Northern Ireland Executive
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OUR PLAN:

Doing What Matters Most

Programme for Government
2024-2027

Equality Impact Assessment

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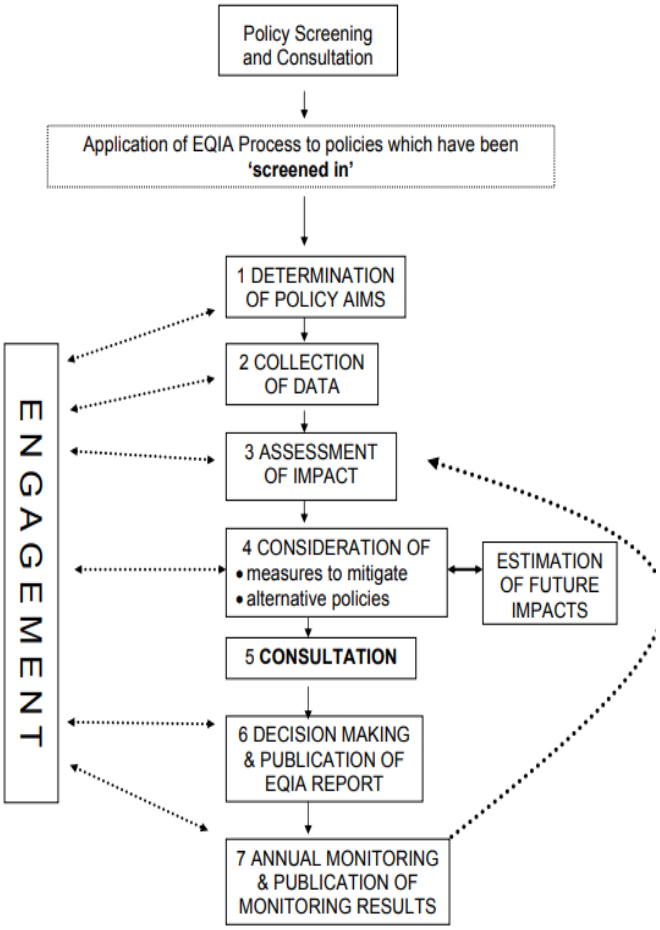
Introduction

The Introduction sets out the need and process for taking forward impact assessments for the draft Programme for Government (PfG).

An Equality Impact Assessment (EQIA) is a thorough and systematic analysis of a policy to determine the extent of differential impact upon the relevant groups and in turn whether that impact is adverse. It is also an opportunity to demonstrate the likely positive outcomes of a policy and to seek ways to more effectively promote equality of opportunity and good relations.

The Executive Office (TEO) developed a draft document to assist stakeholders in considering and responding to the potential impacts of the draft Programme for Government (PfG); Our Plan: Doing What Matters Most. Impact assessment and feedback during the consultation process fed into the decision-making process and both the draft Programme and the draft Equality Impact Assessment have been revised following consultation.

Figure 1: EQIA Process Flow Chart Source: Equality Commission's Practical Guidance on EQIA



Section 75 of the Northern Ireland Act 1998 (the Act) requires TEO to comply with two statutory duties:

Section 75(1): In carrying out our functions relating to Northern Ireland we are required 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,

- persons with dependants and persons without.

Section 75(2): In addition, without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The draft EQIA was conducted in line with the arrangements set out in TEO's Equality Scheme as well as with the Equality Commission for Northern Ireland (ECNI) guidance Practical Guidance on EQIA. The purpose was to assess and consider the potential impacts and opportunities of the Executive's draft Programme. An equality screening document including the decision to screen 'in' is provided at http://www.northernireland.gov.uk/PFG-Documents. In line with Section 75: A Short Guide to Screenings and EQIAs, an EQIA was deemed necessary as the draft Programme fulfilled several of the below criteria:

- The policy is highly relevant to the promotion of equality of opportunity.
- It affects a large number of people.
- It affects fewer people but where its impact on them is likely to be significant.
- It is a strategic policy or has a significant budget attached.
- Further assessment provides a valuable opportunity to examine evidence and develop recommendations.

The Rural Needs Act (NI) 2016 places a duty on specified public authorities to have due regard to rural needs when, 'developing, adopting, implementing or revising policies, strategies and plans, and designing and delivering public services.' A draft Rural Needs Impact Assessment (RNIA) was conducted and has also been subject to changes following consultation. It can be seen at http://www.northernireland.gov.uk/PFG-Documents. This Equality Impact Assessment refers to some data for people living in urban and rural areas.

Child Rights Impact Assessment (CRIA) is a tool developed by the Committee on the Rights of the Child as a mechanism for implementing the United Nations Convention on the Rights of the Child (UNCRC). Article 3 of the UNCRC, to which the UK is a party, requires that in all actions concerning children, their best interests shall be a primary

consideration. This basic principle applies whether the actions are taken by, ‘public or private social welfare institutions, courts of law, administrative authorities or legislative bodies.’ A draft CRIA was conducted and has also been subject to changes following consultation. It can be seen at http://www.northernireland.gov.uk/PFG-Documents.

Section 1: Defining the aims of the policy

Section 1 provides a description of what a Programme for Government is, and what this draft policy aims to do.

Section 20(3) of the Northern Ireland (NI) Act 1998 sets out that, 'the [Executive] Committee shall have the functions set out in Paragraphs 19 and 20 of Strand One of the Belfast Agreement'.

Paragraph 20 of the Agreement provides that:

> 'The Executive Committee will seek to agree each year, and review as necessary, a programme incorporating an agreed budget linked to policies and programmes, subject to approval by the Assembly, after scrutiny in Assembly Committees, on a cross-community basis.'

The aim of such a programme is to provide clarity and shared purpose for the Executive so that only, 'any significant or controversial matters that are clearly outside the scope of that programme' will need to go to the Executive Committee for discussion and agreement.

The parties in the power-sharing Executive are democratically elected by their various constituents and communities. A Section 20 programme outlines areas of agreement.

The Programme for Government 2024-2027 'Our Plan: Doing What Matters Most', as agreed by the Executive, aims more specifically to progress agreed priorities both in the short-term and the longer-term. It sets out the meaningful changes the Executive hopes to drive forward this year, commits to taking forward infrastructure projects, and sets the direction for the remainder of the mandate with a longer-term focus on Missions.

The programme contains three core areas – Doing What Matters Most Today (i.e. immediate priorities for this year); Building New Foundations (i.e. upgrading public sector infrastructure); and Shaping a Better Tomorrow (i.e. building a foundation for the longer-term).

The '**Doing What Matters Most Today**' section lists the following priorities:

- Grow a Globally Competitive and Sustainable Economy
- Deliver More Affordable, Accessible, High-Quality Early Learning and Childcare
- Cut Health Waiting Times
- Ending Violence Against Women and Girls
- Better Support for Children and Young People with Special Educational Needs
- Provide More Social, Affordable and Sustainable Housing
- Safer Communities
- Protecting Lough Neagh and the Environment
- Reform and Transformation of Public Services

The '**Building New Foundations**' section commits to investing in public infrastructure and reshaping delivery under the following headings:

- Boost Housing Funds
- Improve the Planning System
- Deliver Better Public Services
- Support Our Net Zero Future
- Manage Our Water
- Upgrade Stadia and Support Local Sports
- Retrofit Homes
- Improve Our Transport Infrastructure for Safer Travel, Connected Communities and Sustainable Economic Growth.

The '**Shaping a Better Tomorrow**' section sets out a direction towards three Missions of People, Planet and Prosperity, underpinned by a cross-cutting commitment to Peace.

There are also sections which break down anticipated costs and lay out an approach to monitoring progress through a Wellbeing Framework.

The Executive Committee are tasked with seeking to agree each year a programme incorporating an agreed budget. Although Budget 2024-25 was announced on 25 April, in advance of the draft PfG, both the Budget and the draft PfG reflected the Executive's views and priorities. The Executive have considered and will continue to consider potential equality impacts ahead of agreeing Budgets.

This EQIA has laid out and referred to a series of inequalities that may persist, or perhaps even worsen, without action. All nine departments received increased allocations in the June and October Monitoring Rounds, but it remains a constrained and difficult budget. Some earmarked allocations are already directly aligned with the priorities laid out in the Programme. For other policies and programmes, acknowledging that bids far outweighed allocations, the expectation is that the Executive's agreed commitments in the PfG will be taken forward and given priority within departmental budgets.

Although the financial context is constrained, it is important that decisions reflect the need to promote equality of opportunity and good relations and that decision-makers are cognisant of those groups – people with a disability for example – who repeatedly face inequality and will be disadvantaged where proactive measures are not put in place.

The Executive understands that the various issues that face our society affect people in different ways, and that the solutions to these challenges may also have a range of differing impacts. In reaching any decisions with regard to development and delivery of the PfG it is important to have due regard for the need to promote equality of opportunity and regard for the desirability of promoting good relations, along with due regard for rural needs, and consideration of the best interests of children.

Section 2: Consideration of Available Data and Research

Section 2 advises on the sources used to inform this assessment and gives an overview of some relevant data on inequalities.

The Programme comprises a range of policies and priorities, some of which continue work which has already begun, and others which are proposals and depend upon agreement being reached and funding being made available in the future. The available evidence for each will differ. Where individual impact assessments are already available, these are linked in Section 3.

As part of the development of the draft Investment Strategy for Northern Ireland, an EQIA was conducted and published for consultation in 2022.

To ensure comprehensive analysis of key inequalities across all nine Section 75 groups, (as related to infrastructure investment), the following eight thematic areas were included:

- Transport
- Housing
- Health and Social Care
- Education
- Communities and Places
- Justice
- Economy and Skills
- Environment

The comprehensive data analyses attached to each of these thematic areas resonate with the measures and actions contained within the PfG, and hence this work has not been duplicated here but is referenced alongside other relevant contemporary research sources.

List of data sources

The data sources as listed in Annex A have been referenced in considering the potential impacts of actions and measures contained within the Programme. Some sources are

directly relevant to policy areas while others provide useful context but perhaps relate to departmental budgeting decisions rather than to one particular policy area. In all cases, it was deemed inappropriate and unnecessary to duplicate the work already carried out and instead attempts have been made to highlight key facts, acknowledging that it will be the responsibility of individual policy areas to best assess potential adverse and positive impacts as the Programme is implemented.

High-level data by each of the Section 75 groups

A suite of statistical indicators of population-level wellbeing, known as the Wellbeing Framework, accompanies the Programme. The Framework will be used to help monitor and identify inequalities in relation to key indicators. Where possible, each indicator is broken down by Section 75 category, geographically, and over a period of time. Alongside Section 75 grounds and location, the Framework also includes deprivation as a variable, in keeping with the Equality Commission's Practical Guidance on Equality Impact Assessment (p.30).

Annex B summarises breakdowns by key variables and the complete Wellbeing Framework is available online at https://northernireland.gov.uk/wellbeing.

As the Programme is iterated and refined, the Wellbeing Framework will continue to guide the identification of areas linked with potential issues, and then use that as a starting point to investigate any possible need for intervention. There is equality data in the dashboard, and this has been implemented as a key functionality to allow potential inequalities to be highlighted and addressed in an appropriate and transparent way.

On the following pages, high-level data from the 2021 NISRA Census Table Builder, which allow for comparison across Section 75 categories, have been presented alongside summaries of key contemporary data. The data that have been selected and analysed cover health, education and employment as well as household level data relating to communities, transport, the environment, and housing[1].

[1] Inequalities in groups have been highlighted where the difference is greater than 5 percentage points.

The data has been selected to provide a snapshot of where possible inequalities may exist, set against the long-term PfG Missions of People, Planet, and Prosperity, underpinned by a cross-cutting commitment to Peace. As there is no justice data in the Census, data has also been selected by sources including the Safe Community Survey 2021/22 on criminal prevalence[2] and the earlier Criminal Justice Inspection NI report on Equality and Diversity within the Criminal Justice System.

More detailed data for all relevant activity will be considered within future screenings and individual EQIAs for initiatives and projects, as and when appropriate during the staged implementation of the Programme.

[2] Inequalities in groups in criminal prevalence have been highlighted where the difference was statistically significant at the 5% level.

Religious belief evidence / information:

- According to the 2021 Census, people with other religious beliefs were more likely to live in social or private rented accommodation than Catholics and Protestants. People with no religion were also more likely to live in private rented accommodation than Catholics and Protestants.
- On further analysis, people who were Protestant were not more likely to have one or more health conditions and were not more likely to be economically inactive; instead, differences as indicated below were more adequately explained by age (Census Table Builder: Economic Activity by Age by Religion) and (Census Table Builder: Health conditions by Age by Religion)
- People with no religion were less likely to have no qualifications.

Indicator	Catholic	Protestant	Other religions	No religion /religion not stated
% of population who live in LGD				
Antrim and Newtownabbey	28	46	1	24
Armagh City, Banbridge and Craigavon	41	42	1	16
Belfast	43	30	3	24
Causeway Coast and Glens	38	45	1	16
Derry City and Strabane	68	21	1	10
Fermanagh and Omagh	61	28	1	10
Lisburn and Castlereagh	24	49	2	25
Mid and East Antrim	17	58	1	24
Mid Ulster	62	28	1	9
Newry, Mourne and Down	68	19	1	12
Ards and North Down	11	55	1	32
Northern Ireland	**42**	**37**	**1**	**19**
% of population who live in a household that has renewable energy systems	6	6	7	5
% of population 1 or more long-term health condition	32	39	28	32
% of population who live in social rented accommodation	14	12	19	13
% of population who live in private rented accommodation	16	12	33	24
% of population in employment who worked 30 hours or less worked per week	31	32	34	29
% of population economically inactive	40	45	44	35
% of population with no qualifications	25	26	22	17
	Catholic	Protestant	Other/No religion	
% who were victims of any NI Safe Community Survey Crime	4	3	5	

Political Opinion evidence / information:

Within the 2021 Census, breakdown by political opinion is not available for the selected data. Political opinion may relate closely to religious belief and consequently may face the same challenges as those identified under ‘Religious Belief’ above.

Racial Group evidence / information:

- According to the 2021 Census, there were no differences across ethnicity for renewable energy systems, living in socially rented accommodation, working 30 hours or less, or qualifications.
- People characterised as 'white ethnicity: all other' and 'non-white' were less likely to have one or more long-term health conditions, were more likely to live in private rented accommodation and were less likely to be economically inactive.

Indicator	White ethnicity: British/Irish/Northern Irish only and Christian/no religion/religion not stated	White ethnicity: all others	Non-white ethnicity
% of population who live in LGD by religion			
Antrim and Newtownabbey	93	4	3
Armagh City, Banbridge and Craigavon	89	7	3
Belfast	88	5	7
Causeway Coast and Glens	96	3	1
Derry City and Strabane	96	2	2
Fermanagh and Omagh	94	4	2
Lisburn and Castlereagh	92	4	4
Mid and East Antrim	93	5	2
Mid Ulster	89	7	4
Newry, Mourne and Down	94	5	2
Ards and North Down	95	3	2
Northern Ireland	**92**	**5**	**3**
% of population who live in a household that has renewable energy systems	6	5	8
% of population 1 or more long-term health condition	36	20	19
% of population who live in social rented accommodation	13	11	17
% of population who live in private rented accommodation	14	50	39
% of population in employment who worked 30 hours or less worked per week	31	27	30
% of population economically inactive	42	25	37
% of population with no qualifications	24	27	26

Age evidence / information:

- According to the 2021 Census, there were no differences by age for people who live in households that have renewable energy systems or people living in social rented accommodation.
- The proportion of people living with one or more health condition increased with age.
- People aged 40-64 and people aged 65+ were less likely to live in private rented accommodation.
- There was no difference between people aged 16-39 and 40-64 in relation to hours worked with people aged 65+ more likely to work 30 hours or less.
- People aged 65+ were more likely to be economically inactive and have no qualifications.
- People aged 65+ were less likely to a victim of a crime that people aged 25-34, 35-49 and 50-64.

Indicator	0-15 years	16-39 years	40-64 years	65+ years
% of population who live in LGD				
Antrim and Newtownabbey	20	29	33	17
Armagh City, Banbridge and Craigavon	22	30	32	16
Belfast	19	36	30	15
Causeway Coast and Glens	19	28	34	19
Derry City and Strabane	21	30	33	16
Fermanagh and Omagh	21	28	33	18
Lisburn and Castlereagh	20	29	33	18
Mid and East Antrim	19	27	34	20
Mid Ulster	23	31	31	15
Newry, Mourne and Down	22	29	32	17
Ards and North Down	18	26	34	22
Northern Ireland	**20**	**30**	**32**	**17**
% of population who live in a household that has renewable energy systems	7	5	6	6
% of population 1 or more long-term health condition	15	25	39	67
% of population who live in social rented accommodation	15	13	12	12
% of population who live in private rented accommodation	21	24	12	6
% of population in employment who worked 30 hours or less worked per week	-	30	30	49
% of population economically inactive	-	27	29	89
% of population with no qualifications	-	12	22	48

	15-24 years	25-34 years	34-49 years	50-64 years	65+ years
% who were victims of any NI Safe Community Survey Crime	4	6	5	4	1

Marital Status evidence / information:

- While there are a number of areas included in the census data below where there is a difference between marital status groups, other factors such as age may be impacting on the differences.
- As such, no inequalities based solely on marital status have been identified. This may be due to limited data and future research may be required.
- There were differences between the following groups in relation to victims of crime: married and cohabiting, married and single, cohabiting and widowed, single and widowed.

Indicator	Single (never married or never registered a civil partnership)	Married or in a civil partnership	Separated (but still legally married or still legally in a civil partnership)	Divorced or formerly in a civil partnership which is now legally dissolved	Widowed or surviving partner from a civil partnership
% of population who live in LGD					
Antrim and Newtownabbey	36	48	4	6	6
Armagh City, Banbridge and Craigavon	35	49	3	6	6
Belfast	50	33	5	6	6
Causeway Coast and Glens	36	48	3	6	7
Derry City and Strabane	42	41	5	6	6
Fermanagh and Omagh	36	49	3	5	7
Lisburn and Castlereagh	33	52	3	6	6
Mid and East Antrim	33	49	4	7	7
Mid Ulster	36	50	3	5	6
Newry, Mourne and Down	37	48	4	5	6
Ards and North Down	31	51	3	7	7
Northern Ireland	**38**	**46**	**4**	**6**	**6**
% of population who live in a household that has renewable energy systems	5	7	5	4	4
% of population 1 or more long-term health condition	33	38	51	55	73
% of population who live in social rented accommodation	17	5	25	24	17
% of population who live in private rented accommodation	23	8	26	22	7
% of population in employment who worked 30 hours or less worked per week	31	30	36	33	49
% of population economically inactive	36	38	44	51	88
% of population with no qualifications	19	22	31	32	56

% who were victims of any NI Safe Community Survey Crime	5	3	6	5	2

Sexual Orientation evidence / information:

- According to the 2021 Census, there were no differences between people who identified as straight or heterosexual and people who identified as gay, lesbian, bisexual, or other sexual orientations, in terms of living in a household with renewable energy systems, living in social rented accommodation or working 30 hours or less.
- People who identified as straight or heterosexual were less likely to have one or more health conditions and live in private rented accommodation than people who identified as gay, lesbian, bisexual, or other sexual orientation.
- People who identified as straight or heterosexual were more likely to be economically inactive and have no qualifications than people who identified as gay, lesbian, bisexual, or other sexual orientation.

Indicator	Straight or heterosexual	Gay, lesbian, bisexual, other sexual orientation	Prefer not to say/Not stated
% of population who live in LGD			
Antrim and Newtownabbey	91	2	7
Armagh City, Banbridge and Craigavon	91	1	8
Belfast	87	4	9
Causeway Coast and Glens	91	1	7
Derry City and Strabane	90	2	8
Fermanagh and Omagh	90	1	9
Lisburn and Castlereagh	91	2	7
Mid and East Antrim	91	2	7
Mid Ulster	90	1	9
Newry, Mourne and Down	90	1	8
Ards and North Down	91	2	7
Northern Ireland	**90**	**2**	**8**
% of population who live in a household that has renewable energy systems	6	4	7
% of population 1 or more long-term health condition	39	46	48
% of population who live in social rented accommodation	12	15	18
% of population who live in private rented accommodation	14	32	20
% of population in employment who worked 30 hours or less worked per week	31	29	33
% of population economically inactive	40	30	59
% of population with no qualifications	23	10	37

Men & Women generally evidence / information:

- According to the 2021 Census, there were few differences between females and males across most of the indicators as presented in the table below. The exception to this were number of hours worked and economic inactivity, where women were more likely than men to work 30 hours or less, or to be economically inactive.

Indicator	Female	Male
% of population who live in LGD		
Antrim and Newtownabbey	51	49
Armagh City, Banbridge and Craigavon	50	50
Belfast	51	49
Causeway Coast and Glens	51	49
Derry City and Strabane	51	49
Fermanagh and Omagh	50	50
Lisburn and Castlereagh	51	49
Mid and East Antrim	51	49
Mid Ulster	50	50
Newry, Mourne and Down	51	49
Ards and North Down	51	49
Northern Ireland	**51**	**49**
% of population who live in a household that has renewable energy systems	6	6
% of population 1 or more long-term health condition	35	35
% of population who live in social rented accommodation	14	12
% of population who live in private rented accommodation	16	16
% of population in employment who worked 30 hours or less worked per week	45	18
% of population economically inactive	45	37
% of population with no qualifications	24	24
% who were victims of any NI Safe Community Survey Crime	4	4

Disability evidence / information:

- According to the 2021 Census, there are no differences between people with and without a disability in relation to living in a household with a renewable energy system or living in private rented accommodation.
- People with a disability were more likely to have one or more long term health conditions, live in social housing, work 30 hours or less, be economically inactive and have no qualifications.

Indicator	With a disability	Without a disability
% of population who live in LGD by religion		
Antrim and Newtownabbey	24	76
Armagh City, Banbridge and Craigavon	22	78
Belfast	27	73
Causeway Coast and Glens	26	74
Derry City and Strabane	27	73
Fermanagh and Omagh	24	76
Lisburn and Castlereagh	22	78
Mid and East Antrim	25	75
Mid Ulster	21	79
Newry, Mourne and Down	23	77
Ards and North Down	25	75
Northern Ireland	**24**	**76**
% of population who live in a household that has renewable energy systems	6	6
% of population 1 or more long-term health condition	92	16
% of population who live in social rented accommodation	23	10
% of population who live in private rented accommodation	14	17
% of population in employment who worked 30 hours or less worked per week	42	30
% of population economically inactive	77	27
% of population with no qualifications	42	16
% who were victims of any NI Safe Community Survey Crime	4	4

Dependants evidence / information:

- The dependant household's variable is household based and further analysis at an individual level is not available through the Census Table Builder.

Indicator	No dependant children in household	Household with dependant children
% of population who live in LGD		
Antrim and Newtownabbey	69	31
Armagh City, Banbridge and Craigavon	66	34
Belfast	73	27
Causeway Coast and Glens	71	29
Derry City and Strabane	67	33
Fermanagh and Omagh	69	31
Lisburn and Castlereagh	69	31
Mid and East Antrim	72	28
Mid Ulster	64	36
Newry, Mourne and Down	66	34
Ards and North Down	73	27
Northern Ireland	**69**	**31**

Urban and non-urban breakdowns evidence / information:

- According to the 2021 Census, there are no differences between people living in urban and non-urban areas in relation to % of population in employment who worked 30 hours or less per week, % of population economically inactive, and % of population with no qualifications.
- People living in urban areas are less likely to live in a household that has renewable energy systems.
- People living in non-urban areas are less likely to live in social or private rented accommodation or have one or more health conditions.

Indicator[3]	Urban	Non-urban
Northern Ireland	61	39
% of population who live in a household that has renewable energy systems	4	9
% of population 1 or more long-term health condition	37	32
% of population who live in social rented accommodation	18	5
% of population who live in private rented accommodation	19	12
% of population in employment who worked 30 hours or less worked per week	32	30
% of population economically inactive	43	39
% of population with no qualifications	24	23

[3] Urban status is derived by assigning Census Data Zones as either urban or non-urban. Data Zones with 90% or more of their usual resident population inside the boundary of an urban settlement (i.e. those settlements with population 5,000+ usual residents) are classed as urban. All remaining Data Zones are classed as non-urban. More information on Census 2021 Data Zones is available at Census 2021 output geography information papers

Section 3: Assessment of Impacts

Section 3 attempts to describe potential impacts on different groups of people and includes a section looking at many of the specific parts of the PfG. There are many existing inequalities. It is hoped potential impacts of the PfG are largely positive.

Consideration of impacts by Section 75 group

This section has drawn on the data in the previous section and on assumptions about possible impacts of the Programme. It is followed by a section outlining available impact assessments for individual policy areas included within the PfG.

Section 75 grounds	Impacts to consider
Religious Belief	Census 2021 data shows that 42% people here have Catholic religious belief, 37% Protestant, 1% other, and 19% No religion / religion not stated. Impacts will be felt differently by different groups as data in the previous section shows. An example is that people with other religions were more likely to live in both social or private rented accommodation than Catholics and Protestants. Recent data would suggest that many longstanding differences in economic activity by religion have been removed but that Protestants continue to have lower levels of attainment than Catholics at GCSE and A Level, and fewer Protestant school leavers enter higher education than do Catholics. 2022/23 data from the Department of Education NI shows that fewer school leavers with Other/No religion (35.8%) and fewer Protestant school leavers (39.2%) went on to higher education compared to 44.7% of Catholic school leavers.

	The percentage of people who live in a household that has renewable energy systems does not show an inequality for religious belief or for any Section 75 categories. Environmental data is often not collected at personal or group level but, where possible, we have referred to relevant EQIAs. Where EQIAs are available inequalities can sometimes be seen with regard to religious belief. This is shown in the EQIA on the overall Housing Supply Strategy which draws out other inequalities with regard to religious belief such as: • Catholic households wait longer than Protestant households to be allocated social housing and are allocated proportionately fewer homes, despite comprising a greater proportion of the waiting list and a greater proportion of applicants in housing stress. • People from other religions, mixed religions or no religions are the most likely to live in non-decent homes and experience the most overcrowding. Policies such as the Together: Building a United Community (T:BUC) Strategy and the District Councils' Good Relations Programme have a sole purpose of promoting good relations between people of different religious belief, political opinion and/or racial group. Efforts to tackle paramilitarism, are also explicitly intended to have positive impacts for relations between people of different religious belief, political opinion and/or racial group. With regards to religious belief / political opinion and equality, the ECNI welcomes efforts (via T:BUC) to deliver good relations across a range of grounds, and recommends the continued promotion of good and harmonious working environments.

	The latest Equality Commission's Fair Employment Monitoring Report (34; 2022) showed that of the monitored workforce, 42.4% were Protestant, 42.7% were Roman Catholic and 14.9% were Non-Determined. The strategic framework for youth justice notes that in recent years, a significantly higher proportion of admissions to the youth justice system, and the Juvenile Justice Centre in particular, have identified as being from a Catholic background. It is the intention that policies in the Programme, such as actions to **Provide More Social, Affordable and Sustainable Housing**, and actions to promote **Peace**, will address inequalities and have positive impacts upon the promotion of equality of opportunity.
Political Opinion	Political opinion will often correlate closely with religious belief and consequently may encounter the same issues and challenges as set out in Religious Belief above. The range of policies in the Programme have been agreed by the four-party power-sharing Executive and are hoped to have positive impacts across all our communities irrespective of the array of political views and opinions contained therein.
Racial Group	Census 2021 data shows that 92% of the population are white (British/Irish/Northern Irish only and Christian/no religion/religion not stated), 5% are white (other) and 3% are of non-white ethnicity. Impacts will be felt differently by different groups as data included in the previous section shows. For example, people with a non-white and/or non-Christian ethnicity are less likely to have one or more long-term health conditions, more likely to live in private rented accommodation, and less likely to be economically inactive. Where a group is disproportionately living in

	private rented accommodation and not in social rented housing, they are more at risk of limited security of tenure, high housing costs, poor housing management, and sometimes poorer housing conditions. The Department for Communities (DfC) Audit of Inequalities also shows inequalities with regards to different ethnic groups. It shows that people from an ethnic minority background, including new communities, may experience greater impacts associated with poverty as a result of less developed social and economic networks and poorer job security. Policies such as the **Together: Building a United Community (T:BUC) Strategy** and the **District Councils' Good Relations Programme**, as mentioned in the Religious Belief section above, are also intended to improve good relations between ethnic groups and therefore are also relevant for this Section 75 category. With regards to race equality, the ECNI recognises difficulties experienced in education by Irish Traveller, Newcomer, Roma and refugee learners, and recommends (among other actions) targeted initiatives with regards to employment and health, and a multi-agency Taskforce on Traveller accommodation. This EQIA also indicates that the NI justice system needs to become more accessible and welcoming in general, including to those from marginalised communities. In its submission to the Inquiry by the Northern Ireland Affairs Committee into the experiences of minority ethnic and migrant people in Northern Ireland (2021), the Equality Commission notes a series of inequalities faced by minority ethnic groups including the Irish Traveller community who suffer from lower life expectancy and poor educational outcomes. Furthermore, those from minority ethnic

	communities may have language or cultural difficulties in accessing public services while literacy difficulties (which may particularly affect the Irish Traveller community) can cause barriers to accessing facilities and services. It is the intention that policies in the Programme for Government, such as actions to **Provide More Social, Affordable and Sustainable Housing**, progressing work on social inclusion strategies and growing our economy, along with actions to promote **Peace**, will address inequalities and have a positive impact on the promotion of equality of opportunity and good relations.
Age	Census 2021 data shows that 20% of the population were aged 0-15, 30% are aged 16-39, 32% are aged 40-64 and 17% are aged 65 and over. There will be different impacts of the Programme across the age spectrum. Data in the previous section shows, for example, that the proportion of people living with one or more health condition increases with age. Younger age groups are more likely to live in private rented accommodation. People aged 65+ are less likely to be a victim of a crime than people aged 25-64, while older people are more likely to report loneliness. Individual EQIAs have revealed significant inequalities by age. For example, the EQIA on the overall Housing Supply Strategy illustrates that; • For younger people aged 16 to 24 years old, private renting is associated with a significant increase in poverty after housing costs are taken into account.

- Older people remain more likely to own their own homes and are more likely to have inadequate non-decent housing conditions.

Inequalities are also shown in the Department of Health's 2024-25 Budget Equality Impact Assessment. This notes that older people tend to have the highest and most complex needs, that 17% of people aged 65 and older have bad or very bad health, and that waiting list initiatives would impact older people more. It also notes increasing demand for children's services (those in need, those on the child protection register, and those in care).

The EQIA for the Consultation on the draft Green Growth Strategy for Northern Ireland, also shows impacts on Section 75 groups and notes a variety of broad possible impacts, e.g. 'the move to a low carbon environment will increasingly involve using technology, and electronic communication which can adversely impact on those who are not familiar or comfortable with this technology, particularly older people'.

The DfC Audit of Inequalities shows inequalities with regards to age and shows that young people (18-24 year olds) have the lowest working age employment rates and the highest rates of unemployment and economic inactivity.

With regards to age equality, the Equality Commission recommends a wide range of actions to address inequalities faced by people of different ages. These include (but are not limited to) actions for:

- Younger people requiring mental health support services.
- Young carers, looked after children, and those within the juvenile justice system.

	• Long-term unemployed older people. • Older people requiring housing adaptations, and to advance energy efficiency. • Older LGBTQIA+ people in domiciliary, residential, and nursing care. Consideration should therefore be given as to how best to engage with older people and organisations which represent their interests to capture and utilise the views of older people, and thereby effect positive change. The Children's Services Co-operation Act (Northern Ireland) 2015 requires "co-operation among certain public authorities and other persons to contribute to the wellbeing of children and young persons". Its most recent report, for the period June 2020 to December 2022, recognised that children with a disability or with Special Educational Needs, looked after children and those in poverty faced multiple challenges for which a joined-up approach is necessary. The Investment Strategy Northern Ireland (ISNI) EQIA (2024) reports that in general, older people still experience barriers to Health and Social Care and are more likely to experience loneliness than the population as a whole. Social isolation of older people is caused by a number of factors including differential access to, and availability of, health and social care alongside a lack of affordable public transport. It also states that on a range of measures, older people are far more likely than other age groups to live in poor housing conditions.

	It also reports that according to a PIAAC survey (2012), one in five (17.4% / 256,000 people) adults in Northern Ireland have very poor literacy skills. The ISNI EQIA also found that those aged 18 – 24 years have higher unemployment rates than those aged 25 or older and states that youth unemployment is associated with lifelong problems such as worklessness, poverty, lower life satisfaction and ill-health. It also shows that young people within the youth justice system and those leaving care are more likely to face housing inequality. It also found that there is little empirical evidence currently available as to how decarbonisation and a switch from traditional carbon energy sources may impact adversely on marginalised and vulnerable communities in NI, including older people, those with a disability and families living in poverty. The Northern Ireland Poverty and Income Inequality Report (2022/23) states that long term trends show that children are at a higher risk of living in poverty than the overall Northern Ireland population in both relative and absolute measures. The recently published Fuel Poverty Strategy screening document references the negative impacts of poverty upon children's education and health outcomes. Northern Ireland Statistics and Research Agency (NISRA) statistics report that in 22/23 almost half (47%) of those aged 65+ reported having no digital skills compared to less than 10% of those aged 16-49. Digital skills take into account the use of online services, finding information online, communicating online, and using the internet safely and securely.

	It is the intention that policies in the Programme, such as actions to **Cut Health Waiting Times**, to **Provide More Social, Affordable and Sustainable Housing**, and to **Retrofit Homes**, as well as actions under **People**, **Planet**, and **Prosperity** will address a number of these inequalities and will have positive impacts on the promotion of equality of opportunity.
Marital Status	Census 2021 data shows that 36% of the population are single (never married or never registered a civil partnership), 48% are married or in a civil partnership, 4% are separated (but still legally married or still legally in a civil partnership), 6% are divorced or formally in a civil partnership which is now legally dissolved and 6% are widowed or surviving partners from a civil partnership. In relation to data in the previous section, no significant inequalities between marital status groups have been identified. Married people (or those in a civil partnership) and widowed people were less likely to have been victim of a crime than some of the other groups. The proposed suite of actions and commitments are not envisaged to have differential impacts in this category, although there is some intersection with dependancy status with regards to housing and childcare, two issues which are both immediate priorities within the Programme for Government. Statistics from the Northern Ireland Housing Bulletin show that single people on the social housing waiting list are more likely to be in housing stress than any other marital status groups.
Sexual Orientation	Census 2021 data showed that 90% of the population identified as straight/heterosexual, 2% identified gay, lesbian, bisexual, or other sexual orientation and 7% preferred not to say/not stated. Using the data from the previous section, we can see that people who identified as gay, lesbian, bisexual, or other sexual orientation are more likely

	to have one or more health conditions, are more likely to live in private rented accommodation than people who identified as straight or heterosexual and are more likely to be victims of homophobic hate crimes, whether reported or not. EQIAs from departments also show some differences between those of different sexual orientations. An example of this would be the Department of Health's 2024-25 Budget Equality Impact Assessment which notes that people from the LGBTQ+ background are more likely to suffer from mental health problems. With regard to sexual orientation and equality, the ECNI recommends action on homophobic hate crimes and bullying in schools and workplaces, and a robust and comprehensive sexual orientation strategy. The Equality Commission for Northern Ireland (2013) report that public attitudes towards the LGBTQI+ community have been improving steadily in recent years, yet prejudice still prevails, and this contributes to the incidence of homophobic crimes; there is also a view that these crimes are generally underreported. Homophobia, biphobia and transphobia can lead to anti-LGBTQI+ harassment and violence that puts gender and sexual minorities at heightened risk of physical and psychological harm. It is reported in the Draft Investment Strategy for Northern Ireland (ISNI) - draft Equality Impact Assessment (2022) there are specific and complex issues that may contribute to homelessness as an issue associated with the LGBTQI+ community. It is the intention that policies in the Programme, such as actions to **Cut Health Waiting Times**, and **Provide More Social, Affordable and Sustainable Housing**, will address inequalities and have positive impacts upon the promotion of equality of opportunity, along

	with our commitment to keep communities safe under the **Peace** mission.
Men and women generally	Census 2021 data shows that 51% of the population are female and 49% are male. Data included in the previous section highlights some of the ways in which men and women are impacted differently within our society. For example, women are more likely than men to work 30 hours or less and/or be economically inactive and are less likely to be engaged in technological industries generally. Individual policy EQIAs also show impacts on both men and women generally. The draft EQIA for the Framework to End Violence Against Women and Girls, published in May 2023, notes the over-representation of women and girls as victims of harassment, sexual offences and other crimes against society. The Public Prosecution Service (PPS) data on cases involving sexual offences 2021-2022 demonstrates the gender of suspects on files received and shows that 96% were male and 4% were females. This demonstrates an over-representation of male suspects. **Ending Violence Against Women and Girls** in its entirety is likely to have a major positive impact on women and girls in general by enabling them to live free from violence and fear of violence. It is also expected to have a positive impact on men and boys. The Department for the Economy 2023/24 budget consultation EQIA noted a gender imbalance in the labour market, for example showing less female participation in apprenticeship schemes. The DfE 2024-25 Equality Screening document noted that Invest NI anticipated minor impacts of reduced funding on groups including gender – i.e. on programmes designed to address underrepresentation of women in STEM and leadership roles. This

	was mitigated by £2.9 million additional funding in the June Monitoring Round. The DfC Audit of Inequalities highlighted a number of inequalities attached to this Section 75 group. It highlighted that women may experience barriers to employment and economic participation and that women continue to be underrepresented in public appointments, community development and leadership roles in public decision-making. It also showed that men may be subject to particular health problems leading to higher rates of morbidity and mortality associated with poverty. Figures from the NI Labour Force Survey show that within the labour market, women experience a lower employment rate and a higher economic inactivity rate. They are also more likely to be in part-time employment than men. It also found that within education, males have lower levels of attainment than females, a trend that begins in primary school and continues throughout schooling to GCSE and A Level. 2022/23 data from the Department of Education shows that 72.9% of male school leavers achieved at least 5 GCSEs A*-C (including English and maths) compared to 79.4% of females. A higher proportion of female school leavers also achieved 3 or more A levels A*-C compared to males (49.2% and 35.2% respectively). Fewer male school leavers enter higher education than do females, for example, in 2022/23, 49.1% of female school leavers entered higher education compared to 34.1% of male leavers. It is the intention that policies in the Programme for Government, such as actions to support parental employment through **Delivering More Affordable, Accessible, High-Quality Early Learning and Childcare**, progressing work on social inclusion strategies and

	growing our economy, and actions around **Ending Violence Against Women and Girls** will address gender inequalities and have a positive impact on the promotion of equality of opportunity.
Disability	Census 2021 data shows that 24% of the population live with a disability and 76% without. In relation to data included in the previous section, people with a disability were more likely to have one or more long term health conditions, live in social housing, work 30 hours or less, be economically inactive and have no qualifications than those without a disability. With regards to disability and equality, the Equality Commission recommends a wide range of actions to address inequalities faced by people with disabilities. These include (but are not limited to) actions to narrow key gaps and advance equality of opportunity in educational attainment, employment, health outcomes, and also to tackle hate crime against those with a disability, and to coordinate these actions strategically and cross-departmentally. A general reduction in health and social care waiting times would be likely to have a positive impact on people with disabilities as they are those who are more likely to have one or more long term health conditions. More specific, targeted initiatives have the potential to impact positively on specific groups. Providing more social and affordable housing would also be likely to have a positive impact on people with disabilities as they are more likely to live in social housing. The ECNI Statement on Key Inequalities in Housing and Communities (2017) states that many disabled people continue to live in homes that do not meet their requirements.

	People with disabilities experience climate change impacts differently and often more severely than others. For example, poor air quality can contribute to reduced lung function, aggravate asthma, and increase the risk of heart attacks and strokes. Moving to a net zero economy includes actions that reduce the use of fossil fuels like coal, oil and natural gas. Such actions can substantially improve air quality and provide positive impacts to health, including in particular children's and older people's health. There is also evidence of particular issues regarding educational attainment for disabled students which serves to perpetuate a cycle of deprivation. A key inequality identified in the 2017 ECNI Key Inequalities in Education Statement 2017 noted that students with any SEN or a disability are more vulnerable to bullying. Figures from the Labour Force Survey show that the employment rate is lower among people with a disability, for example; in 2023 the employment rate was 42.1% among people with a disability compared to 83.4% among people with no disability. The ECNI 2018 Statement on Key Inequalities in Employment found that people with disabilities face wider barriers to employment, such as access to transport, the physical environment and limited support. For those with a disability, gaps in educational attainment partially explain the employment gap but participation in employment is still lower for people with a disability than non-disabled people with equivalent qualifications. It is the intention that actions included in the Programme, such as those to **Cut Health Waiting Times**, **Provide More Social, Affordable and Sustainable Housing**, progressing work on social inclusion strategies, growing our economy, and providing **Better Support for Children and Young People with Special**

	Educational Needs, will address inequalities and have positive impacts on the promotion of equality of opportunity.
Dependancy Status	Census 2021 data shows that 69% of the population live in households with dependant children and 31% have a household with one or more dependant children. In relation to data included in the previous section, no significant inequalities between persons with or without dependants are identified other than those relating to childcare and the special needs of those with significant caring responsibilities. The ECNI 2018 Statement on Key Inequalities in Employment reported that lone parents with dependants experience particular barriers to employment, often linked to the cost and availability of childcare. The DfC Audit of Inequalities shows differences in this group. It shows that people with dependants or caring responsibilities may be more likely to be economically inactive and unable to access the labour market. The EQIA for the draft ISNI states that specific issues exist for carers of people with a disability and people who care for young children or older relatives. These include, in particular, the complexity of the benefits system, the interaction of this system with paid work, and the earnings and hours limits set to qualify for social security. The State of Caring 2022 report (14% of respondents were from Northern Ireland) reports that with the rise in cost of living, carers' finances are under more pressure than ever before, causing additional stress and anxiety. They found that issues with accessing healthcare appointments and social care services means that many carers are

	feeling lonely and isolated, and many are not getting the support they need. The proposed suite of actions and commitments are envisaged to have differential impacts in this category as **Delivering More Affordable, Accessible, High-Quality Early Learning and Childcare** is likely to help address inequalities faced by some people with dependants.
Urban / Rural	Census 2021 data shows that 61% of the population live in urban and 39% in non-urban areas. There is potential for different impacts on people living in rural settings compared to those living in urban settings and the census data in the previous section shows that people living in rural (or 'non-urban') areas are less likely to live in households with renewable energy systems, less likely to live in social or private rented accommodation, and less likely to have one or more health conditions. At the same time there is a greater likelihood that those living in smaller rural communities may have greater difficulty in accessing a range of goods, facilities and services, for example with regard to transport, healthcare, education, and new technology. With these issues in mind, a draft Rural Needs Impact Assessment (RNIA) was conducted and has been subject to changes following consultation.

Available impact assessments for policies contained in the PfG

This section outlines available impact assessments which may have relevance for individual policies that have an immediate priority within the Programme for Government. A summary of how each policy may potentially impact upon equality of opportunity, either positively or negatively, for each of the Section 75 categories has been made at the end of this section. Note that this is presumptive and as policies are developed and individual impact assessments become available, understanding will be improved.

Apart from **Upgrade Stadia and Support Local Sports** (see below), the remaining new measures that are included under the heading **Building New Foundations** will also be afforded due consideration but at the appropriate time during implementation. It is not felt that any of these measures will have an adverse impact on any Section 75 groups but instead will enhance and reshape the public infrastructure for the benefit of all.

A commitment to invest £26 billion of public funding in the next decade is being made in the upcoming Investment Strategy for Northern Ireland. This impact assessment has referenced the Equality Impact Assessment done for ISNI but has not set out to duplicate previous work. Detail on the initiatives and capital projects being progressed through ISNI and the potential impacts can be seen in the ISNI EQIA Consultation.

With regards public and community transport and active travel, the Department for Infrastructure Budget 2024-25 EQIA notes potential for impact upon groups who are high-users or who are less safe – those from minority ethnic backgrounds, children and older people, single people and single parents, LGBTQI+ people and women in rural areas and those with a disability.

Policy	Impact assessments
Grow a Globally Competitive and Sustainable Economy	The Department for the Economy 2023/24 budget consultation EQIA final response was published in December 2023. It noted disproportionate or adverse impacts with regard to several Section 75 groups in two policy areas, Apprenticeships, and business support provided through Invest NI. The DfE 2024-25 Equality Screening document noted that Invest NI anticipated minor impacts of reduced funding on various groups. The Executive's ISNI Infrastructure 2050 EQIA likewise considers the impact of economic growth and investment on the promotion of equality of opportunity. The EQIA recognises that with the expansion of the physical and digital infrastructure there is not only a positive uplift for the region as a whole but also a concern for certain groups. Those who are marginalised or are positioned on the wrong side of the 'digital divide' may fall yet further behind unless positive steps are taken to avoid this outcome. As development progresses for the proposed policies, relevant impact assessments are being taken forward, mindful of these considerations. An understanding of impacts will become available through that process.
Deliver More Affordable, Accessible, High-Quality Early Learning and Childcare	An Equality Screening document has been published for 2024/25 measures in the Early Learning and Childcare Strategy. It indicates potential for positive impacts on families with dependants and on children from equality groups, including those from minority ethnic communities, those aged 0-4 and 4-12, and those with disabilities. It also notes potential positive impacts on gender inequality as

	women are more likely to have childcare responsibility, more likely to be a single parent, and more likely to work in the childcare sector. The Final Equality & Impact Assessment Report on the Department of Education 2023-24 Resource Budget was published in November 2023. It noted that, per the 2022-23 annual school census, there are 22,715 pupils in funded pre-school education (pre-compulsory school age) and noted budget reductions would have negative impacts.
Cut Health Waiting Times	The Department of Health's EQIA of the 2024-25 Budget Outcome, published in June 2024, notes that – had funding been available – there was the potential for positive impacts, and that reducing funding is likely to have a disproportionate impact on those who are high users of health and social care services such as children and older people, people with disabilities and people with dependants. The funding that has been directed to Waiting List Initiatives will particularly benefit older people, people with disabilities and people with dependants. Impact assessments, including EQIA, rural needs and child impact, will continue to be conducted as appropriate at specialty or project level.
Ending Violence Against Women and Girls	The Report and Recommendations on the EQIA for The Executive Office's Spending Plans 2023-24 was published in August 2023. It noted the ECNI view that, 'action is required to tackle gender-based violence and domestic violence and … tackling stereotypical attitudes through education should remain a priority'. The EQIA for The Executive Office Budget Allocation for 2024-2025 was published for consultation in August 2024. It notes the EVAWG

	programme has been asked to act intersectionally and impacts on women and girls in all other Section 75 groups have been identified and will be addressed within the programme. Specific to Ending Violence Against Women and Girls, the impact assessments listed below have been conducted. The EQIA notes that the necessary strategic approach must be gender specific, given the disproportionate impact of violence, abuse and harm against women and girls, and intersectional, noting 'at risk' groups - women and girls who are deaf and disabled, LGBTQIA+, minority ethnic, older, financially dependent, homeless, those who suffer from addiction, looked after children, as well as those with insecure immigration status and those residing in rural areas. • Equality Impact Assessment EVAWG (also subject to Public Consultation in 2023) • Human Rights Act Impact Assessment • Child Rights Impact Assessment (CRIA) • Windsor Framework – Article 2(1) Impact Assessment • Rural Needs Impact Assessment • Equality Screening Proposed Strategic Framework to End Violence Against Women and Girls The Department of Justice Draft Budget 2022-25 Consequences Document also notes minor impacts of budgeting decisions across Section 75 groups. It notes that, 'men are more likely to commit crimes, [and] that women are most often victims of domestic and sexual violence and that there are particular needs that need to be addressed [including for] women, children and vulnerable young people, vulnerable adults and foreign nationals'.

	These considerations should be factored in to work aimed to speed-up the justice process, and routine screening and impact assessments will be taken forward, as necessary, as part of project scoping.
Better Support for Children and Young People with Special Educational Needs (SEN)	As mentioned above, the Final Equality Impact Assessment Report on the Department of Education 2023-24 Resource Budget was published in November 2023. It noted that, 'data gathered as part of the 2022-23 Annual School Census Exercise (March 2023) shows that 18.7% of pupils in schools were recorded as having special educational needs; and that 6.8% had a statement of special educational needs', and goes on to state that, 'there is a need to reduce unnecessary and undue delays in the statutory assessment and statementing process'. An Equality Screening and Child's Rights Impact Assessment (CRIA) will be taken forward to cover the package of year one proposals as policy development progresses.
Provide More Social, Affordable and Sustainable Housing	The Department for Communities Budget 2023-24 - Equality Impact Assessment (EQIA) Final Decision Report was published in October 2023. With regards to affordable housing the EQIA refers to the needs of older people, those with disabilities and other vulnerable people, including those individuals leaving the criminal justice system and those who are victims of domestic violence. The Department for Communities Budget 2024-25 EQIA, June 2024, notes that continuing the Supporting People Programme will positively impact older people and people with a disability including mental health and learning disabilities. It notes detrimental effects of reduced capital budget on new build social housing and other

	schemes such as Affordable Warmth, including disproportionate and adverse impacts likely for several groups. A detailed EQIA on the overall Housing Supply Strategy was published by DfC alongside other impact assessments in November 2021 and refers to relevant priority areas. It notes a range of impacts across Section 75 groups including (but not limited to): that older people are more likely to live in poor housing conditions; that a higher proportion of Catholic than Protestant households live in fuel poverty; that homelessness due to domestic abuse disproportionately affects women; that racially motivated incidents and crimes continue to impact the ability of minority ethnic and migrants communities to live safely; and that lone parent and low income families are living disproportionately in the private rented sector. The Department for Infrastructure Budget 2024-25 EQIA notes that infrastructure is needed for new social housing stock, and given that social housing stock is highly segregated by religious community background, there is potential for impact in this category.
Safer Communities	The Department of Justice Budget 2022-25 screening document was published in January 2022 and advised that with regards to the Police Service Northern Ireland it has developed a strong history of consultation, seeking views from the public and stakeholders to help in the development of decisions and plans to drive a safe community, confidence in policing, and engaged and supportive communities and uses THRIVE (Threat, Harm, Risk, Investigation Opportunities, Vulnerability of the victim and the Engagement level required) assessment in decision making about call allocation to ensure they continue to deliver the most appropriate service across all Section 75 groups. It also notes that the Police Service is committed to mainstream equality, diversity and good relations into

	all its Employment Practices, Service Delivery Processes and Procurement Exercises and therefore, should not have adverse effects on any Section 75 groups. The Equality Screening document for the strategic framework for youth justice notes that children and young people (under 18 years) who are involved in offending will benefit from the development of policies and practice aimed at ensuring that they are diverted from the formal justice system wherever possible and dealt with at the earliest opportunity to prevent them moving further into the system. It also notes that males are particularly likely to benefit from this framework due to the fact that the proportion of males in the youth justice system is significantly higher than females. A research report on 'Over Representation in the Youth Justice System in Northern Ireland' by Queens University Belfast (QUB) on behalf of the Department of Justice (DoJ) in 2022 noted that male children were more likely than female children to be stopped and searched/questioned. It also noted that older children were more likely to be stopped and searched/questioned than younger children. The Adult restorative justice strategy for Northern Ireland also advises that certain groups, namely those over 18, will benefit from the development of restorative justice as part of the adult criminal justice system in Northern Ireland. It also advised that this is particularly true for males, as statistics show that a far greater proportion of offending is committed by males rather than females. Within the Speeding-Up Justice (SUJ) programme and the Executive Programme on Paramilitarism and Organised Crime

	(EPPOC) both include a range of projects and initiatives and equality screening will be carried out at each project level.
Protecting Lough Neagh and the Environment	An EQIA for the Consultation on the draft Green Growth Strategy for Northern Ireland, published in 2021, also shows different impacts within Section 75 categories and notes a variety of broad potential impacts of different policy options. For example, measures related to beef and hill farms will impact on Catholic farmers more and measures related to lowland dairy will have a greater impact on Protestant farmers. An EQIA Screening for the Lough Neagh COVID-19 Financial Support Scheme, published in 2022, noted that fishing activity on Lough Neagh was mainly by white males aged over 50, perhaps with dependents, in an area that is predominantly Catholic and Nationalist. An EQIA for the Northern Ireland Peatland Strategy, published in 2022, noted 'the complex relationships between farm, size, intensity, enterprise type, location and [religious belief] will need to be taken into account when developing future agricultural policies…' and said, with regards young people, 'there is clearly an appetite […] to engage in environmental education'. The Equality Screening document for the 2023-28 Environment Fund, published in 2022, notes that the agricultural sector is male dominated (91% male verses 9% female), but that irrespective of gender, it is important that farmers are 'supported through a just transition to a move to greener farming methods and low carbon farming practices'. It flags the potential for other inequalities including for disabled people in terms of access to public transport and financial struggles which can impact ability to adapt to 'eco-

	change'. The Equality Screening document for the Climate Change Act 2022 notes that 'our society is ageing and that climate change and its resulting effects bring risks to an ageing population, largely due to changes in mobility, physiology and restricted access to resources'. It is anticipated that actions to improve water quality, and the environment in general, will have positive impacts on those living, working, and visiting the affected areas, and that long-term protection and enhancement of the environment will help to mitigate harmful impacts of climate change.
Reform and Transformation of Public Services	As mentioned above the EQIA for The Executive Office Budget Allocation for 2024-2025 was published for consultation in August 2024. It notes a need, 'to protect the most vulnerable people with whom the Department works, […] reduce costs, and [invest in order to] leverage other funds'. The Department of Finance's Budget 2024-25 Equality Screening document, published in August 2024, noted under-representation in the Civil Service of some groups. It notes either no impacts or minor impacts for all Section 75 groups with regard to the Department's reduced budget but notes continued provision of funding to support the NICS diversity and inclusion portfolio as an opportunity to promote equality of opportunity. It is hoped that work taken forward by DoF and TEO to better use public money, and leverage investment where possible, is likely to have a positive impact in areas where cutting funding to vulnerable groups would have an adverse impact. Impact assessments for candidate transformation projects have been undertaken by Departments at the project level, and those

	assessments have been taken into consideration by the Public Service Transformation Board.
Building New Foundations – Regional and Sub-Regional Stadia Programmes	An Equality Impact Screening in 2022 for the redevelopment of Casement Park was a follow-up to earlier screenings in 2010 and 2015. Each of these screenings concluded that it is not envisaged that the policy will have any adverse impact within any of the Section 75 categories. The nature of the policy is that it is a capital build intended to have a positive impact generally on all its users. The project is being delivered in accordance with all current technical and governance best practice including the Cabinet Office Achieving Excellence and Gateway process and procedures. The policy will continue to be screened as the project is implemented to ensure Section 75 principles are enshrined at each stage of development of the project. Equality Screening for the sub-regional stadia programme has been undertaken at Super Programme level to date and is envisaged as having either positive or no impacts upon equality of opportunity for Section 75 groups. There will also be separate standalone screenings at programme level for the Performance and Grassroots elements, and likely for the National Training Centre.
People	As mentioned above, the DfC Budget 2023-24 - Equality Impact Assessment (EQIA) Final Decision Report was published in October 2023. It notes, among other comments, that 'young people, and in particular those aged 18 to 24, faced a particular disadvantage in the labour market even before the Covid-19 pandemic', that 'people with a disability and/or health conditions may experience barriers of economic participation, social isolation and poverty', and that 'withdrawal of local employment support

	provision … would likely impact adversely on people from different racial groups, leaving them even further from the labour market'. As the Anti-Poverty Strategy is being developed, a corresponding EQIA has also been in development. This will continue to be refined and completed along with the strategy. Currently, the working draft of the EQIA highlights that some categories are disproportionately affected by poverty/are impacted by poverty in differing ways, e.g. children, disabled people and older people/pensioners. This is likely to be particularly true for those in more than one of these identities / groupings. However, given the Strategy (and when drafted its associated Action Plan) will be designed to minimise both the impacts and instances of poverty experienced in Northern Ireland, there are unlikely to be any adverse impacts identified within any of the nine Section 75 categories. Indeed, the aim of such a Strategy is to improve the equality position for all groups affected by poverty. The Wellbeing Framework allows us to identify inequalities across a suite of statistical indicators. As well as those directly related to the Section 75 categories, it is worth noting that poverty is multi-dimensional, and will overlay and intersect with many of the challenges that people of different identities face. For example, the difference in Healthy Life Expectancy between people living in the most and least deprived areas is more than 12 years. Actions to address poverty and progress social inclusion, and actions to impact upon health, need to be considered in a context which addresses inequalities including those exacerbated by deprivation. This issue is identified in the Equality Commission's Practical Guidance on Equality Impact Assessment which states, 'It would also be appropriate to consider and link with policy initiatives such as New Targeting Social Need (New TSN) and Promoting Social Inclusion (PSI). For example, one policy option may be shown to

	adversely impact on various groups within the nine equality categories; a different option may also have an adverse impact on some of the groups but may disadvantage those in greatest 'need'. In these circumstances the option chosen should be that which accords with actions under New TSN and/or PSI.' (4.2) In 2021, an equality screening exercise was conducted prior to a public consultation exercise on DAERA's draft Food Strategy Framework and no impacts upon equality of opportunity were identified. Responses to the public consultation exercise generated relatively few comments and there were no substantive issues raised. A Rural Needs Assessment was also completed. An Equality Screening exercise conducted in 2012 for the Making Life Better Framework noted that, 'the groups most likely to be affected are those with disabilities or long term conditions, ethnic minorities, LGB&T, men and women' and also noted an emphasis on co-ordinated support in early years. It did not foresee adverse effects for any of the categories.
Planet	A combined equality screening and EQIA has been developed for consultation alongside the draft **Climate Action Plan**. This is a provisional and working version that is not yet published. Reducing emissions will provide an overall benefit to everyone, including all Section 75 categories although equality impacts have the potential to be complex and are likely to be experienced disproportionately by those in certain Section 75 categories. Potential positive and negative impacts for all the Section 75 categories have been identified with a potential major level of likely impact on equality of opportunity identified for religious belief, political opinion, age, men and women generally and disability. The draft EQIA acknowledges

	that this and future Climate Action Plans will have the capacity to help promote equality of opportunity and good relations. The 2021 EQIA for the Consultation on the draft Green Growth Strategy for Northern Ireland, notes potential impacts of different policy decisions, for example for people with different religious belief or people of different ages. The Equality Screening document for a Renewable Electricity Support Scheme (published April 2024) assessed that all of the population would benefit, including all Section 75 categories. It noted that, through a move to cleaner sources of electricity, carbon emissions will be reduced along with energy costs, helping to tackle fuel poverty as well as reducing associated health problems. One of the indicators on the Wellbeing Framework, for Active Travel – walking and cycling, shows that those in the most deprived areas choose to make more journeys under two miles by walking and cycling than other groups of people. As policies develop, consideration should be given to the existing inequalities and the needs of different groups of people, including those from communities and cultures that may be harder to reach and/or face greater barriers to active participation.
Prosperity	The Department for the Economy 2023/24 budget consultation EQIA final response was published in December 2023. It noted that disproportionate impacts on several Section 75 groups were identified for two policy areas, Apprenticeships, and engagement with Invest NI. The DfE 2024-25 Equality Screening document noted that Invest NI anticipated minor impacts of reduced funding on various groups

	who might benefit from specific programmes, including gender, disability, and dependants. All statutory impact assessments for the proposed policies are being taken forward as development progresses and concrete impacts will become available through that process. Plans to support small and medium businesses, bolster skills, and invest in net-zero and in agri-food businesses provide opportunity to have a positive impact on those living in rural areas, as well as on various Section 75 groups facing inequalities in different sectors – e.g. people of different ages or racial groups and men and women generally. As mentioned previously, deprivation and poverty have the potential to exacerbate and interplay with other inequalities. Actions to increase **Prosperity** have the potential to help address and mitigate many inequalities but on the understanding that they can also widen inequalities when investment continues to be channelled to certain sectors of the labour market without recognition of historical employment trends or barriers to future engagement. For example, the under-representation of women and girls in STEM subject areas, and literacy problems facing one in five of the adult population, including those with a disability, older people and those from indigenous and non-indigenous minority ethnic communities. Employment rate (a key labour market indicator on the Wellbeing Framework) is important as those who are employed have money to spend which can contribute towards economic growth. Northern Ireland's employment rate is 74% but, for those with a disability, this drops to 42%. Economic Inactivity – another of the indicators on the Wellbeing Framework – can adversely affect economic growth. To maximise

	labour supply, the overall percentage of people who are not engaged in the labour market (18%) needs to be reduced. This figure rises to 22% for females and the most recent figure for those with a disability was 57%. The most recent figures for Income Deprivation and Income Inequality (the percentages of people living in absolute and relative poverty respectively) are understandably high in the most deprived areas. People whose marital status is single also appear to experience higher levels of income deprivation and inequality. Growing the economy while recognising and addressing historical inequalities in the labour market are complementary objectives that can and should be considered in tandem.
Peace	Appropriate impact assessments have been conducted on the component projects of the existing Executive Programme on Paramilitarism, Criminality and Organised Crime and further assessments will be carried out as necessary. The Phase 1 interim review from 2020 notes tackling inequality as a key theme and is clear that, 'a fundamental and sustained tackling of the systemic, socio-economic issues facing the communities where the paramilitaries operate' is needed in order to end paramilitarism. In launching Phase 2, the overarching aim is to improve wellbeing for all, in an inclusive society where people of all ages and backgrounds are respected and cared for. The Executive Programme on Paramilitarism, Criminality and Organised Crime is intended to address paramilitary activity that is linked to and impacts upon those from Protestant and Catholic

	backgrounds. It is expected that this policy will impact positively on all communities, both in terms of good relations and equality of opportunity, irrespective of identity. The EQIA for The Executive Office Budget Allocation for 2024-2025, published in August 2024, notes that any reduction in budgets would likely have, 'a negative impact on good relations between people of different religious belief, political opinion or racial group as building relations between these groups is the key purpose of the funding programmes'. An EQIA, Rural Needs Assessment and Children's Rights Impact Assessment were conducted for the overall T:BUC Strategy. EQIA and Rural Needs Assessments have also been conducted for individual programmes within the Strategy. The Wellbeing Framework includes indicators for **Peace**, such as Shared Community (the percentage of people who would prefer a mixed religion neighbourhood). When breakdowns by different groups are considered, it is notable that the figure is low for males and for those aged 18-24 years old. Understanding existing inequalities when taking actions to progress **Peace** can help to mitigate potential negative impacts on equality.

The table below attempts to summarise where equality of opportunity and good relations may be impacted, adversely or otherwise, by the different policies in the draft Programme.

In many cases this is presumptive as decisions on how policies will be progressed will rely on locally conducted impact assessments and specialist knowledge. However, it may help as an initial overview.

	Religious belief	Political opinion	Racial group	Age	Marital status	Sexual orientation	Men & woman generally	Disability	Dependants
Grow a Globally Competitive and Sustainable Economy			●	●	●		●	●	●
Deliver More Affordable, Accessible, High-Quality Early Learning and Childcare			●	●	●		●	●	●
Cut Health Waiting Times				●		●		●	●
Ending Violence Against Women and Girls			●	●		●	●	●	●
Better Support for Children and Young People with Special Educational Needs (SEN)				●				●	●
Provide More Social, Affordable and Sustainable Housing	●	●	●	●	●	●	●	●	●
Safer Communities				●			●		
Protecting Lough Neagh and the Environment	●	●	●	●			●	●	●
Reform and Transformation of Public Services	●	●	●	●	●	●	●	●	●
People	●	●	●	●			●	●	●
Planet	●	●	●	●		●	●	●	●
Prosperity	●	●	●	●	●	●	●	●	●
Peace	●	●	●	●		●	●		

Section 4: Consideration of mitigating measures and alternative policies

Section 4 describes current measures and sets out an expectation of measures going forward.

Some of the priorities agreed by the four parties of the Executive for inclusion are at a very early stage of development. The exact policy detail has yet to be agreed. Further details from the relevant policy areas will become clearer as individual impact assessments are completed. In turn this detail will help inform future impact assessments and, to an extent, may help to adjust any erroneous assumptions made about impacts at this early stage.

Views from stakeholders about possible alternative and mitigating measures were welcomed during the consultation to inform decisions, and will continue to be welcome through ongoing communication as the programme is delivered and implemented.

Within various policy areas where relevant impact assessments are already available, some individual measures have already been considered or put in place to better promote equality of opportunity, good relations and mitigate against adverse impacts.

In the drafting of the Executive's Programme, and throughout this EQIA process, effort has been made to address gaps where they were found:

- The Programme was improved by attempts to call out specific groups where appropriate. For example, supporting parents, particularly mothers, with childcare, ensuring gender diversity and support for people with disabilities in sectors such as engineering and technology, introducing better access and support in the criminal justice system, championing better SEN support in schools for children and young people, reviewing private sector Housing Executive grants such as the Disabled Facilities Grant, focusing on proactive and preventive healthcare for people of all ages, and lowering energy bills for families and older people.

- It is also important that the language of the PfG promotes equality of opportunity and good relations. For example, the draft was improved by language that reflects that we have a diverse and aging population, that economic growth should be inclusive and the benefits of economic growth should be felt by everyone, that inequalities need to be uncovered, that changes and transitions should be equitable, that respect, dignity, safety and belonging are important, and that collaboration and participation are welcome.

The EQIA has taken account of stakeholder engagement and feedback during the consultation process and considered other options and mitigations that were proposed.

Specific to the Children's Services Co-operation Act (Northern Ireland) 2015, there is a requirement to co-operate in order to contribute to the well-being of children and young people. The most recent report, for the period June 2020 to December 2022, recommends proactively identifying opportunities to cooperate and adopting different approaches rather than one size fits all.

Equality Commission guidance

In June 2022, ECNI proposed a wide range of recommendations for the programme for government and budget including to:

- advance childcare and early-years provision to meet the diverse needs of all children;
- support women's economic participation, including through access to appropriate, accessible and affordable childcare;
- ensure investment in health care to address the specific needs of equality groups;
- challenge prejudicial attitudes, behaviour and hate crime;
- drive [educational] attainment via collaborative approaches involving family and the wider community; and to put in place a system for learning from successful interventions;

- address the longer social housing waiting list for Catholic households; and improve the provision of disability related accommodation;
- ensure accessible and inclusive provision for all to get into or stay in work,
- address identified gaps in equality data across a number of areas of public policy;
- [track] all relevant programme for government measures for the impact on individuals from each of the Section 75 grounds.

In ECNI's response to the 2021 draft PfG Outcomes Framework consultation, it is recommended, 'that the promotion of equality of opportunity and good relations is central', and that this is mainstreamed and explicitly made clear throughout. The same response recommends that cross-departmental and stakeholder co-design is ensured and encouraged, is supportive of the proposed intention that the Programme should, 'provide for accountable and transparent monitoring and reporting arrangements' and recommends that a rationale is provided where a targeted focus on a particular group is recommended.

ECNI also flagged concerns regarding cumulative equality impacts of proposed Departmental Budget allocations for 2023-24 noting that, 'when considered collectively, young people, older people, people with a disability, and women will be more likely to experience multiple adverse impacts across a range of budget allocations' decisions and may be at more risk of substantive cumulative disadvantage than others'.

The Programme proposes to take forward actions in relation to the economy, childcare, health waiting lists, violence against women and girls, support for children and young people with special educational needs, housing, and reform and transformation. Initial input from relevant policy areas has been sought and, where impact assessments are available, they are listed in Section 3. With regards to data and measures, information on the approach being taken forward is available in Section 7 – Wellbeing Framework.

This document recognises that, as well as impact assessments for each individual commitment, an overarching view of possible overlapping or cumulative impacts is appropriate for a policy as wide-reaching as the Programme for Government. Sections 2 and 3 attempt to take a high-level view of the existing inequalities.

Many of the proposals are still in the early stages of development and more impact assessments will become available as policies are further developed.

Section 5: Consultation

Section 5 sets out the consultation process and contact details.

On 9 September 2024, the draft PfG and three draft impact assessments were published for public consultation. The survey for the draft PfG sought views on the contents of the draft Programme. The survey for the draft impact assessments asked questions with regards to the potential equality impacts within Section 75 categories, on rural needs, and on child rights. It also sought views on mitigation measures for adverse impacts and alternative options to promote equality of opportunity and good relations.

Responses to the impact assessment consultation were invited until 11.59pm on 2 December 2024. Support and alternative formats were available through contact with the PfG Team.

Post: PFG Team
Room E4.15
Castle Buildings
Stormont Estate
BT4 3SL

Telephone: 02890523154

Email: pfgconsultation@executiveoffice-ni.gov.uk

During the consultation process over 70 events were held involving in-person and online discussions. TEO Officials, with support from Ministers, Junior Ministers, departmental colleagues and the Head of the Civil Service, engaged with individuals, interest groups, community, voluntary and social enterprise sector, public sector and private sector. We welcomed feedback on how the Programme might impact upon the promotion of equality of opportunity and good relations, child rights and rural needs.

Section 6: Decision making and publication

Section 6 describes what happens after consultation.

Consultation findings have helped to inform the Programme and will also help to inform further iterations of the Programme. The Executive have reviewed the consultation report and the revised impact assessments in order to reach agreement on a revised Programme for Government.

The consultation report, the three revised impact assessments and the revised PfG can be found at https://www.northernireland.gov.uk/pfg. The consultation report deliberately combines the findings from responses to the draft PfG itself, and responses to the draft impact assessments. There were fewer responses dedicated to the impact assessments but there were overlapping findings including an appetite from stakeholders for the voices and needs of different sections and groups within our society to be adequately reflected. A review of the consultation responses and recommendations can be seen within this report and an EQIA Stage 6 Decision report will follow.

The Programme for Government consultation report, and where applicable more detail from responses, will continue to inform decision making. As policy development and implementation is taken forward, individual policy areas will be appraised of potential impacts and existing inequalities. Furthermore, individual EQIAs will more comprehensively set out potential impacts for specific policies.

Section 7: Monitoring

Section 7 describes plans to monitor impacts and inequalities going forward via a Wellbeing Framework and other reporting mechanisms.

To make sure that the Programme continues to meet the evolving needs of people here, changes will be informed by a Wellbeing Framework and by ongoing monitoring of progress and impacts of various policies.

Wellbeing Framework

Wellbeing is a combination of social, environmental, economic, and democratic factors which are essential for society to flourish. These factors align to People, Planet, Prosperity and Peace.

Our Missions have been broken down across ten strategic domains of wellbeing supported by a selection of indicators, each of which is a high-quality official statistic. Each project and programme contained within the draft Programme for Government can be linked to a Mission.

We will work across the Executive to understand why the indicators within these domains are improving, staying the same or getting worse and use this analysis to inform future iterations of the Programme for Government.

We have developed a Wellbeing Dashboard to help do this. There will be ongoing development and iteration of these indicators to identify and address any potential gaps, and to improve or replace existing measures as necessary. We are already looking at how we report on pre-school readiness, court processing times, quality of jobs, labour productivity, and external sales. Following consultation, the ‘Happier Children’ wellbeing domain has been renamed ‘Thriving Children’ to better reflect our ambition, and we are working to strengthen the indicators around Children and Young People across the Wellbeing Framework.

Our Wellbeing Dashboard has been developed based on learnings from international best practice and its adoption will help us achieve a better and more sustainable future for all.

While this Programme for Government will be in place for the rest of this mandate, the Executive will need to be as agile as possible if it is to respond to the most pressing issues faced by people here. To do this, we will use the Wellbeing Framework to identify areas of concern and work across the Executive to bring forward solutions when issues are found.

To support this process, we have broken down as many indicators as possible by different demographic groups such as sex, age, marital status, religion, disability, ethnic group, sexual orientation, those with and without dependants, and political opinion. We have also provided geographic breakdowns to make sure that inequalities that exist between council areas, Assembly areas, between urban and rural areas and areas of multiple deprivation are clear for all to see.

We will regularly keep you updated and share this wellbeing information online at https://northernireland.gov.uk/wellbeing. The breakdown of availble sub-population data for each indicator is provided in Annex B.

Delivery and impact monitoring

Alongside the dashboard, which tracks long-term wellbeing at a population level, the Executive will be keeping track of delivery and publishing a delivery report each year for the nine priorities. It was apparent during consultation that detail on delivery – ‘when’ as well as ‘what’ - would be welcomed by stakeholders. We have identified key targets and objectives for each of the priorities in the Programme. This will allow us to consider whether projects and programmes are being delivered on time and within budget, and what more we need to do, or what can be done differently, for projects to be effective and efficient. These projects and programmes will also be linked to our wellbeing domains, to allow us to analyse them in relation to our long-term progress.

This will help us understand if our projects and programmes are working for everyone. When that is not the case, we will work across the Executive to identify changes in approach which can help us to deliver the Programme for Government in a way that works for all.

An annual delivery report will be published to ensure transparency and to keep the public and stakeholders up to date with progress. The agreed commitments of the Executive's Programme for Government are jointly owned by the whole Executive.

Annex A: List of data sources

As referred to in Section 2, the data sources below have been referenced in considering the potential impacts of actions and measures contained within the Programme. Some sources are directly relevant to policy areas while others provide useful context but perhaps relate to departmental budgeting decisions rather than to one particular policy area. In all cases, it was deemed inappropriate and unnecessary to duplicate the work already carried out and instead attempts have been made to highlight key facts, acknowledging that it will be the responsibility of individual policy areas to best assess potential adverse and positive impacts as the Programme is implemented.

1. The Executive Office – Equality Scheme for The Executive Office https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/teo-equality-scheme-2024-2029.pdf
2. Equality Commission for Northern Ireland – Practical Guidance on Equality Impact Assessment https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/Public%20Authorities/EQIA-PracticalGuidance(2005).pdf
3. Equality Commission for Northern Ireland – Effective Section 75 Equality Assessments: Screening and Equality Assessments Short Guide https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/Public%20Authorities/S75Advice-ScreeningEQIA.pdf
4. Northern Ireland Act 1998 https://www.legislation.gov.uk/ukpga/1998/47/contents
5. NISRA Census 2021 Table Builder Home Page https://www.nisra.gov.uk/statistics/census/2021-census
6. Draft Investment Strategy for Northern Ireland (ISNI) - draft Equality Impact Assessment 2022 https://isni.gov.uk/strategy/eqia-consultation/
7. Department for Communities - EQIA on Housing Supply Strategy https://www.communities-ni.gov.uk/consultations/consultation-new-housing-supply-strategy
8. Department of Agriculture, Environment and Rural Affairs - EQIA on draft Green Growth Strategy for Northern Ireland https://www.daera-ni.gov.uk/consultations/consultation-draft-green-growth-strategy-northern-ireland
9. Equality Commission for Northern Ireland – Religion and Politics https://www.equalityni.org/Religion-Politics
10. Equality Commission for Northern Ireland – Racial Equality https://www.equalityni.org/Race

11. Department of Health – Equality Impact Assessment of 2024-25 Budget Outcome https://www.health-ni.gov.uk/consultations/equality-impact-assessment-2024-25-budget-outcome
12. Equality Commission for Northern Ireland – Age Equality https://www.equalityni.org/Age
13. Equality Commission for Northern Ireland - Sexual Orientation Equality https://www.equalityni.org/SexualOrientation
14. Equality Commission for Northern Ireland – Gender Equality – Priorities and Recommendations https://www.equalityni.org/GenderPolicy
15. Equality Commission for Northern Ireland – Disability Equality https://www.equalityni.org/Disability
16. Final Equality & Impact Assessment Report on the Department of Education's 2023-24 Resource Budget https://www.education-ni.gov.uk/publications/final-equality-impact-assessment-report-department-education-2023-24-resource-budget
17. Equality Impact Assessment on The Executive Office Budget Allocation for 2023-2024 https://www.executiveoffice-ni.gov.uk/consultations/consultation-executive-office-budget-allocation-2023-2024-equality-impact-assessment
18. The Executive Office – Ending Violence Against Women and Girls https://www.executiveoffice-ni.gov.uk/topics/ending-violence-against-women-and-girls
19. The Executive Office – EQIA on Ending Violence Against Women and Girls https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/equality-impact.pdf
20. Department of Justice Draft Budget 2022-25 Consequences Document https://www.justice-ni.gov.uk/publications/department-justice-draft-budget-2022-25-consequences-document
21. Department for Communities – Budget 2023-24- Equality Impact Assessment Final Decision Report https://www.communities-ni.gov.uk/publications/dfc-budget-2023-24-equality-impact-assessment-eqia-final-decision-report
22. Department for the Economy 2023/24 budget consultation EQIA https://www.economy-ni.gov.uk/consultations/department-economy-202324-budget-consultation-eqia
23. Department for the Economy - Equality Screening document for a Renewable Electricity Support Scheme for Northern Ireland - April 2024 - https://www.economy-ni.gov.uk/publications/design-considerations-renewable-electricity-support-scheme-northern-ireland-response
24. Department of Finance – Budget 2024-25 – Equality Screening Document https://www.finance-ni.gov.uk/publications/equality-screening-dof-budget-2024-25

25. Department of Agriculture, Environment and Rural Affairs – Northern Ireland Food Strategy Framework Consultation https://www.daera-ni.gov.uk/consultations/northern-ireland-food-strategy-framework
26. Department of Health – Making Life Better Framework – Strategy and Reports https://www.health-ni.gov.uk/publications/making-life-better-strategy-and-reports
27. Department for Communities - The demolition and new-build redevelopment of the Casement Park Stadium on the existing site – screening https://www.communities-ni.gov.uk/publications/demolition-and-new-build-redevelopment-casement-park-stadium-existing-site-screening
28. The Executive Office – Consultation on Racial Equality Strategy for Northern Ireland 2014 – 2024 https://www.executiveoffice-ni.gov.uk/sites/default/files/consultations/ofmdfm_dev/racial-equality-strategy-2014-2024-consultation.pdf
29. The Executive Office – Section 75 – Equality Screening Guidance and Form https://www.executiveoffice-ni.gov.uk/sites/default/files/consultations/execoffice/equality-screening-race-relations-order.pdf
30. Equality Commission for Northern Ireland – Programme for Government https://www.equalityni.org/pfg
31. Equality Commission for Northern Ireland – Response to the Executive's consultation on a Programme for Government Draft Outcomes Framework https://www.equalityni.org/ECNI/media/ECNI/Consultation%20Responses/2021/NIO-PfGOutcomesFramework.pdf
32. Equality Commission for Northern Ireland – Briefing Note: Concerns regarding cumulative equality impacts of proposed Departmental Budget allocations for 2023-24 https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Budget2023-24-ECNIbriefing-Sept23.pdf
33. Flaherty, E., & McAuley, M. (2023). New dimensions of inequality in Northern Ireland, 1998–2020. Space and Polity, 27(1), 96–115. https://doi.org/10.1080/13562576.2023.2260155
34. Equality Commission for Northern Ireland – Fair Employment Monitoring Report No.33 (2022). https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/FETO%20Monitoring%20Reports/No33/MonReport33.pdf
35. Criminal Justice Inspection NI: Equality and Diversity within the Criminal Justice System: An Inspection of the Implementation of Section 75 (1) of the Northern Ireland Act 1998 (Sept, 2018). https://www.cjini.org/getattachment/f2f58a1f-a9f3-449f-a684-567b6db4c667/Equality-and-Diversity-within-the-Criminal-Justice-System.aspx
36. Northern Ireland Life and Times Survey 2023. https://www.ark.ac.uk/ARK/nilt

37. NISRA Continuous Household Survey. https://www.nisra.gov.uk/statistics/find-your-survey/continuous-household-survey
38. NISRA Labour Force Survey. https://www.nisra.gov.uk/statistics/labour-market-and-social-welfare/labour-force-survey
39. Northern Ireland Omnibus Survey. https://www.communities-ni.gov.uk/publications/omnibus-survey-2016
40. Rowland, N., McVicar, D., & Shuttleworth, I. (2022). The Evolution of Catholic/Protestant Unemployment Inequality in Northern Ireland, 1983-2016. *Population, Space and Place*, *28*(4), Article e2525. https://doi.org/10.1002/psp.2525
41. Sport NI (2008). Barriers to Participation: A review of why specific communities in Northern Ireland do not use the countryside for recreation. Sport NI: Belfast. http://www.sportni.net/wp-content/uploads/2013/03/Barriers-to-Participation.pdf
42. Heritage Fund (2022). Conserving stories of Northern Ireland's LGBTQ+ heritage. Heritage Fund: Belfast. https://www.heritagefund.org.uk/stories/conserving-stories-northern-irelands-lgbtq-heritage
43. Department of Justice Budget 2022-25 https://www.justice-ni.gov.uk/sites/default/files/publications/justice/esf-budget-17-02.pdf
44. Strategic Framework for Youth Justice https://www.justice-ni.gov.uk/sites/default/files/publications/justice/strategic framework for youth justice - equality screening form.pdf
45. Adult Restorative Strategy Northern Ireland https://www.justice-ni.gov.uk/sites/default/files/publications/justice/adult rj strategy-31.pdf
46. Northern Ireland Peatland Strategy – Equality Impact Assessment, August 2022 https://www.daera-ni.gov.uk/consultations/northern-ireland-peatland-strategy-equality-impact-assessment
47. The Equality Screening document for the Climate Change Act 2022 https://www.daera-ni.gov.uk/publications/equality-screening-2022
48. Equality Screening document for the 2023-28 Environment Fund Screening Template, October 2022 https://www.daera-ni.gov.uk/publications/equality-screening-2022
49. EQIA Screening for the Lough Neagh COVID-19 Financial Support Scheme, 2022, https://www.daera-ni.gov.uk/publications/equality-screening-2022
50. Equality Commission for Northern Ireland (2017) Key Inequalities in Education Statement. https://www.equalityni.org/KeyInequalities-Education
51. Equality Commission for Northern Ireland – Practical Guidance on Equality Impact Assessment https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/PracticalGuidanceonEQIA2005.pdf
52. Cases involving sexual offences 2021-2022

https://www.ppsni.gov.uk/publications/statistical-publication-cases-involving-sexual-offences-2021-22
53. The Children's Services Co-operation Act (Northern Ireland) 2015 https://www.legislation.gov.uk/nia/2015/10/contents/enacted
54. Equality and Human Rights policy screening for the Executive Early Learning and Childcare (ELC) Strategy 2024/25 measures, September 2024 https://www.education-ni.gov.uk/publications/equality-and-human-rights-policy-screening-executive-early-learning-and-childcare-elc-strategy
55. Department for Communities – Fuel Poverty Strategy – Section 75 screening document, December 2024 https://www.communities-ni.gov.uk/publications/fuel-poverty-strategy-screening

Annex B: Wellbeing Dashboard Indicator Sub-population Breakdown

	Missions			
	People	**Planet**	**Prosperity**	**Peace**
Wellbeing Domains	Thriving Children	Cleaner Environment	Stronger Economy	Living Peacefully
	Equal Society			
	Healthier Lives			
	Brighter Futures			
	Safer Communities			
	Caring Society			
	Better Homes			

Thriving Children*

Our children and young people have the best start in life

Indicator	NI Level	Assembly Area	Local Government District	Deprivation	Age	Sex	Urban Rural	Marital status	Religion	Political opinion	Disability	Dependants	Sexual orientation	Ethnic group
Children's social care	●	●	●	●	N/A	●	●		●		●	●		
Life satisfaction among young people**	●		●	●		●	●		●		●			●
Self-efficacy among young people**	●		●	●		●	●		●		●			●
Small for gestational age	●													

* To reflect feedback during consultation, this domain, previously Happier Children, has been renamed Thriving Children.

**Age data is not available for this indicator, but data is provided by year group. In addition to the subpopulation groups noted, free school meal entitlement is provided for this indicator.

Cleaner Environment

We live and work sustainably - protecting, improving and enjoying the environment

Indicator	NI Level	Assembly Area	Local Government District	Deprivation	Age	Sex	Urban Rural	Marital status	Religion	Political opinion	Disability	Dependants	Sexual orientation	Ethnic group
Air pollution	●													
Coastal water condition	●													
Condition of protected sites	●													
Greenhouse gas emissions	●													
Outdoor recreation	●	●	●	●			●							
Recycled waste	●		●											
Renewable electricity	●													
River water quality	●													
Sustainable travel – public transport	●			●	●	●	●		●		●			

Equal Society

We have an equal and inclusive society where everyone is valued and treated with respect

Indicator	**NI Level**	**Assembly Area**	**Local Government District**	**Deprivation**	**Age**	**Sex**	**Urban Rural**	**Marital status**	**Religion**	**Political opinion**	**Disability**	**Dependants**	**Sexual orientation**	**Ethnic group**
Cultural identity	●				●	●	●	●	●	●	●		●	●
Income deprivation	●		●	●	●	●	●	●	●	●	●	●	●	
Income inequality	●		●	●	●	●	●	●	●	●	●	●	●	
Respect	●				●	●	●	●	●	●	●		●	●

Healthier Lives

We all enjoy long, healthy active lives

Indicator	NI Level	Assembly Area	Local Government District	Deprivation	Age	Sex	Urban Rural	Marital status	Religion	Political opinion	Disability	Dependants	Sexual orientation	Ethnic group
Active travel – walking and cycling	●			●	●	●	●		●		●			
Healthy life expectancy (females)	●			●	N/A	N/A	●							
Healthy life expectancy (males)	●			●	N/A	N/A	●							
Mental health	●			●	●	●	●	●	●					
Preventable deaths	●	●	●	●	N/A	●	●							
Sport and physical activity	●		●	●	●	●	●	●	●		●	●		

Brighter Futures

Everyone can reach their potential

Indicator	NI Level	Assembly Area	Local Government District	Deprivation	Age	Sex	Urban Rural	Marital status	Religion	Political opinion	Disability	Dependants	Sexual orientation	Ethnic group
Arts and cultural activities	●		●	●	●	●	●	●	●		●	●		
Life satisfaction	●	●	●	●	●	●	●	●	●		●	●	●	●
School leavers attainment gap	●	●	●	●		●	●		●		*			●
Self-efficacy	●	●	●	●	●	●	●	●	●		●	●	●	●

*Disability data is not of sufficient quality and so cannot be provided for this indicator. An additional breakdown is provided to show the figures by Special Educational Needs (SEN).

Stronger Economy

Our economy is globally competitive, regionally balanced and carbon-neutral

Indicator	NI Level	Assembly Area	Local Government District	Deprivation	Age	Sex	Urban Rural	Marital status	Religion	Political opinion	Disability	Dependants	Sexual orientation	Ethnic group
Economic inactivity (excluding students)	●	●	●	●	●	●	●	●	●		●	●		●
Employment rate	●	●	●	●	●	●	●	●	●		●	●		●
External sales rate	●		●											
Good jobs*	●		●		●	●								
International reputation	●													
Northern Ireland Composite Economic Index	●													
Research and development	●													
Skills**	●		●	●	●	●					●			

*In addition to the subpopulation groups noted, industry sector, occupation and work pattern are provided for this indicator.

**In addition to the subpopulation groups noted, skills level is provided for this indicator.

Safer Communities

Everyone feels safe, we all protect the law and each other

Indicator	NI Level	Assembly Area	Local Government District	Deprivation	Age	Sex	Urban Rural	Marital status	Religion	Political opinion	Disability	Dependants	Sexual orientation	Ethnic group
Crime prevalence rate	●	●	●	●	●	●	●	●	●		●	●		
Personal safety	●													
Processing times for criminal cases*	●				●	●								
Safe towns and city centres	●				●	●	●	●	●	●	●		●	●
Worry about crime	●													

*In addition to the subpopulation groups noted, offence category and court type are provided for this indicator.

Caring Society

We have a caring society that supports people throughout their lives

Indicator	NI Level	Assembly Area	Local Government District	Deprivation	Age	Sex	Urban Rural	Marital status	Religion	Political opinion	Disability	Dependants	Sexual orientation	Ethnic group
Adult social care	●													
Loneliness	●	●	●	●	●	●	●	●	●		●	●		●
Volunteering	●		●	●	●	●	●	●	●		●	●		

Better Homes

Everyone has access to good quality, affordable and sustainable homes that are appropriate for their needs

Indicator	NI Level	Assembly Area	Local Government District	Deprivation	Age	Sex	Urban Rural	Marital status	Religion	Political opinion	Disability	Dependants	Sexual orientation	Ethnic group
Availability of suitable housing*	●		●	●	●	●	●	●	●		●	●		
Homelessness**	●		●		●	●			●					●
Housing costs as a proportion of household income*	●		●	●	●	●	●	●	●	●	●	●	●	
Housing stress**	●		●		●	●	●	●	●			●		●

*In addition to the subpopulation groups noted, tenure is provided for this indicator.

**In addition to the subpopulation groups noted, household group is provided for this indicator.

Living Peacefully

We have a lasting peace, ensuring a stable and harmonious society for all

Indicator	**NI Level**	**Assembly Area**	**Local Government District**	**Deprivation**	**Age**	**Sex**	**Urban Rural**	**Marital status**	**Religion**	**Political opinion**	**Disability**	**Dependants**	**Sexual orientation**	**Ethnic group**
Community relations	●				●	●	●	●	●	●	●		●	●
Shared community	●				●	●	●	●	●	●	●		●	●
Trust in the media	●				●									
Trust in the NI Assembly	●				●									