

**NORTHERN IRELAND EXECUTIVE**

**INVESTMENT STRATEGY FOR  
NORTHERN IRELAND (ISNI 2011-21)**

**Equality Impact Assessment  
at a Strategic Level**

**Public Consultation Document**

**January 2012**

## SEEKING YOUR VIEWS

You are invited to give your views on this Equality Impact Assessment (EQIA) of the Executive's draft Investment Strategy (ISNI). When considering your response, the following questions may offer a useful guideline:

- Do you have any views on any of the aspects of equality covered in this draft assessment?
- Are there any other issues that have not been addressed? If so, what are these?
- Do you have any views on how the delivery of the draft Investment Strategy should be taken forward to effectively address inequalities and differentials?
- Are there any measures that should be implemented to mitigate against an adverse impact on people in the Section 75 equality groups?

We would welcome any additional information and comments that you feel would help inform our equality considerations of the draft Investment Strategy.

You can contact us at the address below or by:

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Telephone: 028 9081 6787

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By post: ISNI Team  
Strategic Investment Board  
Clare House, 303 Airport Road West  
Belfast, BT3 9ED

In keeping with the Executive's policy of openness, responses to this consultation will be published on the SIB website ([www.sibni.org](http://www.sibni.org)). If you do not wish your response to be used in this way, or if you would prefer it to be used anonymously, please indicate this when responding.

The Executive is determined that the consultation on this draft assessment will offer everyone the opportunity to have their say and influence the delivery of policies and programmes over the lifetime of the Investment Strategy.

To ensure an open and transparent process in this regard, officials will hold a number of public consultation seminars across Northern Ireland. Details of the seminars are as follows:

<b>Date &amp; Time</b>	<b>Location</b>	<b>Venue</b>
Monday 9 January	Omagh	Omagh Enterprise Centre
Monday 16 January	Newry	Newry and Mourne Enterprise Agency
Monday 23 January	Derry/Londonderry	Millennium Forum
Monday 30 January	Belfast	Malone House
Monday 6 February	Armagh	North South Ministerial Council offices
Monday 13 February	Enniskillen	Clinton Centre
Monday 20 February	Ballymena	Ballymena Business Centre

## **ALTERNATIVE FORMATS**

If this document is not in a format that meets your needs, please contact the ISNI Team. We will be pleased to consider any requests for copies of this document in alternative formats such as large print, braille, audio or in other languages.

This document is also available on the following internet site: <http://www.sibni.org>

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## OVERVIEW

- i. The Executive has agreed that its draft Investment Strategy (ISNI 2011-2021) will be subject to an Equality Impact Assessment (EQIA) at a strategic level.
- ii. The draft ISNI has been prepared in parallel with the Executive's draft Programme for Government (PfG) and fully reflects and supports the priorities set out in the PfG. As a consequence, the EQIA at a strategic level for both documents has been undertaken concurrently.

### ***Investment Strategy, Programme for Government and Budget***

- iii. The ISNI sets out the Executive's capital investment priorities for the 10 years ahead. It is strategic in nature, setting out the Executive's decisions on capital apportionment between competing areas of public services and with an overall focus to help deliver the strategic priorities articulated in the Executive's Programme for Government (PfG).
- iv. The ISNI does not seek to cover every capital project to be delivered over the coming 10 years. Key projects that are planned and larger investment programmes are articulated, with remaining tactical details left to individual departments to work up in the years ahead. The ISNI provides the essential strategic direction that drives delivery of renewed and upgraded infrastructure in key areas of our public services; it is flexible to changing circumstances rather than a straightjacket.
- v. In undertaking this assessment, account has also been taken of the current economic context as this will have a bearing on the Executive's plans. The screening and EQIA were undertaken simultaneously with the development of the ISNI and PfG. In this way, the EQIA process can help to inform the process as the legislation intended and influence the

decision making so that the potential for positive impacts is fully maximised.

## ***Purpose***

- vi. There are a number of key inequalities which we are aware of which need to be addressed. The intention in this assessment is to ensure that in identifying and taking forward priorities, due regard has been given to promote equality of opportunity within and between the Section 75 groups and that the subsequent actions put forward effectively target and meet this objective.

## ***Overall Assessment***

- vii. Delivering significant investment and improvements to Northern Ireland's infrastructure, as set out in the Investment Strategy, is likely to have a positive impact on all Section 75 groups, both directly and indirectly by contributing to economic growth, social progress and environmental protection. It is anticipated, however, that some areas of infrastructure investment will have a differential impact on a number of the Section 75 groups. That impact is likely to be positive and addresses recognised need. In this context, investing in infrastructure has the potential to promote equality and good relations while addressing issues of exclusion and marginalisation. However, that potential will only be realised where departments ensure that the delivery of individual investment projects are subject to and informed by due consideration of the need to promote equality of opportunity and the desirability of good relations
- viii. The precise impact of individual schemes will be for each department to assess in terms of the potential impact in respect of equality of

opportunity and the desirability of good relations. In support of this, all departments will be expected to produce a high level equality impact assessment of their future investment proposals which also takes account of issues relating to poverty, social inclusion and sustainable development.

### ***Consultation on the Draft Strategic EQIA***

- ix. This draft equality impact assessment, which has been undertaken at a strategic level, will be subject to a formal consultation. The Executive welcomes the views of any organisation, group or individual on this document.
- x. Comments on this document can be made by mail, fax or email to:

ISNI Team  
Strategic Investment Board  
Clare House, 303 Airport Road West  
Belfast, BT3 9ED

Email: [isni-egia-views@sibni.org](mailto:isni-egia-views@sibni.org)

Telephone: 028 9081 6787

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- xi. Requests for hard copies of this document, or requests for an alternative format, can be made by contacting the ISNI Team at SIB at the above address.

Consultation responses will be placed on our web-site. In the interests of safeguarding the environment, respondents will not receive an acknowledgement letter. However, a list of respondents will be placed on

the website. In addition, we intend to publish responses (in full or in part). If you do not wish your response or name to be published on the website please make this clear in your response.

## SECTION 1: INTRODUCTION

1. This equality impact assessment on the Executive's draft Investment Strategy (ISNI 2011-2021) has been carried out at a strategic level using both quantitative and qualitative data. The analysis was informed by parallel work to develop, and to equality impact assess, the Executive's draft Programme for Government (PfG) because the priorities agreed by the Executive, as articulated in the draft PfG, have a defining influence on the development of the draft ISNI. The capital investment programmes and projects described in ISNI have been specifically shaped to help deliver the priorities in the Executive's PfG.

2. Section 75 of the Northern Ireland Act 1998 requires all public authorities in carrying out their functions relating to here, to have due regard to the need to promote equality of opportunity between –

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- men and women generally;
- persons with a disability and persons without; and
- persons with dependants and persons without.

3. In addition, without prejudice to the above obligation, public authorities must also, in carrying out their functions relating to here, have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

4. The Disability Discrimination (NI) Order 2006, which came into effect on 1 January 2007, introduced new duties requiring all public authorities in carrying out their functions relating to here to have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life.

5. This impact assessment at a strategic level has been undertaken by the Strategic Investment Board Limited (SIB). SIB is a company limited by guarantee and owned by the Office of the First Minister and deputy First Minister (OFMDFM), financed from within the departmental expenditure limit, with a Board reporting to the First Minister and the deputy First Minister. SIB is based at Clare House in Belfast and works with NI government departments and agencies to help them achieve the delivery of major public infrastructure projects economically and efficiently. In parallel, SIB works with the private sector to inform the market of planned projects, generate confidence and stimulate market interest, thus driving competitive tension and resulting in improved value for the taxpayer.

6. SIB has four key responsibilities –

- producing the Investment Strategy for Northern Ireland (ISNI), a 10 year rolling programme for the delivery of public infrastructure that covers all areas of government including education, health, and transport. The Investment Strategy process comprises the delivery of the infrastructure required to meet the government's priorities, as determined by Ministers;
- assisting the public sector to deliver large infrastructure projects and programmes of investment, by deploying advisers into key project management and advisory roles;
- fostering and promoting reform both in the delivery of major infrastructure and as a prerequisite for such investment, and helping to build delivery capability by encouraging the development of specialist skills and the use of innovative approaches not usually found in the public sector; and

- since January 2011, hosting the Asset Management Unit which is charged with realising £100m from surplus assets over the period 2011 – 2015.

7. It is important to note that SIB does not deliver services directly to the public, although the advice and support which we provide clearly have significant indirect benefits to the population of Northern Ireland as a whole. SIB plays a key role in facilitating the development of the Investment Strategy for Northern Ireland (ISNI) which, together with the Programme for Government and the Budget, forms the government's overall strategic approach to carrying out its responsibilities. The promotion of equality of opportunity and good relations is central to this strategic approach.

8. SIB does not have primary responsibility for developing and implementing projects, although it provides extensive support to the government departments and agencies which do. Identifying and addressing the equality implications of projects is the responsibility of the government department or agency, not SIB. Similarly, the monitoring of impacts of each completed project is undertaken by the responsible department or agency.

### ***EQIA at a Strategic Level***

9. The aim of this EQIA, undertaken at a strategic level, is to assess the equality of opportunity impacts of the draft Investment Strategy for the period 2011 to 2021.

10. The investment programmes set out in the draft ISNI are informed at strategic level by the Executive's priorities as set out in the draft PfG, as operationalised by the policies and public service delivery requirements of individual departments and public bodies. The investment programmes are

arranged in ISNI under seven pillars and related sub-pillars that act to provide a coherent operational framework to enhance the potential for collaboration across organisational boundaries and assist with delivery tracking and management.

11. ISNI is a strategic document that contains recommendations on investment quantum and broad allocations between the needs of competing public service areas in the years ahead. It does not contain detailed recommendations on all future capital projects that will be undertaken by Executive Ministers. As a consequence, much detail on future capital projects (such as location, size, design, content, etc) will be developed through the normal business case process used across the Northern Ireland Civil Service. It is a prerequisite that each such project is subject to equality screening, and where appropriate to an EQIA, at the appropriate time by the responsible department or public body when all relevant information to conduct such an assessment to a high quality is known and available. Such a process is required to inform investment decisions on individual schemes.

12. This EQIA on the draft ISNI, therefore, focuses on the strategic direction and content of ISNI rather than on individual projects. Individual investment proposals will continue to be subject to equality screening and, where appropriate and in line with statutory duty, Equality Impact Assessment by departments and relevant designated authorities, in accordance with the criteria set out in the guidance produced by the Equality Commission<sup>1</sup>.

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<sup>1</sup> Equality Commission (2010) Section 75 of the Northern Ireland Act 1998: A Guide to Public Authorities; April.

## **SECTION 2: INVESTMENT STRATEGY IN CONTEXT**

### ***Investment Strategy***

13. The Investment Strategy (ISNI) is the expression of the Executive's long-term vision for investment to renew and upgrade the regional infrastructure in the years ahead. It sets out a rolling programme of infrastructure investment for a ten-year period that offered a platform to deliver the economic, social and environmental objectives of the PfG. This coordinated approach seeks to accelerate the delivery of investment in our transport, health, education, social, environmental, productive and justice infrastructure to meet the needs of citizens in the years ahead.

14. The Executive published its Investment Strategy for the period 2008-2018 in December 2008. An update to ISNI to cover the period 2011-2021 has now been developed to coincide with the new Budget planning period and reflects changes to the Executive's budget for the period ahead.

### ***Programme for Government (PfG)***

15. The ISNI is developed specifically in light of the Executive's overall strategic priorities as articulated in the PfG. The PfG is a strategic document. It establishes and sets out the Executive's policy priorities in support of its overall aim, which thereafter directs the allocation of resources as set out in the Budget and Investment Strategy. In the draft PfG document, the Executive has identified five priorities, as follows:

- Growing a sustainable economy and investing in the future
- Creating opportunities, tackling disadvantage and improving health and well-being

- Protecting our people, the environment and creating safer communities
- Building a strong and shared community
- Delivering high quality and efficient public services

16. The investment programmes outlined in ISNI have been developed in discussion with government departments and related public bodies, informed by consultation with stakeholders in academia, business and industry, and the voluntary and community sectors. As part of the Investment Strategy development process, departments articulated the contribution of the proposed investment to the Executive's priorities.

17. These objectives can be mutually reinforcing, helping to ensure that development is sustainable. The objectives influence advice on both what programmes should proceed, and how these could be delivered to maximise returns. For example, there are opportunities to promote social inclusion and equality of opportunity in the way procurement of all types of infrastructure programmes is undertaken (e.g. employment plans and through building opportunities for local apprenticeships into major delivery contracts).

## ***Budget***

18. ISNI covers a 10-year period. Funding allocations to departments for the first four years are agreed by the Executive and are articulated in the Budget document. It provides the Executive with an opportunity to improve the lives of people here and to improve equality of opportunity and the desirability of good relations. It also provides an opportunity to assess if spending in certain areas should be continued or whether or not these resources would be of greater benefit to the public if spent elsewhere, or if services could be provided in a better, more efficient way.

19. The Budget document formally allocates resources to departments, it does not set out in detail the spending proposals at departmental level. It remains for individual Ministers to determine how the overall settlement is distributed within their respective departments in the context of competing needs and priorities.

### ***Consultation on the EQIA at a Strategic Level***

20. The Executive is determined that the consultation on this draft assessment will effectively engage section 75 groups and offer everyone the opportunity to have their say and influence final decisions.

21. To ensure an open and transparent process in this regard, officials will hold a number of public consultation events to gather as many views as possible. In addition to the public meetings, bilateral meetings will be held with relevant bodies as far as time and resources allow.

### **SECTION 3: EQIA PROCESS**

22. In order to assess the potential equality and good relations implications of the ISNI, this assessment aims to consider the overall impacts which may be associated with the allocation of resources as set out in the Investment Strategy.

23. Given the strategic focus of the draft Investment Strategy, the equality impacts of individual policies, programmes and capital projects which departments will deliver are not specifically considered here. These will continue to be subject to equality screening and, where appropriate and in line with statutory duty, Equality Impact Assessment by departments and relevant designated authorities, in accordance with the criteria set out in the guidance produced by the Equality Commission. In that context, the Executive will ensure that departments and relevant designated authorities continue to meet their obligations under Section 75 including Schedule 9.

## **SECTION 4: CONSIDERATION OF RELEVANT DATA AND RESEARCH**

24. This section sets out the main data sources used in preparing this draft Equality Impact Assessment.

25. Some of the main sources are listed below:

**NI Census of Population – 2001**

<http://www.nisranew.nisra.gov.uk/census/Census2001Output/index.html>

**Northern Ireland Multiple Deprivation Measure (NIMDM) 2010 report - NISRA May 2010**

[http://www.nisra.gov.uk/deprivation/nimdm\\_2010.htm](http://www.nisra.gov.uk/deprivation/nimdm_2010.htm)

**Continuous Household Survey – 2009/10**

<http://www.csu.nisra.gov.uk/survey.asp29.htm>

**NI Life and Times Survey 2010**

<http://www.ark.ac.uk/nilt/2010/>

**Family Resources Survey 2008-2009**

[http://www.dsdni.gov.uk/index/stats\\_and\\_research/stats-publications/stats-family-resource/family\\_resources/statistics\\_and\\_research-frs0809.htm](http://www.dsdni.gov.uk/index/stats_and_research/stats-publications/stats-family-resource/family_resources/statistics_and_research-frs0809.htm)

**Households Below Average Income Report 2008-2009**

[http://www.dsdni.gov.uk/index/stats\\_and\\_research/stats-publications/stats-family-resource/households/hbai-2008-09.htm](http://www.dsdni.gov.uk/index/stats_and_research/stats-publications/stats-family-resource/households/hbai-2008-09.htm)

**Northern Ireland Crime Survey – 2008/09** <http://www.nio.gov.uk/index/nio-publication/stats-and-research-publications.htm?keyword=Northern+Ireland+Crime+Survey&startDay=01&startMonth=3&startYear=2003&endDay=31&endMonth=11&endYear=2010&category=&CALLBACK=1&submitbutton.x=10&submitbutton.y=14>

**Regional Trends No. 43, 2011**

<http://www.ons.gov.uk/ons/publications/index.html>

**Social Trends No. 41, 2011**

<http://www.ons.gov.uk/ons/publications/index.html>

**Labour Force Survey, April-June 2011**

[http://www.detini.gov.uk/lfs\\_quarterly\\_supplement\\_-\\_april\\_-\\_june\\_2011\\_with\\_logo.pdf](http://www.detini.gov.uk/lfs_quarterly_supplement_-_april_-_june_2011_with_logo.pdf)

**Labour Force Survey Religion Report – Updated 2010**

[http://www.ofmdfmni.gov.uk/2009\\_lfs\\_religion\\_report\\_pdf](http://www.ofmdfmni.gov.uk/2009_lfs_religion_report_pdf)

**Qualifications & Destinations of Northern Ireland School Leavers 2009/10 – (May 2011).**

[http://www.deni.gov.uk/index/32-statisticsandresearch\\_pg/32\\_statistical\\_publications-indexofstatisticalpublications\\_pg/32\\_statistical\\_publications\\_pressreleases\\_pg/32\\_national\\_statistics\\_school\\_leavers\\_pg.htm](http://www.deni.gov.uk/index/32-statisticsandresearch_pg/32_statistical_publications-indexofstatisticalpublications_pg/32_statistical_publications_pressreleases_pg/32_national_statistics_school_leavers_pg.htm)

**Women in Northern Ireland, September 2011**

[http://www.detini.gov.uk/women\\_in\\_northern\\_ireland\\_september\\_2011.pdf](http://www.detini.gov.uk/women_in_northern_ireland_september_2011.pdf)

**NI Rural Development Programme, 2010**

[http://www.dardni.gov.uk/nirdp\\_-\\_version\\_5\\_approved\\_by\\_the\\_european\\_commission\\_in\\_january\\_2010\\_pdf\\_2\\_105kb.pdf](http://www.dardni.gov.uk/nirdp_-_version_5_approved_by_the_european_commission_in_january_2010_pdf_2_105kb.pdf)

**Gender Pay Gap in Context – March 2010**

[http://www.ofmdfmni.gov.uk/the\\_gender\\_pay\\_gap\\_in\\_context\\_causes\\_consequences\\_and\\_international\\_perspectives-3.pdf](http://www.ofmdfmni.gov.uk/the_gender_pay_gap_in_context_causes_consequences_and_international_perspectives-3.pdf)

**Lifetime Opportunities Monitoring Framework: Baseline Report – October 2010**

[http://www.ofmdfmni.gov.uk/annex\\_3\\_lifetime\\_opportunities\\_monitoring\\_framework\\_oct\\_2010\\_pdf.pdf](http://www.ofmdfmni.gov.uk/annex_3_lifetime_opportunities_monitoring_framework_oct_2010_pdf.pdf)

**Indicators of Equality and Diversity in NI**

<http://www.ofmdfmni.gov.uk/index/equality/equalityresearch/research-publications/publications/publication-az.htm#anc-i>

**Statement on Key Equalities in NI (2007)**

[http://www.equalityni.org/archive/pdf/Keyinequalities\(F\)1107.pdf](http://www.equalityni.org/archive/pdf/Keyinequalities(F)1107.pdf)

**West Belfast and Greater Shankill (WBGs) Task Force Initiative Report**  
(2002) report: [http://www.dsdni.gov.uk/wb\\_and\\_gs\\_task\\_forces\\_report.pdf](http://www.dsdni.gov.uk/wb_and_gs_task_forces_report.pdf)

**Employment inequalities in an economic downturn.** Final Report July 2010  
R McQuaid; E Holywood, J Candueta, Employment Research Institute,  
Edinburgh Napier University.

**“Can contact promote better relations?” Evidence from mixed and segregated areas of Belfast** - July 2008 by Professor Miles Hewstone; Professor Joanne Hughes; Professor Ed Cairns.

**Improving Government service delivery to minority ethnic groups (2006)** by Philip Watt and Fiona McGaughey

**The Economic, Labour Market and Skills Impacts of Migrant Workers in Northern Ireland** (2009) Oxford Economics.

## SECTION 5: ASSESSMENT OF IMPACT

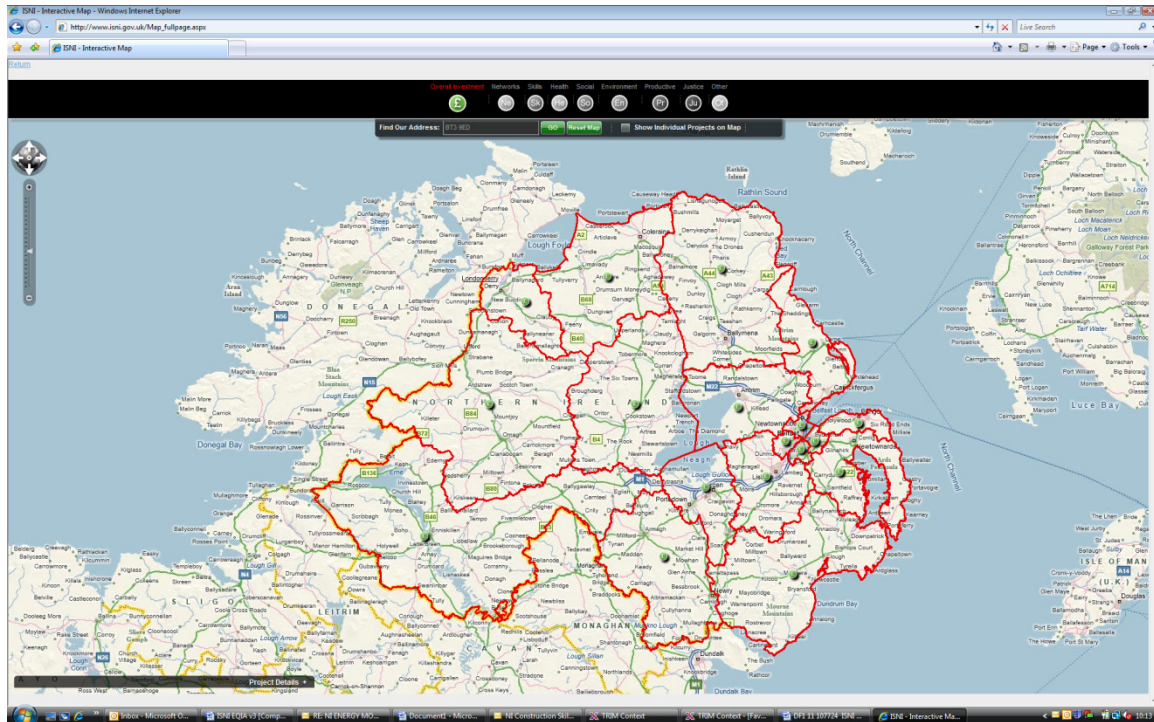
### *Background*

26. Investment under ISNI is arranged under seven pillars:
- **networks**; which includes roads, public transport, energy, communications, and ports;
  - **skills**; which includes schools, colleges, libraries and youth service facilities;
  - **health**; which includes hospitals, public safety and primary care facilities;
  - **social**; which includes housing, culture arts and sport;
  - **environmental**; which includes water and sewerage infrastructure, waste management and flood protection;
  - **productive**; which includes tourist attractions, rural development and government accommodation; and
  - **justice**; which includes assets used in policing and criminal justice.
27. Using, where possible, the most recent evidence available, this section of the EQIA provides an assessment to help:
- identify those who are likely to be most affected;
  - assess the likely impact on Section 75 equality groups, examining whether they are likely to have any direct or indirect differential impact on any of these groups; and
  - assess the extent to which the specific needs of section 75 equality groups will be addressed.
28. The intention in this assessment is to ensure that in identifying and taking forward priorities, due regard has been given to promoting equality of opportunity within and between Section 75 groups and that the subsequent actions put forward effectively target and meet these objectives.

29. A lot has been achieved since 2008. Capital investment here has been at unprecedented levels. Citizens are enjoying the benefits of improved roads, new public transport, health care facilities, schools and libraries. Water and waste water treatment facilities and telecommunication networks have also had significant improvements. Further investment is needed, however, to address deficiencies in key areas, such as hospitals, schools, roads and public transport which limit the capacity for further economic and social development and undermine efforts to safeguard the environment and comply with key EU Directives.

30. Through the draft PfG, the Executive recognises the important role in achieving its objective of growing a sustainable economy and investing in the future. Investment in infrastructure will enable the delivery of new and upgraded public infrastructure to support the economy, improve public services and regenerate communities. The priority also aims to improve the safety of the road network and enhance the provision of public transport, including enhanced provision for rural and isolated communities.

31. In response to the commitment to open and transparent government, and accessibility for all, comprehensive up-to-date information on all planned capital works funded under the Investment Strategy is now published. This information is freely available on the Executive's Investment Strategy website, [www.isni.gov.uk](http://www.isni.gov.uk). The objective is that everyone can stay informed about latest plans, timescales and can track progress. This is also an interactive map where citizens can see the projects being delivered in their area.



[www.isni.gov.uk](http://www.isni.gov.uk)

32. The table overleaf sets out investment allocations for the next four years, with indicative allocations for the six years following, to form a 10 year perspective. The funding will be used by departments to take forward capital programmes and projects that help us to deliver the policy objectives and priorities in the PfG. The investment is presented under pillars to help co-ordinate plans between government departments and ensure best use of public money.

33. Investment Priorities 2011/12 to 2020/21

#### **A5/A8**

**The Executive will consider the implications of the announcement by the Irish Government in relation to the A5/A8 road projects and will continue to engage with them during the consultation period. The final document will be updated to reflect the outcome of these engagements.**

## INVESTMENT PRIORITIES 2011/12 TO 2020/21

£ms	2011/12 to 2014/15	2015/16 to 2020/21	Total
Roads	1,190	1,281*	2,471
Public Transport	196	280	476
Gateways	-	-	-
Telecoms	14	6	20
Energy	10	95	105
<b>NETWORKS</b>	<b>1,410</b>	<b>1,662</b>	<b>3,071</b>
Schools & Youth	512	1,032	1,544
FE & HE	128	180	308
Libraries	12	70	82
<b>SKILLS</b>	<b>651</b>	<b>1,282</b>	<b>1,933</b>
Primary Care, Hospitals & Public Safety	851	1,470	2,321
<b>HEALTH</b>	<b>851</b>	<b>1,470</b>	<b>2,321</b>
Regeneration	215	270	485
Housing	758	855	1,613
Welfare Reform	8	12	20
Culture, Arts, Sport	149	208	357
<b>SOCIAL</b>	<b>1,130</b>	<b>1,344</b>	<b>2,475</b>
Water & Waste Water	668	600	1,268
Waste Management	4	12	16
Flood Risk Management	17	45	62
Environment	14	24	38
<b>ENVIRONMENT</b>	<b>703</b>	<b>681</b>	<b>1,384</b>
Enterprise & Innovation	154	145	299
Tourism	19	36	55
Rural & Primary Industries	66	76	142
Public Sector Infrastructure	85	128	213
<b>PRODUCTIVE</b>	<b>324</b>	<b>385</b>	<b>709</b>
Criminal Justice Infrastructure	290	385	676
<b>JUSTICE</b>	<b>290</b>	<b>385</b>	<b>676</b>
<b>OTHERS</b>	<b>17</b>	<b>9</b>	<b>26</b>
<b>GROSS TOTAL</b>	<b>5,376</b>	<b>7,218</b>	<b>12,594</b>

\* includes £118m (the balance of £400m) from the Irish Government for the A5 / A8 (see note on page 23).

The allocations across the seven pillars take account of the need to invest to support the economy and jobs at this difficult time, to promote equality of opportunity and to tackle disadvantage, and to protect and enhance our environment.

34. Recognising the strategic nature of the Investment Strategy, the analysis below focuses on the potential for the investment programme across the seven Pillars to promote equality of opportunity and the desirability of good relations. The assessment also takes account of the additional policy initiatives outlined in the PfG in support of infrastructure investment.

### ***Overall assessment***

35. Delivering significant investment and improvements to Northern Ireland's infrastructure, as set out in the Investment Strategy, is likely to have a positive impact on all Section 75 groups, both directly and indirectly by contributing to economic growth, social progress and environmental protection. It is anticipated, however, that some areas of infrastructure investment will have a differential impact on a number of the Section 75 groups. That impact is likely to be positive and addresses recognised need. In this context, investing in infrastructure has the potential to promote equality of opportunity and the desirability of good relations while addressing issues of exclusion and marginalisation. However, that potential will only be realised where departments ensure that the delivery of individual investment projects are subject to and informed by due consideration of the need to promote equality of opportunity and the desirability of good relations.

36. Investment in networks, road and social infrastructure across the region has the potential to increase the attractiveness of the wider region as a destination for business investment in pursuit of the Executive's aim of promoting economic growth and social progress across the region. This will be important in reducing sub-regional differentials. However, it will remain important for government at both central and local level, to work with agencies, business and social partners to ensure that the potential offered by infrastructure investment in this regard is realised.

## ***Religious Belief / Political Opinion***

37. In developing the draft ISNI, the Executive believes that the projects to be delivered will benefit all persons here, irrespective of their religious belief or political opinion. Indeed a more competitive regional economy will bring the potential for increased prosperity for its people and at least the potential for more sustainable employment. The extent to which the local economy will be able to take up these opportunities will undoubtedly depend on the vitality of the private sector, changes in the size and scope of the current public sector and the vibrancy of the community and voluntary sectors. That said the recent changes in the economy present an extremely challenging economic context within which ISNI has to operate.

38. The location of infrastructure, taking account of the geographic distribution of the overall population, may point to elements of that investment having a differential impact on persons of different religious belief. Investment in rail, for example may deliver marginal improvements for Protestants, reflecting the concentration of the rail network in the East, while investment in highways infrastructure in the West may deliver marginal improvements for Roman Catholics<sup>2</sup>. Similarly, investment in the higher education estate has the potential to impact more on Roman Catholics as a higher percentage of Roman Catholic pupils go on to higher education, while a higher percentage of Protestant pupils go on to further education here.

39. Potential differential impacts in this regard, however, emerge as a result of location and also usage/need by persons of different religious belief for particular services, i.e. roads, health and education. However, it is important to note, that the investment programme is based on responding to recognised need and

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<sup>2</sup> Sub Regional Transport Plan 2012 Equality Impact Assessment, DRD

ensuring an efficient and effective infrastructure for the benefit of all and which facilitates economic and social progress across the region.

40. The measures contained within ISNI aim to improve the competitiveness of the local economy, such as roads and telecom improvements, and should provide benefits across all the equality categories identified by Section 75 of the Northern Ireland Act 1998. Their implementation should make an important contribution in terms of supporting the recovery and the process of regional economic adjustment. The extent to which this may translate into an increase in the overall employment rate may be more difficult to predict given the scale of the challenges at both national and regional levels.

41. In respect of the labour market here, over the period 1992 to 2009, the number of economically active Roman Catholics of working age has increased<sup>3</sup>. Consistently over this period, Protestants have had a higher rate of economic activity than Roman Catholics. Over this same period there has been a small increase in the proportion of economically active Protestants with a larger increase in the proportion (and absolute numbers) of Roman Catholics of working age in employment.

42. Looking over the period of the ISNI, much will depend on the ability of the economy to maintain and increase employment levels. Continuing economic constraints are likely to impact on employment and earnings from public sector employment, with consequential impacts on retail, transportation and other sectors. There is a need to maximise the potential for employment so that opportunities do not simply compensate for reductions in employment as a result of changing economic circumstances.

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<sup>3</sup> 2010 Labour Force Survey Religion Report – November 2010, OFMDFM.

43. Our education system has an important part to play in ensuring that our young people leave school with the skills and qualifications needed to gain employment and become the next generation of business leaders. While overall standards have continued to rise, there remain gaps in achievement between young people from Roman Catholic and Protestant backgrounds, especially when socio-economic background is taken into account with 35% of Roman Catholic school leavers with free school meal entitlement and 23% of Protestant school leavers<sup>4</sup> with free school meal entitlement achieving at least 5 GCSEs A\*-C (including equivalent qualifications) including GCSE English and Maths.

44. Also the proportion of children living in poverty varies according to the religion of the family. Thirty-two per cent of children living in Roman Catholic families lived in poverty in 2008/09 compared to 18% for children living in Protestant families. (Households Below Average Income (HBAI) Northern Ireland 2008/09 report).

45. The investment programme, set out in the Skills Pillar of ISNI, aims to ensure that our young people regardless of their religious background are enabled to achieve good educational outcomes by the time they leave school.

46. Infrastructure investment, in particular the building of new roads, investment in air and sea ports, hospitals and the education estate has benefits beyond the local area. Therefore, while recognising that individual projects or areas of infrastructure investment may result in differential impacts, there is no evidence to suggest an adverse impact on persons of different religious belief. Rather, the provision of enhanced infrastructure, facilitating economic growth, social progress and environmental protection across the region will have a positive impact on persons of different religious belief.

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<sup>4</sup> Qualifications & Destinations of Northern Ireland School Leavers 2009/10, Department of Education NI (May 2011).

## Age

47. Improving infrastructure, including the enhanced provision of public transport and maintenance of the Concessionary Fares Scheme, as set out in the PfG, has the potential to have a differential impact on persons of different age, with a more positive impact on older people and children and young people. The enhanced provision of public transport is also likely to have a positive impact on people of all ages by addressing a perceived barrier to employment and inclusion, particularly for those in isolated and rural areas, and by increasing access to key services for all. Measures to promote road safety will benefit all groups, however, the Executive's proposals on infrastructure investment aim, in response to recognised need, to reduce the numbers of children killed on our roads, including a focus on children from disadvantaged communities and to promote safer driving among young males.

48. Enhancing social infrastructure will benefit all groups, though investment in schools is likely to have a more positive impact on children and young people, while investment in health infrastructure may be more reasonably seen to benefit older people. Persons aged 65 or over represent 13% of the local population yet account for a relatively high proportion of total inpatient activity and most of delayed discharges.

49. Research undertaken by the Employment Research Institute for the Equality Commission<sup>5</sup> indicates that:

- There has been a decline here in employment rates between 2006 and 2009<sup>6</sup>. The biggest decline has been for the 18-24 age group;

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<sup>5</sup> McQuaid, R, E Hollywood & J Canduela (2010) Employment inequalities in an economic downturn. Final Report July 2010. Equality Commission for Northern Ireland.

<sup>6</sup> DETI, Labour Force Survey: April-June 2006, Labour Force Survey: April-June 2009.

- In terms of unemployment rates, DETI's Labour Force Survey data indicates that the unemployment rate for the 18-24 age group has doubled from 9.9% (January to August 2007) to 19.0% (January to August 2010); and
- In terms of economic inactivity rates, these increased for the 18-24 age group between 2006 and 2009 (though as the report indicates, we have a pre-existing high level of inactivity and a large majority of the inactive in the 18-24 age group are students). The report points out that more people may be going into Higher or Further Education. One direct impact of the recession has been an increase in economic inactivity rates for younger people as they defer entry to the labour market by entering either further education or higher education.

50. In general, economic activity rates are related to those ages associated with full-time education. They peak during 'prime' working years and begin to drop off towards retirement age.

51. The Equality Commission's analysis of the impact of the recent economic recession stressed that though the recession has had a significant impact on younger age groups, the vulnerable position of older workers is also a concern, reflecting the difficulties they may face in re-entering the labour market once they have become retired<sup>7</sup>. In addition, the Commission's report advises that once older people move into unemployment they are far less likely to move back into work when compared to other age groups.

52. The following table provides examples of the on-going work within each ISNI Pillar to give due regard to "Age" in the development of policies and programmes.

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<sup>7</sup> McQuaid, R, E Hollywood & J Canduela (2010) Employment inequalities in an economic downturn. Final Report July 2010. Equality Commission for Northern Ireland.

**Actions to promote equality of opportunity between persons of different Age**

DE – Investment will continue to deliver the programme of school building refurbishment, replacement and equipment upgrades across the region in order to provide a high quality learning environment to support students and young people to achieve their full potential. New schools delivered to date have benefited from the latest thinking on schools design and teaching technology.

DEL – Investment to deliver upgraded Further Education college campus facilities will improve the education experience and possibilities for our post 16-year olds, and help to equip them with the right skills for tomorrow's economy.

OFMDFM/SIB – Introduction in ISNI of new Social Clauses into procurement contracts for major infrastructure developments is helping to provide opportunities for young people and long term unemployed to gain apprenticeships in key trades and a route to employment.

DCAL/LibrariesNI – A number of lesser utilised facilities have recently been closed across Belfast and further rationalisations may be required to reconfigure library services across the region. This has the potential to impact negatively on children and older people who may be less mobile. However, research has been undertaken to minimise the accessibility deficit, including how mobile library services can enhance services in rural and remote areas where the number of local users would not support a fixed service.

DHSSPS - Investment across the hospital, primary care and emergency services will continue to benefit older people, children and mothers who use the service more than other age groups due to elevated needs.

DSD – The Warm Homes Scheme provides a range of heating and insulation measures to older people who are in receipt of a qualifying benefit; this improves the thermal comfort of their homes.

53. In light of the relevance of capital investment across all seven Pillars to enhance the lives of all age groups, while recognising that there may be differential impacts, there is no evidence of an adverse impact on persons of different age, rather it is concluded, implementation of the measures associated with the priority will benefit all groups.

## ***Persons with or without a disability***

54. Approximately one in five of the population here is limited in their daily activities for reasons associated with a disability or long term condition. In 2009 the Continuous Household Survey reported that 23% of people had a limiting long standing illness. In general labour market outcomes for people with work-limiting disabilities are significantly worse than for other people.<sup>8</sup> In 2010/11 around 20% of pupils were identified as having a Special Educational Need.

55. People living in a household with one or more disabled adults have a higher than average risk of living in a household in relative poverty<sup>9</sup>. Almost one third (30%) of individuals living in a household with one or more disabled adults live below the poverty line compared to 21% of individuals in the population as a whole<sup>10</sup>.

56. All Departments are committed to ensuring that, as far as possible, investment within the ISNI takes full account of the needs of people with disabilities. This includes ensuring compliance with the Disability Discrimination Act.

## **Labour Force Survey estimates for persons with / without disabilities**

57. Labour Force Survey (LFS) estimates for the period April to June 2010 show that 31% of working age persons (16 to 64) with a disability here were in employment. For those without a disability the proportion in employment (75%) was over double this figure.

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<sup>8</sup> Source: Equality Commission, 2007 Statement on Key Inequalities.

<sup>9</sup> Relative poverty is defined as all those living below 60% of the median UK income.

<sup>10</sup> Source: DSD (2010) Northern Ireland Households Below Average Income

58. The working age employment rate for males with disabilities was slightly higher than that for females with disabilities. This pattern of higher employment rates for males than for females is common to both people with a disability and those without. The employment rate for males without a disability was higher than the rate for females without a disability.

59. For persons with a disability, the employment rate was highest for those aged 30-39 (44%) and lowest for those aged 50 – 59/64 (21%)<sup>11</sup>.

60. Just under a quarter of working age persons that were 'DDA disabled' and had a 'work-limiting' disability were in employment. The employment rate was higher for those that were 'DDA disabled' only.

61. Just under a quarter of working age persons with a disability indicated that their main health problem was a musculoskeletal problem or disability. These included persons with a disability affecting their 'back or neck' (14% of all working age persons with a disability), those with a disability associated with their 'arms or hands' (9%) and those with a problem affecting their 'legs or feet' (9%).

62. Investing in infrastructure is likely to benefit all persons with or without a disability, though there are likely to be differential impacts, reflecting need. For example, the enhanced provision of public transport, including improved access and the enhancement of health infrastructure, particularly at community level is likely to have a more positive impact on persons with a disability. These measures, however, are intended, for example, to address the distinct barriers to accessing public transport and the increased vulnerability to social and economic exclusion which people with a disability may encounter.

63. It is also recognised that there is a significant under-representation of those with disabilities within higher education. While there are a number of

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<sup>11</sup> Labour Force Survey (LFS), June 2010

contributing factors, investing in the education infrastructure offers an opportunity to ensure that facilities are fully accessible to those with disabilities.

64. There is an opportunity through investment in public infrastructure to address the barriers to economic and social progress which disabled people may experience and therefore to deliver a positive impact on this group. However, there is no evidence of an adverse impact on persons without a disability. In addition, increasing mobility, inclusion and support for people with a disability is also likely to facilitate the promotion of good relations between people with or without a disability.

65. The following table provides examples of the on-going work within each Department to give due regard to “Disability” in their capital investment programmes development of policies and programmes.

**Investments to promote equality of opportunity for persons with a Disability**

All departments comply with the requirement of the Disability Discrimination Act to ensure that new facilities and refurbished and upgraded infrastructure is accessible to persons with disability. Investment in DDA compliance works is included in ISNI funding and is part of the specification for the design of new facilities.

DRD – The Department’s Transport Programme for People with Disabilities and Rural Transport Fund supports a number of transport schemes which indirectly benefit people with elderly or disabled dependants. The Concessionary Fares Scheme also benefits people with elderly, disabled or young dependants.

## ***Persons with dependants and persons without***

66. Approximately 28% of families with dependent children here are lone parent families<sup>12</sup>. Within rural areas, households are more likely to have one or more dependent children than for the region as a whole<sup>13</sup>.

67. The risk of living in poverty is high if one is living in a lone parent household i.e. 39% of people living in a lone parent household are living in relative poverty although they comprise 17% of all people living below the poverty line<sup>14</sup>. The risk of living in poverty is somewhat less if one is living in a couple with children household i.e. 18% of people living in a couple with children household are living in relative poverty although individuals living in such families account for one-third of all those living in relative poverty.

68. Elements of the planned investment in infrastructure may have a differential positive impact on persons with dependants, including those with children and those caring for persons with disabilities. The most significant benefits are likely to arise from access improvements to bus and rail stations, schemes making it easier and safer to walk, demand responsive bus services in rural areas and improved health and education infrastructure. In this context, there is also the potential for the delivery of infrastructure investment to impact more on women than men, as women are more likely to provide informal care for dependants than men. Delivery of this priority, however, will also have positive impacts on persons without dependants and it is, therefore, concluded that there is no evidence of an adverse impact on persons with/without dependants.

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<sup>12</sup> [www.Poverty.org.uk](http://www.Poverty.org.uk)

<sup>13</sup> DARD (2004) EQIA on the Rural Development Programme (2001-2006).

<sup>14</sup> Source: DSD (2010) Northern Ireland Households below Average Income.

69. ISNI encourages co-operation in planning investment between different public service providers with the objective to design services that are convenient for the user. For example, the Grove Health & Care Centre brings together medical, leisure, advice and library services under one roof that is convenient for users compared to the cost and inconvenience of multiple trips. This is particularly relevant for those with dependents, and also relevant to people with disabilities.

### ***Persons of different marital status***

70. Research undertaken for the Equality Commission has indicated that ‘the greatest impact of the recession has been on those who are single or separated’.<sup>15</sup> The research explains that this finding is largely driven by the fact that this group is likely to be made up of large numbers of younger people. Indeed any relationship between single people and labour market outcomes will be driven primarily by age since single people as a group are likely to be comprised of a greater concentration of younger aged people. On that basis the relationship between single people and their labour market status will be driven more by their age profile than by their marital status. It has been observed that single parents are at a greater risk of economic disadvantage than other household types<sup>16</sup>. This reflects the earlier statistic namely that 39% of those people living in a lone parent household are living in relative poverty.

71. Despite the difficulties facing the local economy it is anticipated that the actions taken by Departments under each ISNI Pillar should deliver positive impacts for all persons irrespective of marital status.

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<sup>15</sup> McQuaid, R, E Hollywood & J Canduela (2010) Employment inequalities in an economic downturn. Final Report July 2010. Equality Commission for Northern Ireland

<sup>16</sup> Source: Centre for Social Justice (2010) Breakthrough Northern Ireland September).

72. In income terms, the data shows that women pensioners in couples aged over 65 without children had the lowest total incomes in 2006/07 (at only 48% of their male counterparts). Amongst men, the lowest incomes came from singles aged 65 or over. These figures have been extracted from DSD's Income Distribution series.

### ***Men and women generally***

73. Despite considerable advances over recent years, in terms of the rates of economic activity, employment and entrepreneurial activity, women are less well connected to the labour market than men.

74. The Equality Commission's 2010 "Employment Inequalities in an Economic Downturn" report suggests that the impact of the recent economic downturn on men has been greater than on women, in part because of the high number of job losses in the construction and manufacturing sectors which are male dominated industries. The unemployment figures for young men are a particular concern especially if these translate into long term unemployment.

75. Although young women have also experienced a sharp increase in unemployment, the recession has not had such a direct impact in terms of job losses when compared to men. However, it should be noted that many women are in a vulnerable position in the jobs market in low paid, part-time employment and that their job 'losses' (including reduced hours) do not always translate into the unemployment statistics.

76. The 2010 (ASHE – Annual Survey of Hours and Earnings) data indicates that there is now no gender pay gap as measured by median hourly earnings. Factors which contribute to the closing of the gender pay gap here include:

- the high level of women's employment in the public sector;
- the rise of the service sector;

- the decline in manufacturing and construction.

77. However over a lifetime, men will earn more on average than women because of the greater number of average hours worked, combined with the impact of women having more interrupted working lives<sup>17</sup>.

78. Investment in different forms of infrastructure may have a differential impact on men and women, though this reflects need and use of infrastructure. For example investment in health infrastructure and public transport may have a more positive impact on women. Women make more use of health infrastructure and make more use of public transport. Similarly, road safety programmes are likely to target young male drivers aged 17-24, recognizing that this group is 4.2 times more likely to cause death or serious injury on our roads<sup>18</sup>

79. Improvements in education infrastructure may impact more on women than men, given that a higher proportion of girls than boys go on to higher and further education<sup>19</sup>. There is also the potential for investment in education infrastructure to have a positive impact on addressing the gender differentials with regard to economic activity, where the delivery of such investment considers for example opportunities to facilitate increased or more accessible childcare provision and pre-school places.

80. While acknowledging the potential for a differential impact, however, both men and women will experience positive impacts through investment in infrastructure and there is no evidence of adverse impact on men or women generally.

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<sup>17</sup> [The Gender Pay Gap in Context: Causes, consequences and international perspective."](#) McDowell (2010), OFMDFM

<sup>18</sup> <http://www.roadsafetyni.gov.uk/index/publicity/publicityblame.htm>

<sup>19</sup> Qualifications and Destinations of Northern Ireland School Leavers 2004/05, DE

### *Persons of a different racial group*

81. In recent years there have been major changes in the diversity and number of minority ethnic people present in our community. It is recognised that they can face difficulties accessing public services particularly where English is not their first language.

82. The investment programmes in ISNI should be beneficial to all members of the community regardless of their race. More robust estimates are now available of the population of nationals from countries in Central and Eastern Europe now resident here since 2004 using data from a variety of sources. Data from NISRA indicates that the migrant adult population is largely dominated by those from Eastern Europe, particularly Poland and Lithuania and is predominantly young.

83. It is estimated that in 2009 the population of nationals from the “A8” Countries<sup>20</sup> amounted to 39,000. They were living primarily in Belfast, Dungannon, Craigavon and Newry & Mourne areas<sup>21</sup>. The Labour Force Survey estimates indicated that in April – June 2010, the number of those not born in the UK or Ireland of working age was 62,000 (of whom 52,000 were in employment). Overall this suggests that approximately 7% of those of working age and in employment comprised migrant workers.

84. Work undertaken by the Institute of Conflict Research (ICR) and the South Tyrone Empowerment Programme (STEP) has collected information on the

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<sup>20</sup> Eight central and Eastern European countries (referred to as the “A8” countries) joined the EU in May 2004. The A8 countries are Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

<sup>21</sup> Source: NISRA (2010) Migration Statistics for Northern Ireland (2009).  
<http://www.nisra.gov.uk/archive/demography/population/migration/Migration%20Report%202009.pdf>

experiences and characteristics of migrant workers<sup>22</sup>. Key findings from this research are:

- a relatively young population with almost half between the ages of 25 and 34.
- Just over three quarters were employed (either full-time or part-time), while a further 9% were unemployed.
- Approximately 39% have children (with the majority of children joining their parents at some stage by moving here from their home country). In 2010/11, there were over 8,000 Newcomer Children enrolled as pupils in NI.
- In 2010/11, over 1,000 enrolled pupils were from Traveller<sup>23</sup> communities.
- In terms of specific jobs the results indicated a progression in the labour market as well as some individuals working at a lower level than in their country of origin. In the case of the latter this may have been related to the lack of confidence in their ability to speak English at an 'acceptable level'.
- There was evidence of some progression in the labour market in relation to current and previous employment here.

85. Set alongside these findings, research undertaken by the NI Committee of the Irish Congress of Trade Unions has highlighted in 2006 "widespread exploitation and abuse of migrant workers across NI with the distinct possibility that the situation may get worse".

86. The key commitments put forward under ISNI will address issues concerning accessibility to public services including investment in health services to benefit all persons. There is no evidence that they will have an adverse impact on persons of a different ethnic group.

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<sup>22</sup> Institute for Conflict Research (2009) 'A Report on the experiences of migrant workers in Northern Ireland' December. Department of Employment and Learning. Available at: <http://www.delni.gov.uk/migrantworkersexperiences>

<sup>23</sup> Including Roma Travellers

## *Persons of a different sexual orientation*

87. Limited data is available on the relationships between various kinds of economic or social outcomes and experiences, and a person's sexual orientation. Recent research indicates that although the majority of people locally, across all workplace sectors, believed their sexual orientation would have no impact on their chances of progressing professionally at work, over a third either think their sexual orientation will have a negative impact on their chances of progressing professionally or do not know what the impact would be.<sup>24</sup>

88. The Life and Times Surveys since 1998 have examined questions concerning people's attitudes towards the lesbian, gay and bisexual (LGB) population. In 3 of the past 4 surveys, LGB people were considered second to minority ethnic people as being more likely to be treated unfairly<sup>25</sup>. These surveys also reveal 'widespread prejudice towards gay and lesbian people in Northern Ireland' (ARK, 2010). In addition, a study by the Equality Commission found that 24% of respondents believed that discrimination against LGB people was more common than five years ago and more than any other group<sup>26</sup>.

89. The investments in ISNI are expected to benefit all sections of society irrespective of sexual orientation. There is no evidence of differential or adverse impacts.

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<sup>24</sup> Matthew McDermott (2011) *Through our Eyes: Experiences of Lesbian, Gay and Bisexual People in the Workplace*. Published by The Rainbow Project

[www.rainbow-project.org/assets/publications](http://www.rainbow-project.org/assets/publications)

<sup>25</sup> ARK (2010) *Attitudes towards Lesbian, Gay and Bisexual People in Northern Ireland*; Research Update Number 66 March 2010.

<sup>26</sup> Equality Commission (2009) *Equality Awareness Survey 2008*, Belfast, Equality Commission.

## **MULTIPLE IDENTITIES**

90. The Executive's effectiveness in addressing existing inequalities and generating positive impacts via the draft ISNI will be dependent upon the delivery of actions, programmes and investment projects at departmental level.

91. The precise impact of individual schemes will be for each department to assess in terms of the potential impact in respect of the promotion of equality and good relations. In support of this, all departments will be expected to produce, as a minimum, a high level equality impact assessment of their future investment proposals which also takes account of issues relating to poverty, social inclusion and sustainable development.

92. In using the key findings on inequalities as a guide to decisions in terms of the choice of actions departments might take, a number of points are worth noting.

93. This listing should not be regarded as definitive as there will be considerable variation in the scale and scope of inequalities experienced by each of the s75 groups. In addition many of the issues raised in the above listing permeate more than one s75 group, for example the difficulties faced by lone parents in particular the situation facing women in respect of economic and social well-being. Likewise, the older population may face particular difficulties in accessing public services.

94. The 'cumulative impact' of multiple problems affecting particular groups indicates the need for co-ordination of mitigating measures across government and make their resolution challenging for all concerned. For example limited access to training or lower qualifications, means that they are placed at a competitive disadvantage in terms of access to or upward progression in labour market terms. The 'cumulative impact' of multiple sources of disadvantage – low incomes, dependency on benefits, limited skills and qualifications, absence of

role models – are likely to combine together to create long term inequalities in our society.

95. In many instances there is an important spatial dimension to these issues. For example, areas of multiple deprivation suffer from a concentration of problems and outcomes which may reflect the cumulative impact of multiple inequalities as evidenced by health and lifestyle indicators. Deprived areas have lower life expectancy, worse health outcomes, suffer from increased morbidity and mortality, have substantially higher levels of teenage pregnancy than the region's average and perform less well in terms of educational outcomes. There is a need to deal with educational underachievement wherever and whenever it exists. The Department of Education is fully committed to improving outcomes for all young people whether they are Catholic or Protestant, boys or girls, or from newcomer communities.

96. In regional terms there is an East West divide in terms of economic and social indicators. GVA per head is higher in the Belfast area than in the rest of the region. The other areas of the region have among the lowest levels of GVA of all NUTS 3 areas across the UK. Household incomes vary across the region with the highest in the Rural East and lowest in the Rural West. This pattern of variation is further evidenced by the map of disadvantaged areas here which identifies Strabane, Omagh, Cookstown Newry and Mourne as the focus for Departmental policies and programmes aimed at tackling disadvantage.

97. The Northern Ireland Multiple Deprivation Measure 2010<sup>27</sup> identifies small area concentrations of multiple deprivation. This uses information on seven types of domains of deprivation (covering income deprivation; employment deprivation; health deprivation and disability; education, skills and training deprivation; proximity to services; the living environment as well as crime and disorder). It

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<sup>27</sup> Northern Ireland Multiple Deprivation Measure (NIMDM) 2010 Report was published on 26 May 2010. It updates and replaces the NI Multiple Deprivation Measure 2005 as the official measure of spatial deprivation in NI.

confirms that the majority of the most deprived areas in Northern Ireland are in Belfast and Derry/Londonderry with some notable pockets in Lisburn, Craigavon and Strabane LGDs). The majority of areas in the least deprived decile are in the east of the region. Deprivation levels in Belfast LGD vary considerably. The majority of these deprived areas are situated in the west and north of Belfast. However, this index is not well suited to measuring rural poverty.

## SECTION 6: CONCLUSION

98. Overall, there is clear potential for positive impact through effective capital investment in new and upgraded facilities that are planned under the Executive's Investment Strategy. It is recognised that there are inequalities which ISNI will help to address. These measures are summarised below:

- Investment will continue to deliver the programme of school building refurbishment, replacement and equipment upgrades across the region in order to provide a high quality learning environment to support students and young people to achieve their full potential. New schools delivered to date have benefited from the latest thinking on schools design and teaching technology.
- Investment to deliver upgraded Further Education college campus facilities will improve the education experience and possibilities for our post 16-year olds, and help to equip them with the right skills for tomorrow's economy.
- Introduction in ISNI of new Social Clauses into procurement contracts for major infrastructure developments is helping to provide opportunities for young people and long term unemployed to gain apprenticeships in key trades and a route to employment.
- A number of lesser utilised facilities have recently been closed across Belfast and further rationalisations may be required to reconfigure library services across the region. This has the potential to impact negatively on children and older people who may be less mobile. However, research has been undertaken to minimise the accessibility deficit, including how mobile library services can enhance services in rural and remote areas where the number of local users would not support a fixed service.
- Investment across the hospital, primary care and emergency services will continue to benefit older people, children and mothers who use the service more than other age groups due to elevated needs.

- All departments comply with the requirement of the Disability Discrimination Act to ensure that new facilities and refurbished and upgraded infrastructure is accessible to persons with disability. Investment in DDA compliance works is included in ISNI funding and is part of the specification for the design of new facilities.

99. Whilst the measures listed above will assist in addressing inequalities, the main mitigating action is that departments are required to carry out a high level EQIA of individual projects.

## SECTION 7: CONSULTATION PROCESS

100. The Executive welcomes the views of any organisation, group or individual on this equality impact assessment. It will reflect on any proposals made in relation to the impact on the promotion of equality of opportunity:

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- Between men and women generally;
- Between persons with a disability and persons without; and
- Between persons with dependants and persons without.

Additionally, we will give regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

### Your comments

101. Overall the Department is keen to know if you agree with the findings contained in this consultation document. If not, please indicate the reasons why along with any further supporting evidence that you would be happy to make available to support your analysis.

102. Comments on this document can be made by mail, fax or email to:

ISNI Team  
Strategic Investment Board  
Clare House, 303 Airport Road West  
Belfast, BT3 9ED  
Email: [isni-egia-views@sibni.org](mailto:isni-egia-views@sibni.org)  
Telephone: 028 9081 6787  
Fax: 028 9081 6968  
Textphone: 028 9042 7617

103. To facilitate this process you may wish to consider the following questions:

- Do you have any views on any of the aspects of equality covered in this draft assessment?
- Are there any other issues that have not been addressed? If so, what are these?
- Do you have any views on how the delivery of the draft Investment Strategy should be taken forward to effectively address inequalities and differentials?
- Are there any measures that should be implemented to mitigate against an adverse impact on people in the Section 75 equality groups?

104. The Executive plans to conduct a consultation on the ISNI and associated EQIA at a strategic level.

105. Consultation is an integral part and key requirement of the EQIA process and enables the general public and section 75 groups to have their say and influence final decisions. In launching the consultation process the Executive is keen to obtain:

- consultees' views on the draft assessment of the equality impacts of the PfG;
- any further information which could be useful in assessing those equality impacts; and
- any comments or suggestions on how groups could be best engaged during the consultation process.

106. To facilitate direct engagement with interested parties and members of the public, officials will hold 7 public consultation seminars as follows:

<b>Date &amp; Time</b>	<b>Location</b>	<b>Venue</b>
Monday 9 January	Omagh	Omagh Enterprise Centre
Monday 16 January	Newry	Newry and Mourne Enterprise Agency
Monday 23 January	Derry/Londonderry	Millennium Forum
Monday 30 January	Belfast	Malone House
Monday 6 February	Armagh	North South Ministerial Council offices
Monday 13 February	Enniskillen	Clinton Centre
Monday 20 February	Ballymena	Ballymena Business Centre

107. To promote awareness, the public consultation events will be advertised in the regional press and e-mail notifications will be issued to our consultation list.

108. In the interests of safeguarding the environment, respondents will not receive an acknowledgement letter. However, a list of respondents will be placed on the website. In addition, we intend to publish responses (in full or in part). If you do not wish your response or name to be published on the website please make this clear in your response.

109. This EQIA is being made available to all consultees. A copy of this consultation document is also available on SIB's website <http://www.sibni.org>.

110. Requests for copies in alternative formats should be made to the ISNI Team at the address at the front of this document.

## **SECTION 8: MONITORING FOR ADVERSE IMPACT IN THE FUTURE**

111. The strategic level impacts, considered within this assessment will be monitored by the Executive to identify any unforeseen impacts of implementation and to ensure that as far as possible all objectives and anticipated positive impacts are being achieved over the period of implementation.

112. Individual departments and agencies are responsible for proposing investment projects, determining the objectives and desired outcomes and monitoring against those outcomes. SIB is in the process of developing an Equality Action Plan (in line with the Equality Commission Guidance, 2010). This includes an action measure to develop a process to monitor the equality objectives and outcomes of each project within ISNI in order to deliver a comprehensive overview of the contribution which projects make to reducing key inequalities.