academy



The course was delivered over a series of 5-day intensive workshops, specifically created to help participant's fast track their way into employment. Participants were provided with the opportunity to undertake the relevant training to acquire a SIA Licence, as well as being offered the opportunity to improve employability, interview, communication and teamwork skills, leading to a guaranteed job interview with a local employer.

How much did we do?	How well did we do it?
6 participants enrolled on LMP Programme	6 (100%) academy participants completed the programme 6 (100%) participants who reported satisfaction with the LMP project
Is anyone better off?	
5 (83%) completing participants gain employment. 5 (83%) of those who gained employment are still in employment 6 months after completing the programme.	

Into Employment: Digital Academy



The online training programme was delivered over six-weeks. aims of the programme were to contribute to a reduction in skills shortages and improve employability outcomes for residents by providing qualifications and personal effectiveness assistance to support entry into the employment. Participants achieved an OCN NI Level 2 Social Media qualification, which is designed to give learners the opportunity to explore how social media can be used to make use of networks to engage with individuals and groups.

How much did we do?	How well did we do it?
12 participants enrolled on LMP Programme	8 (66.6%) academy participants completed the programme. 8 (66.6%) participants who reported satisfaction with the LMP project
Is anyone better off?	
8 (66.6%) completers gain a qualification.	
8 (66.6%) of completers feel more confident regarding their employability	
8 (66.6%) of completers gain new employment	

Transport Academy



Former Chair of LCCC Regeneration & Growth Committee, Alderman Amanda Grehan with Emma Finney, Lisburn Castlereagh LMP and Michael Hanna, McCulla Ireland at the Launch of the Transport Academy

HGV drivers are in high demand, but entry into the sector is restricted due to the high costs of training and licencing which presents a considerable barrier for participants. This programme delivered fully funded training to help participants across Lisburn & Castlereagh access employment in the transport sector. The Lisburn Castlereagh LMP offered participants the choice to undertake their category C (Class 2) HGV licence or a category D Bus Licence. Working in collaboration with Lisburn & Castlereagh City Council, the Lisburn & Castlereagh LMP recruited 19 participants onto the programme, who are currently working towards completion.



Case Study: Ela Fratzczak

Ela has fulfilled the dream she always had – to drive a bus. After coming across the Lisburn & Castlereagh Transport Academy on social media page, she immediately applied to participate in the programme.



Following an interview exercise, Ela was accepted onto the Academy. Shortly after completing her training, Ela was offered a position as a bus driver with Translink and her new adventure has begun!

‘I would recommend this programme to anyone who has always wanted to obtain their HGV / Bus Licence, the programme has provided me with the skills and training to embark on a new career and I can’t thank the Lisburn & Castlereagh LMP enough for this amazing opportunity!’

How much did we do?	How well did we do it?
19 participants enrolled on LMP Programme	15 (79%) participants complete the programme. 15 (79%) Completing participants reported satisfaction with the programme
Is anyone better off?	
<b>12 (80%)</b> participants gaining new employment. <b>Target: 6 (75%)</b> participants still in employment 6 months after completing the programme <i>NB: Programme still ongoing</i>	

Welding Academy

The engineering sector across Lisburn & Castlereagh is hugely important to the local economy and employees with welding skills are in high demand. On that basis, the Lisburn and Castlereagh Labour Market Partnership successfully delivered an innovative Welding Academy to 15 of our local residents.

During the course of this programme, participants received industry standard training to gain a UK welding standard (British Standard 4872) certificate. The training provided them with the skills to take up welding roles in this important sector. The training was delivered by SERC at their dedicated training facility in Dundrod. One-to-one mentoring support with the Careers Team at SERC matched participants with local employers leading to an employment outcome of 80%, thus reaching our targets in full.



How much did we do?	How well did we do it?
15 participants enrolled on LMP Programme	15 (100%) participants complete the programme. 15 (100%) completing participants reported satisfaction with the programme
Is anyone better off?	
9 (75%) participants gaining new employment.	
9 (75%) participants still in employment after 6 months.	

WorldHost Supervising Customer Service Academy

This fully funded two-day workshop provides the foundation for establishing a culture of excellence and driving business transformation. The World Host Upskilling workshop was aimed at those supervising customer service at an operational level and are responsible for ensuring their team deliver outstanding customer service, every time. Eight participants successfully completed this workshop in March 2025 with another ten completing in September 2025.



Participants from the World Host Academy

How much did we do?	How well did we do it?
18 participants enrolled on LMP Programme.	18 (100%) participants complete the programme. 18 (100%) Completing participants reported satisfaction with the programme.
Is anyone better off?	
18 participants have moved into employment / sustained employment. <b>Target: 6</b> (75%) participants still in employment 6 months after completing the programme. <i>NB: Programme still ongoing</i>	

Childcare Upskilling Academy



This upskilling initiative was funded via additional funding secured from the Department for the Economy (DfE) and enabled 9 participants to work towards the Level 3 NCFE CACHE Diploma in Children’s Care, Learning & Development. This course is designed to help participants build the knowledge and skills needed when working with children and covers a diverse range of job roles and occupational areas in children’s

settings, including early years. This qualification fulfils the registration and regulatory requirements for childcare practitioners in Northern Ireland. It is anticipated that this course will be completed in December 2025.

How much did we do?	How well did we do it?
9 participants enrolled on LMP Programme.	<b>Target:</b> 8 (80%) participants complete the programme. <b>Target:</b> 6 (75%) Completing participants reported satisfaction with the programme
Is anyone better off?	
<b>Target:</b> 7 (88%) participants gaining a qualification. <b>Target:</b> 6 (75%) participants move into higher paid employment <i>NB: Programme still ongoing</i>	



Childminding Academy



This academy was funded via additional funding secured from the Department for Education (DE) in response to a shortage of registered childminders across Northern Ireland. The academy, which was delivered by Northern Ireland Childminding Association (NICMA) supported 10 participants through the process of becoming a registered childminder.

The Lisburn and Castlereagh Labour Market Partnership also delivered 2 additional initiatives that provided existing childminders with qualifications in supporting children with special education needs.

5 existing childminders were supported to undertake the OCN NI Level 3 Award in Working with Children and Young People with Special Needs

6 existing childminders were supported to undertake Level 1 Makaton, a unique communication programme that uses symbols (pictures), signs (gestures) and speech to enable people to communicate.

How much did we do?	How well did we do it?
9 participants enrolled on LMP Programme.	9 participants complete the programme. 9 (100%) Completing participants reported satisfaction with the programme
Is anyone better off?	
9 participants gaining a qualification. <b>Target: 6</b> (75%) participants move into higher paid employment. 5 have moved into higher paid employment as of October 2025. <i>NB: Programme still ongoing</i>	

**Strategic Priority 3 - To support delivery of Employability NI.**

Theme: Increased awareness of employability programmes available to residents

**Delivery of LMP Job Fairs and Employability Events:**

The Lisburn Castlereagh Labour Market Partnership met all SP3 targets in 2022/23.

How much did we do?	How well did we do it?
2 Job Fairs and 4 Employability Events  539 Participants attending jobs fair events	733 (100%) attendees report satisfaction with events
Is anyone better off?	
733 (100%) Attendees at events reported increased awareness of LMP programmes  388 (72%) Attendees surveyed at the Job Fairs intend to apply for a job as a result of the events  466 (86%) Referrals to local LMP provision  232 (43%) Referrals to regional employability programmes	

**Lisburn & Castlereagh Job Fair**

**Dundonald International Ice Bowl, 22<sup>nd</sup> November 2024**



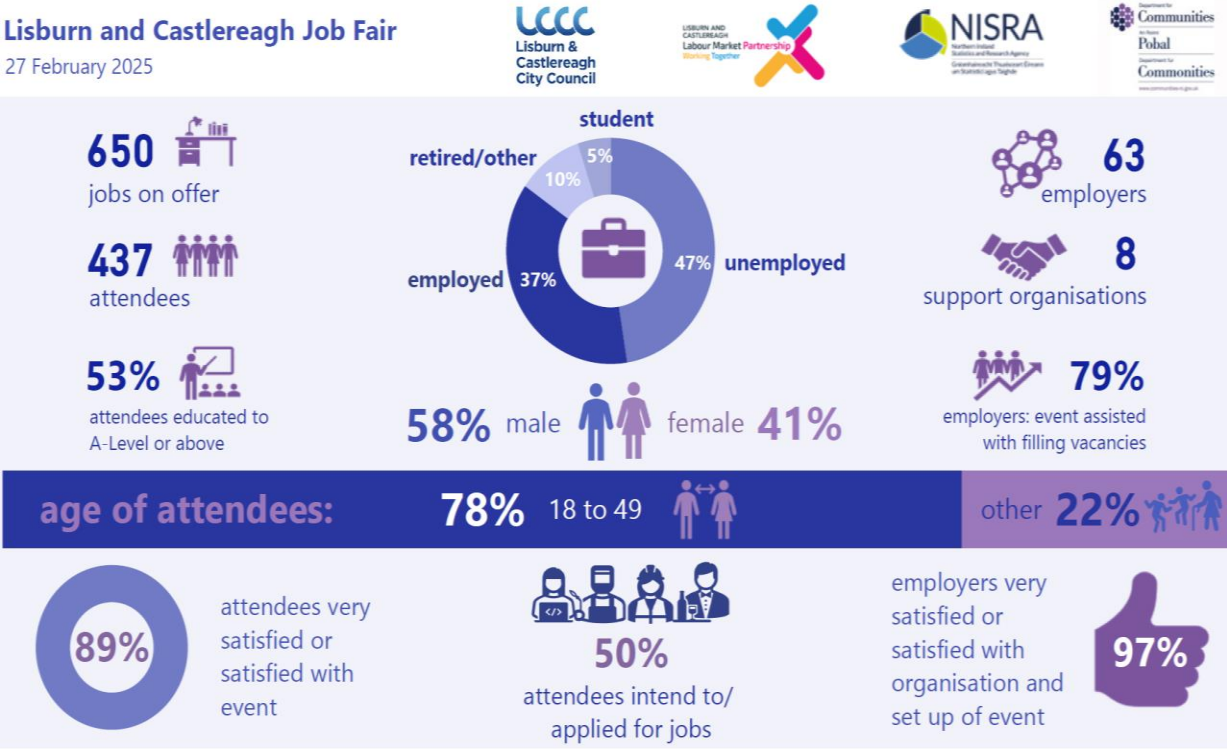
***Former Chair of LCCC Regeneration & Growth Committee, Alderman Amanda Grehan connecting with local employers and residents at the November Job Fair***

The Lisburn & Castlereagh LMP welcomed residents to its job fair at Dundonald International Ice Bowl, Castlereagh area. While the Job Fair was for all residents within the Lisburn and Castlereagh area, priority was given to employer exhibitors within the Castlereagh area as the second Job Fair gave priority to employer exhibitors in the Lisburn area.

102 people attended the Job Fair. This event facilitated 16 employer exhibitors and 6 support organization’s exhibitors resulting in recruitment opportunities for over 480 job vacancies.

**Lisburn & Castlereagh Job Fair**  
**Lagan Valley LeisurePlex, 27<sup>th</sup> February 2025**

Exhibitors had the opportunity to showcase their job opportunities and speak directly with people who are currently seeking employment. The event assisted local employers in the area to recruit talented members of staff. The larger Job Fair was a massive success in supporting the Lisburn and Castlereagh Labour Market by bringing together 8 support organisation exhibitors and 63 employer exhibitors who were recruiting for over 650 job vacancies and attracting 437 attendees on the day.



## Employability Event for Young Adult Learners

### Lisburn Jobs and Benefits Office, November 2024

Lisburn and Castlereagh Labour Market Partnership, in collaboration with Lisburn Jobs and Benefits Office, recently held an employability event for young adult learners from Beechlawn School, Royal Hillsborough, to help them prepare to leave education and enter the workforce.

The event took place at the Lisburn Jobs and Benefits Office. 35 students took part in this interactive event where they were coached through role play interviews and shown how to search for jobs using the Job Centre's 'Digizone' technology.

Students were also informed of the help and support available to them from the Job Centre and other organisations, as well as the role of Universal Credit and how it can help them achieve their goals. Representatives from USEL, Stepping Stones NI and The Now Group gave talks on courses that are available



Pupils from Beechlawn School with the Lisburn Jobs & Benefits Team

## Health & Wellbeing Event

**Lisburn Jobs and Benefits Office, 24<sup>th</sup> November 2024**



The purpose of this event was to inform LCCC residents who are economically inactive and also newly self-employed people who had queries on what help they could receive to improve their business. Experts were on hand to cover all stages of self-employment, from having an idea to running a business and increasing revenue.

Support organisations in attendance included the Lisburn and Castlereagh Labour Market Partnership, Tangible Consulting, Lisburn Enterprise Organisation, Go Succeed, SERC, and the work coaches from the Lisburn JBO to promote how Universal Credit can support looking to become self-employed. For those who are affected by hearing loss, Adapt NI were present and for the under 25s the Kings Trust, were in attendance to discuss their self-employment provisions. 35 people attended this event.

## Self-Employment: Next Steps

**Lagan Valley Island, 9<sup>th</sup> April 2025**

The purpose of this event was to signpost aspiring entrepreneurs to a range of additional support available for those entering into Self Employment. Speakers included SERC, Bank of Ireland, Lisburn & Castlereagh City Council and Tangible Consulting who provided information about a range of support available under Go Succeed, Innovate Us, Invest NI etc. Attendees also engaged in a show and tell session to showcase their new businesses. 40 people attended this event.





## Women into Employment: Female Empowerment

Lagan Valley Island, 19<sup>th</sup> June 2025



Inspired by the Open University's *Momentum* campaign, the Lisburn and Castlereagh LMP's focus was on supporting local women who have been out of work for extended periods due to maternity leave, caregiving responsibilities, illness, or career breaks.

The Lisburn and Castlereagh Labour Market Partnership brought together a range of organisations to showcase programmes, training, and support available to our residents and local networks. Speakers included the Lisburn Chamber of Commerce,



Jobs and Benefits Office, Atlas Women’s Group, Studyseed CIC, Women’s Tec, and Women’s Support Network shared resources and insights.

The employability event for female returners to the labour market was highly successful, attracting enthusiastic participation and positive feedback. Attendees gained valuable insights, boosted confidence, and made key professional connections. Workshops, CV support, and networking opportunities empowered women to re-enter the workforce with renewed motivation. Many expressed appreciation for the tailored support, marking the event as impactful and inspiring. 22 people attended this event.

**DisAbility Employability Event**  
**Lagan Valley Island, 26<sup>th</sup> June 2025**



Lagan Valley Island became the hub for a powerful employability event, bringing together local residents with a range of disabilities, support organisations, and employers. The aim was to dismantle employment barriers and promote inclusive, sustainable career opportunities

across the Lisburn & Castlereagh City Council area. The event welcomed a wide range of expert speakers and partners, including USEL, SES Workable, The NOW Project, Stepping Stones NI, Advice NI, Universal Credit, and Lisburn Jobs & Benefits Centre, reinforcing the LMP’s commitment to inclusive employment.

Workshops, talks, and stalls created an engaging space for attendees to gain knowledge about upskilling, reskilling, mentoring, and support available across the local council area. Real-life challenges were discussed, alongside actionable pathways to help residents move closer to employment. Attendees appreciated the welcoming, empowering atmosphere, where shared experiences led to valuable peer support and motivation.

Residents received tailored advice, registered for training programmes, and explored the wraparound support available to them. The event not only raised awareness but also sparked action—providing a real sense of progress for inclusive employment in the community. 37 people attended this event.

### Be Inclusive: Development of an Employer’s Training Package

On 26 September 2025, the Lisburn and Castlereagh Labour Market Partnership launched its *Be Inclusive* training series with an engaging and thought-provoking seminar for local employers. Twenty-three businesses took part in the free session, which explored how inclusive workplace practices can drive business growth, staff well-being, and stronger organisational culture.

The training offered practical guidance on recognising and addressing barriers such as unconscious bias and structural inequality, while providing tools and checklists to help embed inclusive practices at every level.



**Pictured (l-r): Councillor Claire Kemp, Regeneration & Growth Committee Chair; Mayor of Lisburn & Castlereagh City Council, Alderman Amanda Grehan; Paddy Rooney, Deputy Secretary for the Work & Health Group and Paula Jennings, Stepping Stones NI at the launch of the *Be Inclusive: Employer’s Training***

The event also introduced a new *Inclusive Employer* badgemark, designed to recognise businesses committed to taking positive, measurable steps towards inclusion. Feedback from participants was overwhelmingly positive, with many reporting a renewed commitment to building inclusive workplaces and expressing

strong interest in the badgemark scheme. The session marked an important step in supporting local employers to create environments where everyone can thrive.

How much did we do?	How well did we do it?
<ul style="list-style-type: none"><li>Design and deliver ‘Be In Work’ an employer’s toolkit aimed at increasing the number of people with a disability or long-term health condition into paid employment and creating a more diverse and inclusive workforce and society</li><li>Recruited 25 local employers to participate in the ‘Be In Work’ Programme</li></ul>	<ul style="list-style-type: none"><li>25 (100%) of employers reporting satisfaction with the ‘Be In Work’ Employer’s Toolkit</li></ul>
Is anyone better off?	
<ul style="list-style-type: none"><li>25/25 (100%) referrals to regional employability programmes</li><li>20/25 (80%) of attendees reporting increased awareness of Regional and LMP Programmes</li><li>25/25 (100%) of attendees reporting the programme has increased their knowledge of the work of the LMP / Employability NI</li></ul>	

## Financial Statement

A comprehensive audit of LCLMP was carried out for the 2024/25 period. Findings concluded there is a satisfactory system of governance, risk management and control in place.

Statement of Income & Expenditure				
Lisburn & Castlereagh City Council Lisburn & Castlereagh Labour Market Partnership Statement of Income & Expenditure Year to 31 March 2025				
Overall Funding				
	Total Funding	Expenditure Charged	Expenditure Accrued	Total Expenditure
Funding	£	£	£	£
Funding from DfC (Administration)	92,115.67	90,832.92	650.00	91,482.92
Funding from DfC (Operational)	299,767.32	93,607.12	205,613.80	299,220.92
Funding from DfE (Childcare)	25,000.00	0.00	25,000.00	25,000.00
Contributions from DE(Childminding)	26,000.00	6,476.74	19,523.26	26,000.00
Contribution from Council (SP2.2.1, SP2.2.2, SP2.3 & SP2.6)	100,000.00	73,400.00	26,600.00	100,000.00
Contributions from (Other Please state)				0.00
<b>Total Overall Funding</b>	<b>542,882.99</b>	<b>264,316.78</b>	<b>277,387.06</b>	<b>541,703.84</b>

DfC Administration				
Payments	£	£	£	£
Salaries	90,000.00	90,000.00	0.00	90,000.00
Audit Fees	1,000.00	500.00	500.00	1,000.00
Mileage & Training	1,115.67	332.92	150.00	482.92
<b>Total DfC Administration</b>	<b>92,115.67</b>	<b>90,832.92</b>	<b>650.00</b>	<b>91,482.92</b>

DfC Operational				
Strategic Priority 1 (Operational)	7,000.00	5,453.60	1,000.00	6,453.60
Strategic Priority 2 (Operational)	244,304.63	61,829.04	182,475.59	244,304.63
Strategic Priority 3 (Operational)	48,462.69	26,324.48	22,138.21	48,462.69
<b>Total DfC Operational</b>	<b>299,767.32</b>	<b>93,607.12</b>	<b>205,613.80</b>	<b>299,220.92</b>

Other Funding (Admin)				
Payments - Council Contribution (Admin)	0.00	0.00	0.00	0.00
Payments - (Other Please state) (Admin)	0.00	0.00	0.00	0.00
<b>Total Other (Admin)</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>


  

Other Funding (Operational)				
Payments - DfE Childcare (Operational)	25,000.00	0.00	25,000.00	25,000.00
Payments - Council Contribution (Operational)	100,000.00	73,400.00	26,600.00	100,000.00
Payments - DE Childminding (Operational)	26,000.00	6,476.74	19,523.26	26,000.00
Payments - (Other Please state) (Operational)				0.00
<b>Total Other (Operational)</b>	<b>151,000.00</b>	<b>79,876.74</b>	<b>71,123.26</b>	<b>151,000.00</b>
	<b>542,882.99</b>	<b>264,316.78</b>	<b>277,387.06</b>	<b>541,703.84</b>

Certificate of Chief Financial Officer

Subject to the central charges shown above properly reflecting actual costs incurred by the Council on 'behalf of' the Labour Market Partnership. I am satisfied that the expenditure shown has been wholly, exclusively and necessarily incurred by the Council on the Labour Market Partnership and that the grant receivable is in accordance with the regulations and conditions applicable.



Chief Financial Officer

23-May-25  
Date





Lisburn and Castlereagh

# Labour Market Partnership Action Plan

LISBURN AND  
CASTLEREAGH  
Labour Market Partnership  
Working Together



2025 – 2027

## Introduction

This Action Plan is an update from the statistical analysis developed to provide a clear evidence base to underpin the 3-year LMP Strategy (2024 to 2027) and the first Action Plan for 2024/25.

The assessment reflects local employability and labour market needs, priorities, and emerging issues. It considers the underlying causes of employability and/or labour market issues locally as well as social and economic challenges. With a view to helping the LMP to take a preventative and early intervention approach as well as react to current labour market issues.

Most of the statistics are from NISRA<sup>1</sup> who publish the Labour Force Survey (LFS) and supply the data for Northern Ireland [Local Labour Market Insight](#). (LMI Dashboard) At the time of initial drafting in October 2024 several of the indicators were not updated on the LMI Dashboard but in some areas could be captured through updates to the source data (e.g. LFS). All sources for the data/ information updates are referenced in footnotes. A further update was added in December 2024 arising from updates to data on the LMI portal at that time.

In the original report (dated March 2024) the Census 2021 data was used to provide a more detailed look at the local level in Lisburn and Castlereagh. There are no further updates available for this.

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<sup>1</sup> Northern Ireland Statistics and Research Agency ([NISRA](#))



Theme	Title of Programme/Project, Aims & Description	Key Activities
<b>Economic Inactivity</b>  <b>40 Participants</b>	<b>SP2.1: Rapid Response Academies</b> For retirees, returners to work, newcomers to the area, young people, people with disabilities, economically inactive, long term unemployed.	A series of Rapid Response Academies for 40 participants.  The programme offer will entail:- <ul style="list-style-type: none"> <li>• Responsive training for job opportunities – Including work readiness, confidence building, skills development.</li> <li>• Academies will be responsive and designed around sector needs and opportunities that present themselves, including academy duration and content as well as an appropriate qualification.</li> <li>• Academies will include teaching and a qualification.</li> </ul>
<b>Economic Inactivity</b>  <b>40 Participants</b>	<b>SP2.2 Gamified Essential Skills Learning Programme</b> Support for long-term unemployed or economically inactive through a project of activities designed to address and remove barriers to help move them closer to the labour market / improve employability.  Statistics show 14.6% of LCCC's working age population have no qualifications with some employers citing examples of local young people lacking basic literacy and numeracy skills and who are unable to follow basic instructions.  The NEET rate for LCCC over the period 2018-2022 was 9.4%. This means that in the cohort aged 16 to 24 years 9.4% were not in education, employment or training, compared to a NI average	Gamified essential skills learning – use of innovative digital technologies and/or Virtual Reality (VR) technology to provide a new learning experience to deliver essential skills training in a format that can attract and engage young unemployed people or working age to acquire basic qualifications in English and Maths.  Deliver two programmes as follows; <ul style="list-style-type: none"> <li>▪ 20 students in basic literacy; and</li> <li>▪ 20 students in basic numeracy</li> <li>▪ 40 students to undertake a 5-week workready programme which will provide tools and techniques for effective communication in the workplace.</li> </ul> Deliver a mentorship programme to provide one-to-one specialist support to participants so their needs are assessed and they are inspired to participate, continue participation and supported into further training/employment. This may require working in tandem

	<p>of 10.3%. Whilst below the NI average and third lowest all LGDs over this period, there remains a constituency of need in LCCC in this respect.</p> <p>Traditional classroom-based learning is not suitable to all people especially those who are from the neurodivergent community or may have had a bad experience at school.</p> <p>This programme will offer a novel approach using digital technologies to encourage greater participation in Essential Skills training.</p>	<p>with organisations that provide complementary wrap around supports to tackle barriers that prevail.</p>
<p><b>Skilled Labour Supply</b></p> <p><b>45 Participants</b></p>	<p><b>SP2.3: Sector-Focused Employability Academies</b></p> <p>Positioned to address immediate gaps between demand for labour/ skills and supply of the same in Lisburn and Castlereagh City Council Area. Whilst at the same time encouraging the unemployed and economically inactive into the workplace. These will address some of the occupations / sectors where there are particular labour supply shortages in Lisburn and Castlereagh. Possible examples may include HGV Female Leadership, Tourism Upskilling, Green Technology etc.</p>	<p>3 X Sector-focused Employability Academies co-designed by the Project Officer with local employers.</p> <p>Highly geared to individual employer's specific skill needs</p> <p>The offer will entail:-</p> <ul style="list-style-type: none"> <li>• 15 Participants per academy</li> <li>• Mentoring, 'soft skill' development, personal employability development plans, CV writing &amp; mock interviews.</li> <li>• Industry relevant qualifications</li> </ul>
<p><b>Skilled Labour Supply</b></p> <p><b>15 Participants</b></p>	<p><b>SP2.4 Greener Heating for Homes (Upskilling Programme)</b></p> <p>Improve employability outcomes and labour market conditions locally. The Labour Market</p>	<p>The qualifications on offer will be:</p> <ul style="list-style-type: none"> <li>- LCL Awards Foundation Certificate in Basic Heating and Hot Water System Design &amp; Specification</li> </ul>

	<p>Partnership is offering an upskilling opportunity to support engineers to introduce the installation of renewable energy sources.</p> <p>On completion of this new three-strand training programme, participants will have gained a Heating design qualification based on best practice for Heat Pump installation, a Hydrogen qualification that will open them alternatives to Gas as a fuel and OFT50 which will show the alternative to Oil fired heating this programme will give them a gateway into working within the home heating industry.</p>	<ul style="list-style-type: none"> <li>- OCN NI Level 2 Award in Hydrogen Applications and Technologies</li> <li>- OFTEC 50 - Oil Fired Introductory Course: With an emphasis on HVO</li> </ul>
<p><b>Skilled Labour Supply</b></p> <p><b>75 Participants</b></p>	<p><b>SP2.5 Employee Upskilling: Meeting employer needs &amp; supporting career progression</b></p> <p>Supporting employers to upskill staff to enable career progression for those underemployed or employed &amp; seeking career progression; creating employment vacancies and opportunities for those entering the labour market.</p> <p>Engage with local employers to identify their upskilling requirements and address their skills shortages via progression opportunities for existing staff. Support the upskilling of employees which enables job and career progression. Employers will be asked for the number of vacancies that may be realized.</p>	<p>Will include a range of upskilling / reskilling opportunities from L2 to L7 and will be available in response to employer need and demand.</p> <p>Examples of training may include:</p> <ul style="list-style-type: none"> <li>– Level 3 Award in Project Management</li> <li>– Level 3 Award in Sustainability Principles for First Line Managers</li> <li>– Level 5 Award in Sustainability Management and Leadership</li> <li>– Level 5 Award in Leadership and Management</li> <li>– Level 7 Award in Strategic Leadership &amp; Management</li> </ul>

	This should be accessible/ promoted to females and older workers on the same rationale as for SP2.4 above.	
<b>Skilled Labour Supply</b>  <b>6 Participants</b>	<p><b>SP2.6 Women in Engineering – Electrical Upskilling</b></p> <p>Supporting women to enable career progression into engineering for those unemployed or employed &amp; seeking career progression; creating employment vacancies and opportunities for those entering the labour market.</p> <p>Engage with local employers to identify their upskilling requirements and address their skills shortages via progression opportunities for existing staff. Support the upskilling of employees which enables job and career progression. Employers will be asked for the number of vacancies that may be realized.</p> <p>This should be accessible/ promoted to females and older workers on the same rationale as for SP2.4 above.</p>	<p>A one-week training programme for 6 participants. The programme will upskill women working in mechanical engineering with a better understanding of common electrical practices. On course completion, participants will know how to work with electricity effectively and have the ability to design, wire and troubleshoot an electrical control panel.</p>
<b>Skilled Labour Supply</b>  <b>10 Participants</b>	<p><b>SP 2.7 Women into Welding</b></p> <p>Supporting women to enable career progression into welding for those unemployed or employed &amp; seeking career progression; creating employment</p>	<p>One programme with 10 participants.</p> <p>Participants will gain a UK welding standard certification (British Standard 4872) in both BS4872 Fillet vertical up MAG and BS4872 Butt vertical up MAG. Acquire the skills necessary for employment in MIG/MAG welding roles.</p>

	<p>vacancies and opportunities for those entering the labour market.</p> <p>Engage with local employers to identify their upskilling requirements and address their skills shortages via progression opportunities for existing staff. Support the upskilling of employees which enables job and career progression. Employers will be asked for the number of vacancies that may be realized.</p> <p>This should be accessible/ promoted to females and older workers on the same rationale as for SP2.4 above.</p>	<ul style="list-style-type: none"> <li>• A two-week academy from 9am - 5pm at SERC</li> <li>• Personalised 1:1 session with Careers Advisor</li> <li>• Travel Allowance Provided throughout the Training</li> </ul>
<p><b>Skilled Labour Supply</b></p> <p><b>10 Participants</b></p>	<p><b>SP 2.8 Classroom Assistant Upskilling Academy</b></p> <p>Supporting women to enable career progression into welding for those unemployed or employed &amp; seeking career progression; creating employment vacancies and opportunities for those entering the labour market.</p> <p>Engage with local employers to identify their upskilling requirements and address their skills shortages via progression opportunities for existing staff. Support the upskilling of employees which enables job and career progression.</p>	<p>One programme with 10 participants.</p> <p>Participants will work towards the Level 3 Certificate in Supporting Teaching &amp; Learning in Schools, a qualification that fulfils the registration and regulatory requirements for classroom assistants in Northern Ireland.</p>

	<p>Employers will be asked for the number of vacancies that may be realized.</p> <p>This should be accessible/ promoted to females and older workers on the same rationale as for SP2.4 above.</p>	
<p><b>Disability</b></p> <p><b>35 Participants</b></p>	<p><b>SP2.9 Pathways to Employment for Individuals With a Disability</b></p> <p>Providing support and training for individuals with a disability who are either currently out of work or underemployed. Enabling them to examine their aspirations alongside a specialist mentor, address any training needs.</p> <p>Progression into full time or part time employment, self-employment or further education. Positioned to enable Lisburn &amp; Castlereagh to build on its strong track record of employment for people with a disability.</p>	<p>Develop skills for available work opportunities in sectors such as hospitality, retail, customer service. For the participants the offer will entail:</p> <ul style="list-style-type: none"> <li>• Mentoring and development of a bespoke action plan</li> <li>• Provision of short, accredited training course for each participant (Level 1 to level 3 as suitable and vocational in nature). Including an emphasis on 'soft skills' as well as the qualification.</li> <li>• Mentoring will continue throughout the completion of the training course and placement /work elements.</li> </ul>
<p><b>Disability</b></p> <p><b>10 Participants</b></p>	<p><b>SP2.10 Accessible Graduate Apprenticeship Programme</b></p> <p>Providing support and training for graduates with a disability who are either currently out of work or underemployed. Enabling them to examine their career goals alongside a specialist mentor and address any training needs or barriers to employment.</p>	<p>Develop skills for graduates who are preparing for career development within enhanced skills in report writing, IT, Finance, project management etc.</p> <p>For the participants the offer will entail:</p> <ul style="list-style-type: none"> <li>• Mentoring and development of a bespoke action plan</li> <li>• Provision of higher-level professional qualification, including an emphasis on 'soft skills' development.</li> <li>• 12-week work placement</li> </ul>



	<p>Candidates will receive a qualification which will build on their personal and professional development.</p> <p>Candidates will complete a 12 week-work placement, with progression into full time or part time employment, self-employment or further education. Positioned to enable Lisburn &amp; Castlereagh to build on its strong track record of employment for people with a disability.</p>	<ul style="list-style-type: none"> <li>Mentoring will continue throughout the completion of the training course and placement /work elements.</li> </ul>
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Theme	Title of Programme/Project, Aims & Description	Key Activities
Increased Awareness	<p><b>SP3.1: Job Fairs / Employability Events</b></p> <p>Promote the programmes and support / encourage employers and participants to access and implement the schemes through a range of events to include employer engagement/education, apprenticeship, partner events, local job fairs etc.</p>	<p>To include: -</p> <ul style="list-style-type: none"> <li>Localised Job fairs X 2</li> <li>2 other LMP events that could include:-</li> <li><input checked="" type="checkbox"/> A Female Returners event or a Disability Inclusion event.</li> <li><input checked="" type="checkbox"/> An event focused on areas of skills shortage (e.g. trades) or growth areas (e.g. green economy or creative sector). An Industry Masterclass.</li> <li><input checked="" type="checkbox"/> An event targeted at newly retired – possible ‘attract back’</li> <li><input checked="" type="checkbox"/> Promotion of apprenticeships, outside traditional industrial sectors (i.e. aligned to L&amp;C sectoral employment structure). This is likely to be a definite event given potential identified in Strategic Assessment for this to be a pathway with more potential.</li> </ul> <p>The final choice of events will be determined in collaboration with LMP members and other stakeholders.</p> <ul style="list-style-type: none"> <li>Budget to also include marketing.</li> </ul>





# Labour Market Partnership Evaluation

Delivered by EPIC Futures NI in response to the Department for Communities

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February 2025



## KEY FINDINGS

Overall, the data signals that the LMP model has been successful in delivering locally responsive and collaborative employability initiatives. 8,498<sup>6</sup> participants have benefited from over 162 LMP interventions (which spanned the 4 LMP themes). Of these<sup>7</sup>:

- 70% (5,917)<sup>8</sup> completed their programmes which in turn has improved their employability outcomes either directly or indirectly.
- 2,418 participants secured employment, 445 became self-employed, and 112 reported increased earnings or working hours.
- 3,333 participants gained a qualification and 343 progressed into further training.
- 33,000 individuals attended job fairs and employability events, reflecting LMP's broader role in strengthening labour market participation aligning with the Unemployment, Economic Inactivity, and Skilled Labour Force themes of the LMP programme.
- The cost per participant (£1,617 including overheads) is the second lowest of the UK benchmark programmes and the second lowest (£1,494 excluding overheads) of the NI benchmark programmes. The cost per outcome (£4,269 excluding overheads) is the lowest of the NI benchmark programmes.

### WHAT IS WORKING WELL FOR THE LMP MODEL

Seven summary takeaway findings are highlighted which identify what is working well for the LMP model to date, which provides evidence to suggest that VfM is currently being achieved.

#### *Finding 1*

**The LMP programme represents VfM when compared with NI benchmark programmes. The cost per participant (excluding overheads) is the second lowest of the NI benchmark programmes, and the cost per employment outcome (excluding overheads) is the lowest of the NI benchmark programmes.**

#### *Finding 2*

**When compared to similar employability programmes in the UK, the LMP model is considered to represent VfM based on cost per participant (including overheads).** The cost per participant of the LMP model is the second lowest in comparison with UK benchmarked programmes.

#### *Finding 3*

**The LMP model does allow for strong localisation and responsiveness, addressing regional employability challenges with bespoke programme design.** This tailored approach ensures that provision is targeted towards the right areas and towards those in most need, achieving increased

<sup>6</sup> Information provided by DfC Labour Market Partnerships Team.

<sup>7</sup> Ibid

<sup>8</sup> Figure includes Gateway and Inspo participant numbers.

efficiencies against wider regional provision. This is evidenced by strong completion rates across LMP provision and overall performance compared to previous interventions such as S2S.

#### ***FINDING 4***

**The LMP model has achieved strong completion and good employment rates of 70% and 50.25% respectively, with many participants reporting improved skills, confidence and job readiness.**

#### ***FINDING 5***

**Participant and employer empirical data suggest positive value is accrued from the LMP programme, which may not be available elsewhere.** This demonstrates that LMPs are achieving their design aim of finding gaps in provision whilst avoiding duplication or displacement.

#### ***Finding 6***

**Findings suggest that the LMP programme is effective at supporting place-based skills and employability needs which could not be filled by other programmes.** Findings demonstrate that the partnership model is effective in seeking new and innovative ways of achieving objectives. It is also noted that in year flexibility can be achieved through a process of 'Change Control' enabling LMPs to tailor provision and adapt to emerging issues in year.

#### ***Finding 7***

**The procedures and processes that are in place to ensure that VfM is a key consideration and appear to be robust.** Approval of Action Plans by the Regional LMP includes assessment of VfM as Action Plans include the proposed resource allocation for each project and the suite of project level outcomes that are anticipated to be achieved per project. Action Plans receive approval before funding offers are released and a retrospective funding model is in place as well as an annual audit for each LMP, providing DfC with additional reassurance that funding is spent appropriately. Although outside the scope of this evaluation, DfC have indicated that in the 2025/26 Action plans an additional layer of assurance around VfM has been introduced (with scrutiny by a DfC Oversight Board), in advance of presentation of Action Plans to Regional LMP.

Economic inactivity was highlighted as a key challenge for NI in the Programme for Government 2024-2027. Furthermore, the most recent NI Skills Barometer 2023-2033 (UUEPC, 2025)<sup>9</sup> highlights the significant skills shortages facing NI in both the short and long term. It is clear that reactivating the economically inactive and supporting those furthest from the labour market with their pathways to employment is more important than ever to helping NI's labour market challenges. In addressing these challenges, the UK Shared Prosperity Fund (UKSPF) has been operating in Northern Ireland since 2023/24 and, with a budget of circa £39M between 2023/24 and 2024/25, directly focused on Economically

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<sup>9</sup> Ulster University Economic Policy Centre (UUEPC), 2025. "NI Skills Barometer Report 2023-2033." <https://www.economy-ni.gov.uk/publications/skills-barometer-2023-2033>.

Inactive participants, LMPs have tailored provision so as to avoid duplication with this cohort. It is also noteworthy that following the COVID 19 pandemic, employment rates recovered strongly and LMPs responded to this through targeted provision towards identified gaps (e.g., disability) in employment rates. LMPs have adapted to labour market conditions and other available provision. For example, this is notable within the theme of 'Skilled Labour Supply' (making up around 36% of LMP projects) with LMPs providing tailored labour market support for those in employment and improving skills or helping participants to move into better employment. The LMP programme has developed a lot during the pilot phase and shows promise in its ability to continue to improve and increase outcomes and Vfm.





Delivered by  
ESRC, AHRC  
and Innovate UK

## **Lisburn & Castlereagh City Council**

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

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

##### **Labour Market Partnership Action Plan 2025-27**

Lisburn and Castlereagh City Council (LCCC) is a core partner within the Labour Market Partnership (LMP), responsible for helping to improve labour market conditions locally through co-ordinated, collaborative multi-agency action. LCCC provides the secretariat and resource support, for the operation of the LMP and supports the LMP in the delivery of the Action Plan, through marketing, communication, procurement, human resources and financial administration services.

In order to develop the 25-27 Action Plan for funding support from the Department for Communities (DfC); the LMP undertook a review of its one-year Action Plan 24-25 as well as conducting a Strategic Assessment of local labour market conditions in the LCCC area. This exercise highlights the key statistics about the labour market in Lisburn and Castlereagh and reflects local employability and labour market needs. The exercise was undertaken to ensure that the priorities identified continue to reflect priority employability and labour market issues in the LCCC area. It was informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area with Stakeholders, Employers and Elected Members. The LMP sits as an initiative under DfC's Employability NI Programme.

As a result of the Planning Exercise the following themes have been identified as local priorities for the Action Plan 2025-27:

1. Economic Inactivity
2. Disability
3. Skilled Labour Supply

Cognizance was taken of the strategic assessment outcomes and local current provision to ensure that the action plan developed is relevant to the challenges and opportunities particular to the residents of Lisburn and Castlereagh City Council and is informed by:

- Programme for Government (PfG)
- Lisburn and Castlereagh Community Plan (2017-2030)

- Belfast Regional City Deal Employability and Skills Framework

### **Name of the activity/policy/project**

Labour Market Action Plan 2025-27

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

It is a revised Annual Action Plan

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

Lisburn and Castlereagh City Council's vision is for an empowered, prosperous, healthy, safe and inclusive community. A target outcome of LCCC's Community plan is to reduce income inequality in this region. We aspire to grow our local economy so that it is a source of meaningful, rewarding work and reduces inequality. The Council is committed to working in collaboration with other agencies to secure these aspirations for example through the Strategic Community Planning Partnership. The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. The LMP can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

The LMP aims to contribute to strategic local objectives and the NI Executives strategic objectives, including achievement of targets set in:

**Lisburn and Castlereagh Community Plan (2017-2030):** Sets out a vision of “an empowered, prosperous, healthy, safe and inclusive society”. The Community Plan aspires to grow the local economy so that it is a source of meaningful, rewarding work and reduces inequality within the LCCC area. The work of the LMP has a key role in delivering on these Community Plan imperatives, by improving fairness in the labour market through actions to support the most vulnerable and disadvantaged and working to support local people back into work.

**Programme for Government:** The key focus therein on delivering sustainable skills and employment for people. The ambition behind the PfG is to deliver a strong, competitive, regionally balanced economy in order to give children and young people the best start in life. Government and partner agencies are tasked with increasing the proportion of the workforce qualified to higher levels, getting

more people working in better jobs, raising the number of graduates progressing into professional or management occupations and creating the conditions where people can achieve their potential. The work of the Lisburn and Castlereagh LMP will deliver against several outcomes in the PfG aligned to the above ambitions.

The current relevant outcomes identified within the Programme for Government are:

- Outcome 3: ‘We have a more equal society’
- Outcome 6: ‘We have more people working in better jobs’
- Outcome 8: ‘We care for others and help those in need’

DfC is the lead department for a number of indicators, through which progress on these outcomes will be measured:

- Indicator 17: Economic inactivity rates excluding students
- Indicator 32: Employment rate of 16–64-year-olds by deprivation quintile
- Indicator 33: % of people working part-time who would like to work more hours
- Indicator 19: % of population living in absolute and relative poverty

**Belfast Regional City Deal Employability and Skills Framework:** This focuses on the employability and skills strand of Belfast Regional City Deal, including the challenges posed by economic inactivity, lower business productivity and youth unemployment, all relevant to the work of the Lisburn and Castlereagh LMP. The latter stages of the framework pose interesting solutions based on a joined-up approach (e.g. re-skilling, higher level apprenticeships, work force planning models) which are also highly relevant to the LMP work.

Taking the above into consideration, the aim and objectives of the LMP have been summarised into 3 strategic priorities:

**Strategic Priority 1 – LMP Delivery and Development - To form and successfully deliver the functions of the local Labour Market Partnership for the area by:**

**1.1: Delivery and Development:** To support the effective partnership delivery of the LMP Action Plan and development of future Action Plans.

**1.2: Development of a 1-year Strategic Assessment and 2-year Action Plan:**  
Develop a 2-year Action Plan for 2025-27.

## **Strategic Priority 2: To improve employability outcomes and/or Labour market conditions locally**

### **Economic Inactivity:**

- 2.1 Rapid Response Academies:** Provide support and training for those who are unemployed. The programme will prioritise those furthest from the labour market and who reside in areas of high deprivation. This programme will be targeted towards retirees, returners to work, newcomers to the area, young people, economically inactive and long term unemployed. 3 academies will be delivered which will be identified based on current trends and employment gaps i.e. female returners – classroom assistant academy.
- 2.2 Gamified Essential Skills Learning Programme –** Provide support for participants who are economically inactive with no qualifications in literacy or numeracy. This programme will remove educational barriers to help move participants closer to the labour market/improve employability.

### **Skilled Labour Supply:**

- 2.3 Sector-Focused Employability Academies:** Deliver 3 x Sector-focused Employability Academies which will be positioned to address immediate gaps between demand for labour / skills and supply of the same in Lisburn & Castlereagh City Council Area.
- 2.4 Skills Boost for Business Growth Programme –** Improve employability outcomes and labour market conditions locally by way of a small grant scheme to local businesses in the Lisburn and Castlereagh area to support industry training.
- 2.5 Employee Upskilling Programme –** Supporting employers to upskill staff to enable career progression for those underemployed or employed seeking career progression, creating employment vacancies for those entering the labour market.
- 2.6 Self-Employment Options Support Programme –** Provide Support and training for those identified as economically inactive, unemployed or underemployed. This programme will offer wraparound support for those looking to establish their own business.

**Disability:**

**2.7 Pathways to Employment for Individuals with a disability** – Providing support and training for individuals with a disability who are unemployed or underemployed.

**2.8 Accessible Graduate Apprenticeship Programme** – Providing support and training for graduates with a disability who are either currently out of work or unemployed. Candidates will receive a higher-level professional qualification.

**Strategic Priority 3: To promote and support delivery of existing employability or skills provision available either regionally or locally.**

**Increased Awareness:**

**3.1 Job Fairs/Employability Events** – Promote the programmes and support/encourage employers and participants to access and implement the schemes through a range of events to include employer engagement/education, apprenticeships, partner events and local job fairs.

**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 Labour Market Partnership is intended to improve employability outcomes and labour market conditions across Lisburn and Castlereagh City Council. In order to ascertain the current position of Lisburn & Castlereagh City Council, a full strategic assessment was undertaken, this was to review the statistical evidence with regards to the labour market. A range of meetings, interviews and surveys were conducted with local stakeholders to understand the issues faced by LCCC employers, skills gaps and identify future needs. To enhance the research process, the LMP recruited a consultant to assist with the development of the 2025/27 Action Plan. To support the research and development of the Action Plan, the LMP also reviewed exit surveys from employer exhibitors and attendees at two Job Fairs.

The Action Plan submitted to Department for Communities provides a detailed summary of these findings, which were used to formulate a number of proposed schemes which are being considered to improve labour market conditions. The intended beneficiaries of the programme are residents that are experiencing barriers to employment due to economic inactivity, unemployment, underemployment, disability and those who reside in areas of high deprivation (SOA's as defined by NISRA). Many of the potential participants fall within the Section 75 categories. It is important to note that some Section 75 groups are more likely to be underrepresented in employment, under-employed and at greater risk of facing unemployment. For example, at 45.2% in 2023 Lisburn and Castlereagh has the 5th highest employment rates for disabled people across all LGDs in NI and is 3.1 % above the NI average (of 42.1%). This rate (of 45.2%) is however a significant drop from the 2022 figure of 55.8% when Lisburn and Castlereagh was top table and higher than the UK disability employment rate. With an employment rate of 86% for people without a disability this gives a Disability Employment Gap of 40.8 percentage points, slightly below the NI average.

A direct outcome of our findings indicates that the gender pay gap is still prevalent, while it is accepted that males work longer hours than females, it would appear that the differential hours is only be a partial contributor to the gender pay gap. Therefore, the work of the LMP should focus in two areas in this respect – (1) actions to address underemployment of females where they have the capacity (and aspiration) to take on additional hours of paid work or self-employment and (2) actions to help upskill females to support their career progression into higher paying roles.

The opportunity to support the local labour market through multi- agency collaboration is welcomed by the Council for the opportunities it brings to support our local communities with interventions tailored to their needs. LCCC as the secretariat to the LMP implemented a stakeholder engagement programme to inform the development of the 2025/27 Action Plan. This has entailed 1-1 meetings working to a structured topic list with LMP members and wider stakeholders including the following:-

- Head of Economic Development, Lisburn & Castlereagh City Council (Chair)
- Careers Service Lisburn
- Careers Service NI
- JBO Employer Advisors (DfC)
- JBO Universal Credit Managers (DfC)



- GEMS NI Social Enterprise
- Invest NI Southern Regional Team
- LCCC Economic Development Team
- Lisburn Area Learning Community
- Lisburn Chamber of Commerce
- Lisburn Enterprise Organisation
- Mencap NI
- NOW Group
- People 1<sup>st</sup>
- SE Health and Social Care Trust
- SERC
- The Princes Trust
- Ulster Supported Employment Ltd
- Inspire Business Centre

The Labour Market Partnership (LMP) can improve fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

An outcome-based approach has been used to address the following local priorities in 2025/27. The 'turning the curve' charts used, refer to the assessment of the most recently available data at the time of the review. The 'turning the curve' exercises demonstrate how the delivery of the academies and programmes will improve the employability of Lisburn and Castlereagh residents in priority areas.

All LMP Service Providers have to demonstrate their awareness and adherence to Section 75 within their procurement submissions and consequent delivery of services.

**A full list of proposed programmes can be found on page 3.**

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

Economic Development Unit, Programmes Team, Lisburn and Castlereagh City Council (LCCC)

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

The Programmes Team, within Lisburn and Castlereagh City Council's Economic Development Unit, provides the secretariat for the Lisburn and Castlereagh Labour Market Partnership. The Head of Economic Development sits on the Lisburn and Castlereagh Labour Market Partnership as one of the core partners. The programme is funded through Department for Communities (DfC) budget allocation and is administered by the LCCC Economic Development Department, Programmes Team.

### **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.**

**Financial:** The Labour Market Partnership initiative is dependent on funding being secured from the Department for Communities (DfC).

**Other - Time -** The project is required to be delivered within timeframes agreed between DfC and LCCC. We anticipate the Action Plan to be approved with a funding offer secured to commence delivery on 1 April 2025.

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

**Staff:** LCCC LMP Programmes Team

**Service users:** Programme participants are recruited from those who reside in the Lisburn and Castlereagh City Council area.

### **Other public sector organisations**

The Lisburn and Castlereagh Labour Market Partnership (LMP) currently comprises representation from each of the following organisations:-

- Jobs and Benefits Office (DfC)
- South Eastern Health and Social Care Trust
- Invest NI (DfE)
- Careers Service NI (DfE)
- Lisburn Area Learning Community Consortium
- Lisburn Chamber of Commerce
- SERC
- Disability Action

- Lisburn and Castlereagh City Council Economic Development Department

### **Voluntary/community/trade union include:**

The following contacts were consulted on the Action Plan Development:

- Atlas Women's Centre
- Stepping Stones NI
- People 1st
- Youth Action NI
- Adapt NI
- The Princes Trust
- Ulster Supported Employment Ltd
- NOW Group
- NIACRO
- Mencap

### **Other**

LCCC Elected Members were consulted for their input to support the development of the Action Plan.

Local employers in the LCCC area to identify skills gaps

### **Delivery Agents:**

- Workforce Training Services
- People 1<sup>st</sup>
- Stepping Stones NI
- SERC
- Tangible Consulting Ltd
- Studyseed CIC

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

Name of policy/strategy/plan	Who owns or implements?
Lisburn and Castlereagh Labour Market Partnership – 2024/25 Action Plan	Developed under DfC's new Employability NI Framework (100% funded by DfC)  <a href="https://lisburncastlereagh.gov.uk/sharepoint.com/sites/LCCCDData/Datashares4/Fo%20rms/AllItems.aspx?id=%2Fsites%2FLCCCDData%2FDatashares4%2FRuralDev_GF_Prog%2FLabour%20Market%20Partnership%202024-2025%2FActionPlan">lisburncastlereagh.gov.uk/sharepoint.com/sites/LCCCDData/Datashares4/Fo rms/AllItems.aspx?id=%2Fsites%2FLCCCDData%2FDatashares4%2FRuralDe v_GF_Prog%2FLabour Market Partnership 2024-2025%2FAction Plan</a>

	<a href="#">Development%2FAction Plan Public Facing%2FLabour Market Partnership Action Plan 2024 Summary Doc%2Epdf&amp;parent=%2Fsites%2FLCCCDData%2FDatashares4%2FRuralDev_GF_Prog%2FLabour Market Partnership 2024-2025%2FAction Plan Development%2FAction Plan Public Facing</a>
Equality and Disability Action Plans	Equality Commission for Northern Ireland <a href="https://www.equalityni.org/Employers-Service-Providers/Public-Authorities/Section75/Section-75/Equality-Schemes-(1)">https://www.equalityni.org/Employers-Service-Providers/Public-Authorities/Section75/Section-75/Equality-Schemes-(1)</a>
Local Development Plan	Lisburn and Castlereagh City Council <a href="https://www.lisburncastlereagh.gov.uk/resident/planning/local-development-plan">https://www.lisburncastlereagh.gov.uk/resident/planning/local-development-plan</a>
LCCC Corporate Plan	LCCC Corporate Plan Lisburn & Castlereagh City Council <a href="https://www.lisburncastlereagh.gov.uk/documents/d/guest/lccc-corporate-plan-2024-2028-web">https://www.lisburncastlereagh.gov.uk/documents/d/guest/lccc-corporate-plan-2024-2028-web</a>
Interim Equality Scheme	Lisburn & Castlereagh City Council <a href="https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75/policies-section-75-screening">https://www.lisburncastlereagh.gov.uk/council/publications/equality-section-75/policies-section-75-screening</a>

### 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 aim of the partnership is to improve employability outcomes and labour conditions across the Lisburn and Castlereagh Council District. Therefore, persons who are long term unemployed, underemployed, economically inactive or located in an area that has increased levels of deprivation will be targeted with an aim of increasing fairness in the labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work.

In developing the Labour Market Partnership, a wide range of qualitative and quantitative research initiatives were undertaken. The goal in this activity was to spread the net as wide as possible in terms of understanding the issues faced by LCCC employers and the local community, current provision in the field of employability and skills and gain a view of future needs.

Secondary research consisted of a review of the following publications:

- Programme for Government
- Lisburn & Castlereagh Community Plan
- Council Corporate Plan
- NI Industrial Strategy (Draft)
- Belfast Regional City Deal Employability and Skills Framework
- Economic Profile and Forecast for LCCC by Oxford Economics (May 2019)
- Annual Further Education Activity Reports produced by DfE
- The Labour Market Profile for Lisburn Castlereagh by DfE 2021,
- The Employment Outcomes and Challenges for Disabled People NI (DfC August 2021)
- Lisburn Castlereagh Labour Market Statistics (Oxford Economics July 2021)
- Locality Plans for a number of LCCC District Electoral Areas (LCCC June 2023)
- DfE Skills Barometer Reports 2021
- NISRA and Census documents

LCCC as the secretariat to the LMP implemented a consultation and engagement programme to gain insight into the specific priorities and needs of the labour market in Lisburn and Castlereagh area. The results were used to inform the development of strategic priorities over the period 2025-27 Action Plan.

The research was implemented through a structured survey sent via the Smart Survey Platform to employability and skills partners as below.

- Head of Economic Development
- Careers Service Lisburn
- Careers Service NI
- JBO Employer Advisors (DfC)
- JBO Universal Credit Managers (DfC)
- GEMS NI Social Enterprise
- LCCC Community Planning Team
- Lisburn Area Learning Community
- Lisburn Chamber of Commerce
- Atlas Women's Centre
- Stepping Stones NI
- Workforce Training Services
- People 1<sup>st</sup> Training
- Youth Action NI

- Adapt NI
- The Princes Trust
- Ulster Supported Employment Ltd
- Tangible Consulting Ltd
- Profile Tree Web Design and Digital Marketing Agency

The aims and objectives of Labour Market Partnerships were generally discussed and the creation of Labour Market Partnership collaborations was broadly welcomed by the organisations consulted. Each stakeholder was invited to provide a summary of their current provision, the successes and failures of various programmes were discussed and proved very informative. Barriers and obstacles to success experienced were considered. Finally, identified needs, potential opportunities and gaps in the current provision were examined. Therefore, a full examination was undertaken in order to understand the current situation and make recommendations based on the findings and gaps in labour market conditions.

### **Most up to date NISRA population data from Census 2021 (published 22/09/22)**

[Lisburn and Castlereagh Census Data](#) Information below is from the 2011 Northern Ireland Census which takes into account the Lisburn and Castlereagh Council Area.

<b>Sec 75 Category</b>	<b>Details of evidence/information</b>
<b>Religious Belief</b>	<p>The 2021 NI Census recorded the following statistics with regard to religious belief in the Lisburn and Castlereagh area;</p> <ul style="list-style-type: none"> <li>• 58% Protestant (or other Christian)</li> <li>• 27% Catholic</li> <li>• 4% Other</li> <li>• 13% None</li> </ul>
<b>Political Opinion</b>	<p>The 2021 NI Census recorded the following statistics with regard to political opinion in the Lisburn and Castlereagh area;</p> <p>41% indicated that they had a British only national identity, 16% had an Irish only national identity and 21% had a Northern Irish national identity.</p>



<b>Racial Group</b>	<p>The 2021 NI Census recorded the following statistics with regard to racial groups in the Lisburn and Castlereagh area;</p> <p><b>4%</b> were from an ethnic minority population and the remaining <b>96%</b> were white (including Irish Traveller).</p>
<b>Age</b>	<p>In 2021 NI Census statistics with regard to age in the Lisburn and Castlereagh area were recorded to inform the Corporate plan;</p> <ul style="list-style-type: none"> <li>• 19% Children were aged 0-14 years</li> <li>• 30% of people aged 15 -39 years</li> <li>• 33% aged 40 – 64 years</li> <li>• 18% aged 65+ years and older</li> </ul> <p>The population of the Council area aged 65 and over will increase by 9% by 2025 and 13% by 2030.</p>
<b>Marital Status</b>	<p>The 2021 census records the following statics with regard to the marital status of persons over the age of 16 for the LCCC area;</p> <ul style="list-style-type: none"> <li>• Single – 33%</li> <li>• Married or in civil partnership– 52%</li> <li>• Same-sex civil partnership – 0.1%</li> <li>• Separated– 3%</li> <li>• Divorced or formerly in civil partnership– 6%</li> <li>• Widowed or surviving partner in civil partnership– 6%</li> </ul>
<b>Sexual Orientation</b>	<p>ONS figures (2016) suggest at least 2% of the NI population identify as Lesbian, Gay or Bi-sexual. However, LGB support groups suggest this is a significant under-estimate based on lack of willingness/confidence to identify as LGB and the fact sexual orientation categories is now more inclusive of other categories and is referred to as LGBTQ+</p> <p>Government Equalities Office research suggests over 4% of the 18-25 year age group identify as</p>

	LGB, confirming that younger people are more likely to be open about sexual orientation.
<b>Men &amp; Women Generally</b>	<p>The 2021 NI Census report the population of Lisburn and Castlereagh Local Government District at 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, non-binary or part of the LGBTQ+ population but referrals to advice services are increasing year on year which suggests a growing minority.</p> <p>During a Northern Ireland Housing Executive (NIHE) human rights, equalities and diversities workshop (April 2021) some of the main findings were:</p> <ul style="list-style-type: none"> <li>• Women constitute 79% of the part time workforce.</li> <li>• 1/3 of working age women are economically inactive.</li> <li>• In 2019/20 70% of apprenticeships were male, Higher Level Apprenticeships (HLA's) are 69%.</li> <li>• Occupational segregation is problematic; men tend to be more involved in engineering, manufacturing and construction. Women more involved in business, administration and law. One possible related solution is women only training programmes in non-traditional sectors, i.e., construction and engineering.</li> </ul>

<p><b>Disability</b></p>	<p>The rate of disability in Northern Ireland is higher than the other UK regions with the exception of Wales. The rates of disability among older age groups is higher than other regions of the UK. The 50-64 year old age group accounts for 33.4% of our disabled population compared to 26.9% of the UK disabled population as a whole. The most striking finding was that 60.2% of disabled people in Northern Ireland are economically inactive while the comparative figure for the UK as a whole stands at 42.5%.</p> <p>The pay gap was also highlighted in this report. Northern Ireland compared favourably with other parts of the UK in this regard however there is still a difference in median pay between disabled and non-disabled employees which needs to be addressed.</p> <p>The concerns expressed by disabled participants engaging with this research were articulated in the report on their behalf. These included:</p> <ul style="list-style-type: none"> <li>• The need for investment and support for individuals with disability</li> <li>• The need for a more holistic approach based on needs to support individuals into employment.</li> <li>• The LMP should seek to fill gaps that may arise through the loss of EU(ESF) funding schemes and the transfer to the UKSPF. This transition will create gaps in support schemes</li> <li>• Implement broader based supports such as pre-employment engagement, pre-interview visits, money management to assist participants coming off benefits.</li> </ul>
<p><b>Dependants</b></p>	<p>Dependants can include children, older people and those with disabilities.</p>

	<p><b>12.4%</b> of people in the 2021 Census stated that they provided unpaid care to family, friends, neighbours or others. On that basis, people with dependants are less likely to be employed or face greater barriers when seeking employment.</p> <p>According to the Equality Commission for Northern Ireland, lone parents, 91% of whom are women, also experience occupational segregation in employment, with lone parents with dependent children mostly employed in 'Personal Service' and 'Elementary' occupations. Caregiving has been identified as one factor influencing occupational segregation with women and lone parents choosing occupations.</p> <p>Allowing sufficient flexibility to balance the demands of caregiving. This may have a potential impact on the sustainability of employment, with women and lone parents having to consider pay and career progression with flexibility in employment and childcare provision.</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**

Labour Market Partnership is intended to improvement the employability outcomes and labour market conditions across the Lisburn and Castlereagh City Council district, irrespective of background or circumstance. Those who will be directly targeted will either be economically inactive unemployed or underemployed, have barriers to employment due to disability or reside in areas of high deprivation. This scheme will have direct and indirect benefits for some groups of service users, however, the aim of the LMP is to improve fairness in the

labour market by supporting the most vulnerable and disadvantaged while working to support local people back into work. Ultimately, this programme will benefit a wide range of groups, particularly groups that experience disadvantage or inequality, as it endeavours to provide them with a range of fully-funded initiatives, which will remove barriers and improve fairness in the labour market

## 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	There is no evidence that people from particular religious or political backgrounds are more likely to be unemployed, underemployed or economically inactive.	None
Political Opinion	There is no evidence that people from particular religious or political backgrounds are more likely to be unemployed, underemployed or economically inactive.	None
Racial Group	Extensive research was undertaken with a wide range of stakeholders across the Lisburn and Castlereagh Province. Research and consultations did not identify that people from a particular racial group are more likely to be unemployed or economically inactive. There may be increased barriers to entry, the gamified learning programme will identify those	Minor Positive

	who require literacy / numeracy support to find employment. This can include specific classes for newcomer communities.	
Age	Young people (aged 16-24) are more likely to be unemployed and require targeted intervention in order to build new skills in fields representing current and emerging labour market opportunities.	Minor Positive
Marital Status	There have been no specific needs identified for people of different marital status.	None
Sexual Orientation	There have been no specific needs identified for people of different sexual orientations in relation to this policy.	None
Men & Women Generally	Some women need more interventions/support to enable them to take up or remain in employment. Women may be more likely to need/want flexible work opportunities	None
Disability	Disabled people need specific advice and to help them apply and be successful in the labour market. They require targeted intervention, training, understanding employers and flexible working conditions. 2 programmes have been developed to specifically address the disability employment gap.	Minor Positive



People with and without Dependants	People with dependants require specific support to enable them to undertake training and the right kind of job opportunities that they can balance work and care responsibilities i.e. classroom assistant job opportunities, self-employment.	Minor Positive
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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 groups will be targeted based on their employment status, regardless of their Section 75 Categories
Political Opinion		No groups will be targeted based on their employment status, regardless of their Section 75 Categories
Racial Group	Yes – The programme will target unemployed people across all racial groups.	
Age	Yes – Young people and the 55+ age group will be particularly targeted as this age group show high levels of unemployment and barriers to employment however, many of the programmes will be open to all.	
Marital Status		No – groups will be targeted based on their employment, regardless of their Section 75 categories.

Sexual Orientation		No – groups will be targeted based on their employment status, regardless of their Section 75 categories
Men & Women Generally	Yes – while the majority of programmes are open to everyone, there are a few academies that have been developed specifically for female returners i.e. classroom assistant academy.	
Disability	Yes – People with a disability will be particularly targeted as this Section 75 group show high levels of unemployment and inequality in the labour market.	
People with and without Dependents	Yes – Programme will be promoted equally to ensure that carers and those from all backgrounds with dependents are aware of LMP opportunities	

### 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.

N/A

### 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 - the Labour Market Partnership Action Plan 2025/27 aims to support disabled people back into training, education and employment. It also works closely with the Lisburn and Castlereagh business community to address barriers into and retaining employment for those who are disabled.

**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 likely impact. Will it be positive or negative? [if no specific impact identified, say none]</b>	<b>Level of impact – minor/major*</b>
Religious Belief	The scheme is aimed at improving the employment landscape across Lisburn and Castlereagh City Council area.	No direct impact identified in relation to religion, political opinion or racial group. By providing employment opportunities for those facing unemployment, it will bring people from different backgrounds together.
Political Opinion	As Above	As Above
Racial Group	As Above	As above

\*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?**

<b>Good Relations Category</b>	<b>IF Yes, provide details</b>	<b>If No, provide details</b>
Religious Belief		The partnership is a financial assistance scheme that will address employment inactivity across the Lisburn and

		<p>Castlereagh Council area. It doesn't lend itself to promoting good relations. The programme aims to reduce inequality and remove barriers for those who are furthest from the labour market by providing fully funded opportunities to access qualifications, funding and mentoring.</p> <p>If any opportunities arise, they will be addressed.</p>
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.**

LCCC recognises that all individuals are not exclusive to just one designated group. "Multiple identity" has been given consideration within this screening exercise in order to ensure benefit to all groups. Some people who are the targets of this project will experience disadvantage on a number of grounds, e.g., age, race, gender and disability.

If additional issues/impacts not already covered above arise, they will be addressed.

### 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 <b>Screen out</b> – no equality impact assessment and no mitigation required [go to Monitoring section]	N/A
Option 2 <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>It has been concluded that a detailed equality impact assessment is not necessary as all the potential impacts identified are minor and positive. The Partnership overall is intended to address identified needs of particular target groups. Each element of the programme will also be considered for potential impacts.</p> <p>Prior to the appointment of a delivery agent to manage the programmes under the LMP Action Plan, ensuring equality of opportunity and the ability to provide reasonable adjustments is built into each contract and managed accordingly. Programme syllabus and materials can</p>

	<p>be provided in alternative formats and languages if required.</p> <p>The Lisburn and Castlereagh LMP also conduct in-depth programme evaluations each year to understand the benefits and limitation of each programme. By applying lessons learnt, each year we are able to actively build upon the programmes to ensure equality of opportunity. For example, ensuring that the classroom assistant academy coincides with the school calendar is integral to the success of the programme, this enables female returners to engage with the programme whilst having childcare in place and also to ensure adequate timing with regards to employment opportunities within a school setting.</p> <p>In order to best deliver equality of opportunity, the core partnership is made up of 9 core partners with the knowledge and experience needed to deliver on the objectives of the Labour Market Partnership. The Lisburn and Castlereagh LMP currently comprises of a representative from each of the following organisations:</p> <ul style="list-style-type: none"> <li>• Jobs and Benefits Office (DfC)</li> <li>• South Eastern Health and Social Care Trust</li> <li>• Invest NI (DfE)</li> <li>• Careers Service NI (DfE)</li> <li>• Lisburn Area Learning Community Consortium</li> <li>• Lisburn Chamber of Commerce</li> <li>• SERC</li> </ul>
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	<ul style="list-style-type: none"> <li>• Lisburn and Castlereagh City Council Economic Development Department</li> <li>• Disability Action NI</li> </ul> <p>A full research exercise was undertaken using a combination of primary and secondary research to develop an accurate portrayal of the current strengths, weaknesses, limitations and opportunities available across Lisburn and Castlereagh employment market. LCCC will continue to assess the situation and be more proactive especially mitigating risk surrounding promotion across all Section 75 categories etc.</p>
<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>	N/A

### Mitigation (Only relevant to Option 2)

As detailed above

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

N/A

### Timetabling and prioritising for full EQIA (only relevant to Option 3)

N/A



### 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:**

The delivery of the Labour Market Partnership will be monitored on a quarterly basis via reports which are to be returned to DfC. The monitoring will focus on the delivery outcomes of the Action Plan itself i.e. the impact the partnership is

having on the local labour market. The individual programmes will be monitored on a quarterly basis by their respective project officers and monitoring returns will be made to DfC. The actual performance indicators to be monitored vary according to programme but are listed on the Action Plan.

## Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Melissa Cunningham 	Programme Officer	09/02/2025
Reviewed by: Annie Wilson	Equality Officer	12/02/2025
<b>Approved by:</b> Paul McCormick 	Head of Service	13/02/2025

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:

- The policy/project is significant in terms of its strategic importance;
- 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;
- 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

## Appendix I - Rural Needs Impact Assessment (RNIA) Template

### SECTION 1 - Defining the activity subject to Section 1(1) of the Rural Needs Act (NI) 2016

#### 1A. Name of Public Authority.

Lisburn & Castlereagh City Council

#### 1B. Please provide a short title which describes the activity being undertaken by the Public Authority that is subject to Section 1(1) of the Rural Needs Act (NI) 2016.

Labour Market Partnership

#### 1C. Please indicate which category the activity specified in Section 1B above relates to.

Developing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>
Adopting a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Implementing a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Revising a	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>
Designing a Public Service	<input type="checkbox"/>		
Delivering a Public Service	<input type="checkbox"/>		

#### 1D. Please provide the official title (if any) of the Policy, Strategy, Plan or Public Service document or initiative relating to the category indicated in Section 1C above.

Labour Market Partnership Action Plan 2025-2027 and Strategic Assessment 2024-2027

#### 1E. Please provide details of the aims and/or objectives of the Policy, Strategy, Plan or Public Service.

The aim of the Labour Market Partnership (LMP) is to improve employability outcomes and labour market conditions by working through a coordinated, collaborative and multi-agency partnership. Thus, achieving regional objectives whilst being flexible to meet the needs presented by localized conditions and helping to connect employers with employees.

The Lisburn and Castlereagh (L&C) Labour Market Partnership (LMP) currently comprises representation from each of the following organisations:-

- Jobs and Benefits Office (DfC)
- South Eastern Health and Social Care Trust
- Invest NI (DfE)
- Careers Service NI (DfE)
- Lisburn Area Learning Community Consortium
- Lisburn Chamber of Commerce
- SERC
- Lisburn and Castlereagh City Council Economic Development Department
- Disability Action NI

There are a multitude of benefits associated with this approach. LMPs sit as an initiative under DfC's Employability NI Programme.

The Partnerships will be expected to provide an integrated approach to address labour market challenges by bringing together, in a single body, the necessary local knowledge and expertise to build on existing structures locally, operating in a holistic, streamlined and joined up way. The aim is to contribute to strategic local objectives and the NI Executives strategic objectives, including

**1F. What definition of ‘rural’ is the Public Authority using in respect of the Policy, Strategy, Plan or Public Service?**

Population Settlements of less than 5,000 (Default definition).

☒

Other Definition (Provide details and the rationale below).

☐

A definition of ‘rural’ is not applicable.

☐

*Details of alternative definition of ‘rural’ used.*

N/A

*Rationale for using alternative definition of ‘rural’.*

N/A

*Reasons why a definition of ‘rural’ is not applicable.*

N/A

## SECTION 2 - Understanding the impact of the Policy, Strategy, Plan or Public Service

### 2A. Is the Policy, Strategy, Plan or Public Service likely to impact on people in rural areas?

Yes ☒ No ☐ If the response is **NO** GO TO Section **2E**.

### 2B. Please explain how the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas.

In order to ascertain LCCC's position in the labour market and to identify appropriate measures to put forward for development into incentives to boost the labour market, consultation and stakeholder survey was undertaken and this formed the basis of the LMP Action Plan. The thematic areas which require attention are:

- 1) To form and successfully deliver the functions of the Labour Market Partnership for Lisburn and Castlereagh
- 2) To improve employability outcomes and/or labour market conditions
- 3) To promote and support delivery of existing employability or skills provision available either regionally or locally

A number of programmes are currently being planned and created which will be implemented across LCCC in order to combat the challenges facing the labour market. These are documented in Section 2C.

### 2C. If the Policy, Strategy, Plan or Public Service is likely to impact on people in rural areas differently from people in urban areas, please explain how it is likely to impact on people in rural areas differently.

The Labour Market Partnership is responsible for improving employability outcomes and labour market conditions across Lisburn & Castlereagh City Council. The Partnership aims to tackle the rising unemployment levels across the province regardless of location. The work carried out by the Partnership will not impact on people in rural areas differently, it will have a positive impact as the town and rural dwellers will all reap the benefits from improved labour market conditions.

Programmes under the 2024/25 Action Plan include:

- 1) Rapid Response Academies x 3 –prioritizing those who are long term unemployed, economically inactive and hardest to reach.
- 2) Gamified Essential Skills Learning Programme
- 3) Sector Focused Employability Academies x 3
- 4) Skills Boost for Business Growth: Small Grants Programme supporting local businesses offer industry related training
- 5) Employee Upskilling: For those under-employed or seeking career progression
- 6) Self-Employment Support Options Support Programme
- 7) Pathways to Employment for Individuals with a Disability
- 8) Accessible Graduate Apprenticeship Programme for Individuals with a Disability
- 9) Public events such as 2 x Jobs Fair and 2 x Employability Events



**2D. Please indicate which of the following rural policy areas the Policy, Strategy, Plan or Public Service is likely to primarily impact on.**

Rural Businesses	<input checked="" type="checkbox"/>
Rural Tourism	<input type="checkbox"/>
Rural Housing	<input type="checkbox"/>
Jobs or Employment in Rural Areas	<input checked="" type="checkbox"/>
Education or Training in Rural Areas	<input checked="" type="checkbox"/>
Broadband or Mobile Communications in Rural Areas	<input type="checkbox"/>
Transport Services or Infrastructure in Rural Areas	<input type="checkbox"/>
Health or Social Care Services in Rural Areas	<input type="checkbox"/>
Poverty in Rural Areas	<input checked="" type="checkbox"/>
Deprivation in Rural Areas	<input checked="" type="checkbox"/>
Rural Crime or Community Safety	<input type="checkbox"/>
Rural Development	<input type="checkbox"/>
Agri-Environment	<input type="checkbox"/>
Other (Please state)	<input type="text"/>

**If the response to Section 2A was YES GO TO Section 3A.**

**2E. Please explain why the Policy, Strategy, Plan or Public Service is NOT likely to impact on people in rural areas.**

N/A - The work carried out by the Partnership will not impact on people in rural areas differently, it will have a positive impact collectively, as both town and rural dwellers will all reap the benefits from improved labour market conditions.

## SECTION 3 - Identifying the Social and Economic Needs of Persons in Rural Areas

**3A. Has the Public Authority taken steps to identify the social and economic needs of people in rural areas that are relevant to the Policy, Strategy, Plan or Public Service?**

Yes ☒ No ☐ If the response is **NO** GO TO Section **3E**.

**3B. Please indicate which of the following methods or information sources were used by the Public Authority to identify the social and economic needs of people in rural areas.**

Consultation with Rural Stakeholders	<input checked="" type="checkbox"/>	Published Statistics	<input checked="" type="checkbox"/>
Consultation with Other Organisations	<input checked="" type="checkbox"/>	Research Papers	<input type="checkbox"/>
Surveys or Questionnaires	<input type="checkbox"/>	Other Publications	<input type="checkbox"/>
Other Methods or Information Sources (include details in Question 3C below).			<input type="checkbox"/>

**3C. Please provide details of the methods and information sources used to identify the social and economic needs of people in rural areas including relevant dates, names of organisations, titles of publications, website references, details of surveys or consultations undertaken etc.**

Research was undertaken to ensure that the priorities identified continue to reflect employability and labour market issues in the LCCC area and are informed by analysis of information provided by statutory partners, as well as the results of ongoing engagement and consultation across the council area. Cognizance was taken of the strategic assessment outcomes and local current provision to ensure that the action plan is relevant.

A desk-based analysis of the LCCC area/region was undertaken, including LCCC Corporate and Community Plan, NISRA, Office for National Statistics, Programme for Government, DfC, NI Census 2021, Labour Market Insight (IDBR data) 2024.

LCCC as the secretariat to the LMP implemented a stakeholder engagement programme to inform the development of the 2024-25 Action Plan. This has entailed 1-1 meetings working to a structured topic list with LMP members and wider stakeholders including the following:-

LCCC Head of Economic Development	People 1 <sup>st</sup> Training
Lisburn & Castlereagh City Council (Chair)	SEHSCT
Careers Service Lisburn	SERC
Careers Service NI	The Princes Trust
JBO Employer Advisors (DfC)	USEL
JBO Universal Credit Managers (DfC)	Inspire Business Centre
GEMS NI Social Enterprise	Lisburn Area Learning Community
Invest NI Southern Regional Team	Mencap NI
LCCC Economic Development Team	Lisburn Enterprise Organisation
NOW Group	Disability Action NI
Lisburn Chamber of Commerce	

**3D. Please provide details of the social and economic needs of people in rural areas which have been identified by the Public Authority?**

The Interim Local Rural Development Strategy (2016) has identified the following as key areas;

- Rural Businesses
- Jobs or Employment in Rural Areas
- Education or Training in Rural Areas
- Poverty in Rural Areas
- Deprivation in Rural Areas

If the response to Section 3A was **YES** GO TO Section 4A.

**3E. Please explain why no steps were taken by the Public Authority to identify the social and economic needs of people in rural areas?**

N/A

## SECTION 4 - Considering the Social and Economic Needs of Persons in Rural Areas

### 4A. Please provide details of the issues considered in relation to the social and economic needs of people in rural areas.

The LMP is responsible for improving the labour market across Lisburn & Castlereagh City Council regardless of location. The 2021 Census highlighted that Lisburn & Castlereagh had a population of 149,106 up 11% since 2011. With respect to age profile:

- 19% of population were between 0-14 years,
- 30% between 15-39 years,
- 33% between 40-64 years, and
- 18% 65 years plus.

The critical issue for the labour market is the proportion of younger people decreased and the proportion of older people increased which could present increasing challenges to satisfy labour market demand looking ahead. There was also an increase in the number of people born outside of UK/Ireland from 5,800 in 2011 to 8,900 in 2021 which reflects an increasingly diverse local population.

Occupational segregation is problematic; men tend to be more involved in engineering, manufacturing and construction. Women more involved in business, administration and law. One possible related solution is women only training programmes in non-traditional sectors, i.e., construction and engineering.

The most deprived SOA within the Lisburn and Castlereagh City Council area is Old Warren which is ranked 118 (which is amongst the top 15% most deprived in Northern Ireland).

In 2021, Lisburn & Castlereagh had the highest employment rate for women in Northern Ireland at 74.5% which is 6.4% higher than the Northern Ireland average of 68%. The Gender Employment Gap in 2021 was 1.4%, 75.9% male employment rate compared to female employment rate of 74.5%

Female returner programmes are needed to support women (including in the 50+ bracket) to reconnect with employment. Particularly given the impact of inactivity on health and wellbeing including earlier onset of age-related conditions.

At 45.2% in 2023 Lisburn and Castlereagh has the 5th highest employment rates for disabled people across all LGDs in NI and is 3.1 % above the NI average (of 42.1%). This rate (of 45.2%) is however a significant drop from the 2022 figure of 55.8% when Lisburn and Castlereagh was top table and higher than the UK disability employment rate. With an employment rate of 86% for people without a disability this gives a Disability Employment Gap of 40.8 percentage points, slightly below the NI average.

## SECTION 5 - Influencing the Policy, Strategy, Plan or Public Service

**5A. Has the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, been influenced by the rural needs identified?**

Yes ☒ No ☐ If the response is **NO** GO TO Section **5C**.

**5B. Please explain how the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or delivery of the Public Service, has been influenced by the rural needs identified.**

The synopsis of the programme has been identified in Section 2B, fully considering the needs of the rural population. There have been no detrimental impacts identified.

The programmes overarching principle is working towards alleviating unemployment and improving the labour market across the province. Therefore, both urban and rural dwellers will benefit collectively.

If the response to Section **5A** was **YES** GO TO Section **6A**.



**5C. Please explain why the development, adoption, implementation or revising of the Policy, Strategy or Plan, or the design or the delivery of the Public Service, has NOT been influenced by the rural needs identified.**

N/A

## SECTION 6 - Documenting and Recording

**6A. Please tick below to confirm that the RNIA Template will be retained by the Public Authority and relevant information on the Section 1 activity compiled in accordance with paragraph 6.7 of the guidance.**

I confirm that the RNIA Template will be retained and relevant information compiled. ☒

<b>Rural Needs Impact Assessment undertaken by:</b>	Melissa Cunningham
<b>Position/Grade:</b>	Programmes Officer
<b>Division/Branch</b>	Economic Development
<b>Signature:</b>	
<b>Date:</b>	09/02/2025
<b>Rural Needs Impact Assessment approved by:</b>	Paul McCormick
<b>Position/Grade:</b>	Head of Service
<b>Division/Branch:</b>	Economic Development
<b>Signature:</b>	
<b>Date:</b>	13/02/2025



<b>Committee:</b>	Regeneration and Growth Committee
<b>Date:</b>	4 December 2025
<b>Report from:</b>	Head of Assets

<b>Item for:</b>	Decision
<b>Subject:</b>	Brooklands Gospel Centre

## 1.0 **Background**

1. Brooklands Gospel Centre is situated in Ballybeen, Dundonald on a self-contained site at Dungoyne Park off Brooklands Crescent. The site for the original Gospel Hall was granted to the Trustees from NI Housing Executive. The building was then extended with the benefit of additional land granted from Castlereagh Borough Council by way of a lease for 99 years dated 24<sup>th</sup> August 1981 (**see Appendix**).
2. Subsequently, the car park was extended by way of a second lease from the Council for 69 years from 1 July 2010 (**see Appendix**).
3. These leases are registered with Land Registry in two Folios, No.3885L and DN185849L. The property is shown outlined in red on the attached map (**see Appendix**).

### **Key Issues**

1. Correspondence has been received from the tenant's solicitor with a request to assign both leasehold interests from The Trustees of Brooklands Gospel Centre to The Brooklands Gospel Centre Trust.
2. Under the terms of the leases, Council consent is required for the proposed assignment. It is proposed, subject to due diligence through the appointment of our legal team, that an amendment be agreed to transfer the assignment as requested.
3. The basis of the assignment will be agreed on the understanding that The Brooklands Gospel Centre Trust agree to meet the Council's costs where appropriate. Both head leases make provision that the Council should not unduly delay reasonable requests for amendments.

## 2.0 **Recommendation**

It is recommended that Members agree to the request for the assignment from The Trustees of Brooklands Gospel Centre to The Brooklands Gospel Centre Trust and the leases being amended accordingly, subject to due diligence.



3.0	<b><u>Finance and Resource Implications</u></b>	
	There are no finance implications outside of our obligations under lease for to expedite reasonable requests. This is estimated at less than £1K and will be met from within current budgets.	
4.0	<b><u>Equality/Good Relations and Rural Needs Impact Assessments</u></b>	
4.1	Has an equality and good relations screening been carried out?	N/A
4.2	As the property and use are already in situ and not changing this is not applicable.	
4.3	Has a Rural Needs Impact Assessment (RNIA) been completed?	N/A
4.4	As the property and use are already in situ and not changing this is not applicable.	

<b>Appendices:</b>	Appendix 2a – Lease (August 1981) Appendix 2b – Lease (March 2012) Appendix 2c - Site Map
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# This Indenture

made the 24th day of August

One thousand nine hundred and eighty one Between CASTLEREAGH BOROUGH COUNCIL of 308 Gregagh Road, Gregagh in the County of Down (hereinafter called "the Council" - which expression shall where the context so admits or requires includes its successors and assigns) of the one part and JOHN AICKEN of 11 Ferndene Road Dundonald Belfast Civil Servant GEORGE HICKS CAMPBELL of Glenanne Ballybarnes Newtownards County Down Grocer ANDREW CRAIG of 40 Mount Regan Avenue Dundonald aforesaid Civil Servant ROBERT HAIR of 1 Willowvale Dundonald aforesaid Motor Engineer JOSEPH JACKSON of 37 Grahamsbridge Road Dundonald aforesaid Lecturer JAMES JOHNSTON of 17 Belair Avenue Ballybarnes Newtownards aforesaid Teacher THOMAS MANSON of 6 Inch Marnock Drive Dundonald aforesaid Electrician ANDREW MORRISON of 83 Cherryhill Road Dundonald aforesaid Brick Layer LAWRENCE GLOVER RUSSELL of 86 Cumberland Road Dundonald aforesaid builder and HUGH TAYLOR of 52 Enler Park Central Dundonald aforesaid Bread Server (hereinafter called "the Lessees" - which expression shall where the context so admits or requires include their heirs, successors and assigns) of the other part WITNESSETH that in consideration of the sum of Four hundred and twenty-five pounds paid by the Lessees to the Council (the receipt of which sum the Council hereby acknowledges and in further consideration of the rent hereinafter reserved and of the covenants on the part of the Lessees and conditions hereinafter contained the Council hereby demises unto the Lessees ALL THAT piece or parcel of ground containing four hundred and nine square metres or thereabouts statute measure situate at Brooklands Avenue on the south side of the Upper Newtownards Road Dundonald in the Townland of Carrowreagh Barony of Castlereagh Lower and County of Down more particularly described and delineated on the map attached hereto and thereon coloured red (hereinafter called "the premises") EXCEPTING AND RESERVING unto the Council all rights of drainage and sewerage now or usually enjoyed in respect of the adjoining premises of the Council through the premises hereby demised. TO HOLD the same unto the Lessees as Trustees of the Brooklands Gospel Centre for the term of ninety-nine years from the first day of July One thousand nine hundred and eighty YIELDING AND PAYING therefor and thereout during the said term the yearly rent of five pence (if demanded) on the first day of May in each year AND the Lessees to the intent that the obligations hereinafter created shall subsist and be observed during the term of the Grant hereby made hereby covenant with the Council in the terms and manner following:-

1. To pay the yearly rent (if demanded) on the day and in the manner hereinbefore appointed.
2. To pay all present and future rates taxes charges assessments impositions and outgoings whatsoever which now or may at any time hereafter be assessed charged or imposed upon or become payable in respect of the premises.
3. To keep the premises in good and tenantable repair and condition and the same in such good and tenantable repair and condition to deliver up to the Council at the expiration or sooner determination of the said term.
4. To use the premises solely as a car-park and open amenity area and for no other purposes whatsoever without the prior written consent of the Council.
5. To permit the Council its officers agents and workmen upon reasonable notice being given to the Lessees to enter the premises and to examine the state of repair and condition thereof and to repair and make good all defects of which notice in writing shall be given by the Council to the Lessees within three calendar months after the giving of such notice.
6. To obtain all necessary Planning Building Regulations and any other requisite statutory approvals in respect of the proposed use of the premises.
7. To prosecute with due diligence any claim arising under statute or otherwise in respect of damage to the premises and to apply any sum recovered under such claim in or towards reinstating the premises under the direction of the Council.

8. Not to do or suffer to be done in or upon the premises or any part thereof any act or thing which shall or may be or become a nuisance damage or inconvenience to the Council or the occupiers or adjoining premises.

9. Not to hold or cause or permit to be held or caused on the premises or any part thereof any open air meetings or any broadcast, transmission, relay or recording which shall be audible in or to the open air.

10. To fence off the premises from the remaining land owned by the Council to the Council's satisfaction and so to maintain all such fencing.

11. Not to assign or sub-let or otherwise part with the possession of the premises or any part thereof without the prior written consent of the Council.

12. To indemnify the Council against all claims for damages howsoever caused arising by virtue of the Lessees' use and occupation of the premises.

13. Not to alter or make any addition to the premises by way of building or otherwise at any time hereafter without the prior written consent of the Council.

14. To produce for the inspection of the Council all deeds of appointment of new trustees or notices of such appointment, such trustees being duly appointed under the provisions of the Trustee Act (Northern Ireland) 1958 or any current statutory re-enactment or modification thereof.

AND the Council hereby covenants with the Lessees that the Lessees paying the yearly rent (if demanded) hereby reserved and observing and performing the covenants on their part and conditions herein contained shall quietly hold and enjoy the premises for and during the term hereby granted without any interruption by or from the Council or any person lawfully claiming thereunder PROVIDED ALWAYS and it is hereby agreed and declared that in case there shall be any breach or non-observance of any of the covenants on the Lessees' part hereinbefore contained then and in every such case the Council may at any time thereafter in the name of the whole re-enter and the same to have again as in its former estate without prejudice to any right of action or remedy of the Council in respect of any antecedent breach of any of the covenants by the Lessees hereinbefore contained AND IT IS HEREBY AGREED AND DECLARED that the Lessees shall hold the premises upon trust that the premises are used in accordance with Clause 4 hereof for the benefit of the Brooklands Gospel Centre and that the objects of this Trust shall be varied only with the prior written consent of the Council AND the Council and Lessees hereby agree that any notices requiring to be served hereunder shall be sufficiently served on either party by sending the same by ordinary mail to the principal office of the Council or as the case may be to the last known address of the said Brooklands Gospel Centre AND IT IS HEREBY CERTIFIED that the transaction hereby effected does not form part of a larger transaction or of a series of transactions in respect of which the amount or value or aggregate amount or value of the consideration other than rent exceeds Twenty thousand pounds.

IN WITNESS whereof the Common Seal of the Council has been hereunto affixed and the Lessees have set their hands and affixed their seals the day and year first herein written.

PRESENT when the Common Seal of )  
CASTLEREACH BOROUGH COUNCIL was )  
 affixed hereto:- )

*H. O. Johnstone*  
 MAYOR

*J. B. Wilson*  
 TOWN CLERK

SIGNED SEALED and DELIVERED by the)  
said JOHN AICKEN in the presence )  
of:- )  
David Gail )  
Solicitor and )  
Eleanor Guster )  
Secretary, both )  
of 55 Belmont Road )  
Belfast. )

*John Aicken*

SIGNED SEALED and DELIVERED by the)  
said GEORGE HICKS CAMPBELL in the )  
presence of:- )  
David Gail )  
Solicitor and )  
Eleanor Guster )  
Secretary, both of )  
55 Belmont Road )  
Belfast. )

*George Hicks Campbell*

SIGNED SEALED and DELIVERED by the)  
said ANDREW CRAIG in the presence )  
of:- )  
David Gail )  
Solicitor and )  
Eleanor Guster )  
Secretary, both of )  
55 Belmont Road )  
Belfast. )

*Andrew Craig*

SIGNED SEALED and DELIVERED by the)  
said ROBERT HAIR in the presence )  
of:- )  
David Gail )  
Solicitor and )  
Eleanor Guster )  
Secretary, both of )  
55 Belmont Road )  
Belfast. )

*Robert Hair*

SIGNED SEALED and DELIVERED by the)  
said JOSEPH JACKSON in the )  
presence of:- )  
David Gail )  
Solicitor and )  
Eleanor Guster )  
Secretary, both of )  
55 Belmont Road )  
Belfast. )

*Joseph Jackson*

SIGNED SEALED and DELIVERED by the)  
said JAMES JOHNSTON in the )  
presence of:- )  
David Gail )  
Solicitor and )  
Eleanor Guster )  
Secretary, both of )  
55 Belmont Road )  
Belfast. )

*Johnston*  
*James Johnston*

SIGNED SEALED and DELIVERED by the)  
said THOMAS MANSON in the )  
presence of:- )  
Paul G. )  
Solicitor and )  
Eleanor Garton )  
Secretary, both )  
55 Belmont Road )  
Belfast. )

Thomas Manson

SIGNED SEALED and DELIVERED by the)  
said ANDREW MORRISON in the )  
presence of:- )  
Paul G. )  
Solicitor and )  
Eleanor Garton )  
Secretary, both of )  
55 Belmont Road )  
Belfast. )

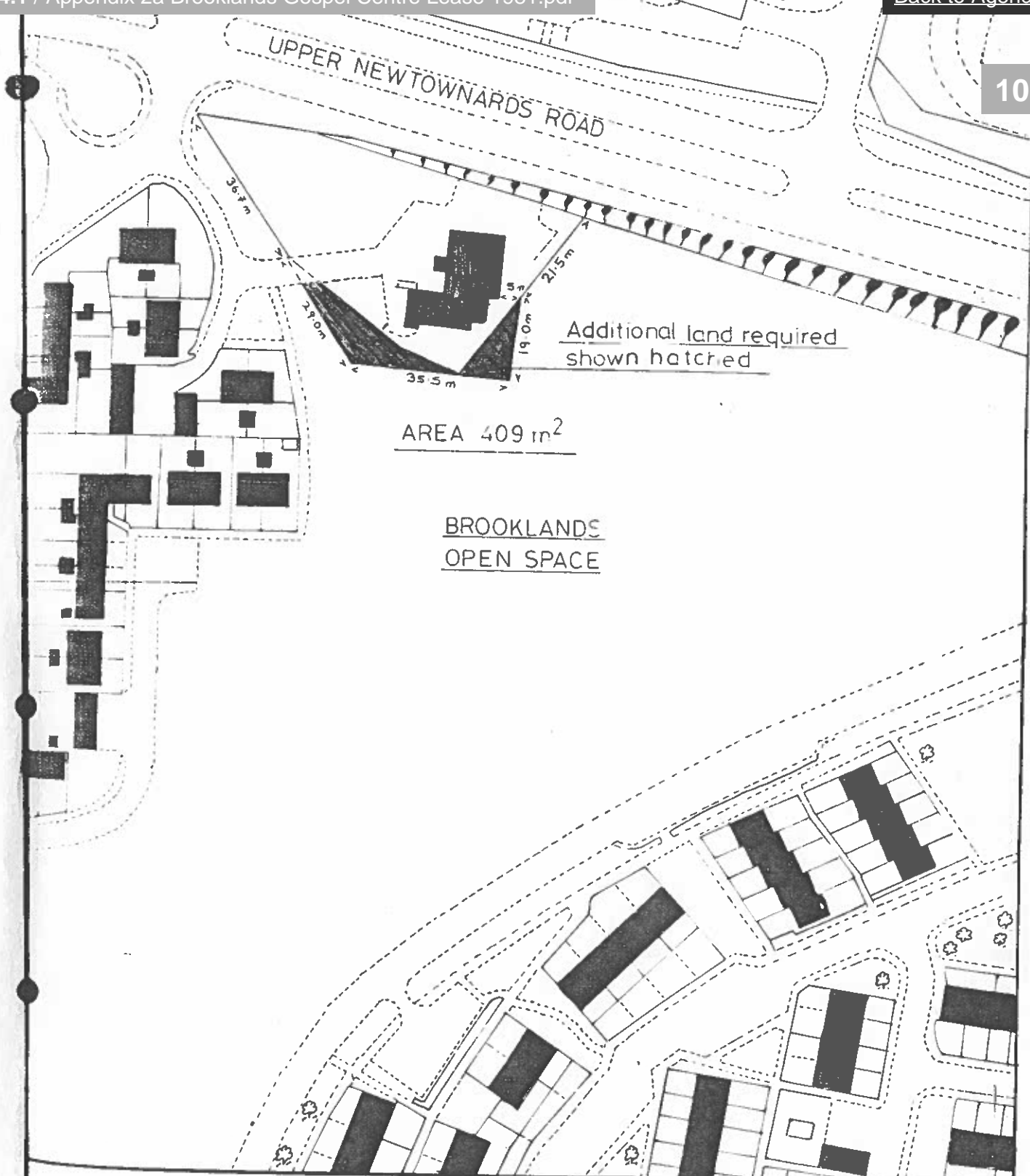
Andrew Morrison

SIGNED SEALED and DELIVERED by the)  
said LAWRENCE CLOVER RUSSELL in )  
the presence of:- )  
Paul G. )  
Solicitor and )  
Eleanor Garton )  
Secretary, both of )  
55 Belmont Road )  
Belfast. )

Lawrence Clover Russell

SIGNED SEALED and DELIVERED by the)  
said HUGH TAYLOR in the presence )  
of:- )  
Paul G. )  
Solicitor and )  
Eleanor Garton )  
Secretary, both of )  
55 Belmont Road )  
Belfast. )

Hugh Taylor



CASTLEREAGH BOROUGH COUNCIL

SITE PLAN OF  
BROOKLANDS GOSPEL CENTRE

e 11250

drawn by B. McGill

ks Mgr. C.B. Sneddon BSc. C.Eng. M.I.C.E.	date Feb 1980	drg.no.G.C/1
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CA. 1206/00.

CASTLERAGH DOROUGH COUNCIL

to

UNITED - BROOKLANDS GOSPEL  
CENTRE

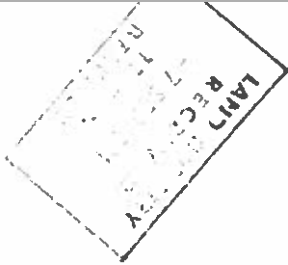
41614 (ent new)  
Down  
358 SL

Down

SITE AT BROOKLANDS AVENUE,  
DUNLOMAD, CO. DUBLIN.

L E A S E

John W. Fog,  
John Fogarty,  
CITY HALL,  
BELFAST.





**Dated this            day of            2011**

**CASTLEREAGH BOROUGH COUNCIL**

**-to-**

**TRUSTEES OF BROOKLANDS GOSPEL CENTRE**

**LEASE**

**King & Gowdy,  
Solicitors,  
298 Upper Newtownards Road,  
Belfast. BT4 3EJ**

**Tel: (028 90 659511)  
Fax: (028 90 671550)  
DX 2150 NR Ballyhackamore**

**1.5 “the Rent”** means £1 per annum (if demanded)

1.6 “the Superior Deed” means Folio AN 41614 Co. Down.

1.7 “the Term” means 69 years from the 1<sup>st</sup> July, 2010

1.8 “the Exceptions and Reservations” means the free passage and running of water, soil, gas and electricity through the channels, sewers, drains, watercourses, pipes and cables belonging to or running through or under the Property.

## 2. Demise

In consideration of the Premium (the receipt of which the Lessor acknowledges) and of the Rent the Lessor hereby demises the Property to The Lessee TO HOLD the same to the Lessee for the Term at and for the Rent subject to the Exceptions and Reservations and subject to and with the benefit of the same stipulations and conditions and to the same terms and rights contained in the Superior Deed

## 3. Lessee’s Covenants

The Lessee covenants with the Lessor to perform and observe the Lessee’s covenants.

## 4. Lessor’s Covenant

The Lessor covenants with the Lessee to perform and observe the Lessor’s covenant

## 5. Re-entry

If the Lessee shall fail to pay the Rent (if demanded) or shall fail to perform the Lessee’s covenants it shall be lawful for the Lessor to enter the Property or any part thereof in the name of the whole and to determine this Lease but without prejudice to any right of action which either party may have against the other in respect of any

antecedent breach of the Lessee's covenants or of the Lessor's covenant as the case may be

**IN WITNESS** whereof the Lessor and the Lessee have executed this instrument as a deed on the date hereof

### **FIRST SCHEDULE**

#### **Lessee's Covenants**

1. To pay the Rent (if demanded).
2. To pay (and indemnify the Lessor of, from and against) all existing and future rates, taxes, duties, levies, charges, impositions and out goings, whether parliamentary, local or of any other description and whether or not of a capital or non-recurring nature which are now or may at any time hereafter be taxed, assessed, charged or imposed or in any other way levied in respect of the Property or on the owner or occupier thereof.
3. To keep the Property in good order repair and condition.
4. Not to use the Property for any purpose other than as a church with ancillary car parking thereto and for no other purpose whatsoever without the prior written consent of the Council.
5. To perform and observe the covenants and conditions on the lessee's part contained in the Superior Deed and to indemnify and keep indemnified the Lessor from and against all claims and demands arising from any failure by the Lessee to pay such rent or to perform and observe such covenants and conditions.

6. To permit the Lessor its officers agents and workmen upon reasonable notice being given to the Lessee to enter the Property and to examine the state of repair and condition thereof and to repair and make good all defects of which notice in writing shall be given by the Lessor to the Lessee within three calendar months after the giving of such notice.
7. To obtain all necessary Planning Permission and Building Control Approvals and any other requisite statutory approvals in respect of the proposed use of the Property.
8. To prosecute with due diligence any claim arising under statute or otherwise in respect of damage to the Property and to apply any sum recovered under such claim in or towards reinstating the Property under the direction of the Lessor.
9. Not to do or suffer to be done in or upon the Property or any part thereof any act or thing which shall or may be or become a nuisance damage or inconvenience to the Lessor or the occupiers of adjoining premises.
10. Not to hold or cause or permit to be held or caused on the Property or any part thereof any open air meetings or any broadcast, transmission, relay or recording which shall be audible in or to the open air.
11. To fence off the Property from the remaining land owned by the Lessor to the Lessor's satisfaction and so to maintain all such fencing.
12. Not to assign or sub-let or otherwise part with the possession of the Property or any part thereof without the prior written consent of the Lessor.
13. To indemnify the Lessor against all claims for damages howsoever caused arising by virtue of the Lessees' use and occupation of the Property.
14. To produce (when requested) for the inspection of the Lessor all deeds of appointment of new trustees or notices of such appointment, such trustees

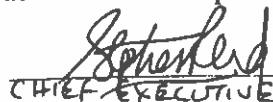
being duly appointed under the provisions of the Trustee Act (Northern Ireland) 1958 or any current statutory re-enactment or modification thereof.

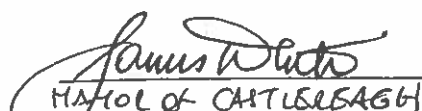
## SECOND SCHEDULE

### LIST OF CURRENT TRUSTEES

Robert Hair of 1 Willowvale, Dundonald, County Down  
 Andrew Morrison of 83 Cherryhill Road, Dundonald, Co. Down  
 William McNaughten of 34 Greengraves Road, Dundonald, Co. Down BT16 1UZ  
 Mervyn Bell of 27 Aldergrange Avenue, Newtownards, Co. Down BT23 4FY  
 Steven Carson of 2 Balmoral Close, Bangor, Co. Down BT19 7XD  
 Edward McIntosh of 9 Pothill Lane, Cargycroy, Lisburn BT27 6TJ  
 Philip Magee of 11 Merok Park, Belfast BT6 9LT  
 William Patterson of 52 Church Road, Dundonald, Co. Down BT16 2LW  
 Ernest Russell of 25 Carrowreagh Gardens, Dundonald, Co. Down BT16 1TW  
 Norman Wilson of 14 Ardgreenan Drive, Belfast BT14 3FQ  
 Leonard Mudd of 236 Comber Road, Dundonald, Co. Down BT16 2BS




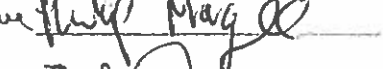
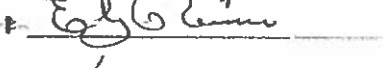
EXECUTED by the Lessor  
 as a Deed in the presence of:

  
 CHIEF EXECUTIVE

  
 MAYOR OF CASTLEBAGH  
 EXECUTED by the Lessee

as a Deed in the presence of:



Rt Hon		Mr A Morrison
Witness		Mr M Bell
Sc		Ernest Russell
Pro		Mr Wilson
Fr		Norman Wilson
Mr Leonard Mudd		

**Land Registers**  
*of Northern Ireland*

Date: 24 Mar 2009  
 County: Down  
 Folio: 388SL  
 Scale: 1:1250  
 Our Ref: 2009/105484  
 Your Ref: HLGBR109/1  
 Map Ref(s): 13113SE1,13113SEE3

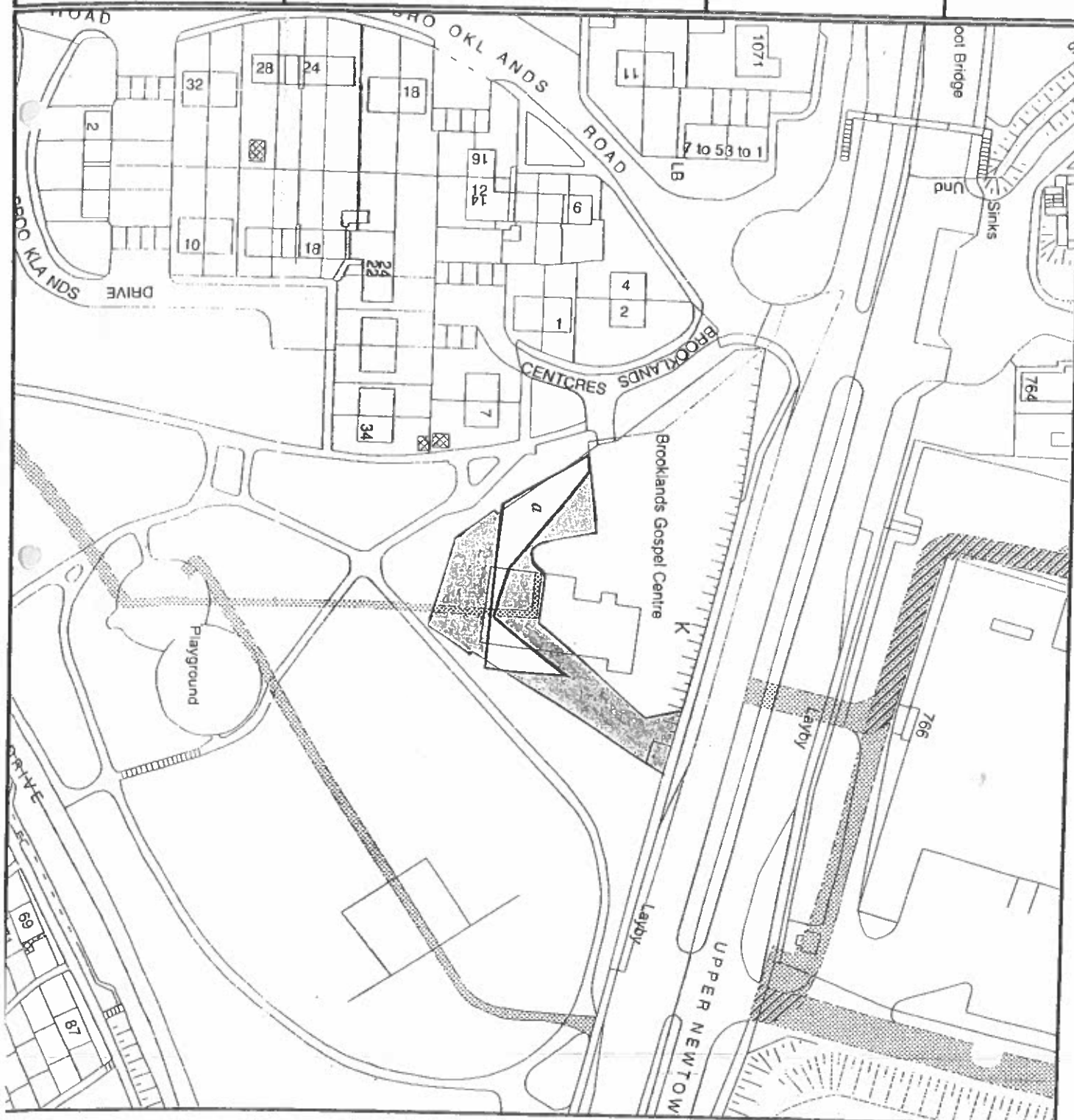
Sheet 1 of 1

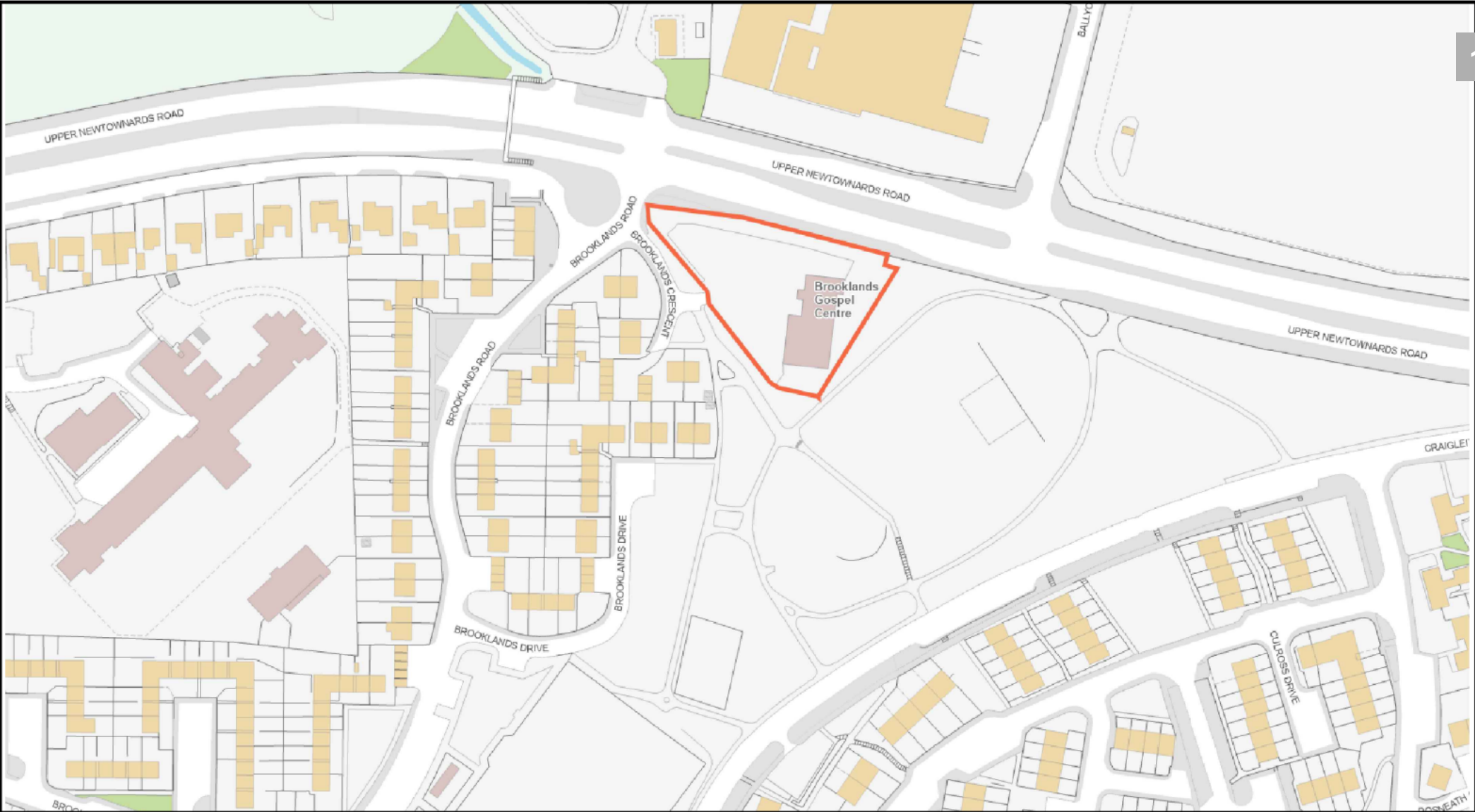
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This study was funded by the National Science Foundation (NSF) Grant #0978654. The views expressed are those of the author(s) and do not necessarily represent those of NSF.

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**Regeneration & Growth Assets**  
Civic Headquarters  
Lagan Valley Island  
Lisburn BT27 4RL  
Tel: 028 9250 9250  
[www.lisburncastlereagh.gov.uk](http://www.lisburncastlereagh.gov.uk)  
Donal Rogan Director of Regeneration & Growth

notes:

**title:**  
BROOKLANDS GOSPEL CENTRE  
BROOKLANDS CRESCENT, BALLYBEEN, DUNDONALD

**os ref:**

**date:** Nov. 2025

**scale(s):** 1:2000

**drawn by:**

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<b>Committee:</b>	Regeneration and Growth Committee
<b>Date:</b>	4 December 2025
<b>Report from:</b>	Head of Assets

<b>Item for:</b>	Decision
<b>Subject:</b>	Draft Land and Property Asset Management Strategy (LPAMS)

## 1.0 Background

1. The Council owns 72 buildings and associated sites; 142 acres of land; and other assets/structures including monuments, bridges, playgrounds, MUGAs, pitches, household recycling centres etc. On our balance sheet this represents, as of 2024/25 accounts, a net book value in excess £144M including community assets. A buildings insurable replacement value of each of the assets is attached (**see Appendix**). The stock of buildings and structures range in age as well as condition depending on use, environment and previous investment.
2. The type of tenures of the assets range from freehold, leasehold through to certified ownership. Some of these lands have covenants, others have significant encumbrances impacting on their future use and value.
3. Officers have, and continue to, engage with SIB Estates Group in order to understand and share best practice in the management of the estates function. Meanwhile we have continued to work on the basis of best practice on an opportunity basis. These proposals are designed to bring more structure to the management of the estate as per the outstanding Internal Audit recommendation.
4. The Estates team manages a central repository of 38 planned preventative maintenance contracts with a value in excess of £2M. These contracts are cyclically renewed and range in tenure between one and five years. Expenditure and budget to service these contracts is managed disparately via those with facilities management duties and in line with Accounting Manual guidance, supported through the Estates team via the agreed protocols.
5. Our budgets are structured to reflect expenditure against each of our key assets and are held within the directorates responsible for the operation of the facility. Some of these facilities are managed directly by the Estates team.
6. In addition, the Council makes provision through an annual repairs and renewals budget allocation, typically £600K to £1.2M. This is for non-recurring expenditure so as to enhance and repair key assets. Many larger repairs which prolong the life of an asset are included within the Council's capital programme.

### Draft LPAMS – Key Considerations

1. Attached (**see Appendix**) is a draft Land and Property Asset Management Strategy (LPAMS) for consideration ahead of a consultation process. Associated with the Strategy is a programme of asset management plans (**see Appendix**). The latter will

not form part of the consultation and will need to be informed and populated in line with a series of condition reports that have and are being commissioned.

2. Post local government reform a concerted effort was undertaken to ensure all land and property ownerships were identified and mapped. New policies on acquisitions and disposals, inclusive of Community Asset Transfer, have been developed over the course of the last two years. It is proposed that a further suite of policies is developed in support of the draft LPAMS.
3. There is currently, a need to both dispose and acquire further assets. These acquisitions are on occasion dependent on the progression of the planned capital programme improvements for our estate. These are outlined as per our capital programme extract (**see Appendix**).
4. The draft LPAMS provides for further acquisitions to landbank important community, sports, economic stimulus and regenerative sites in order to meet corporate and community planning objectives. These include lands for cemeteries, employment growth, as well as growing demands for public amenity facilities in areas of population growth.
5. In order to bring structure that protects income sources, represents inherent risks, sustains the balance sheet and presents the Council in its best light, the draft Strategy categorises our property assets into three tiers:
  - Tier one includes LVI, DIIB, LVLP, Lough Moss, ILC&LM and Bradford Court
  - Tier two are key welfare facilities including Bridge Community Centre, Altona Depot, Castlereagh Hills Golf Club, Glenmore, Kilmakee
  - Tier three properties range from changing pavilions, public toilets, through to bus shelters

This structured approach does not reflect prioritisation for upgrades and repairs, rather it assists in the assignment of internal resources. Proposed works upgrades are controlled through both our statutory obligations and Member priorities articulated within the Members' agreed works programme.

6. Much of the landholding outside of the property portfolio will be directed and influenced by the emerging Open Spaces, Cemeteries Programme and Pitches Strategies. There will be other landholdings which will be influenced through statutory need or specific management requirements. These include reservoirs, landfill sites, and areas of scientific interest and regenerative opportunities. In such instances the Strategy recognises that there may well need to be meanwhile uses developed, dependent on budgetary and partnering opportunities. For example, landfill sites could have a degree of planting and micro generation and any lands acquired for long-term burial provision could be forested for a number of years.
7. Building on the work to date the draft Strategy, as outlined, has a key focus for the Estates team, in agreement with Committee, to commercialise the estate portfolio and generate recurring income so as to mitigate the rate burden where possible. The forecast income for the current estimates process is £399,107.00.
8. The Strategy calls for standardisation, where possible. This includes design as well as third party tenure arrangements. Working with the responsible function lead, such

design standards and tenure arrangements need to be reflected in the project briefs, capacity of groups and liabilities that may revert back to the Council.

9. Reflecting our obligations to support sustainability, the Strategy outlines that such initiatives will be considered on a case by case basis as the opportunities arise. Such opportunities include thermal upgrade, improvements in mechanical and electrical systems, micro generation and forestation.
10. The Strategy also recognises that we own or control key property rights in areas where there are scheduled monuments, listed buildings, are4as of conservation as well as areas of archaeological significance. In line with our statutory obligations the Strategy calls for these to be maintained and enhanced on a planned basis, in line with the asset management plan, which will be subject to the inevitable wider considerations including affordability.
11. Consistent with our corporate objectives, allowance for acquisition of assets which may have an important future role in assisting operational need and business growth as well as health and prosperity, is highlighted.
12. As mentioned above, attached (**see Appendix**) is the planned capital expenditure across our estate contained within the current capital programme. This forecasts expenditure as follows:

2025/26	£ 2,682,576
2026/27	£ 10,002,181
2027/28	£ 7,954,137

The total planned capital investment for land and property assets upgrades over the next three financial years, excluding the replacement of DIIB, will exceed £20.6M. As shown in the appendix within Phases 4,3 & 2 there is a committed expenditure £6.9M of investment.

13. The attached draft Strategy is directly linked and integrated with the Corporate Plan themes. There are nine LPAMS objectives which it is proposed to be taken forward within the development and delivery of the asset management plans programme.
14. It is proposed that the draft Strategy is subject to an extensive consultation with a number of key internal and external influencers. These include Member feedback, Facilities Managers' engagement as well as Trade Unions internally. Externally it would be prudent to engage with the Land and Property Service, SIB, Invest NI Property Division, Estates Forum as well as DfC.

2.0

**Recommendation**

It is recommended that Members agree to:

1. The attached draft Land & Property Asset Management Strategy.
2. Proceed with the consultation of the draft Strategy as presented, with feedback and any amendments to the Strategy to be reported to a future Committee for consideration.

3.0	<b><u>Finance and Resource Implications</u></b>	
	The strategy as presented does not commit the Council to additional expenditure. Any additional costs will be managed through the established governance arrangements and only when the asset management plans are established will we be able to profile desirable expenditure forecasts.	
4.0	<b><u>Equality/Good Relations and Rural Needs Impact Assessments</u></b>	
4.1	Has an equality and good relations screening been carried out?	Yes
	The strategy has been screened out without mitigation as it is a framework for bringing forward improvements and upgrades which in turn will require to be equality screened to understand their specific impact on Section 75 groupings.	
4.2	Has a Rural Needs Impact Assessment (RNIA) been completed?	N/A
	The draft strategy provides for the Council's entire portfolio in both rural and urban population.	

<b>Appendices:</b>	Appendix 3a – Buildings insurable replacement value schedule Appendix 3b – Draft Land and Property Asset Management Strategy Appendix 3c - Programme of Asset Management Plans Appendix 3d – Planned Capital Expenditure Appendix 3e – Equality Screening
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Insurance Rebuild Costs 2026 - 2027 - Buildings

Cost information is provided by:      Tendered prices with applicable inflationary increase, or  
Costs calculated through BCIS.  
Total rebuild costs include insurance replacement cost, demolition costs including removal of debris at 5% of estimated insurance replacement cost (or max £100,000), and prelims/professional fees at 15% of estimated insurance replacement cost.  
Rev F (07/10/2025):      Inflationary increase of 2.7% as per BCIS

UPR	Site	Building	Date Produced	Designation	Approximate Floor Area	Total Rebuild Costs 2026	Comments
AGC/01	Aberdelghy Golf Course	Club House	09/10/2025	Pavilion	172	£550,000.00	588.13 Golf club houses
AGC/02	Aberdelghy Golf Course	Store	09/10/2025	Store	95	£77,000.00	268.3 Agricultural storage with non thrust resistant walls
AGC/03	Aberdelghy Golf Course	Maintenance Shed	09/10/2025	Maintenance Shed	293	£235,000.00	268.3 Agricultural storage with non thrust resistant walls
AGC/04	Aberdelghy Golf Course	Lambeg Golf Shop Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
AGC/05	Aberdelghy Golf Course	Golf Buggy Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
AGC/06	Aberdelghy Golf Course	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	10ft container located in maintenance yard + inflation rise
AGC/07	Aberdelghy Golf Course	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	40ft container located in maintenance yard + inflation rise
AGC/08	Aberdelghy Golf Course	Driving Range Bays	09/10/2025			£71,890.00	Practical Completion March 2024 + inflation rise
AGC/09	Aberdelghy Golf Course	Ball Dispensing Store	09/10/2025			£20,540.00	Practical Completion March 2024 + inflation rise
ALT/01	24 Altona Road	Depot	09/10/2025	Warehouse (includg offices)			Leased from a third party. Doesn't require a rebuild cost.
APF/01	Aghalee Playing Fields	Changing Accommodation	09/10/2025	Modular		£210,177.22	Based on Ballybeen tendered price in 2019 + inflation rise
BSZ/01	Ballybeen Sports & Wellbeing Hub	Changing Accommodation	09/10/2025	Modular		£196,195.07	Based on Ballybeen tendered price in 2019 + inflation rise
BSZ02	Dungoyne Bowling Green	Pavilion	09/10/2025	Pavilion	270	£922,000.00	532. Community Centres
BSZ03	Dungoyne Bowling Green	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
BMC/01	Ballymash Community Centre	Community Centre	09/10/2025	Community	270	£922,000.00	532. Community Centres
BCC/01	Bridge Community Centre	Community Centre	09/10/2025	Community (listed)	1066	£4,080,000.00	532. Community Centres (upper quartiles being a listed building)
BCC/02	Bridge Community Centre	Sea Cadets Hall	09/10/2025	Community (listed)	333	£1,300,000.00	532. Community Centres (upper quartiles being a listed building)
BCE/01	Ballyoran Community Centre	Community Centre	09/10/2025	Community	384	£1,310,000.00	532. Community Centres
BCE/02	Ballyoran Community Centre	Commercial Units (5nr)	09/10/2025	Retail	622	£888,000.00	341.1 Retail warehouses
BLP/01	Belts Lane Allotment	Hub	09/10/2025	Modular		£140,139.33	Based on tendered price in 2019 + inflation rise
BCO/01	Bradford Court	Civic Building	09/10/2025	Administration	3028	£10,800,000.00	315. Local admin building
BNE/01	Billy Neill MBE Countryside Park	Pavilion	09/10/2025	Pavilion	1850	£6,810,000.00	568.11 Sports changing rooms
BNE/02	Billy Neill MBE Countryside Park	Referees Changing Accommodation	09/10/2025	Modular		£70,069.67	Based on tendered price in 2019 + inflation rise
BNE/03	Billy Neill MBE Countryside Park	Greeway Volunteers Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
BNE/04	Billy Neill MBE Countryside Park	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
BNE/05	Billy Neill MBE Countryside Park	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
BNE/06	Billy Neill MBE Countryside Park	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
BPF/01	Barbour Playing Fields	Changing Accommodation (3nr)	09/10/2025	Modular		£588,585.20	Based on Ballybeen tendered price in 2019 + inflation rise
BPF/02	Barbour Playing Fields	Disabled Toilet & Store	09/10/2025	Modular		£70,069.67	Based on Billy Neill tendered price in 2019 + inflation rise
CAS/01	Cutts Amenity Site	Welfare Accommodation	09/10/2025	Welfare	71	£299,000.00	922 Staff rooms, common rooms, rest rooms, etc
CAS02	Cutts Amenity Site	Salt & Absorbant Granules	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise

UPR	Site	Building	Date Produced	Designation	Approximate Floor Area	Total Rebuild Costs 2026	Comments
CAS03	Culls Amenity Site	Office Equipment	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHC/01	Castlereagh Hills Golf Course	Clubhouse	09/10/2025	Pavilion	1086	£3,430,000.00	568.13 Golf club houses
CHC/02	Castlereagh Hills Golf Course	Hamiltons Shed	09/10/2025	Maintenance Shed	665	£533,000.00	268.3 Agricultural storage with non thrust resistant walls
CHC/03	Castlereagh Hills Golf Course	Greenkeepers Shed	09/10/2025	Maintenance Shed	270	£216,000.00	268.3 Agricultural storage with non thrust resistant walls
CHC/04	Castlereagh Hills Golf Course	Toilet Block (11th tee)	17/10/2025	Welfare	11	£56,800.00	943. Utility blocks (washing and toilet facilities)
CHC/05	Castlereagh Hills Golf Course	Old Pro Shop	17/10/2025	Vacant	95	£219,000.00	345. Shops
CHC/06	Castlereagh Hills Golf Course	Cottage (vacant)	17/10/2025	Vacant	150		Derelict. Doesn't require a rebuild value.
CHC/07	Castlereagh Hills Golf Course	Golf Studio	09/10/2025	Modular		£36,317.29	Based on tendered price in 2023 + inflation rise
CHC/08	Castlereagh Hills Golf Course	Grounds Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Relocated from Aberdelgthy in 2023
CHC/09	Castlereagh Hills Golf Course	Chemical Store	09/10/2025	Container		£3,503.48	Located at Hamiltons Shed, Container as of 2023 + inflation rise
CHP/01	Cairnshill Playing Fields	Pavilion	09/10/2025	Pavilion	119	£450,000.00	568.11 Sports changing rooms
CHR/01	Carryduff HWRC	Welfare Accommodation	09/10/2025	Modular		£196,195.07	Based on tendered price for unit procured in 2022 + inflation rise
CHR/02	Carryduff HWRC	Welfare Accommodation	09/10/2025	Modular		£86,752.92	Based on tendered price for unit procured in 2022 + inflation rise
CHR/03	Carryduff HWRC	Chapter 8	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHR04	Carryduff HWRC	Triple Stacks	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHR05	Carryduff HWRC	Salt & Asorbant Granuales	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHR06	Carryduff HWRC	Sand Bags	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHR07	Carryduff HWRC	Triple Stacks	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHR08	Carryduff HWRC	Building Maintenance	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHR09	Carryduff HWRC	Street Cleansing	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHR10	Carryduff HWRC	PPE	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CHR11	Carryduff HWRC	Chemical Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD/01	Central Services Depot	Depot	17/10/2025	Warehouse (includg offices)	3093	£5,200,000.00	278. Builders yards, Local Authority maintenance depot
CSD/02	Central Services Depot	Dog Pound	17/10/2025	Miscellaneous	137	£529,000.00	464.1 Kennels and catteries
CSD03	Central Services Depot	Event Bins	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD04	Central Services Depot	Caddy Liners	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD05	Central Services Depot	Caddy Liners	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD06	Central Services Depot	New Bins	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD07	Central Services Depot	New Bins	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD08	Central Services Depot	Road Salt	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD09	Central Services Depot	Salt & Absorbant Granuales	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD10	Central Services Depot	Trade Bins & Composters	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD11	Central Services Depot	Black Bags	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD12	Central Services Depot	Litter Bins	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD13	Central Services Depot	Empty	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD14	Central Services Depot	Garage	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD15	Central Services Depot	Empty	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD16	Central Services Depot	Caddy Boxes	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD17	Central Services Depot	Caddy Boxes	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise

UPR	Site	Building	Date Produced	Designation	Approximate Floor Area	Total Rebuild Costs 2026	Comments
CSD18	Central Services Depot	Chapter 8	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD19	Central Services Depot	Garage	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD20	Central Services Depot	Empty	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD21	Central Services Depot	Empty	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD22	Central Services Depot	Building Maintenance	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD23	Central Services Depot	Building Maintenance	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD24	Central Services Depot	Building Maintenance	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD25	Central Services Depot	Building Maintenance	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD26	Central Services Depot	Building Maintenance	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD27	Central Services Depot	Building Maintenance	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSD28	Central Services Depot	Building Maintenance	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
CSG/01	Castle Gardens	Welcome Centre and Store	09/10/2025	Community	124	£62,000.00	943. Utility blocks (washing and toilet facilities)
CSG/02	Castle Gardens	Grounds Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
DAS/01	Drumlough HWRC	Office	09/10/2025	Modular		£35,034.83	
DAS/02	Drumlough HWRC	Welfare Accommodation	09/10/2025	Modular		£70,069.67	Based on tendered price for unit procured in 2022 + inflation rise
DAS/03	Drumlough HWRC	Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
DIB/01	Dundonald International Ice Bowl	Leisure Centre	17/10/2025	Leisure Centre	9600	£25,700,000.00	567.1 Covered ice rinks
DIB/02	Dundonald International Ice Bowl	Caravan Amenity Building		Welfare	64	£321,000.00	943. Utility blocks (washing and toilet facilities)
DPF/01	Drumbo Playing Fields	Changing Accommodation	09/10/2025	Modular changing		£196,195.07	Based on Ballybeen tendered price in 2019 + inflation rise
DPF/02	Drumbo Playing Fields	Mens Shed	09/10/2025	Modular		£42,041.80	Estimate based on Moira Community Hub tendered price in 2025.
DPS/01	Derriaghy Primary School	School	23/10/2025	Community	1100	£3,940,000.00	712. Primary schools. Based on pdf plans provide by EA.
ELC/01	Enler Centre	Community Centre	09/10/2025	Community			Leased from a third party. Doesn't require a rebuild cost.
GLC/01	Glenmore Activity Centre	Activity Centre	09/10/2025	Community	743	£2,050,000.00	562.1 Sports centres/recreational centres
GLC/02	Glenmore Activity Centre	Squash Courts (Fitness Suite)	09/10/2025	Community	161	£415,000.00	562.1 Sports centres/recreational centres
GLC/03	Glenmore Activity Centre	Lisburn Paddlers Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
GRC/01	Grove Activity Centre	Activity Centre	09/10/2025	Community	750	£2,170,000.00	562.1 Sports centres/recreational centres
HBP/01	Hydebank Playing Fields	Pavilion	17/10/2025	Pavilion	461	£1,740,000.00	568.11 Sports changing rooms
HBP/02	Hydebank Playing Fields	SSG Football Post Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
HBP/03	Hydebank Playing Fields	Baseball Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
HBP/04	Hydebank Playing Fields	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
HCC/01	Hillhall Community Centre	Community Centre	17/10/2025	Community	170	£582,000.00	532. Community Centres
BSC/01	Hillsborough Public Conveniences	Toilets		Welfare	34	£150,000.00	941.1 Public conveniences
HPS/01	Hilden Primary School	School		Community (listed)	595	£2,710,000.00	711. Nursery schools/creches (upper quartiles being a listed building)
HFT/01	Hillsborough Forest	Grounds Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
HFT/02	Hillsborough Forest	Grounds Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
HFT/03	Hillsborough Forest	Toilet Block at Play area	09/10/2025	Welfare		£278,944.01	As built costs 2020 + inflation rise
HFT/04	Hillsborough Forest	Store (old pump house)	17/10/2025	Maintenance Shed	60	£48,100.00	268.3 Agricultural storage with non thrust resistant walls
HVC/01	Hillsborough Village Centre	Community Centre	17/10/2025	Community	471	£1,300,000.00	562.1 Sports centres/recreational centres
ILC/01	Irish Linen Centre	Museum	17/10/2025	Museum (listed)	2383	£4,850,000.00	756. Museums, planetaria (highest being a listed building)

UPR	Site	Building	Date Produced	Designation	Approximate Floor Area	Total Rebuild Costs 2026	Comments
KAG/01	Kilmakee Activity Centre	Activity Centre	17/10/2025	Community	856	£2,360,000.00	562.1 Sports centres/recreational centres
LGP/01	Lagan Park	Changing Accommodation	17/10/2025	Changing Accommodation	128	£484,000.00	568.11 Sports changing rooms
LLP/01	Lagan Valley LeisurePlex	Leisure Centre	17/10/2025	Leisure Centre	12062	£42,700.00	562.11 Sports centre/recreation centres inc swimming pools
LLP/02	Lagan Valley LeisurePlex	Garages	17/10/2025	Maintenance Shed	233	£293,000.00	127.1 Garages
LLP/03	Lagan Valley LeisurePlex	Recreation Centre	17/10/2025	Pavilion	636	£1,750,000.00	562.1 Sports centres/recreational centres
LLP/04	Lagan Valley LeisurePlex	Sport Factory Reception	09/10/2025	Modular office		£42,041.80	
LLP/05	Lagan Valley LeisurePlex	Sports Development Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
LLP/06	Lagan Valley LeisurePlex	LVLIP Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
LLP/07	Lagan Valley LeisurePlex	Arts Centre Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
LLP/08	Lagan Valley LeisurePlex	Bike Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
LML/01	Lough Moss Leisure Centre	Leisure Centre	17/10/2025	Leisure Centre	3367	£8,990,000.00	562.1 Sports centres/recreational centres
LML/02	Lough Moss Leisure Centre	Sports Development Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
LML/03	Lough Moss Leisure Centre	Inclusive Sports Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
LML/04	Lough Moss Leisure Centre	IFA Grassroots Development Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
LML/05	Lough Moss Leisure Centre	CRF Shared Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
LNC/01	Lisburn New Cemetery	Welfare Accommodation	17/10/2025	Welfare	112	£90,000.00	268.3 Agricultural storage with non thrust resistant walls
LNC/02	Lisburn New Cemetery	Toilet Block	17/10/2025	Welfare	17	£75,000.00	941.1 Public conveniences
LNC/03	Lisburn New Cemetery	Welfare Accommodation	09/10/2025	Welfare		£148,812.63	Based on tendered price + inflation rise
LNC/04	Lisburn New Cemetery	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	20ft container + inflation rise
LNC/05	Lisburn New Cemetery	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	20ft container + inflation rise
LNC/06	Lisburn New Cemetery	Ground Maintenance Equipment Store	09/10/2025	Container		£3,503.48	20ft container + inflation rise
LVI/01	Lagan Valley Island	Civic Building	17/10/2025	Administration	10952	£30,100,000.00	314.1 County, City, Town halls
MCC/01	Maghaberry Community Centre	Community Centre	17/10/2025	Community	692	£1,900,000.00	562.1 Sports centres/recreational centres
MDM/01	Moirá Demesne	Pavilion	17/10/2025	Pavilion	120	£602,000.00	943. Utility blocks (washing and toilet facilities)
MDM/02	Moirá Demesne	Changing Accommodation (2nr)	09/10/2025	Modular changing		£392,390.13	Based on Ballybeen tendered price in 2019 + inflation rise
MDM/03	Moirá Demesne	Disabled Toilet & Store	09/10/2025	Modular changing		£70,069.67	Based on Billy Neill tendered price in 2019 + inflation rise
MDM/04	Moirá Demesne	Grounds Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
MDM/05	Moirá Demesne	Grounds Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
MDM/06	Moirá Demesne	Community Hub	09/10/2025	Modular		£93,457.00	Based on tendered price in 2025.
MPK/01	Moat Park	Pavilion		Pavilion	508	£1,740,000.00	568.12 Sports pavilions and club houses
MPK/02	Moat Park	Grounds Maintenance Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
MPK/03	Moat Park	SSG Football Post Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
MRC/01	Moneyreagh Community Centre	Community Centre		Community	768	£2,370,000.00	562.1 Sports centres/recreational centres
NVG/01	Navigation House	Community Centre		Community (listed)	414	£1,610,000.00	532. Community Centres (upper quartiles being a listed building)
QET/01	QEII (Ballymacoss) Playing Fields	Changing Accommodation (3nr)	09/10/2025	Modular changing		£588,585.20	Based on Ballybeen tendered price in 2019 + inflation rise
QET/02	QEII (Ballymacoss) Playing Fields	Inclusive Toilet & Store		Modular changing		£70,069.67	Inflation rise
RPF/01	Rushmore Playing Fields	Changing Accommodation (1nr)	09/10/2025	Modular changing		£186,195.07	Based on Ballybeen tendered price in 2019 + inflation rise
SMB/01	Sir Milne Barbour Bowling Green	Pavilion		Pavilion	189	£988,000.00	568.1 Sports pavilions, club houses and changing rooms
SMB/02	Sir Milne Barbour Bowling Green	Store		Maintenance Shed	2	£2,540.00	268.3 Agricultural storage with non thrust resistant walls



UPR	Site	Building	Date Produced	Designation	Approximate Floor Area	Total Rebuild Costs 2026	Comments
SYP/01	Seycon Park	Changing Accommodation (1nr)	09/10/2025	Modular changing		£196,195.07	Based on Ballybeen tendered price in 2019 + inflation rise
TSZ/01	Tolerton Sports Zone	Changing Accommodation (1nr)	09/10/2025	Modular changing		£196,195.07	Based on Ballybeen tendered price in 2019 + inflation rise
YRC/01	3D Youth Centre (formally West Lisburn CC)	Community Centre		Community	370	£1,260,000.00	532, Community Centres
WLP/01	Wallace Park	Pavilion (include tennis dome & store)		Pavilion	419	£1,580,000.00	568.11 Sports changing rooms
WLP/02	Wallace Park	Welfare Accommodation		Welfare	95	£476,000.00	943, Utility blocks (washing and toilet facilities)
WLP/03	Wallace Park	Toilet Kiosk		Modular toilet		£28,027.87	Inflation rise
WLP/04	Wallace Park	Office Kiosk		Modular office		£21,020.90	Inflation rise
WLP/05	Wallace Park	Gate Lodge Belsize Road		Dwelling (listed)	110	£416,000.00	913.1 Gate houses
WLP/06	Wallace Park	Gate Lodge Magheralave Road		Dwelling (listed)	110	£416,000.00	913.1 Gate houses
WLP/07	Wallace Park	Event Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
WLP/08	Wallace Park	Event Equipment Store	09/10/2025	Container		£3,503.48	Container as of 2023 + inflation rise
WLP/09	Wallace Park	Viewing Gallery	09/10/2025	Modular		£121,057.63	Based on tendered price in 2023 + inflation rise



**A Land & Property Asset Management Strategy for  
Lisburn and Castlereagh City Council**

Picture to be inserted

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## Abbreviations and Glossary

- AMP** – Asset Management Plan
- AMWG** – Asset Management Forum
- AR** – Asset Register
- LPAMS** – Land & Property Asset Management Strategy
- LCCC** – Lisburn & Castlereagh Council

## 1.0 Executive Summary

### 1.1 Strategic Context

Following the merger of the two Councils in 2015, Lisburn City Council and Castlereagh Borough Council formed to become Lisburn and Castlereagh City Council (LCCC) on 1 April 2015, as part of the Local Government Reform Programme in Northern Ireland. The council has worked to consolidate the Asset Base to reflect operational need.

The Local Government Act (Northern Ireland) 2014 sets out the statutory provisions in respect of the new councils. In addition, we have published a suite of corporate policies and strategies that will drive the themes and objectives within the estate strategy.

#### *Our Constitution*

In accordance with Section 2 of the Local Government Act, we published our Constitution in April 2015. This provides a framework of rules governing the way in which we exercise its functions, how decisions are made and the procedures which are followed to ensure that these are efficient, transparent and accountable to local citizens. A copy of the Constitution can be found on our website at <https://www.lisburncastlereagh.gov.uk/council/publications/policies>

Statutory Obligations – This strategy is mindful of our legal requirements in the provision of services minimising carbon impact and all in a manner that represents value for money.

The strategy presents opportunities for innovation, growth in communities and economic prosperity as per both our Community Plan and Corporate Plan obligations.

### 1.2 Purpose of the Land & Property Asset Management Strategy

The Strategy seeks to achieve the following:

- Align the Council's Land & Property Portfolio with the Corporate vision and service delivery objectives, to meet the current and future needs of the Council, ratepayers and customers
- Provide a framework for the provision of safe, secure and high-quality buildings and facilities capable of supporting current and future service delivery needs
- Provide a vision and action plan over a 5-10 year period for managing and developing the Estate
- Inform the financial planning process of revenue and capital investment decisions and forecasting
- Propose management arrangements and resources required to manage the implementation of the Asset Management Plan (AMP)
- Define high level performance requirements
- Provide a flexible framework which can be reviewed annually as needs change

### 1.3 Corporate Vision, Values and Strategic Themes

The Corporate Plan 2024-28 sets out the Council's Purpose, Vision, Values and Strategic Themes. With four key themes of **Civic Leadership, People, Planet and Prosperity** and a number of priorities and outcomes under each theme. The Themes align with the Community Plan and Local Development Plan.

A copy of the Corporate Plan can be found on our website at [lccc-corporate-plan-2024-2028-web](#)

Our corporate purpose, vision, values and strategic themes are key drivers in the formulation of the objectives under this Land & Property Asset Management strategy.

Our vision laid out within the Corporate Plan is to:

*“Achieve better lives for the people who Work, Live in or Visit the LCCC area.”*

The Land & Property Asset Management Strategy also considers the Community Plan Action Plan 2019/24, Local Development Plan 2032 and Performance Improvement Plan 2024/25, alongside the desire to grow the areas within the land and property portfolio, providing community infrastructure, and maximizing income so as to reduce the rate burden on both domestic and non-domestic rate base.

## **2.0 Where We Are**

Overview of Lisburn and Castlereagh City Council's land and property assets:

### **2.1 Current Asset Numbers and Types**

The Asset Register shows that the estate currently comprises 243 property assets which includes the following:

- 72 buildings and associated sites
- 142 acres of land
- other assets/structures including monuments, bridges, playgrounds, MUGAs, pitches, household recycling centres etc

On our balance sheet this represents, as of 24/25 accounts, a value in excess £144M including community assets. The stock of buildings ranges in age and condition depending on use, environment and previous investment. This figure is a net book valuation as informed by LPS but is not necessarily reflective of the sale value or the market value which can be either negative or positive from this baseline.

A summary of the Assets can be found at the following link [Asset register - lisburncastlereagh.gov.uk](#)

### **2.2 One Council Approach**

There are a range of operational services, plans, strategies and reviews that will impact on the medium/long term implementation of the Strategy, inclusive but not limited to

- Local Development Plan / Local Area Plans
- Leisure and Community Feasibility studies inclusive of Condition Surveys
- Community Plan Action Plan 2019/24
- Belfast Region City Deal – Royal Hillsborough Visitor & Public Amenity Assets
- Refreshed Pitches Strategy
- Open Spaces Strategy
- Car Parks Strategy
- Future Cemetery capacity study
- Sustainable Travel, Draft Active Travel Strategy

- Sustainability Strategy 2025 – 2029 and Climate Action Plan
- Digital Transformation Opportunities

2.3 Key Properties

Within the overall estate, 74% of the gross floorspace and the majority of staff are accommodated within 8 key buildings as summarised below.

Summary of Key Properties

Property	Gross Floor Area (Sq M)	Land (Hectares)
Lagan Valley Island – Civic HQ	10,952	3.39
Central Services Depot, Altona Road, Lisburn	3,093	1.81
Dundonald International Ice Bowl	9,600	25.58
Lagan Valley Leisureplex	12,062	13.67
Lough Moss Leisure Centre, Carryduff	3,367	13.0
Irish Linen Centre & Lisburn Museum	2,383	0.19
Bridge Community Centre, Lisburn	1,066	0.12
Bradford Court, Castlereagh	3,028	0.64
TOTAL	45,551	44.73

Within the Property Portfolio, buildings have been categorised into 3 Tiers to bring structure, protecting income sources, representing inherent risks, sustaining the balance sheet and representing efficiency whilst allocating priority for opportunity.

Tier one Buildings represent a mixture of facilities catering for a variety of needs such as high usage, large numbers of footfall, high sources of revenue and Asset value, including; Lagan Valley Island, Dundonald Ice Bowl, Lagan Valley Leisureplex, Lough Moss, Irish Linen Centre & Lisburn Museum and Bradford Court.

Tier two Buildings are key welfare facilities including but not limited to; Bridge Community Centre, Altona Depot, Castlereagh Hills Golf Club, Glenmore, Kilmakee.

Tier three properties range from changing pavilions, public toilets, through to bus shelters, representing lower use with lower value and size however it is appreciated that these facilities are important community infrastructure.

This structured approach does not reflect prioritisation for upgrades and repairs. Such aspects are controlled through both our statutory obligations and priorities articulated within the agreed works programme.

2.4 Climate / Sustainability

The Strategy has been developed to support and be integral with the Council’s Sustainability Strategy 2025 to 2029, and the Climate Action Plan, both launched in September 2025. These set out the Council’s goals and ambitions for mitigating against

climate change.

The focus of the Strategy is built around 6 key action areas with an overall goal to embed sustainability and climate action into council decisions and operations. These key action areas are: *Citizen engagement and leadership, Buildings and energy, Transport, Economy, Waste and resource management and the Natural environment.*

The agreed Climate Action Plan details several steps to be taken by Council. Section 2 of the Climate Action Plan focuses on Buildings and energy, listing several actions that the council will work towards and will be integral to this Strategy.

## **2.5 Potential Surplus Property**

There are a number of assets that may potentially become surplus to requirements. These assets are primarily small areas of land that are maintained but not used for operational purposes. Further appraisal of the sites would need to be carried out to ascertain if there is any potential for development. Any title, planning or physical constraints would also need to be considered. The Council have in place a Land, Disposal & Acquisition Policy to deal with the administering of both new and surplus assets.

## **2.6 Current Roles and Responsibilities**

The management of land and property assets is the responsibility of the Assets unit alongside operational budget holders within each directorate. This is referred to as a hybrid corporate landlord model where the Assets unit support and enable operational services to achieve compliance and maximise corporate objectives.

The strategic responsibility of the estate primarily lies within the Assets unit. Day to day operational requirements are managed through the named facilities managers and in some cases plant managers. The combined primary focus of these resources is to ensure that the land and property portfolio meets statutory compliance standards and that planned and reactive maintenance tasks are commissioned and carried out.

## **3.0 Best Practice**

### **3.1 Government Guidance**

In October 2021 the Northern Ireland Office in conjunction with the Strategic Investment Board produced a document “*A Strategic Approach to the Use of Public Sector Assets – A Good practice Guide for Local Government in Northern Ireland.*” This was aimed at senior council officers and those involved in land and property asset management in Northern Ireland’s local government. This aims to encourage more collaboration and consistency in asset planning across the public sector. It is based on the nine core components of good asset management as outlined in the Local Government Auditor’s Report 2019.

### **3.2 Establishing a Context for Delivery**

**Land & Property Asset Management Strategy (LPAMS)** – A Land & Property Asset Management Strategy will describe the way in which council-owned, managed and occupied land and property assets will be utilised to support service delivery and the delivery of wider corporate outcomes, such as those described in the council’s Community

Plan. The time horizon is typically five to ten years. The LPAMS acts as a bridge between the council's land and property assets and the Corporate Plan. It aims to ensure a council's land and property assets are worked and configured to support the delivery of long-term corporate objectives and continuous improvement theme.

**Asset Management Plan (AMP)** – An AMP describes how the LPAMS will be implemented across all land and property assets. This should focus on delivery over a five to ten year horizon and act as the bridge between strategy and operational delivery. It is tactical in nature, clearly identifying how and when change will be implemented and assist in the forecasting of budget profiles for the capital programme, repairs and renewals allocation and operational / annual budgetary estimates.

**Asset Management Forum (AMF)** - The AMF is an inter-organisational group tasked with representing their respective teams to take forward the AMP workstreams in line with the objectives within the LPAMS. The Forum will be expected to act as a challenge function to periodically challenge the approach taken to land and property asset management, ensuring risks and issues are identified and managed to avoid inefficiency as well as creating continuous improvement going forward.

**Asset Management Champion (AMC)** – The AMC will have responsibility for effecting change and improvements within the Asset base, as well as monitoring the compliance and performance of the asset. The Head of Assets will be the Council's AMC and hold responsibility for optimising the value derived from the council's land and property assets, both financial and non-financial.

### 3.3 Governance to support delivery

**Land & Property Asset Management Policies** – Ongoing creation and maintaining a suite of asset management policies, covering asset management considerations to reduce risk, aid delivery, bolster governance, improve efficiency and ensure that decisions relating to land and property assets are transparent and consistent. Asset management policies will consider matters such as land acquisition, asset disposal, land banking, income generation, development partnering, social clauses, lease management, asset utilization, sub-letting, sustainability.

**Land & Property Survey Portfolio** – A five year rolling survey programme as a minimum standard will be undertaken across the Land & Property Portfolio with each area being surveyed and reviewed every 5 years in keeping with best practice. Tier 1 and Tier 2 buildings depending on usage and operational changes may require more frequent review and analysis, for example, high risk facilities such as swimming pools.

**Capital Programme Delivery** – Capital Projects will be managed and delivered within the agreed governance in the agreed capital programme process. Depending on the scale and nature of the planned upgrades of the established Capital Programme Board involving finance and the capital delivery team will deliver building upgrades, alongside the Construction Services team where applicable.

**Repairs & Renewals** – Finance set aside a non-recurring budgetary allocation on an annual basis, which is informed through the annual estimates process. The objective of this is to provide for the infrequent minor works and upgrades to our buildings following damage, dilapidation and other unscheduled improvements. In determining the extent and scope of the repairs and renewals allocation awareness is taken of the established



recurring budgetary lines within the directorates.

### 3.4 Delivering Asset Management Capability

**Asset Register** – An asset register has been developed to describe all land and property assets owned, leased and occupied by a council. The asset register will be actively maintained and a précised version will be publicly available. It is important that public sector land and property assets are accounted for and that all interests are transparent to the general public. In the spirit of this objective the strategy calls that we have a continuation of updating and registering our Land and Property assets on the Northern Ireland Land Registry portal.

**Benchmarking/Performance Management** – The functional and economic performance of the asset base should be compared regularly to other comparable portfolios (or between similar assets within the same portfolio). There will be a wide range of Key Performance Indicators, including financial performance, utilization, user satisfaction, carbon footprint, asset life etc.

**Risk Management** – Asset risks should be identified and managed or mitigated in line with the AMP. The focus of risk management should be on the risk to achieving organisational objectives, rather than simplistic and specific asset risks. The risk management process should link to and inform the investment decision-making process. Investments should be considered based on the risk to achieving corporate and civic objectives

### 3.5 Property Data Management

Appropriate and flexible data management systems will provide opportunity to add value to the Land & Property Portfolio as well as reduce risk, enhance governance and better support services. Property data management will require close alignment with the organisational IT & Digital Strategies.

A Data Management Handbook will be created to support information management and ensure data is being stored and monitored on a systematic and efficient basis through an appropriate Asset Management system.

## 4.0 The Strategy – How We Get There

### 4.1 Strategic Vision for the Land and Property Portfolio

Strategic vision and delivery themes within the L&P Asset Management Strategy should be linked to the Council's corporate objectives and to describe the future ambitions of the Asset base.

The Corporate Plan 2024-28 sets out four strategic themes; **Civic Leadership, People, Planet and Prosperity** and several priorities under each theme. The sub-sections below set out the vision for its estate and the Strategy objectives and priorities that are aligned with each strategic theme within the Council's Corporate Plan 2024-28.

### L&P Asset Management Strategy Vision Statement

*"To have a Land & Property Asset base which is fit for purpose, represents value for money, contributes to our sustainability obligations and provides opportunity for reducing the rate burden. This will be enabled by a strong commitment to use modern technologies*

*and work in partnership with our communities, regional government stakeholders, neighbouring councils and developers in our area. “*

**4.2 L&P Asset Management Strategy Themes and Objectives**

The Strategy links with the Corporate Plan themes 2024-28 and laid out within the following Land & Property Objectives. Each theme will be used to inform the delivery of Land & Property Objectives of the L&P Asset Management Strategy and to subsequently detail the Programme of Asset Management Plans.



**Theme 1 – CIVIC LEADERSHIP**

**The land and property asset management should be led with clear focus and accountability, delivering with transparent governance.**

This requires appropriate asset management structures to be in place to ensure that service and corporate requirements are understood and translated into a Land and Property Portfolio that is flexible and adaptable, to most appropriately meet the Council’s operational and service objectives now and in the foreseeable future.

Land & Property Objective 1

To follow best practice in Property Asset Management structures, functions and data management to enable the Council to make an informed use of its property assets and enable a structured dialogue with customers and Council Departments, to ensure that property assets are used in such a way as to meet current and future corporate objectives and service delivery needs.

Land & Property Objective 2

Build on the approaches that have taken place, inclusive but not limited with, Health Trust, Education Authority, Housing Providers and Forestry Service in creating a sense of one public estate. This has been

### Land & Property Objective 2

mainly in the form of public access and use to land and property assets but in the future should include, through planning, leverage and advocacy, influencing place shaping.

### Land & Property Objective 3

Prepare and implement a comprehensive compliance and risk management monitoring and works prioritisation framework to ensure the effective management of all Health and Safety risks, and statutory compliance, with respect to the estate.

### **Benefits**

- Efficient and cost-effective property management, resulting in cash savings for the Council
- Asset Management is coordinated through an appropriate staffing structure with leadership and management of a planned and preventative maintenance programme rather than reacting to maintenance requirements
- Information and data is up to date and readily available for analysis
- Realisation of revenue savings to support the ongoing effective maintenance of the estate
- Capital Investment Programme will incorporate a whole life cost and 'spend to save' approach to investment, supporting strategic priorities, based on demonstrable need
- Strategic approach to increasing property income and disposing of surplus assets to achieve best value

### **Theme 2 – PEOPLE**

#### **Buildings can inspire and motivate people to positive action and encourage community**

The design, location and management of buildings can act as a powerful driver for change in communities, that can send powerful messages about heritage, values, and pride to local communities and this can act as a driver for positive change and encourage participation in community-based activities.

### Land & Property Objective 4

Establish internal and external communication channels to engage and consult with stakeholders including customers, elected members, Council departments/service units, staff, public sector bodies and community organisations to better understand their accommodation needs and opportunities to work together and better deliver services from the estate.

### Land & Property Objective 5

Prepare a comprehensive workplace strategy in line with best practice to improve the efficiency and effectiveness of modern office space and welfare facilities utilisation across the estate and in particular at Lagan Valley Island. Office accommodation design guide and space planning principles & space standards to ensure the provision of office space that is efficient, flexible and adaptable to suit service needs;

**Benefits**

- Improvements in front line service provision through integration between services and partner agencies in line with the Community Plan 2017/32
- Property assets can enhance the Lisburn & Castlereagh built environments through quality design and encourage community use
- A portfolio aligned to both corporate and service needs
- A Land & Property Portfolio providing well designed facilities and a quality environment for staff and customers to enjoy and respect whilst delivering wider strategic benefits
- Buildings that are safe, secure, and comply with all current legislation
- Improved service delivery through improved adjacencies and interaction of service units
- Higher levels of productivity, flexibility and customer satisfaction through the creation of quality environments for customers and staff

**Theme 3 – PLANET**

**Sustainable working practises will be adopted within the estate to optimise environmental, economic and social benefits.**

Opportunities for savings through improved building performance and sustainability will be achieved by embedding modern technology and new working practices. The design and construction of property assets will be based on sustainable methods and, if suitable, will include a range of renewable technologies to reduce the demand for energy in properties.

Land & Property Objective 6

Make best efforts to harness sustainable methods and technology to reduce energy consumption and carbon emissions in the estate and reduce energy costs. This is inclusive of the enhancement of EV infrastructure.

Land & Property Objective 7

Set Benchmarks/Key Performance Indicators to measure the costs and performance of the estate in the key areas of condition, quality, space utilisation and energy use.

**Benefits**

- An overall reduction in Energy Consumption and Carbon Emissions produced throughout the Council's estate and reduce energy costs
- Setting of a baseline and benchmarks for the energy consumption and carbon emissions for buildings within the estate
- Ensuring that the principles of environmental sustainability underpin the operation and development of the estate

**Theme 4 – PROSPERITY**

**Strategic Asset Management enabling economic growth**

The delivery of well-designed and managed property assets can act as drivers for economic development and regeneration. This in turn can create pride within a locality and encourage the private sector to invest in local infrastructure and assets, help in the

location of businesses, lead to job creation and assist with the rejuvenation and sustainability of local areas.

#### Land & Property Objective 8

Establish internal and external communication channels to engage and consult with stakeholders including local businesses, community groups and other public sector bodies to identify potential surplus property, the sharing/joint development of land and buildings or the development of funding initiatives to support regeneration and economic development and assist the implementation of the Investment Plan.

#### Land & Property Objective 9

Through use of planning development agreements, strategic acquisitions and disposals, as well as opportunity sites (such as Surplus Lands) create leverage to influence growth and economic return. This is inclusive of releasing thorough Development Briefs through prior market engagement to act as an enabler for place shaping and economic growth.

### **Benefits**

- Joined up' approach to land and property investment, to deliver the best outcomes in relation to regeneration, economic development and job creation; and be recognised for 'unlocking' regeneration and economic development opportunities
- Attracting increased numbers of visitors to the Lisburn and Castlereagh area, resulting in economic benefits
- Increased participation in sport, recreational and cultural activities of Lisburn and Castlereagh residents
- A solid understanding of 'customer' and Departmental requirements – now and in the future
- A growing the rate base
- In line with market forces, derisk and address cost to value deficits in development opportunities

## **5.0 Delivering The Strategy**

### **5.1 Proposed Workstreams**

Regarding the delivery of the strategy, under each Land & Property objective, the AMP required to fulfil each L&P Objective will be detailed in the overall AMP Programme with an annual update provided through the Regeneration & Growth Committee, to fulfil the overall 'vision' of the L&P Asset strategy.

### **5.2 Benchmarks and Key Performance Indicators**

In recent years the Government Property Unit (GPU), established by the UK Government, has released a number of publications. These focus on improving the utilisation and effectiveness of the public sector estate. Guidance has been released on KPIs to ensure effective metrics to inform decision making on the property management function. These KPIs will allow for the reliable, like-for-like comparisons between individual buildings, as well as across property portfolios, which will in turn improve the performance of the estate.

In recognising the need for efficient and systematic monitoring of individual property asset performance is important in adding value, driving improvements and economies, the Assets unit will prepare a set of KPIs tailored to the needs of the land and property portfolio.

The Strategy and its supporting AMPs sets out that we will manage property assets efficiently and effectively to support the delivery of service and corporate priorities.

#### **Suggested high level performance indicators relevant to the L&P Asset Management Strategy**

Outcome	Primary Performance Indicators	Activity Aims
Compliance	<ul style="list-style-type: none"> <li>Percentage of buildings that are fully compliant in terms of having a current fire safety risk assessment, up to date asbestos register, legionella testing and management processes in place.</li> <li>Percentage of properties that are considered DDA accessible (specified performance indicator)</li> <li>Percentage of gross internal floor area (m2) that is DDA accessible</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrating that property assets comply with statutory and regulatory requirements.</li> <li>Ensuring properties are safe and available for use to deliver services by having them regularly inspected and retaining compliance logs</li> <li>Demonstrating that property assets provide accommodation that is accessible for all service users and staff.</li> </ul>
Condition	<ul style="list-style-type: none"> <li>Percentage of properties in satisfactory or better condition (specified performance indicator)</li> <li>Percentage of gross internal floor area (m2) that is in satisfactory or better condition</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrating that property assets are maintained in satisfactory or better condition to support service delivery</li> <li>Minimising the number of days buildings are not available for service delivery</li> <li>Demonstrating that property assets are fit for purpose in terms of accommodation type and layout to support the delivery of services.</li> </ul>
Efficiency / Effectiveness	<ul style="list-style-type: none"> <li>Percentage of properties that are considered satisfactory or better in terms of sufficiency, utilisation and usage to support service delivery</li> <li>Space Utilisation (% of time in use)</li> <li>Space Standards (m2/workstation)</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrating that property assets are sufficient for service delivery and utilised as efficiently and effectively. Underutilised properties being subject to review to determine if fit for purpose or surplus to requirements.</li> </ul>
Sustainability	<ul style="list-style-type: none"> <li>CO2 Emissions Electricity (kg CO2/m2 p.a.)</li> <li>CO2 Emissions Fossil Fuel (kg CO2/m2 p.a.)</li> <li>Electricity Consumption (KWh/m2)</li> <li>Fossil Fuel Consumption (kWh/m2)</li> <li>Percentage of properties with EPC rating of D or better.</li> <li>Water Consumption</li> <li>Percentage forestation/vegetation against opportunity</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates the impact the consumption of energy has on the environment. The energy performance of our property assets is monitored, and improvements undertaken where financially viable and technically feasible.</li> <li>In partnership with Parks &amp; Amenities, Woodland Trust and the like, examine opportunity sites including landfill for forestation and planting.</li> <li>In partnership with third parties such as utility providers to create opportunities for micro generation</li> </ul>
Value for Money	<ul style="list-style-type: none"> <li>Maintenance cost per m2</li> <li>Percentage Rental income achieved against potential</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrating that property maintenance costs are VfM.</li> </ul>

Outcome	Primary Performance Indicators	Activity Aims
	<ul style="list-style-type: none"> <li>Positive trend on Micro energy generation</li> </ul>	<ul style="list-style-type: none"> <li>For example, solar panels, back up generators linked to the grid, wind turbines and the like</li> </ul>

### 5.3 On-Going Strategy Evaluation and Review

Anticipated outcomes of the Strategy can be summarised as below:

- Improved Land and Property asset management value and condition
- Improved data management and performance monitoring of the estate
- More efficient and effective use of office space
- Improved energy efficiency and reduced running costs
- Improved customer and service user experience leading to a high level of customer satisfaction
- Greater opportunity for regeneration initiatives
- Increased income generation

Councils will continually experience pressures on both revenue and capital budget allocation. Therefore effective review and challenge will help to ease these financial pressures as well as providing the opportunity to support the Council's corporate and service objectives.

## 6.0 Next Steps

- The Strategy should be formally adopted
- The Asset Management Forum Terms of Reference to be formally agreed and adopted
- The creation of Asset Management Plans for Tier 1 Buildings in the first instance
- The existing Asset Register is to be continually reviewed and updated where necessary
- Review, Complete and implement a full suite of Asset Management Policies and Procedures
- Formally accept the Asset Forum and Asset Champion to work together in implementing the Strategy, reporting to the Regeneration and Growth Committee with annual updates



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Appendices 1

Asset Management Plan Programme

Table 1 below sets out an Indicative Action Plan for the key actions required to implement the Asset Management Strategy, the proposed owner of the action/project and estimated timescales.

Table 1 – Land & Property Asset Management Action Plan

Ref	Workstream	Action/Project	Owner	Indicative Timescale
1.	Property Asset Management	Carry out a review of property asset management arrangements and processes to ensure adoption of property asset management best practice guidance. As required, develop new organisational structures, roles and responsibilities in the management of the estate.	Assets	Work Ongoing - Completion Target March 2027
2.	Property Asset Management	Use best practice, corporate programme and project management methodologies when identifying, approving and delivering projects to ensure the right projects are delivered, on time, to cost and quality, supported by a corporate Gateway review process. This would include using the established Capital Programme team and their agreed associated processes to enhance and develop the Assets to ensure they are fit for intended purpose as managed by the relevant Operational Directorate.	Assets & Capital Unit	Work actively underway across a range of Tier 1, 2 & 3 Property Assets as per the agreed Council's works programme.
3.	Property Asset Management	Incorporating the findings of the Condition Surveys prepared in recent years and those underway, Assets should prepare programmes to deal with backlog maintenance, proposed future planned maintenance and life cycle replacement to ensure the required 'quality' and condition of the estate and full compliance with statutory regulations. These programmes should form part of a revised Capital Investment Programme.	Assets & All Departments	Ongoing
4.	Property Asset Management	Increase awareness and encourage staff across the Council to identify opportunities to increase the level of recurring income generated by the assets.	Assets & Marketing & Communications	Ongoing
5.	Property Asset Management	Identify surplus assets and prepare a policy for the sale or community asset transfer of surplus assets in order to raise capital receipts to fund projects identified in the Capital Development Programme, assist economic development projects or reduce on going	Assets	Ongoing



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Ref	Workstream	Action/Project	Owner	Indicative Timescale
		ownership costs and liabilities. This should be linked into the review and scoring of property assets against agreed benchmarks/KPIs.		
6.	Office Modernisation & Space Planning	Prepare an Accommodation Design Guide to support the provision of quality working environment aligned to New Ways of Working.	Planning & Capital Service Unit	Phase 1 completed New planned phases being instigated
7.	Office Modernisation & Space Planning	Utilising the Accommodation Design Guide, carry out a detailed Space Planning exercise at LVI.	Planning & Capital Service Unit	Phase 1 completed New planned phases being instigated
8.	Office Modernisation & Space Planning	Commercialise or Community asset transfer under utilised property assets in line with policy and significant financial considerations. Bring to the members on an annual basis opportunities for disposal or ad hoc as the case may require	Assets	Actively
9.	New Ways of Working (NWW)	Carry out a review of the current IT / Infrastructure and consider if improvements of IT infrastructure are required to support NWW. Liaise with the Space Planning, NWW and HR workstream actions.	Assets / IT	Ongoing
10.	Property Data Management	<p>Review the current categorisation of data, processes and IT systems used to maintain and access property information.</p> <p>Consider which IT software/databases need to be improved and integrated or procured to ensure that property data is current, correct, complete and consistent and can be readily accessed to provide the required reports/analysis to measure and monitor the performance of the estate.</p> <p>Prepare a data management handbook / protocols for which staff members are to be responsible for data maintenance and have access to property data. The aspiration is to evolve a Building Management Information Systems, these can include future diagnostics for new plant in Dundonald Ice Bowl, half hour automated metering in all Tier 1 and Tier 2 Buildings, Energy consumption monitoring as well as the contribution to the NIE grid.</p>	Assets & Operational Services/IT	Ongoing
11.	Property Benchmarking	Agree Key Performance Indicators (KPIs) to be benchmarked and establish baselines for all KPIs. Liaise and agree methodologies for collecting data and calculating performance.	Assets & Operational Areas	Ongoing

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Ref	Workstream	Action/Project	Owner	Indicative Timescale
12.	Property Benchmarking	Prepare Property Scorecards to stock viability modelling for each property asset containing all relevant property information in order to measure performance of each property, ensure compliance and to inform decision making processes.	Assets	2 – 3 years
13.	Risk Management and Compliance	Put in place the necessary arrangements and procedures to ensure that all compliance tests/inspections relevant to the estate are carried out as required by law; Clear lines of communication are established to report and deal with any compliance 'concerns' that may arise.	Estates Management & Estates Compliance Officer	Post Pending Restructure, March 2026 – June 2027
14.	Risk Management and Compliance	Reservoir Board, establish and take forward statutory obligations in the format of a newly formed Reservoir Working Group	Assets & Park Amenities	January 2026 and ongoing thereafter
15.	Partnership Working	Consider how the estate may assist in implementing the Community Plan 2017 - 32	Community Planning	Ongoing and as opportunity arises
16.	Partnership Working	Carry out place-based Locality Reviews (e.g. based on District Electoral Areas) to establish the potential for shared accommodation for service delivery and the potential availability of partner, community and third-party assets e.g. Health Trust, schools, other public sector agencies and community/private sector organisations.	Assets & Community Planning	Continuous
17.	Partnership Working	Consider the potential for cemetery provision to future proof and meet trends in Mortality, involving initial contingency arrangements as well as long term provision.	Assets & Environmental Services	Work commenced and Continuous
18.	Enable Regeneration and Growth	Identify and establish the best communication channel with all stakeholders, internally & externally and prepare a Communication Plan (See Section). Consider opportunities that may arise for the estate to assist in economic development or regeneration projects e.g, provide a site, joint ventures, etc	Assets & Economic Development	Ongoing
19.	Enable Regeneration and Growth	Building on the vision set out within the Council's Investment Plan Proposition, consider opportunities for the estate to assist in economic development or regeneration projects.	Assets & Economic Development	Ongoing

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Ref	Workstream	Action/Project	Owner	Indicative Timescale
20.	Enable Regeneration and Growth	Consider the findings of the Local Economic Partnership and Regional Government focused regenerative programmes, such as shaping sustainable places to position our Assets including acquisitions of new Assets in order to maximise opportunities for the council.	Assets & Economic Development	Ongoing
21.	Enable Regeneration and Growth	Consider alternative funding models to assist in the development of the estate and economic development.	Assets, Finance & Economic Development	Ongoing
22.	Enable Regeneration and Growth	Consider the findings of the Car Parking Strategy due for completion in Early 2026 and the potential use of sites for economic development and regeneration.	Assets & Economic Development	Ongoing
23.	Energy and Sustainability	Utilising the findings of the Energy Efficiency Surveys carried out, LCCC should prioritise and prepare programmes to carry out works/measures in order to improve energy efficiency, reduce energy costs and bring energy consumption and carbon emissions into line with the Good Practice benchmarks.	Assets	Ongoing
24.	Energy and Sustainability	Ensure that suitable arrangements and procedures are in place to monitor the on-going energy performance of the estate. This will be benchmarked against BREEAM standards.	Assets	Ongoing
28.	Waste Management	Review the use and configuration of the site and buildings at the Central Services Depot, Altona Road, Lisburn and carry out an appraisal of the options for the refurbishment, reconstruction or relocation of the Central Services Depot and waste management infrastructure needs.	Assets & Operational Services	Ongoing
29.	Community & Wellbeing Infrastructure	Consider the findings of the Museum & Heritage Service Review	Assets & Health and Community Well Being.	Ongoing
25.	Community & Wellbeing Infrastructure	Prepare an Arts Services Review and consider how it might be compatible with the Lisburn City Centre Masterplan.	Assets & Health and Community Wellbeing	Ongoing

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Ref	Workstream	Action/Project	Owner	Indicative Timescale
26.	Community & Wellbeing Infrastructure	Parks & Amenities continue with the programme of works to pitch facilities taking into consideration the recommendations under upcoming LCCC's Playing Pitches Strategy.	Assets & Health and Community Wellbeing	Ongoing
27.	Community & Wellbeing Infrastructure	Parks & Amenities to continue with the programme of works to play area facilities	Assets & Health and Community Wellbeing	Ongoing
28.	Leisure Facilities	Deliver the agreed outworkings of Sustainable community and transport network as well as Open Space Strategy	Assets & Parks & Amenities & Economic Development	Ongoing
29.	Our Community	Prepare and deliver an Active Travel Strategy setting out the Councils ambition to enhance accessibility and inclusion, ensuring safe, reliable, and accessible active travel routes are delivered in partnership with the Department for Infrastructure.	Assets / Economic Development & Parks & Amenities	Ongoing
30.	Our Community	Prepare a study on the provision of community centres within the LCCC area.	Assets & Health and Community Wellbeing	Ongoing
31.	Cultural and Leisure Facilities	Prepare a review of the operation and provision of activity centres	Assets & Health and Community Wellbeing	Ongoing

CAPITAL PROGRAMME SPEND PROFILES  
OCT 2025

Project Ref	Current Approved Capital Net Cost of Project	Forecast Capital Net Cost of Project as at October 25	New 5 year programme				
			YEAR 1 Forecast Spend 2025/26	YEAR 2 Forecast Spend 2026/27	YEAR 3 Forecast Spend 2027/28	YEAR 4 Forecast Spend 2028/29	YEAR 5 Forecast Spend 2029/30
CAPITAL PROGRAMME PHASE 4 - MONITORING AND EVALUATION							
Hillsborough Forest (current works on Phase 3 Digital sculpture trail - phase 1 & 2 complete)	1,685,499	1,685,499	-	-	-	-	-
Wallace Park Tennis Development	110,867	110,867	3,027	-	-	-	-
3G Pitches Strategy_Lough Moss	2,405,473	2,356,857	146,550	-	-	-	-
Hydebank Pavillion Refurbishment	192,823	192,121	5,465	-	-	-	-
Laurelhill Sports Zone	1,774,580	1,745,912	101,452	-	-	-	-
Play Area Refurbishment Phase 4 - Drumlough	50,000	39,375	12,323	-	-	-	-
Play Area Refurbishment Phase 4 - Crossnacreevey	75,000	30,715	29,497	-	-	-	-
Play Area Refurbishment Phase 4 - Ryans Park	75,000	25,547	22,697	-	-	-	-
Drumbo Trim Trail	85,709	68,279	54,348	-	-	-	-
Pathway Lagan Navigation	-	-	-	-	-	-	-
Castle Gardens Toilet refurb	4,291	4,291	4,252	-	-	-	-
Resurfacing Works to Council Assets (Programme) Phase 1	447,061	347,214	65,039	-	-	-	-
Play Area Refurbishment Phase 4 - Killultagh Grange -Fully funded	-	-	-	-	-	-	-
Hilden Former Primary School subject to HLF	935,076	935,076	318,919	-	-	-	-
Maghaberry MUGA	88,334	20,068	20,068	-	-	-	-
Sub Total	7,929,713	7,561,821	758,991	-	-	-	-
CAPITAL PROGRAMME PHASE 3 - IMPLEMENTATION							
Cemeteries Mini Programme Phase 1	1,751,736	1,751,736	235,820	1,185,603	-	-	-
Moira Community Shed - Fully funded	-	-	-	-	-	-	-
Waste Inspection Pit - Shaker plates	45,450	45,450	45,450	-	-	-	-
Chemical Tank	51,099	51,099	51,099	-	-	-	-
Sub Total	1,848,285	1,848,285	332,369	1,185,603	-	-	-
CAPITAL PROGRAMME PHASE 2 - FULL BUSINESS CASE							
Hamiltons Shed Replacement	600,000	600,000	42,500	532,135	13,608	-	-
Cemeteries Programme	3,000,000	3,000,000	280,000	1,024,463	871,776	800,753	-
BRCD_Hillsborough	1,000,000	1,000,000	34,266	272,773	488,476	146,252	-
Aghalee Pavillion Replacement & Refurb Programme	552,343	552,343	72,581	467,400	10,081	-	-
Seycon Pavillion Replacement & Refurb Programme	551,643	551,643	-	72,581	468,162	9,728	-
Sub Total	5,703,986	5,703,986	429,347	2,369,352	1,852,104	956,733	-
TOTAL COMMITTED	15,481,984	15,114,092	1,520,708	3,554,955	1,852,104	956,733	-
CAPITAL PROGRAMME PHASE 1 - OUTLINE BUSINESS CASE							
Duncan's Dam and Hillsborough Dam	400,000	400,000	60,708	323,959	-	-	-
Stockdam Glen Linear Park	1,013,700	1,013,700	-	100,000	779,697	26,939	-
Waste Infrastructure Development (Programme)	2,000,000	2,000,000	-	100,000	1,900,000	-	-
LVI Accommodation review	250,000	245,635	10,620	100,000	87,664	2,608	-
Light floor	40,000	40,000	40,000	-	-	-	-
Skatepark at Bells Lane	340,150	340,150	106,281	131,018	39,775	-	-
Lighting at Carryduff	335,000	335,000	50,000	200,000	49,204	-	-
Central Services Depot - Roof and wall repairs	561,504	561,504	50,000	446,016	60,000	-	-
LVI Roof Replacement	1,400,000	1,400,000	244,259	1,026,233	84,312	-	-
Carrvduff HRC	2,000,000	2,000,000	200,000	800,000	892,451	100,000	-

Bleachers Seating	370,000	370,000	-	370,000	-	-	-
Sub Total	8,710,354	8,705,988	761,868	3,597,226	3,893,103	129,547	-
CAPITAL PROGRAMME PHASE 0 - PIRSOC							
Nettlehill MUGA	150,000	150,000	-	-	-	150,000	-
Wallace Park Play development	2,000,000	2,000,000	100,000	200,000	1,500,000	200,000	-
3G Pitches Strategy_Billy Neill	3,000,000	3,000,000	300,000	2,400,000	258,930	-	-
3G Pitches Strategy_Hydebank	1,342,430	900,000	-	-	200,000	656,187	-
Leisure Programme - LVLP	-	-	-	-	-	-	-
Leisure Programme - Loughmoss	-	-	-	-	-	-	-
Boiler Replacement Programme 2	-	-	-	-	-	-	-
Playground replacement programme	-	-	-	-	-	-	-
Resurfacing Cemeteries and Carparks Phase 2	500,000	500,000	-	250,000	250,000	-	-
Leisure Programme - Aberdelgy refurb	-	-	-	-	-	-	-
LVI Refurb programme	-	-	-	-	-	-	-
Linkway to Carryduff Phase 1a	-	-	-	-	-	-	-
Refurb of Ramblers Bridge	-	-	-	-	-	-	-
Carryduff PS Pitches	-	-	-	-	-	-	-
Sub Total	6,992,430	6,550,000	400,000	2,850,000	2,208,930	1,006,187	-
TOTAL NON-COMMITTED							
TOTAL NON-COMMITTED	15,702,784	15,255,988	1,161,868	6,447,226	6,102,033	1,135,734	-
TOTAL COMMITTED & NON-COMMITTED							
TOTAL COMMITTED & NON-COMMITTED	31,184,768	30,370,080	2,682,576	10,002,181	7,954,137	2,092,467	-

Forecast Y1-Y5

22,731,361

## **Lisburn & Castlereagh City Council**

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

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

##### **Name of the activity/policy/project**

##### **Land and Property Assets Strategy**

The Council owns an extensive estate with a net book value in excess of £144M. The property portfolio is approximately divided into 142 acres of open space, 72 buildings ranging in scale from Lagan Valley Island through to changing pavilions, 52 playgrounds, 22 bridges, three monuments etc. The property and open space represent a significant proportion of the community infrastructure within our Council area. Both the property and buildings are a means for delivering a range of services as well as provision for amenity services.

The strategy links directly to both the Corporate Plan and the Council's Community Plan. It is supported by a range of investment programmes which include reactive maintenance, planning preventative maintenance, opportunity funding as well as our capital investment programme. In line with good the concept of one public estate, the strategy calls to build on the existing partnerships and take advantage of further opportunities for shared facilities with both community, neighbouring Council and regional government land and property holdings.

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

It is a revised approach to what has been custom and practice in how the Council manages its estate portfolio.

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

The strategy aims to ensure that Council properties and landholdings are managed in the best interests of the ratepayers, within the legislative framework that controls local government. Fundamentally the strategy seeks to ensure that the assets are fit for purpose, provide value for money, drive efficiencies as well as contribute to and minimise the impact on the environment on which they are sited, this includes providing positive contribution to the Council's sustainability agenda.

**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.**

Whilst the strategy does not specifically target any section 75 groups the future development of our estate may impact specific groups. Policies such as the established Community Asset Transfer Policy, changing places toilet provision, may be complemented by other future policy development which could impact on section 75 groups. Investment in each project emerging from the Strategy is subject to capital governance process. The Strategy creates a framework for improvements to the property portfolio which will have regard for each of the S75 groups.

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

The Head of Assets following an Internal Audit recommendation and consideration of best practice.

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

The Strategy champion as proposed is the Head of Assets, however there is a requirement for all the directorate who manage and maintain land and property assets to adhere to both the emerging policies and the governance arrangements. It is incumbent on all to have regard for other established governance arrangements with any associated works, tenure arrangements and use of our property portfolio.

**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.**

Financial – Insufficient capital funding and revenue budget allocation.

Legal – Planning and other statutory requirements on development proposals.

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

**Staff** All staff

**Service users** Landlords, Business Owners, residents and visitors to Council facilities



**Other public sector organisations** There are and may be other partnering organisations including both regional government departments.

**Voluntary/community/trade unions** Community and voluntary organisations

**Other** Businesses, Elected Members, contractors who are involved in delivery of the Strategy..

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

Name of policy/strategy/plan	Who owns or implements?
Local Development Plan	<a href="https://lisburncastlereagh.gov.uk">Local Development Plan - lisburncastlereagh.gov.uk</a>
Corporate Plan	<a href="https://lisburncastlereagh.gov.uk">Corporate plan and ambitions 2024/2028 - lisburncastlereagh.gov.uk</a>
<b>Open spaces/pitches strategy/sustainable travel greenways</b>	Various with determination on ownership once policies are adopted
Community Plan 2017 – 2032	<a href="https://lisburncastlereagh.gov.uk">Lisburn Castlereagh Community Plan - lisburncastlereagh.gov.uk</a>
Acquisitions and Disposals policy	<a href="https://lisburncastlereagh.gov.uk">Policy for the acquisition and disposal of land and property - lisburncastlereagh.gov.uk</a>
Changing Places policy	<a href="https://lisburncastlereagh.gov.uk">Changing places policy - lisburncastlereagh.gov.uk</a>
Capital Programme	
R&R Schedule	

## 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](#)

Section 75 Category	Details of evidence/information												
Religious Belief	<p>The 2021 NI Census recorded the following statistics with regard to religious belief in the Lisburn and Castlereagh area;</p> <p>58% Protestant (and other Christian)</p> <p>27% Catholic</p> <p>2% Other</p> <p>13% None</p>												
Political Opinion	<p>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.</p> <table><tr><th>DUP (%)</th><th>Alliance (%)</th><th>UUP (%)</th><th>SF (%)</th><th>SDLP (%)</th><th>Ind (%)</th></tr><tr><td>35</td><td>32.5</td><td>15</td><td>10</td><td>5</td><td>2.5</td></tr></table> <p>The 2021 NI Census recorded the following statistics in the Lisburn and Castlereagh area;</p> <ul style="list-style-type: none"><li>• <b>41%</b> indicated that they had a British national identity, <b>16%</b> had an Irish national identity and <b>21%</b> had a Northern Irish national identity</li></ul>	DUP (%)	Alliance (%)	UUP (%)	SF (%)	SDLP (%)	Ind (%)	35	32.5	15	10	5	2.5
DUP (%)	Alliance (%)	UUP (%)	SF (%)	SDLP (%)	Ind (%)								
35	32.5	15	10	5	2.5								
Racial Group	<p>The 2021 NI Census recorded the following statistics with regard to racial groups in the Lisburn and Castlereagh area;</p> <ul style="list-style-type: none"><li>• <b>4%</b> were from an ethnic minority population and the remaining <b>96%</b> were white (including Irish Traveler)</li></ul>												
Age	<p>In 2021 the following statistics with regard to age in the Lisburn and Castlereagh area were recorded:</p>												

	<p>19% Children were aged 0-14 years</p> <p>30% of people aged 15 -39 years</p> <p>33% aged 40 – 64 years</p> <p>18% aged 65 years and older</p> <p>The population of the Council area aged 65 and over will increase by 9% by 2025 and 13% by 2030</p>
Marital Status	<p>The 2021 census records the following statistics with regard to the marital status of persons over the age of 16 for the LCCC area;</p> <p>Single (never married or never registered a same-sex civil partnership) – 33%</p> <p>Married – 52%</p> <p>In a registered same-sex civil partnership or</p> <p>Separated (but still legally married or still legally in a same-sex civil partnership) 3%</p> <p>Divorced or formerly in a same-sex civil partnership which is now legally dissolved – 6%</p> <p>Widowed or surviving partner from a same-sex civil partnership - 6%</p>
Sexual Orientation	<p>In 2021 the following statistics with regard to Sexual Orientations in the Lisburn and Castlereagh area were:</p> <p>Straight or Heterosexual – 91%</p> <p>Gay, lesbian, bisexual or other sexual orientation – 2%</p> <p>Prefer not to say or not stated – 7%</p>
Men & Women Generally	<p>The estimated population of Lisburn and Castlereagh Local Government District In the 2021 census 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</p>

	referrals to advice services are increasing year on year which suggests a small but growing minority.
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. Statics for Lisburn and Castlereagh showed:</p> <ul style="list-style-type: none"> <li>• <b>32%</b> of people had a long-term health problem or disability; of these 21% report limitation in their daily activities</li> <li>• <b>81%</b> of people stated their general health was either good or very good; and</li> <li>• <b>14%</b> of people stated that they provided unpaid care to family, friends, neighbors or others.</li> </ul>
People with and without Dependents	<p>In 2021</p> <p>31% of households in Lisburn &amp; Castlereagh have dependent children</p> <p>14% on average, provide unpaid care, with 4% providing 50+ hours per week.</p>

## 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	While no differential needs have yet been identified, community consultation and engagement will further inform needs/experiences/priorities for each category. The screening will be updated if required.
Political Opinion	
Racial Group	
Age	Involvement will be sought from a diverse range of stakeholders, including community groups, disability representatives, ethnic minority organisations, and others, with accessibility considerations integrated throughout the process.
Marital Status	
Sexual Orientation	
Men & Women Generally	
Disability	
People with and without Dependants	

## 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 impacts identified, provided the Strategy and any emerging action plans have due regard for statutory obligations as well as internal policies. The Strategy establishes a framework for	None
Political Opinion		
Racial Group		
Age		

Marital Status	<p>improvements across our estate, which will assist all stakeholders, including those identified within Section 75 categories. Given its broad and inclusive nature, the Strategy applies equally to all users and does not directly alter or influence services, facilities, or employment opportunities.</p> <p>Any future developments, asset projects, or policy initiatives arising from the Strategy will be individually equality screened to ensure compliance with the Council's equality duties.</p> <p>Any works as a result of the Strategy will be carried out in accordance with Health and Safety regulations for public works.</p> <p>Any works emerging from the draft Strategy will be required to adhere to accessibility guidance.</p>	
Sexual Orientation		
Men & Women Generally		
Disability		
People with and without Dependents		

\* 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 at this time.
Political Opinion		
Racial Group		
Age		
Marital Status		
Sexual Orientation		

Men & Women Generally		
Disability		
People with and without Dependants		

### Equality Action Plan 2021-2025

Does the activity/policy/project being screened relate to an action in the Equality Action Plan 2021-2025? Yes/No If yes, specify which action.

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/No [delete as appropriate] If yes, give details/specify which action.

No.

### 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 impact identified at present; the Strategy creates a framework for continuous improvement across our property portfolio.	
Political Opinion		
Racial Group		

\*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		No opportunities identified at this time.
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.**

Individuals may experience multiple, intersecting disadvantages due to having more than one Section 75 characteristic. While the Strategy is designed to align with the corporate objectives and continue to be open, inclusive, and neutral across all equality categories, people with multiple identities may still face compounded barriers. Council is committed to monitoring participation through equality data and community feedback for activities held on the property portfolio. As the Strategy progresses this screening document will be reviewed and updated accordingly.



### 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>There is no equality impact foreseeable as a result of the adoption of the draft Strategy. The strategy is a corporate-level framework that applies equally to all users and stakeholders. Future actions derived from it will be individually assessed in line with the Council's equality screening procedures. Monitoring mechanisms will also include consideration of Section 75 categories ensuring that equality is maintained in all steps of implementation.</p>
<p>Option 2</p> <p><b>Screen out with mitigation</b> – some potential impacts identified but they</p>	

can be addressed with appropriate mitigation or some opportunities to better promote equality and/or good relations identified [complete mitigation section below]	
<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?**

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.

N/A

### 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

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:

The Head of Assets will be the custodian of the Strategy and the resultant asset management plans which will inform improvements. Where there are requirements for improvements, these will be considered as part of the investment decision in so far as they impact on S75 categories.

Monitoring of the Strategy will be incorporated within the directorate performance KPIs. The KPIs are set out in the draft Strategy. In addition, Members have asked for an annual report on our estate and the monitoring of the impact of the Strategy will be incorporated within this annual report.

It will be for those who manage services and provide activities within the property portfolio to monitor those activities. Any impediments they experience that are property related should be fed back through the governance arrangements to the Head of Assets.

## Part 5 - Approval and authorisation

	Position/Job Title	Date
Screened by: Donal Rogan  Leeann Vincent	Director of Regeneration & Growth  Head of Assets	11/11/2025
Reviewed by: Annie Wilson	Equality Officer	12/11/2025
<b>Approved by:</b> [normally a Head of Service]		

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

<b>Committee:</b>	Regeneration and Growth Committee
<b>Date:</b>	4 December 2025
<b>Report from:</b>	Head of Planning and Capital Development

<b>Item for:</b>	Decision
<b>Subject:</b>	Consultation from DfI Planning on the review of Planning Fees.

## 1.0 **Background**

1. The Department for Infrastructure has launched a public consultation on the review of Planning Fees on a proposal to introduce new planning application fees for:

- Non-material changes and
- Discharge of conditions

### **Key Issues**

1. At the time of transfer of the planning functions to local government in April 2015, fees for application types such as non-material changes and discharge of conditions were not introduced, as the Department at that time took the decision that the new two-tier planning system would need sufficient time to bed in before any new fees should be introduced.
2. This resulted in Councils processing applications for non-material changes and the discharge of conditions without any associated fee being payable.
3. In the 2022 Review of the Implementation of the Planning Act (NI) 2011 (RIPA) report, the Department considered there to be merit in reviewing planning fee categories and the fees themselves to establish if they remain fit for purpose and cover the costs of processing applications in line with the requirements of Managing Public Money (NI). Part of this review is to consider the introduction of new fee categories for applications for non-material changes and discharge conditions.
4. The Planning Act (NI) 2011 (the Act) introduced a mechanism by which a Council would have a formal method of dealing with small changes ('non-material') to approved schemes (Section 67 and Regulation 7 of the Planning (General Development Procedure) Order (Northern Ireland) 2015 (as amended) (the GDPO)).
5. An application for a non-material change removes the need for an entirely new planning application to be submitted where only a very small change is sought which does not materially change the nature of the approved development.

6. Such an application, if approved, would form an amendment to the original planning permission and would be subject to the conditions and time limit of the original permission. It would not result in a new planning permission and the existing permission will continue to exist and should be read in conjunction with the non-material change decision letter.
7. Councils have been processing applications for non-material changes for more than 10 years but have not been receiving any fee for this work. In the published official Northern Ireland planning statistics April 2023 – March 2024 there have been 451 non-material change applications processed across the Council network.
8. It has been common practice in the other jurisdictions to include a fee for non-material changes within their specific fee's regulations. This has been in place in Scotland, England and Wales for a significant number of years. Fees in other UK jurisdictions range from £115 to £298, with a reduced fee for house holder development (such as house extensions).
9. In the public interest of recovering costs in the planning system the Department proposes to amend the current Planning Fees Regulations by introducing a set fee for non-material changes applications. The Department is proposing to introduce a set fee of £115 for non-material changes applications.
10. Article 12 of the GDPO allows for an application to be made to the Council or, as the case may be, the Department for any consent, agreement or approval required by a condition imposed on a grant of planning permission (other than an application for approval of reserved matters).
11. It goes on to state that the relevant planning authority shall give notice to the applicant of its decision on the application within a period of 8 weeks from the date when the application was received by the authority or such a longer period as may be agreed by the applicant and the Council or, as the case may be, the Department in writing. In the published official Northern Ireland planning statistics April 2023 – March 2024 there have been 1098 discharge of conditions applications processed across the Council network.
12. For the same reasons specified for non-material changes, and having considered the position in the other jurisdictions, the Department will consult on introducing a fee of £115 for discharge of conditions.
13. The consultation is available for comment until 23 December 2025. It is recommended that the Council welcomes the introduction of planning fees for applications for non-material changes and discharge of conditions.
14. Members are advised that whilst the opportunity to recover costs in the operation of the planning function is welcomed, it is proposed to collect only a minimum fee. No justification for this approach is outlined in the consultation. A higher fee may be justified with a proper analysis of the actual cost to process these types of requests.
15. That said there is limited scope to feed this back to the Department. In terms of the nine questions included in the consultation and the following responses are suggested:

**Question 1:** From the list below, please select the category of respondent most appropriate to you:

- . Business and development interests
- . Resident/Community groups/Voluntary organisations
- . Environment and heritage groups
- . Political party/Elected representative
- . **Council**
- . Statutory consultee
- . Applicant Architect/Planning consultancy/Agent
- . Other Please provide your organisation's name:

**Draft Response: Council**

**Question 2:** Do you agree with the above proposal to introduce a set fee for non-material changes applications? Please respond: Yes / No

**Draft Response: Yes**

**Question 3:** Do you agree with the above proposal to set the fee level at £115 for non-material changes applications? Please respond: Yes / No

**Draft Response: Yes**

**Question 4:** Do you agree with the above proposal to introduce a set fee for discharge of conditions applications?  
Please respond: Yes / No

**Draft Response: Yes**

**Question 5:** Do you agree with the above proposal to set the fee level at £115 for discharge of conditions applications? Please respond: Yes / No

**Draft Response: Yes**

**Question 6:** Are there any other planning application types or planning services which are not currently charged for, but which in your view should attract a fee?

Tree Preservation Order  
Planning Advice Notice  
Pre-Application Discussion  
Other

**Draft Response: Pre-application discussion on a statutory basis for major applications only**

**Question 7:** Are there any other planning application types or planning services for which the current fee level or structure is inappropriate / insufficient? Please respond: Yes / No

**Draft Response: No**



	<p><b>Question 8:</b> Do you agree with proposals for planning fees to continue to be adjusted annually in line with inflation? Please respond: Yes / No</p> <p><b>Draft Response: Yes</b></p> <p><b>Question 9:</b> Do you agree that the Bank of England CPI is the most appropriate index measure to use? Please respond: Yes / No</p> <p><b>Draft Response: Yes</b></p>	
2.0	<p><b><u>Recommendation</u></b></p> <p>It is recommended that Members agree the content of the draft response and delegate authority to officers to make a submission to this consultation before 23 December 2025.</p>	
3.0	<p><b><u>Finance and Resource Implications</u></b></p> <p>N/A</p>	
4.0	<p><b><u>Equality/Good Relations and Rural Needs Impact Assessments</u></b></p>	
4.1	Has an equality and good relations screening been carried out?	No
4.2	<p>Brief summary of the key issues identified and proposed mitigating actions <b><u>or</u></b> rationale why the screening was not carried out</p> <p>This is a report providing notification of Planning Fees Uplift. EQIA not required.</p>	
4.3	Has a Rural Needs Impact Assessment (RNIA) been completed?	No
4.4	<p>Brief summary of the key issues identified and proposed mitigating actions <b><u>or</u></b> rationale why the screening was not carried out.</p> <p>This is a report providing notification of Planning Fees Uplift. RNIA not required.</p>	
<p><b>Appendices:</b> Appendix 4 – Letter from Dfl.</p>		



## Regional Planning Governance & Legislation

James House  
2-4 Cromac Avenue  
The Gasworks  
BELFAST  
BT7 2JA

Tel: 0300 200 7830

01 October 2025

Dear Sir/Madam

### **PUBLIC CONSULTATION ON THE REVIEW OF PLANNING FEES**

I am writing to inform you that the Department for Infrastructure has issued a public consultation paper on proposals to review Planning Fees.

These proposals are part of the [Planning Improvement Programme \(PIP\)](#) being brought forward by the Department, working closely with local government and partners, to improve current processes and the performance and delivery of the planning system.

The consultation seeks comments and views on proposals in relation to introducing new planning application fees for:

- Non-material changes; and
- Discharge of conditions.

The public consultation can be accessed via the NI Direct – Citizen Space website at the link below, and submissions can be made online:

<https://consultations2.nidirect.gov.uk/dfi-1/public-consultation-review-of-planning-fees>

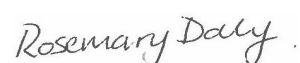
Alternatively, copies of the public consultation documents, including an easy read version of the consultation, can be downloaded from the Department for Infrastructure [website](#), requested by email at: [Legislation.planning@infrastructure-ni.gov.uk](mailto:Legislation.planning@infrastructure-ni.gov.uk) or by phoning NI Direct on 0300 200 7830.

The closing date for receipt of comments is **23<sup>rd</sup> December 2025**.

You have received this notification because your contact details are contained on a list of consultees used by DfI Planning when issuing public consultations, surveys, questionnaires, etc.

If you no longer wish to receive these notifications, your details can be removed by notifying the department using the same contact details as above.

Yours faithfully

A handwritten signature in cursive script that reads "Rosemary Daly".

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**ROSEMARY DALY**  
**Chief Planner & Director**