

**Programme for Government
(PfG)
(2011-15)**

Equality Impact Assessment at a
Strategic Level

Programme for Government (PfG) (2011-15)

Equality Impact Assessment at a Strategic Level

THE NORTHERN IRELAND EXECUTIVE

PROGRAMME FOR GOVERNMENT 2011-15

Contents

Executive Summary	3
Programme for Government 2011-15.....	3
EQIA Process.....	3
Conclusion.....	4
Section 1: Introduction	6
PfG Framework	7
EQIA – Aim and Objectives	7
Section 2: Overview of the Programme for Government.....	9
Programme for Government.....	9
Budget.....	10
Equality considerations across the PfG.....	10
Section 3: CONSULTATION PROCESS AND RESPONSES.....	11
Consultation Process	11
Consultation Responses	11
Key Messages.....	12
Section 4: ANALYSIS OF KEY INEQUALITIES IN 2012	32
Background	32
Age.....	37
Persons with a disability / persons without	39
Persons with / without dependants.....	43
Marital Status	44
Men and women generally	46
Race	49
Persons of different sexual orientation	53
Social / Rural Impact	54
Section 5: ASSESSMENT OF IMPACT	58
Description of Priorities	58
Impact assessment by Section 75 category:	61
Religious Belief / Political Opinion	61
Age.....	63
Persons with or without a disability.....	68
Persons with dependants and persons without	72
Persons of different Marital status	75
Men and women generally	75
Persons of a different racial group.....	78
Persons of a different sexual orientation	80
Social / Rural Impact	81
Section 6: Mitigating measures and alternative Policies / Options.....	83
Section 7: MONITORING ARRANGEMENTS.....	87
Appendix 1: data SOURCES	88
Appendix 2: Audits of Inequalities by Department.....	91
Appendix 3 - DEPARTMENTAL COMMENTS ON Mitigating measures.....	99
Appendix 4: Assessment of equality impacts and implications for good relations	105

EXECUTIVE SUMMARY

- i. The Executive agreed that the Programme for Government 2011-2015 (PfG) would be subject to an Equality Impact Assessment (EQIA) undertaken at a strategic level.

Programme for Government 2011-15

- ii. The PfG sets out the Executive's policies and priorities. It is strategic in nature, setting out the Executive's proposed strategic aims and priorities over the period 2011 to 2015. The concept of such a Programme is derived from the Belfast Agreement. It was agreed 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'.
- iii. The PfG does not seek to cover every project or activity; rather it drives delivery through a framework of priorities designed to address the key challenges identified by the Executive. This EQIA includes references to a range of planned policies and activities by Departments which will underpin the Programme.
- iv. In undertaking this assessment, account has also been taken of the current economic context as this will have a bearing on the extent to which the Executive is able to react to wider macro economic pressures. The EQIA is being undertaken simultaneously with the development of the PfG. In this way the EQIA will inform the process as the legislation intended and influence the decision making so that the potential for positive impacts is fully maximised.

EQIA Process

- v. The draft EQIA was made available online at www.northernireland.gov.uk from 9 January 2012. A consultation exercise was launched covering a period of 12 weeks (concluding on Monday 2 April 2012). A series of public consultation events were held relating to the draft PfG, draft Economic Strategy and draft Investment Strategy. These were held across Northern Ireland in Omagh, Newry, Derry/Londonderry, Belfast, Armagh and Enniskillen. Views were welcomed from any organisation, group or individual. Overall these events provided the opportunity to obtain feedback on, as well as raise awareness of the draft Programme for Government.

- vi. Overall 432 written submissions were received, of which 149 were transcripts of a verbatim reply. In total 17 written responses included commentary or specific comments relating to the draft EQIA. All written submissions to the draft Programme for Government are available on the NI Executive website: <http://www.northernireland.gov.uk>.
- vii. The draft EQIA helped to inform the PfG by:
 - highlighting a number of key inequalities facing each of the section 75 groups;
 - assessing the potential differential impact of the PfG at a strategic level across the five PfG priorities;
 - identifying how PfG actions will benefit Section 75 groups on the basis of the range of measures and instruments outlined in the PfG.
- viii. The public consultation exercise on the draft EQIA ended on 2 April 2012. The findings from the feedback obtained have helped to inform the process of finalising the EQIA. All written consultation responses have been analysed for:
 - any specific comments concerning the impact which the PfG may have on Section 75 categories;
 - any indication of how positive impacts can be encouraged and where negative impacts may arise how they can be mitigated;
 - new sources of additional data or evidence which indicate the impact of PfG policies on s. 75 categories.
- ix. Taken together these sources of information should contribute to the process of PfG implementation including where necessary and justified proposals for programme modifications.
- x. This final version of the EQIA concludes that the Executive's PfG offers the potential for positive impacts through its priorities. A number of key inequalities are identified as part of a comprehensive analysis of current sources of information on inequality including the findings from the audits of inequality undertaken by each Department.

Conclusion

- xi. Overall, the EQIA concludes that there is clear potential for positive impact through effective delivery of the Executive's priorities within the PfG. Fundamental to this is a recognition of the need to address the issues of poverty, economic inactivity and the problems of social exclusion that might otherwise impact on progress.

- xii. In compiling this assessment, the precise impact of individual measures is a matter for each Department to assess in terms of the potential impact in respect of equality and good relations. All Departments will be expected to produce an Equality Impact Assessment of their spending proposals which also takes account of issues relating to poverty, social inclusion and sustainable development.

SECTION 1: INTRODUCTION

1. This Equality Impact Assessment undertaken at a strategic level, has been carried out using both quantitative and qualitative data. It has also been informed by the outcome of the consultation exercise with external stakeholders. Further follow-up work has also been undertaken with relevant Departments to help clarify matters concerning impact. Additional information has also been collected to ensure an appropriate evidence base is established as a basis for subsequent programme implementation. Full account has also been taken of relevant research including recent work undertaken by the Employment Research Institute for the Equality Commission.¹

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

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

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

¹ Employment inequalities in an economic downturn Final Report July 2010 submitted by Professor R. McQuaid, E.Hollywood & J Canduela. Employment Research Institute, Edinburgh Napier University.

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

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

PfG Framework

5. The new Programme for Government for the period 2011-2015 sets out the actions which the Executive will take to deliver a vibrant economy which is capable of transforming our society and at the same time addressing the issues of deprivation and poverty. It contains a clear set of commitments with an emphasis on delivering results which should impact positively on people's daily lives. Central to the delivery of these commitments are numerous Departmental plans and strategies. It is a pre-requisite that each of the plans and strategies are subject to equality screening. This EQIA forms the strategic element of this process.

EQIA – Aim and Objectives

6. The overall aim of this EQIA is to assess the equality impacts of the new PfG at a strategic level. In support of this aim its core tasks are:

- To identify inequalities faced by each equality category including any key cross-cutting issues such as regional imbalances
- To examine the PfG's priorities and commitments in order to identify how each of them, either individually or collectively are relevant to or address existing inequalities identified in this analysis using, where possible, the most relevant sources of information, research and data.

7. In undertaking this analysis, full account has been taken of the guidance published by the Equality Commission including its revised guidance on the statutory duties² and taking account of the findings of the Commission's Section 75 Effectiveness Review³.

² Equality Commission for Northern Ireland (April 2010) Section 75 of the Northern Ireland Act 1998: A Guide for Public Authorities.

³ Equality Commission for Northern Ireland (Nov 2008) Keeping it Effective: Reviewing the Effectiveness of Section 75 of the Northern Ireland Act 1998 - Final Report.

SECTION 2: OVERVIEW OF THE PROGRAMME FOR GOVERNMENT

8. The PfG represents the Executive's strategic plan, setting out its policy priorities and key programmes which it will pursue over the next 4 years.

Programme for Government

9. The PfG does not set out the entire programme of work across Departments. The PfG is a strategic document; it establishes and sets out the Executive's policy priorities in support of its overall aim, which thereafter directs the allocation of resources as set out in the Budget. As part of the preparation of the new PfG, the Executive has identified five **key strategic and interdependent priorities**, as follows:

- Growing a sustainable economy and investing in the future;
- Creating opportunities, tackling disadvantage and improving health and well-being;
- Protecting our people, the environment and creating safer communities;
- Building a strong and shared community.
- Delivering high quality and efficient public services

10. These priorities seek to provide a strategic framework to address the key social, economic and environmental challenges here, and to target resources required effectively.

Budget

11. The [Budget document](#) sets out the Executive's spending plans over the next four years. It provides the Executive with an opportunity to improve the lives of people here and to improve equality of opportunity and good relations. It also provides an opportunity to assess if spending in certain areas should be continued or whether or not these resources would be of greater benefit to the public if spent elsewhere, or if services could be provided in a better, more efficient way.

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

Equality considerations across the PfG

13. Equality issues are central to the whole range of public policy initiatives and issues here. As such, the Executive is committed to work to address all forms of inequality and to build a shared and better future for all.

14. In line with that commitment, the Executive aims to ensure that equality of opportunity and the desirability of good relations have a central and crosscutting role in its approach to developing the PfG.

15. The setting of the Executive's priorities to form the framework for the PfG was informed by the outcome of a series of consultation meetings undertaken at an early stage in the Budget and PfG process. These meetings involved a wide

range of stakeholder groups including trade unions and business groups as well as the community and voluntary sector.

SECTION 3: CONSULTATION PROCESS AND RESPONSES

Consultation Process

16. As part of the consultation process, the Executive has sought to ensure that everyone has had the opportunity to have their say on the contents and findings of the EQIA. The Executive has also sought effective engagement with Section 75 groups.

17. In support of this, OFMDFM officials held a series of public consultation events to gather as many views as possible on the draft Programme for Government 2011-15 including the draft EQIA starting from 9 January 2012. These were held across Northern Ireland in Omagh, Newry, Derry/Londonderry, Belfast, Armagh and Enniskillen. At these events views were welcomed from any organisation, group or individual. In addition to the public meetings, OFMDFM officials also participated in meetings organised by the Northern Ireland Council for Voluntary Action (NICVA) involving wider stakeholder groups. Bilateral meetings have also been held with relevant bodies on particular aspects of the EQIA.

Consultation Responses

18. In relation to the draft PfG, OFMDFM received 432 responses, of which 149 were transcripts of a verbatim reply on behalf of the environmental group 'Step up for Nature'. These responses were reviewed on an ongoing basis throughout the consultation period. Copies of these submissions have been placed on the OFMDFM website: <http://www.northernireland.gov.uk>.

19. This process enabled emergent issues to be identified along with policy responses where this was considered appropriate and justified. Overall this process enabled the development of the draft PfG to take account of issues as they arose over a 16 week period between the publication of the consultation draft and presentation of the Executive draft.

20. In relation to the draft EQIA, following its launch on the Department's website on 9 January 2012 (which was slightly later than the draft PfG) the period of consultation ran for 12 weeks closing on 2 April 2012. Consultees were encouraged to respond sooner reflecting the need to obtain feedback to inform both the PfG and the draft EQIA. The public events described above also provided a further opportunity to obtain comments directly on aspects of the draft EQIA.

21. Overall approximately 17 written responses to the PfG consultation exercise included specific references to the EQIA. As all of the written responses to the PfG consultation are available from the Department's website, those relating to the EQIA have been summarised in Table 1 along with the Department's response.

Key Messages

22. For the purposes of the finalisation of this EQIA, it is possible to identify the following key messages arising from the feedback obtained from the consultation process. These can briefly be discussed under the following headings: (i) timing and integration with the PfG; (ii) data sources; (iii) assessment of impact; (iv) needs of specific Section 75 groups; (v) balanced sub-regional development . Each will be discussed in turn below.

(i) *Timing and integration with PfG*: Two written responses, expressed concern over the timing of the launch of the draft EQIA and the extent to which it was

integrated with the PfG process. In response it is incorrect to say that the draft EQIA was compiled after the PfG. The preparation of both documents ran parallel with each other with the explicit intention that the EQIA would inform the PfG process. The draft PfG was agreed by the Executive at its meeting on 17 November. The draft EQIA was published on the Department's website on 9 January. Though the issue of the length of time allocated to the consultation period was also raised, the Department did allocate a full 12 weeks to the consultation process.

(ii) Data sources: Though an attempt was made in the original draft to highlight the precise data sources for the analysis of existing inequalities in as comprehensive a way as possible, respondents have suggested further sources. The Department has examined these sources including any gaps highlighted by the consultation. Where appropriate these sources and the evidence they provide have been included in this final EQIA.

(iii) Assessment of impact: if there is one theme which appears to emerge from all the feedback obtained on the EQIA, it relates to the need for a comprehensive assessment of equality impacts. In short consultees are asking for greater integration between the EQIA process and the PfG. In particular the Equality Commission has advised that the existing information was 'extensive' the assessment needs to focus at a strategic level on the impacts of the proposed PfG – in particular to identify how each of the PfG priorities and key commitments can contribute to tackling of identified inequalities. In support of this concern, the draft EQIA has been revised to reinforce the assessment of impacts and the extent to which the actions and interventions supported under the PfG address those inequalities identified in this analysis, or at least provide for equality of opportunity.

(iv) Needs of specific groups: The written feedback has included a series of concerns which relate to either s. 75 groups or other communities of interest. The responses indicated concerns about:

- the difficulties faced by disabled people in the labour market;
- the need to safeguard children and address special Educational Need;
- the absence of a child-friendly version of both the PfG and EQIA;
- mental health;
- the needs of older people including a perception by one group that the draft EQIA adopted a 'paternalistic and stereotypical view of older people which masked the contribution made by older people;
- educational inequalities (with reference to Protestant working class males facing significant educational inequalities);
- the issue of 'multiple inequalities';
- underachievement of minority ethnic young people leaving school without qualifications;
- social disadvantage and reduced life expectancy among Travellers, Roma and Gypsy;
- socio-economic inequalities between men and women.

(v) Balanced sub-regional development: Consultees both in written form and during the consultation meetings raised issues relating to the need for balanced sub-regional development which is an underlying principle of the PfG. In addition whilst it was acknowledged that the draft EQIA discussed the rural and social impact of PfG actions, concern was expressed that there was no reference to rural proofing and that s75 groups in rural areas 'may be more disadvantaged due to the lack of access to public transport, services or employment opportunities'.

23. This feedback has been useful in helping to inform the finalisation of both the EQIA and the PfG (as in the case of the latter the comments were available

to OFMDFM as part of the consultation process). In addition, given their scope, nature and depth, they will help inform the delivery of the PfG and, where necessary, any subsequent review.

To supplement Table 1 all PfG related consultation responses including those relating to the draft EQIA have been made available on the NI Executive's website

Consultation Feedback: Theme - Disability

Given the relatively limited number of responses relating to the draft EQIA, it is possible to highlight some of the key points raised from the more substantive inputs received. **Disability Action**, suggested that the following issues required attention:

- A reference to the NI Survey of Activity Limitation and Disability - a key source of information on disability;
- Assessment of the full impact of the PfG - though the statistical data was seen as 'helpful' in setting the context, DA felt there was 'no useful assessment of the impact of actions agreed...'
- The need for 'disability equality training';
- The need for balance between 'area based interventions and 'interventions with communities of interest...'. Concern that cuts in the budgets such as for Education will 'directly and negatively affect provision for disabled children and adults through a reduction of support staff, therapies or new provision'.
- The difficulties facing disabled people in the labour market. '...Disabled people who comprise 21% of NI's population experience the following: being twice as likely as non-disabled people to have no qualifications; four times as likely to be unemployed and with 70% experiencing economic inactivity and living in poverty.....'. In its view '...increasing productivity

and competitiveness as a focused measure will not change this position until other significant strategies are put in place’.

- Specific concerns relating to each of the five priorities of the draft PfG- some of which have been reproduced in the attached table.

Given the scope of its response, some of the more specific issues raised by Disability Action are summarised in Table 2.

Table 2: Issues raised by Disability Action

PFG Priorities	Issues raised by Disability Action
Priority 1: Growing a Sustainable Economy and investing in the future	<ul style="list-style-type: none"> • Continuing need to attract disabled visitors • Need to increase the % of young people from disadvantaged backgrounds and disadvantaged communities of interest
Priority 2: Creating opportunities / tackling disadvantage	<ul style="list-style-type: none"> • Need to include the PSI on disability in the list of building blocks • SIF perceived as excluding communities of interest • Specific targets for S75 groups should be included in its targets for skills and training
Priority 3: Protecting our People, the environment, and creating safer communities	<ul style="list-style-type: none"> • Need for effective monitoring systems in respect of serious crime, including strong measures on hate crime. • Existing milestones for tackling crime against older people seen as weak. • Failure to include targets on physical access to built environment & to accessible transport.
Priority 4: Building a strong & shared community	<ul style="list-style-type: none"> • All citizens need to be included on any finalised Cohesion, Sharing & Integration Strategy. • Need to include the Special School & Special Education Sector on the Ministerial Advisory Group
Priority 5: Delivering high quality public services.	<ul style="list-style-type: none"> • The commitment to social clauses is to be welcomed • Online access to Government Services changes should ensure that standards for accessibility for disabled people meet AAA standards.

Source: Consultation on Draft PfG at a strategic level: Disability Action’s Response January 2012

Overall, although Disability Action considered the statistical data ‘helpful in setting the context,’ it felt there was ‘... no useful assessment of the impact of actions agreed in this new PfG’. Pointing to the need to focus on multiple disadvantages (including the need for more robust data), Disability Action was supportive of the points made in the EQIA in respect of the ‘choice of actions Departments might take under each PfG Priority (on paragraphs 86-89 of the consultation document)’. These were: (i) there will be considerable variation in the scale and scope of inequalities experienced by each of the Section 75 groups – with many of the problems experienced by one group permeating the problems faced by another. (ii) the ‘cumulative impact of multiple problems affecting particular groups points to the need for co-ordination of mitigating measures’; (iii) the spatial dimension – in particular the areas of multiple deprivation should not be overlooked. That said Disability Action argues for a ‘better balance between area based interventions and interventions with communities of interest’.

Disability Action also expressed concern that cuts in the budgets of Departments, including the Department of Education, have the potential directly and negatively to affect provision for disabled children and adults through a reduction of support staff, therapies or new provision.

Comments were also received from the Inclusive Mobility & Transport Advisory Committee (IMTAC). As a committee of disabled people and older people, its role is to advise Government on issues affecting the mobility of older people and disabled people. IMTAC acknowledges that many of the commitments contained in the draft PfG have the potential to ‘make things better for disabled people and older people’, though it also suggested a need for greater detail.

In its response, IMTAC raises concern over proposals to reduce revenue support for public transport services. The draft EQIA already acknowledged that a reduction in subsidy would have an impact on older people and disabled people. IMTAC recommends that the final EQIA includes measures that ‘mitigate the

impact of the cuts'. It also calls on the Executive to consider the issue of free travel for disabled people on public transport.

Consultation Feedback: Theme - Children and Young People

Welcoming the publication of the draft EQIA, the Northern Ireland Commissioner for Children and Young People (NICCY) stressed the need to have a more thorough exploration of the differential impact of the proposals contained in the PfG.

In addition NICCY notes a number of critical areas for children that have not been included as commitments in the PfG such as: safeguarding children, Special Educational Needs, mental health, early intervention and prevention. NICCY states that '...their exclusion from the PfG arguably will result in a differential impact for groups of vulnerable and disadvantaged children and young people, and should be addressed in the EQIA'. (p27 NICCY response).

NICCY also notes that 'children are more likely to be experiencing poverty than the population in general and that particular groups of children are at higher risk of poverty than others...'.

Overall, NICCY recommends that the draft EQIA should be reworked following the finalisation of the PfG. This should provide opportunity for a 'more focused assessment of the differential impact on each of the section 75 groups, including children...'

Early Years

In relation to the draft EQIA, Early Years identifies the following issues which it feels merit attention to ensure the effective strategic direction of the PfG:

- the need for linkages between the EQIA and the PfG including the incorporation of young children specific impacts;

- the need to acknowledge within the PfG the actions to promote equality of opportunity for persons with or without disability (for example the EQIA refers to legislation for the identification, assessment and delivery of appropriate special educational provision for children aged 0-9 with Special Educational Needs; DENI's review of Special Educational Needs and Inclusion;

- the need to ensure corresponding direction in the PfG as to how early years in particular will benefit due to insufficient references to early intervention; a lack of acknowledgement of the importance of the 0-6 strategy and insufficient detail as to how the relevant pre-school commitment will be monitored.

Early Years suggests that 'the omission of these and other related areas from the PfG will potentially result in differential impacts for vulnerable and disadvantaged children and young people and this should be addressed in the EQIA'.

The absence of an online, child-friendly or accessible version of the PfG and EQIA consultation materials was also noted.

Consultation Feedback: Theme - Women

In respect of women, the Training for Women Network expressed concern over the timeframe for the consultation. In particular it objected to the request made that though the consultation was to run for 12 weeks, consultees were encouraged to submit by 22 February 2012. It felt these arrangements '...fell far short of the equality obligations by which the NIE is bound by under Section 75 of the Northern Ireland Act 1998'.

The Women's Resource and Development Agency (WRDA) noted that although the draft EQIA recognises the socio-economic inequalities between men and women as well as the lack of female representation in public life, '...there appeared to be no serious actions to mitigate these within the document ...'. (p6

WRDA PfG Consultation Response February 2012). It therefore seeks greater integration between the PfG and the EQIA. In support of this, the WRDA urges the Executive to take actions to minimise inequalities and to prevent the current economic situation from worsening already existing inequalities. The Women's Centres Regional Partnership (WCRP) also raised concerns over both the timing of the PfG (occurring after the budget) and the timing of the publication of the draft EQIA.

Consultation Feedback: Theme - Age

Age NI raised a number of age-related concerns surrounding the draft EQIA. These relate to (i) its timing and the 'five week consultation period' which Age NI considered '*may constitute a significant breach of s75*'; (ii) possible contradictions within the EQIA relating to older people.

Age NI explains that the EQIA identifies the rise in living costs and how the adverse economic conditions are likely to have a greater impact on older people (page 34) and that older households are more likely to be workless, have lower incomes and experience other forms of exclusion. That said actions to promote equality of opportunity 'only refer to benefits, arts and community safety whilst 'mitigating measures only refer to arts and older people, closure of libraries and reductions in benefit take up programmes'.

Age NI considers that 'paternalistic and stereotypical views of older people' 'constrain the PfG'. (pp 9-10 Age NI Response to Draft PfG February 2012).

Consultation Feedback – Trade Union perspective

Feedback was also received on the equality consideration outlined in the EQIA from trade union side through UNISON. In its submission UNISON outlined a

series of points to support their case for the draft EQIA to be revised and re-issued to the correct consultation timetable:

- Procedural flaws in the consultation process for the draft EQIA (covering the 'late issue ...and curtailed response times of the EQIA document...' (though it must be understood that the draft EQIA is subject to a 12 week consultation procedure).
- The use of 'casual definitions of equality which do not reflect the law...';
- The ambiguous use of terms such as impact and assessment;
- Selective use of statistics to ...blur the intensity of discrimination and disadvantage';
- The absence of 'political opinion' from the opening section; (NIPSA points to 'a reluctance amongst relevant senior civil servants to deal imaginatively with for example the question of political monitoring').
- The assumption that all three documents (the PfG, Economic Strategy and the Investment Strategy) will achieve targeted outcomes;
- The absence of consideration of impact on 'those with different political opinion' (an issue also considered by NIPSA who challenges the Executive to pursue issues concerning 'limited data' more vigorously (p3 NIPSA response));
- The lack of accountability;
- The absence of 'processes for effective joint Departmental screening and assessment on cross-Departmental projects'.
- The absence of impact evaluation or details for any of the proposals in the PfG. In this regard NIPSA asks for evidence to show where programmes were reviewed to reinforce confidence in the accuracy of impact assessments where impacts are stated to be neutral.
- The absence of an indication of 'how often Departments are to report to the Executive on equality progress and with what degree of transparency'. This theme is also explored.

- The lack of sensitivity analysis leading UNISON to conclude that ‘...the EQIA changes nothing in the PfG and Strategies...’. (p7 UNISON Response to PfG, Economic Strategy/Investment Strategy, February 2012).

ICTU in its response to the draft EQIA pointed to ‘fundamental procedural flaws in this element of the consultation.....reinforced by the adoption of the PfG before the closure and consideration of the EQIA process’. It also considered that the EQIA contained ‘casual definitions of equality which do not reflect the law and the key concepts of promotion, impact and assessment’. Other concerns expressed related to:

- The selective use of statistics per equality group to ‘blur the intensity of discrimination and disadvantage’;
- The absence of commentary on ‘political opinion’;
- The assumption that all proposals and initiatives in all three documents (PfG, Economic Strategy and Investment Strategy for NI) will (a) happen and (b) achieve targeted outcomes;
- The absence of evidence for effective joint Departmental screening and assessment on cross-Departmental projects;
- The absence of impact evaluation
- The absence of references on how often Departments will report to the Executive on equality progress.

ICTU considers that the overall context is one of ‘widening in equality across all categories as a consequence of austerity, cuts and welfare reform’. It therefore calls for an alternative economic strategy.

Consultation Feedback - the Equality Commission

In its response to the draft EQIA, the Equality Commission makes a number of recommendations aimed at improving the assessment. These included recommendations that it should:

- present a comprehensive picture of inequalities as well as the barriers to equality;
- make better use of the Department's information and research programmes, including material gathered in the audits of inequality;
- place less emphasis on the assumption that increasing wealth will have a general positive impact on inequality or disadvantage and more comprehensively identifying specific opportunities for positive or mitigating action.

More specifically, the Commission considered that:

- the aim of the PfG should be encapsulated under the respective heading in the EQIA;
- the starting point for the impact assessment should be the key inequalities;
- the information contained in the draft EQIA is extensive; it is presented in 'disjointed and somewhat unfocussed...';
- the EQIA 'should focus at a strategic level, on the impacts of the proposed PfG on the specific key commitments;
- the core task of the EQIA should be to (i) identify the inequalities faced by each equality category (including other key cross-cutting issues such as the East West divide); and (ii) examine each of the PfG priorities/commitments in detail in order to identify how successfully each of them can contribute to tackling the identified inequalities.
- The assessment should consider how the key commitments in the PfG 'can be improved and fine-tuned in light of the findings of the assessment of impacts, to ensure due regard to the need to promote equality of opportunity...';

Table 1: Comments received in respect of OFMDFM's Equality Impact Assessment of the Programme for Government (2011-15).

COMMENTS RECEIVED FROM	DETAILS OF MAIN COMMENTS SUBMITTED	OFMDFM RESPONSE
1.Disability Action	<ul style="list-style-type: none"> • The absence of any reference to the NI Survey of Activity Limitation and Disability - a key source of information on disability; • Failure to assess fully the impact of the PfG- though the statistical data was seen as 'helpful' in setting the context, • Need for 'disability equality training'; • Need for balance between ' area based interventions and 'interventions with communities of interest...'.concern that cuts in the budgets such as Education's will 'directly and negatively affect provision for disabled children and adults through a reduction of support staff, therapies or new provision'. • Difficulties facing disabled people in the labour market '....Disabled people who comprise 21% of NI's population experience the following being : twice as likely as non-disabled people to have no qualifications; four times as likely to be unemployed and with 70% experiencing economic inactivity and living in poverty.....'. In its view '...increasing productivity and competitiveness as a focused measure will not change this position until other significant strategies are put in place'. • Specific concerns relating to each of the five priorities in the draft PfG 	<p>Now included</p> <p>Revised EQIA to address this. Departmental Equality Schemes Issue to be addressed in PfG monitoring.</p> <p>Recognised in EQIA</p> <p>See separate table</p>
2.NI Commissioner for Children & Young People (NICCY)	<ul style="list-style-type: none"> • Need to have a more thorough exploration of the differential impact of the PfG proposals. Gaps in PfG in respect of action to: safeguard children, Special Educational Needs, mental health, early intervention. • Children more likely to experience poverty than population in general • Need to re work the draft EQIA to identify differential impact of PfG. 	<p>EQIA aims to Identify differential Impact</p> <p>Recognised in EQIA Revised EQIA</p>
3.Early Years	<ul style="list-style-type: none"> • Need for linkages between the EQIA and the PfG including specific impacts on young people. • Need to ensure corresponding direction in the PfG as to how early years will benefit; recognize importance of 0-6 strategy; insufficient detail on how pre-school commitment will be monitored. • Absence of an online children friendly version of the PfG and EQIA 	<p>Noted</p>
4.Inclusive Mobility & Transport Advisory Committee (IMTAC)	<ul style="list-style-type: none"> • Acknowledgement that many of the PfG commitments have the potential to benefit disabled people and older people. EQIA should consider measures that mitigate the impacts of the cuts' • Concern over proposals to reduce revenue support for public transport services 	<p>Noted</p>

COMMENTS RECEIVED FROM	DETAILS OF MAIN COMMENTS SUBMITTED	OFMDFM RESPONSE
5. UNISON	<ul style="list-style-type: none"> • Refers to ‘fundamental procedural flaws such as ‘late issue and curtailed response times of the EQIA document’; ‘Causal definitions of equality’; • Selective use of statistics which ‘...blur the intensity of discrimination and disadvantage...’; absence of ‘political opinion’ content in the mitigation section; • Assumptions that Departments will screen policies; absence of impact evaluation or details for any of the PfG proposals; • Absence of indication as to how often Departments will report to the Executive on equality progress • The ‘consequences of austerity, cuts and welfare reform’ ... ‘should have been part of sensitivity analysis of the EQIA’; ‘The EQIA changes nothing in the PFG and Strategies’. 	EQIA was subject to a consultation period lasting 12 weeks Revised EQIA draws extensively on recognised statistical sources All depts. are subject to statutory equality duty PfG is subject to regular monitoring to include coverage of equality issues.
6. Sinn Fein	<ul style="list-style-type: none"> • Evidence gathered in the EQIA considered satisfactory but improvements suggested for the final EQIA. • Gaps exists such as data in DHSSPS ‘A Section 75 analysis of mortality patterns in NI 2003-07’; • Need to dovetail the EQIA process & the PfG outcomes e.g. reference to Protestant working class males facing significant educational inequalities – implications for DE funding; • Need to highlight the issue of ‘multiple inequalities’ including existing ‘politically motivated inequalities – such as those faced by political ex-prisoners’; • Need for greater utilisation of multiple deprivation measures; • Final EQIA should reflect potential mitigating alternative policies to promote equality (even in absence of any anticipated increase in the level of economic activity)’. 	Revised EQIA
7. Training for Women Network (TWN)	<ul style="list-style-type: none"> • Concern expressed over timing of EQIA and ‘restricted time frame for consultation’ • TWN recommends the practice of gender budgeting 	EQIA subject to 12 weeks consultation. Noted
8. Women’s Resource and Development Agency	<ul style="list-style-type: none"> • WRDA notes that the EQIA recognises the socio-economic inequalities between men & women including the lack of female representation in public life. However it notes that there appears to be ‘no serious actions to mitigate these...’. • Seeks greater integration between the PfG and the EQIA. • Urges Executive to take actions to minimize inequalities and to prevent current economic situation from worsening existing inequalities 	Noted. EQIA will help inform PfG process

COMMENTS RECEIVED FROM	DETAILS OF MAIN COMMENTS SUBMITTED	OFMDFM RESPONSE
9. Rural Community Network (RCN)	<ul style="list-style-type: none"> • Acknowledges that the EQIA discusses the rural and social impact of PfG actions • Concern expressed over the absence of ‘...specific statement on rural proofing within the lack of ‘consideration...that S75 groups in rural areas may be more disadvantaged due to the lack of access to public transport, services or employment opportunities’. • No specific commitment to deliver on Rural White Paper. 	Noted. EQIA now incorporates multiple deprivation in spatial terms
10. Age NI	<ul style="list-style-type: none"> • Concerns expressed over length of consultation period. • EQIA acknowledges the impact of adverse economic conditions on older people. However actions to promote equality of opportunity only refer to ‘benefits, arts and community safety...mitigating measures only refer to arts and older people, closure of libraries, reductions in benefit take-up’. • Age NI refers to ‘paternalistic & stereotypical views of older people [which] mask the contribution of older people & this constrains the PfG...’ • Recommends a revision of the EQIA 	See above Revised EQIA will seek greater integration between EQIA and PfG processes. Now undertaken
11. Equality Commission	<ul style="list-style-type: none"> • EQIA needs to present a comprehensive picture of inequalities, including more effective use of Departmental audits of inequalities. • Less emphasis on the assumption that increasing wealth will have a general positive impact on inequality. • More comprehensive identification of specific opportunities for positive or mitigating action. • Identification of key inequalities should be starting point for the impact assessment. • Though the existing information in the EQIA is extensive, it is ‘disjointed and somewhat unfocussed..’ • EQIA should focus at a strategic level on the impacts of the proposed PfG on the specific commitments. • Core task of the EQIA should be to (i) identify the inequalities faced by each equality category (including other cross-cutting issues such as the East west divide). • (ii) identify each of the PfG priorities / commitments in detail to identify how successfully each of them can be contribute to tackling the identified inequalities. • Need to consider how the key PfG commitments can be ‘improved & fine tuned...to ensure due regard to the need to promote equality of opportunity. 	The Executive has made growing a sustainable economy and investing in the future the first priority of its programme for government. This is because the Executive is committed to using wealth and prosperity to help reduce poverty, promote equality and tackle deprivation. For this reason, Equality is a cross-cutting principle that will guide the

COMMENTS RECEIVED FROM	DETAILS OF MAIN COMMENTS SUBMITTED	OFMDFM RESPONSE
		implementation of the PfG
12. NI Council For Ethnic Minorities	<ul style="list-style-type: none"> • Expresses concern that (i) 'the draft PfG has not been informed by an EQIA' (ii) launch of EQIA consultation was '...nearly two months after publication of [PfG]...' (iii) suggests that '... the draft EQIA was drafted after the draft PfG & so could not inform the proposals contained in the main document'. Case law quoted in GB to underline need for advance consideration of the promotion of equality of opportunity. • Highlights issues relating to the current state of racism and racial inequality in NI; lists 6 areas that should be addressed: (i) legislative timetable to amend the Race Relations NI Order 1997 to rectify deficiencies of current law; (ii) timetable to approve a new Racial Equality Strategy in 2012 (iii) address the underachievement of black & minority ethnic young people who are leaving school without qualifications (iv) crisis fund to assist vulnerable migrants (v) strategy needed to tackle violence against black & ethnic minority women (vi) address social disadvantage in & low life expectancy of Travellers, Roma and Gypsy. 	Draft EQIA was developed in parallel with draft PfG.
13.COSTA Community of Organisations of South Tyrone & Areas Ltd	<ul style="list-style-type: none"> ▪ Acknowledges that the EQIA discusses the rural & social impact of the actions proposed in the PfG- however COSTA's response indicates that this 'appears to be an attempt to identify some rural specific work that is carried out by Departments...'. Concern expressed that the PfG contains '...no specific section on or reference to rural proofing' nor is there consideration within the EQIA that 'Section 75 groups in rural areas may be more disadvantaged due to lack of access to public transport, services or employment opportunities...' 	EQIA makes specific reference to rural areas including areas of multiple deprivation.
14.CiNI (Children In Northern Ireland).	<ul style="list-style-type: none"> ▪ CiNI expresses concern at the delay in the production of a child friendly version of the draft PfG and EQIA; wishes to see the consultation period extended to facilitate real & meaningful direct engagement with children & young people; ▪ CiNI indicates that '...it does not appear that the EQIA has been undertaken simultaneously with the development of the PfG given that the EQIA consultation document was published five weeks from the PfG consultation deadline & on the basis that views would need to be submitted within this timeframe in order to actually inform the PfG...' ▪ CiNI urges that to inform EQIA processes there is '...an urgent need for concerted efforts by Government to develop and put in place a data gathering system that can collate a range of disaggregated information on the lives of children and young people...' ▪ 	The Department produces alternative and accessible versions of its consultation documents in response to demand from individuals who need such documents to enable them to access the consultation process. The

COMMENTS RECEIVED FROM	DETAILS OF MAIN COMMENTS SUBMITTED	OFMDFM RESPONSE
		production of a children and young people's version of the draft PfG was considered, however there was no demonstrable demand from children or young people for the document.
15. Save the Children	<ul style="list-style-type: none"> ▪ Acknowledges that 'a great deal of work has been devoted to writing this EQIA. It contains much very useful information about the scale of inequalities across the S75 grounds and about the range of Departmental programmes aimed at promoting equality of opportunity..' ▪ Considers that this EQIA 'has not considered the proposed commitments in the draft PfG but instead has listed current Departmental actions...' ▪ 'shocked ' that the assessment of the proposed welfare reform changes has been omitted; ▪ Alleges that the EQIA is in breach of ECNI guidelines by representing 'an exercise in post hoc rationalization' rather than an effort to avoid unintended and unanticipated adverse impacts during policy development'. ▪ Has overlooked the importance of listening to the views of children and young people; ▪ EQIA needs to assess the actual proposals in the PfG. ▪ Advises that the PfG and EQIA need to be redrafted to take into consideration proposals for the future of DEL. 	The EQIA was developed in parallel with the PfG and assesses the impact of its measures. The consultation on the EQIA lasted for 12 weeks, and informed the development of the PfG.
16. Children's Law Centre	<ul style="list-style-type: none"> ▪ Concern expressed regarding the '...extremely restricted time frame for the consultation on the EQIA...' ▪ Request for details on how the Department ...' have or intend to consult directly with children & young people as one of the groups likely to be impacted upon most by the implementation of the Executive's PfG...' ▪ Request for copies of the Executive's 'child accessible version of the PfG consultation documented and its consultation on the EQIA of the PfG by return...' as well as 'details of the system which will be used to analyse responses to both of these consultation processes including the degree of weight which will be attributed to both individual and organisational responses...' 	The EQIA was developed in parallel with the PfG and assesses the impact of its measures. The consultation on the EQIA lasted for 12 weeks, and informed the development of the PfG.
17.Irish Congress of	<ul style="list-style-type: none"> ▪ Refers to 'fundamental procedural flaws' in this element of the consultation 'reinforced by the adoption 	Points 1-4 are

COMMENTS RECEIVED FROM	DETAILS OF MAIN COMMENTS SUBMITTED	OFMDFM RESPONSE
Trade Unions (ICTU)	<p>of the PfG before the closure and consideration of the EQIA process’.</p> <ul style="list-style-type: none"> ▪ Considers the draft EQIA contained ‘casual definitions of equality which do not reflect the law and the key concepts of promotion, impact and assessment’. ▪ Selective use of statistics per equality group to ‘blur the intensity of discrimination and disadvantage’; ▪ Absence of commentary on ‘political opinion’; ▪ Assumes all proposals and initiatives will (a) happen and (b) achieve targeted outcomes; ▪ Absence of evidence for effective joint Departmental screening and assessment on cross-Departmental projects; ▪ Absence of impact evaluation including references on how often Departments will report to the Executive on equality progress. 	<p>incorrect. The EQIA and its consultation process were fully compliant with legal requirements. The EQIA necessarily assumes that the PfG commitments will be implemented, because its purpose is to consider the impact of their implementation. Mechanisms for cross-Departmental cooperation are set out in the Programme for Government. An monitoring section is included in this document at section 7.</p>

(Full details of the above responses are available from the Department’s website (www.northernireland.gov.uk).

Amendments to draft EQIA

24. In response to the feedback obtained from the EQIA a number of changes have been made to the earlier draft issued for consultation.

These include:

- Further analysis of inequalities taking account of the findings of the various audits of inequality compiled by Departments;
- Further discussion with Departments in relation to their commitments within the PfG;
- Further examination of the likely impact of each priority on key inequalities;
- Incorporation of the findings of the Northern Ireland Multiple Deprivation 2010 study published in March 2010;
- A revised structure for the EQIA to ensure that the starting point for the impact assessment is the set of key inequalities;
- Consideration of how the key commitments in the PfG address or impact on inequalities as identified in this assessment.

25. The delivery of policies, programmes and capital projects at Departmental level will be informed by the outcome of this assessment. However, given the strategic focus of the PfG, the equality impacts of individual policies, programmes and capital projects which Departments will deliver are not specifically considered here. These will continue to be subject to equality screening and, where appropriate and in line with statutory duty, Equality Impact Assessment by Departments and relevant designated authorities, in

accordance with the criteria set out in the guidance produced by the Equality Commission⁴. In that context, the Executive will ensure that Departments and relevant designated authorities continue to meet their obligations under Section 75 including Schedule 9.

⁴ Equality Commission (2010) Section 75 of the Northern Ireland Act 1998: A Guide to Public Authorities; April.

SECTION 4: ANALYSIS OF KEY INEQUALITIES IN 2012

Background

26. In response to the feedback obtained from the consultation exercise, this section of the EQIA sets out in a systematic way an overview of some of the key inequalities which exists in both economic and social terms. It does this by taking account of existing available research as well as where appropriate further analysis or updating of data drawing on a range of sources. A comprehensive listing of data sources is provided in the form of Appendix 1 at the end of this document.

27. This approach is consistent with the advice provided by the Equality Commission. It has advised that ‘...a proper analysis of the potential impacts of the proposed policy is at the core of any EQIA...’⁵ Acknowledging that the amount of information contained in the EQIA was extensive, the Commission has advised that ‘...key inequalities ...should be the starting point of any impact analysis...’.

28. Using the most recent available evidence, along with information received during the consultation period (including additional sources highlighted in written responses); this section aims to identify the key inequalities faced by each equality category. Consideration is also given to the main barriers to equality. This analysis informs the subsequent discussion on the potential impacts of the PfG including consideration of any remedial action that could or should be taken at the strategic level.

29. The intention in this assessment is to ensure that in identifying and taking forward priorities, due regard has been given to the need to promote equality

⁵ Source: Equality Commission for Northern Ireland: Consultation response to draft PfG2011-15; Economic Strategy; draft Investment Strategy for NI 2011-2021. February 2012.

of opportunity within and between the Section 75 groups and that the subsequent actions put forward effectively target and meet this objective.

30. In order to ensure the analysis of inequalities is as comprehensive as possible the key inequalities identified in each of the audits of inequalities undertaken by Departments are summarised as a reference source in Appendix 2. Further sources of information have also been used to inform the EQIA- taking account of specific comments submitted during the consultation process.

Key Inequalities

31. In 2007, the Equality Commission published a Statement on Key Inequalities in Northern Ireland. It identified six broad areas which it considered needed to be addressed in order to realise equality of opportunity in our society. They were identified as areas of persistent inequality. For the purposes of this assessment, they have been summarised in tabular form in Table 3 below.

Table 3: Key Inequalities identified by Equality Commission (2007)

Policy area / Theme	Examples of identified inequalities:
Education	<ul style="list-style-type: none"> ▪ Differential attainment by gender; ▪ Issues for Travellers, disabled students; ▪ Lower levels of educational attainment for children from poorer houses.
Employment	<ul style="list-style-type: none"> ▪ Differences in labour market outcomes by gender covering pay, occupational profile, full-time and part-time employment; unemployment, economic inactivity; access to training; access to affordable childcare, participation rates; ▪ Labour market differentials for disabled people including barriers to access to employment; ▪ Inequalities in employment & labour market outcomes for older workers; young people; those with dependents; ▪ Barriers to employment for other groups such as migrant

	worker communities; persons of a different sexual orientation.
Health & Social Care	<ul style="list-style-type: none"> ▪ Health inequalities in respect of socio-economic circumstances, lifestyle & health behaviour & access to effective health or social care.
Housing	<ul style="list-style-type: none"> ▪ Housing segregation on the basis of community background.
Participation in civic & public life	<ul style="list-style-type: none"> ▪ Under-representation of groups in public, political & civic life.
Prejudice	<ul style="list-style-type: none"> ▪ Discrimination or harassment to persons of a different sexual orientation; ▪ Racial prejudice; prejudice to disability, bullying ▪ Polarisation & segregation by community background.

Source: Adapted from Equality Commission for Northern Ireland (2007) Statement on Key inequalities in NI.

32. For the purposes of the current assessment, there is merit in setting out the range of key inequalities facing each of the Section 75 categories. This allows for a more systematic assessment of the key inequalities based on the most recent labour market and socio-economic data available. It should however be recognised that there will be overlap between categories. This approach is more reflective of the cross-cutting approach adopted by the PfG which recognises the interdependency between the priorities which ought to be more reflective of the challenges facing our economy and society.

Analysis of inequalities

33. On the basis of the analysis of the most recently available evidence and taking account of the feedback received from consultees, it is possible to identify and highlight some of the key inequalities facing the region today. (For a more detailed listing of inequalities, those identified in each of the audits of inequalities undertaken by Departments have been summarised as a reference source in Appendix 2).

(i) Religious belief

34. In terms of religious belief, it can be observed that:

- Economic inactivity rates for Roman Catholics are higher than that for Protestants.⁶
- A higher proportion of Roman Catholic than Protestant school leavers achieve good outcomes at 5 or more GCSEs A*-C inc. equivalents (73% - *i.e.* 8370 out of 11 411 and 71% - *i.e.* 6527 out of 9252 respectively). When entitlement to free school meals is taken into account the figures are 52% and 37% respectively. However a higher number of Roman Catholic than Protestant young people leave school without achieving at least 5 GCSEs at A*-C inc. equivalents (3041 and 2725 respectively). In terms of poverty differentials, 64.3% of all pupils entitled to free school meals are Roman Catholic; 27% are Protestant. (Source: Annual School Census 2010/11)
- The number of economically active Roman Catholics of working age has increased over the period 1992–2009. The percentage point gap in unemployment rates between the two communities has decreased from 9% in 1992 to 3% in 2009. However, Roman Catholics comprised approximately six out of every ten unemployed people in 2009.⁷ The economic inactivity rate for Roman Catholics has reduced to 31% but continues to be higher than that for Protestants (approximately one in four). In 2010, the composition of the unemployed, was 46% Protestant and 54% Roman Catholic.⁸
- In terms of the median hourly wage rate differential 1995 – 2010, the Labour Force Survey indicates that in 1995, the wage rate differential was 0.96 *i.e.* the Roman Catholic median wage was 96% that of

⁶ Source: 2009 Labour Force Survey Religion Report: November 2010

⁷ Source: 2009 Labour Force Survey Religion Report, November 2010

⁸ Source: 2010 Labour Force Survey Religion Report, December 2011

Protestant. In 2010, the wage differential was 1.04 *i.e.* the Roman Catholic wage was 104% that of Protestant.⁹

- A higher proportion of Roman Catholics than Protestants achieved good outcomes at GCSE and A levels especially when entitlement to free school meals is taken into account. However a higher number of Roman Catholic young people leave school without the qualifications they need.¹⁰
- The proportion of children living in poverty varies according to the religion of the family. Thirty-two per cent of children living in Roman Catholic families lived in poverty in 2008/09 compared to 18% for children living in Protestant families.¹¹
- Public sector monitoring statistics provide an insight into some of the dynamics. In the Northern Ireland Civil Service, the overall composition is 50.9% Protestant, 49.1% Roman Catholic. The proportion of staff who are Roman Catholic is highest in the most junior grades and lowest in the most senior grades. Since 2001 the NICS has seen Roman Catholic representation rise, and Protestant representation fall, by 6.2 percentage points. At analogous Grade 5 and above, the percentage of Roman Catholics increased from 24.5% to 36.6%. In the period 2000 – 2011, the percentage of Protestant representation in analogous Grade 5 and above fell from 75.5% to 63.4%. Over the period 2010-2011 there was a decrease in Roman Catholic representation, and corresponding increase in Protestant representation, at analogous Grade 5 and above (4.2 percentage points).¹²

⁹ Source: 2010 Labour Force Survey Religion Report, December 2011

¹⁰ Source: Qualifications & Destinations of School Leavers 2009/10.

¹¹ Source: Households Below Average Income (HBAI) Northern Ireland 2008/09 Report

¹² Source: Table A5.6 Equality Statistics for the Northern Ireland Civil Service Based on staff in post at 1 January 2011

Age

35. In terms of age considerations, it is noted that:
- Survey evidence shows that in general for both men and women the incidence of work related training declines with age (13).
 - Older person households are more likely to be workless, tend to have lower incomes, are more benefit dependent ¹⁴ and will experience other forms of exclusion such as isolation from friends, relatives, services etc not to mention increased fear of crime.
36. Research undertaken by the Employment Research Institute for the Equality Commission¹⁵ indicates that:
- There has been a decline in employment across all age groups between 2006 and 2009 (op.cit p40);
 - The biggest declines in employment rates have been for the 18-24 age groups.
 - In terms of unemployment rates, DETI's Labour Force Survey data indicates that the unemployment rate for the 18-24 age group has doubled from 9.9% (January to August 2007) to 19.0% (January to August 2010).
 - In terms of economic inactivity rates, these increased for the 18-24 age group between 2006 and 2009 (though as the report indicates, we have a pre-existing high level of inactivity and a large majority of the inactive in the 18-24 age group are students). The report points out that more people may be going into Higher or Further Education. One direct impact of the recession has been an increase in economic inactivity

¹³ Source: Smeaton, D and Sandra Vegeris (2010) Older people inside and outside the labour market: A review. Equality and Human Rights Commission Research Report No. 22; Manchester

¹⁴ Reliance on state social transfers for income which includes pensions, benefits and tax credits increases rapidly over the age of 60 (Source: DSD (2010) Northern Ireland Family Resources Survey).

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

rates for younger people as they defer entry to the labour market by entering either further education or higher education.

37. In addition, rising living costs and adverse economic conditions are likely to have greater impact on those on limited retirement incomes. Pensioners are the most reliant group on income from the state as an insulator against poverty. Within the region, a higher proportion of pensioners live in households below 70% of household median income.¹⁶ Reliance on state social transfers for income which includes pensions, benefits and tax credits, increases rapidly over the age of 60. For those households whose head of household is aged between 60 and 64 one quarter (25%) of their weekly household income is derived from tax credits, state pension, disability benefits and other social security benefits. This proportion rises to 45% for households whose head is aged between 65 and 74 and to 68% for households whose head is aged between 75 and 84.¹⁷

Table 4: Economic activity rates by age and gender

Age Group	All Persons	Male	Female
	%	%	%
18-24	68.4	75.6	60.8
25-49	84.1	91.7	76.9
50+	34.5	42.8	27.3
50-64	57.3	66.6	48.2
65+	6.6	10.1	-

Source: DETI: Monthly Labour Market Report October 2010

¹⁶ Source: OFMDFM (2010) Lifetime Opportunities Monitoring Framework: Baseline Report.

¹⁷ DSD (2010) Northern Ireland Family Resources Survey.

Table 5: Unemployment Rates (%) by age

	18-24	25-49	16+¹⁸
	%	%	%
Jan-Aug 2007	9.9%	2.5%	3.7%
Jan-Aug 2010	19.0%	4.9%	7.0%

Source: DETI: Monthly Labour Market Report October 2010

38. In general, economic activity rates are related to those ages associated with full-time education. They peak during 'prime' working years and begin to drop off towards retirement age. Overall at least two concerns arise from this analysis. The first relates to the rate of 16-24 year olds "Not in Employment, Education or Training" (NEETS) which is a continuing cause of concern. Secondly as a group, pensioners are the most reliant on income from the state as an insulator against income poverty. The majority of pensioners are protestant.¹⁹ Pensioners are also more likely to suffer from fuel poverty.²⁰

Persons with a disability / persons without

39. In respect of persons with a disability and those without a disability:

- The employment rate for people with a disability is less than half those of people without a disability.²¹
- Households with one or more adults with a disability have a higher than average risk of living in a household below the poverty line.²²

¹⁸ The unemployment figures quoted are by age group: 18-24, 25-49 and 50+. In the case of 50+ the sample size is too small so the 16+ figures reflect the total figure.

¹⁹ Source: Labour Force Survey Religion Report November 2010 published in December 2011

²⁰ Source: Labour Force Survey Religion Report November 2010 published in December 2011

²¹ Source: Labour Force Survey April to June 2010

²² Source: DSD 2010 Northern Ireland Households below Average Income

- Sick or disabled persons represent the majority of those who are out of work or on benefits. (The main reason for economic activity for both Roman Catholics and Protestants was sickness/disability).²³

40. Approximately one in five of the population here is limited in their daily activities for reasons associated with a disability or long term condition. In 2009 the Continuous Household Survey reported that 23% of people had a limiting long standing illness. In general labour market outcomes for people with work-limiting disabilities are significantly worse than for other people.²⁴ (Source: Equality Commission 2007, Statement on Key Inequalities). In 2010/11 around 20% of pupils were identified as having a Special Educational Need.

41. People living in a household with one or more disabled adults have a higher than average risk of living in a household in relative poverty.²⁵ Almost one third (30%) of individuals living in a household with one or more disabled adults live in relative poverty compared to 21% of individuals in the population as a whole²⁶.

42. All Departments are committed to ensuring that, as far as possible any policies or actions put forward within the PfG take full account of the needs of people with disabilities. This includes ensuring compliance with the Disability Discrimination Act.

43. Some examples of Departmental consideration of Budget 2010 Savings Plans include the following:

- DRD is considering the impact of its savings proposals including plans to increase car park charges, reduce its maintenance activities, reduce

²³ See OFMDFM (2010) 2009 Labour Force survey Religion Report page16.

²⁴ Source: Equality Commission, 2007 Statement on Key Inequalities.

²⁵ Relative income poverty may be defined as the proportion of children, adults, pensioners and whole population living in households whose income is 60 per cent or less of UK median household income on a Before Housing Costs Basis..

²⁶Source: DSD (2010) Northern Ireland Households Below Average Income

funding to Translink, NI Transport Holding Company. Funding will only be reduced to the inefficient Shopmobility providers across the board.

- DCAL – National Museums NI highlights the potential impact on people with a disability if the budget is cut thereby potentially reducing the provision of access through digital and audio means.²⁷
- DCAL – Libraries NI – a reduction in stock budget may differentially impact upon people who are visually impaired if there are insufficient funds to purchase a range of book formats.²⁸

Labour Force Survey estimates for persons with / without disabilities

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

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

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

²⁷ Source: [DCAL EQIA Savings proposals 2010](#)

²⁸ Source: [DCAL EQIA Savings proposals 2010](#)

Table 6 - Employment Rate by Age Group and Disabled Status

Age Group	Persons with Disability	Persons without Disability
	%	%
16 - 19	*	24
20 - 29	*	75
30 - 39	44	84
40 - 49	41	90
50 - 59/64	21	74
All of Working	31	75

* Cell size too small for a reliable estimate

Source: Labour Force Survey (LFS)²⁹ April to June 2010

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

Table 7 – Employment Rate (16-64) by type of Disability³⁰

Type of disability	16-64 Employment rate (%)
DDA disabled and work-limiting	22
DDA disabled only	60
Work-limiting disabled only	54
Not disabled	75

Source: Labour Force Survey (LFS) April to June 2010

²⁹ The Labour Force Survey (LFS) is a voluntary sample survey carried out by interviewing individuals in private households and is the most comprehensive source of information on their circumstances and work. It is the biggest regular household survey in Northern Ireland, providing a rich source of information on the labour force using internationally agreed concepts and definitions. Figures taken from the LFS are subject to an associated sampling error that decreases as the sample size increases. It is the nature of sampling variability that the smaller the group whose size is being estimated, the (proportionately) less precise that estimate is.

³⁰ Since Spring 1997, LFS working-age respondents have been asked questions to identify whether they have a current disability covered by the 1995 Disability Discrimination or a work-limiting disability (which affects either the kind or amount of paid work they can do) or both. This broad description covering any of these three definitions (defined as a current long-term disability) is used in this analysis. This definition covers a wide range of impairments which themselves can differ greatly in severity.

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

Table 8 – Main Health problem of those of with a Disability (16-64)

Main Health problem	Number	% of total
Problem/disability connected with:		
Arms or hands	19,000	9
Legs or feet	19,000	9
Back or neck	31,000	14
Chest/breathing problems	20,000	9
Heart, blood pressure, circulation	25,000	11
Mental illness	30,000	14
Other illness ¹	75,000	34
All disabled of working age ²	217,000	100

¹ All other illnesses include sensory illnesses, skin conditions, diabetes, epilepsy, learning difficulties and progressive illnesses not elsewhere included.

² Excludes those that did not state their main health problem.

Source: Labour Force Survey (LFS) April to June 2010

Persons with / without dependants

49. In respect of persons with / without dependants: the risk of living in poverty is high if one is living in a lone parent household i.e. 39% of those people living in a lone parent household are living below the poverty line.³¹

50. Approximately 28% of families with dependent children here are lone parent families³². Within rural areas, households are more likely to have one or more dependent children than for the region as a whole³³.

³¹ Source: DSD (2010) Northern Ireland Households below Average Income

³² www.Poverty.org.uk

³³ DARD (2004) EQIA on the Rural Development Programme (2001-2006).

51. The risk of living in poverty is high if one is living in a lone parent household. 39% of people living in a lone parent household are living in relative poverty although they comprise 17% of all people living below the poverty line³⁴. The risk of living in poverty is somewhat less if one is living in a couple with children household. 18% of people living in a couple with children household are living below the poverty line although individuals living in such families account for one-third of all those living below the poverty line. Evidence suggests that persons with dependents are likely to face additional barriers to employment.³⁵ These include access to affordable childcare and continuation of benefits once in employment.

Marital Status

52. Taking account of marital status:

- Women pensioners in couples aged over 65 without children had the lowest total incomes in 2006/07 (at only 48% of their male counterparts). Amongst men the lowest incomes came from singles aged 65 or over.
- Single parents are at a greater risk of economic disadvantage, than other household types.³⁶
- Thirty nine per cent of those people living in a lone parent household are living in relative poverty.³⁷
- The relationship between single people and their labour market status will be driven more by their age profile than by their marital status.

³⁴ Source: DSD (2010) Northern Ireland Households below Average Income.

³⁵ Bell, K Brewer, M and Phillips D (2007) Lone parents working under 16 hours a week. Joseph Rowntree Foundation. Horgan, G and Monteith M (2009) What can we do to tackle child poverty in Northern Ireland? Joseph Rowntree Foundation.

³⁶ Source: Centre for Social Justice (2010) Breakthrough Northern Ireland; September

³⁷ Source: DSD 2010 Northern Ireland Households below Average Income

53. Research undertaken for the Equality Commission has indicated that ‘the greatest impact of the recession has been on those who are single or separated’.³⁸ The research explains that this finding is largely driven by the fact that this group is likely to be made up of large numbers of younger people. Indeed any relationship between single people and labour market outcomes will be driven primarily by age since single people as a group are likely to be comprised of a greater concentration of younger aged people. On that basis the relationship between single people and their labour market status will be driven more by their age profile than by their marital status. It has been observed that single parents are at a greater risk of economic disadvantage than other household types³⁹. This reflects the earlier statistic namely that 39% of those people living in a lone parent household are living in relative poverty.

54. In income terms, the data shown in Figure 1 shows that **women pensioners in couples aged over 65 without children** had the lowest total incomes in 2006/07 (at only 48% of their male counterparts). Amongst men, the lowest incomes came from **singles aged 65 or over**. These figures have been extracted from DSD’s Income Distribution series. Overall the risk of living in poverty is higher if one is living in a lone parent household.

³⁸ McQuaid, R, E Hollywood & J Canduela (2010) Employment inequalities in an economic downturn. Final Report July 2010. Equality Commission for Northern Ireland

³⁹ Source: Centre for Social Justice (2010) Breakthrough Northern Ireland September).

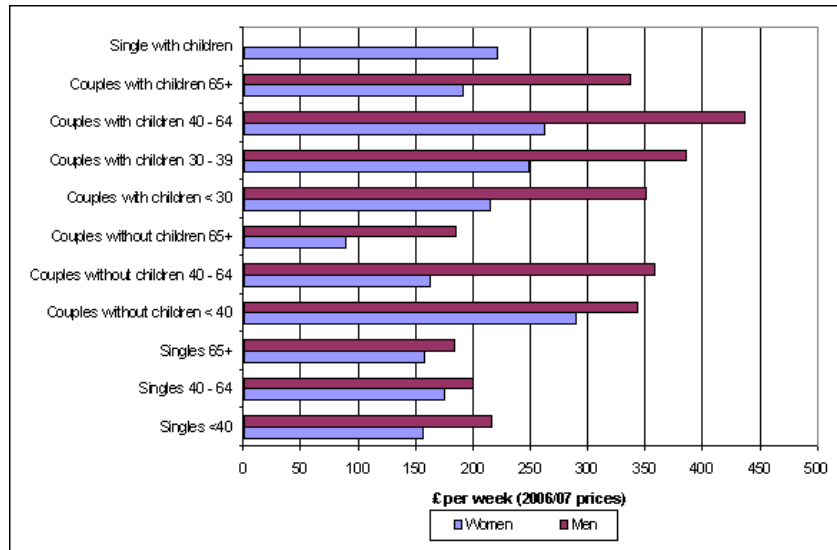


Figure 1: Median Total Individual Income by Life Stage, 2006/07

Source: DSD Individual Income Series for Northern Ireland 2006/07

http://www.dsdni.gov.uk/index/stats_and_research/individual_income_series_reports.htm

Men and women generally

55. In terms of gender considerations, it can be observed that:

- Women represent over half the population, but only 13% of MLAs and 20% of local councillors are female. A third (34%) of public appointments are held by women⁴⁰
- In labour market terms, women in general have a lower employment rate than men and are more likely to be economically inactive compared to men.⁴¹
- Men are more likely to occupy higher managerial posts.⁴²

⁴⁰ : "Women in Northern Ireland" DETI (September 2010)

⁴¹ Source: DETI (2009) Women in Northern Ireland). Similarly there are significant differences in terms of levels of female self employment here. Men are more likely to be self-employed than women (See DETI (2009) Women in Northern Ireland

⁴² Source: Equality Commission (2007) Statement on key inequalities p9-10

- In terms of educational outcomes such as the attainment of grades at GCSE, boys perform less well than girls. In addition, a lower proportion of boys progress to further or higher education compared to girls.⁴³ However that is not to ignore underachievement among girls who face many other barriers in life.
- Women's average total income is consistently lower than men's across all age groups⁴⁴.

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

Table 9: Labour Market Indicators Women in Northern Ireland: September 2009

Indicator	Males	Females
	%	%
Economic Activity (working age 16-59)	75	65
Employment Rate (Working age)	68.7	62.2
Unemployment Rate	8.3	4.4
Entrepreneurial Activity rate *	7.4	2.3

*Source: DETI (2009) Women in Northern Ireland

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

⁴³ Source: Equality Commission (2007) p5, Statement on key inequalities

⁴⁴ EC European Commission (2008) The life of women and men in Europe

http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-80-07-135/EN/KS-80-07-135-EN.PDF

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

59. The 2010 Annual Survey of Hours and Earnings data indicates that there is now no gender pay gap as measured by median hourly earnings⁴⁵. Factors which contribute to the closing of the gender pay gap here include:

- the high level of women's employment in the public sector;
- the rise of the service sector;
- the decline in manufacturing and construction.

60. However over a lifetime, men will earn more on average than women because of the greater number of average hours worked, combined with the impact of women having more interrupted working lives⁴⁶. Women are more likely to work in lower paid part-time work, particularly if they have dependants.

61. Underachievement, especially in literacy, tends to be higher among boys. While girls tend to outperform boys at each stage of their education (Key Stage 2 GCSE A levels) underachievement among girls remains a concern, given the strong correlation between a mother's educational attainment and that of her child.

62. Diverse and representative leadership helps ensure delivery of high-quality services that better meets the needs of everyone in the community, increases accountability and improves the democratic process.

⁴⁵ Note: This is a complex area. Using the differences in mean earnings produces a different result.

⁴⁶ [The Gender Pay Gap in Context: Causes, consequences and international perspective.](#)" McDowell (2010), OFMDFM

63. In summary females experience lower employment rates compared to males. Females are more likely to be economically inactive compared to men. There are significant differences in terms of levels of female self employment here. There are also significant differences in average earnings by gender, and, depending upon the measure used, this can lead to a gender pay gap.⁴⁷ Factors which contribute to gender pay differences include: occupational segregation; interrupted career paths; differences in hours worked; public/private sector composition; division of caring responsibilities and prevalence of part-time working.⁴⁸

64. Boys tend to achieve less well than girls at each stage of their education particularly when entitled to free school meals. However there is also underachievement among girls, higher among girls with entitlement to free school meals than those not entitled. Entitlement to free school meals is an indicator of family income and poverty.⁴⁹

Race

65. In terms of race considerations:

- Prejudice towards migrant workers, as reflected in surveys such as the Life and Times Survey and manifested in for example the number of racist incidents and racial discrimination in the labour market.⁵⁰
- An imbalance between the qualifications of migrant workers and level of occupation i.e. many migrants are working in low skilled jobs despite their

⁴⁷ Source: Labour Force Survey

⁴⁸ McDowell, P (2010) Gender pay Gap in Context. OFMDFM.

⁴⁹ Source: Qualifications & Destinations of School Leavers 2009/10

⁵⁰ Source: PSNI and Office of the Industrial Tribunals

relatively high levels of education⁵¹ and what might be expected for their educational qualifications, skills or training.⁵²

- Greater risk of poverty, multiple deprivation and exclusion experienced by Irish Travellers. Travellers have traditionally been a marginalised group experiencing low educational achievement with greater likelihood that they will leave school with no qualifications.⁵³
- There is evidence that minority ethnic communities experience barriers in accessing and benefitting from public services.⁵⁴
- Migrant workers and minority ethnic people can experience a lack of access to interpretation services.⁵⁵

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

67. The key commitments included within the five priorities of PfG should be beneficial to all members of the community regardless of their race. The last PfG indicated that there was a lack of reliable statistical data on the numbers of migrant workers here including the experiences of those workers. Since then this situation has changed as more robust estimates are now available of the population of nationals from countries in Central and Eastern Europe now resident here since 2004 using data from a variety of sources. Data from NISRA indicates

⁵¹ See: The Economic Labour Market and Skills Impact of Migrant Workers in NI, Oxford Economics, FGS McClure Watters and Perspective Insight Market Research, December 2009

⁵² Source: Institute for Conflict Research (2009). A report on the experiences of migrant workers in Northern Ireland. December

⁵³ Source: School Leavers Survey; Employment rates of 65.3% for Irish Travellers are below that of all economically active people (89.3%) Source: Census 2001

⁵⁴ Source: Improving Government Service Delivery to Minority Ethnic Groups; editors: P.Watt and F McGaughy, 2006

⁵⁵ Source: Improving Government Service Delivery to Minority Ethnic Groups, editors P Watt and F McGaughy 2006

that the migrant adult population is largely dominated by those from Eastern Europe, particularly Poland and Lithuania and is predominantly young.

68. It is estimated that in 2009 the population of nationals from the “A8” Countries⁵⁶ amounted to 39,000. They were living primarily in Belfast, Dungannon, Craigavon and Newry & Mourne areas⁵⁷. The Labour Force Survey estimates indicated that in April – June 2010, the number of those not born in the UK or Ireland of working age was 62,000 (of whom 52,000 were in employment). Overall this suggests that approximately 7% of those of working age and in employment comprised migrant workers⁵⁸.

69. Results from the Omnibus Survey indicate that private householders consider that people here are prejudiced towards migrant workers with respondents themselves continuing to think that they are prejudiced towards migrant workers.

70. Further work undertaken by the Institute of Conflict Research (ICR) and the South Tyrone Empowerment Programme (STEP) has collected information on the experiences and characteristics of migrant workers⁵⁹. Key findings from this research are:

- a relatively young population with almost half between the ages of 25 and 34.

⁵⁶ Eight central and Eastern European countries (referred to as the “A8” countries) joined the EU in May 2004. The A8 countries are Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

⁵⁷ Source: NISRA (2010) Migration Statistics for Northern Ireland (2009). <http://www.nisra.gov.uk/archive/demography/population/migration/Migration%20Report%202009.pdf>

⁵⁸ It should be noted that these estimates are based on country of birth of respondents in the Labour Force survey rather than self reported nationality which can be more subjective. In addition the LFS is a sample survey and the estimates are subject to a sampling error. Working age refers to 16-64 for males and 16-59 for females.

⁵⁹ Institute for Conflict Research (2009) ‘A Report on the experiences of migrant workers in Northern Ireland’ December. Department of Employment and Learning. Available at: <http://www.delni.gov.uk/migrantworkersexperiences>

- Just over $\frac{3}{4}$ were employed (either full-time or part-time), while a further 9% were unemployed.
- Approximately 39% have children (with the majority of children joining their parents at some stage by moving here from their home country). In 2010/11, there were over 8000 Newcomer Children ⁶⁰enrolled.
- In 2010/11, over 1,000 enrolled pupils were from Traveller ⁶¹ communities.
- In terms of specific jobs the results indicated a progression in the labour market as well as some individuals working at a lower level than in their country of origin. In the case of the latter this may have been related to the lack of confidence in their ability to speak English at an 'acceptable level'.
- There was evidence of some progression in the labour market in relation to current and previous employment here.

71. Recent inward migration has resulted in the single most significant structural change to the workforce here. There is evidence of a shift from the initial migration of young single men to a new pattern where families are coming to live and work here. This will have implications for other policy areas such as health care, education, and community engagement.

Persons of different sexual orientation

72. Limited data is available on the labour market position and incomes of individuals, by sexual orientation. Recent research indicates that although the majority of people locally, across all workplace sectors, believed their sexual orientation would have no impact on their chances of progressing professionally at work, over a third either did not know what impact it would have or think their sexual orientation will have a negative impact on their chances of progressing

⁶⁰ .A newcomer pupil is one who has enrolled in a school but who does not have the satisfactory language skills to participate fully in the school curriculum, and the wider environment, and does not have a language in common with the teacher, whether that is English or Irish. This has previously been referred to as English an Additional Language. It does not refer to indigenous pupils who choose to attend an Irish medium school.

⁶¹ Including Roma Travellers

professionally⁶² A recent study revealed that 24% of respondents believed that discrimination against LGB people was more common than five years ago, and more than any group, 54% of respondents believed that LGB people were especially likely to be subject to forms of harassment.⁶³

Persons of different sexual orientation

73. In terms of persons of different sexual orientation:

- Discrimination and marginalisation continues to be experienced by members of the lesbian, gay and bisexual (LGB) community.⁶⁴
- Increasing numbers of reported and recorded homophobic incidents – compared with 2009/10, the number of homophobic incidents in 2010/11 increased by 36 (20.6%)⁶⁵.
- There is a need for more robust data to enable better measurements and indicators.

74. Limited data is available on the relationships between various kinds of economic or social outcomes and experiences, and a person's sexual orientation. As indicated in the introduction, recent research indicates that although the majority of people locally, across all workplace sectors, believed their sexual orientation would have no impact on their chances of progressing professionally at work, over a third either do not know what the impact would be or think their sexual orientation will have a negative impact on their chances of progressing professionally.⁶⁶

⁶² Matthew McDermott (2011) *Through our Eyes: Experiences of Lesbian, Gay and Bisexual People in the Workplace*. Published by The Rainbow Project

www.rainbow-project.org/assets/publications

⁶³ Source: ARK (2010) *Attitudes towards Lesbian Gay and Bisexual People in NI: Research Update No. 66* March 2010.

⁶⁴ Source: ARK (2010) *Attitudes towards Lesbian Gay and Bisexual People in Northern Ireland, research Update No 66* March 2010

⁶⁵ http://www.psnipolice.uk/10_11_hate_incidents_and_crimes.pdf

⁶⁶ Matthew McDermott (2011) *Through our Eyes: Experiences of Lesbian, Gay and Bisexual People in the Workplace*. Published by The Rainbow Project

www.rainbow-project.org/assets/publications

75. The Life and Times Surveys since 1998 have examined questions concerning people's attitudes towards the lesbian, gay and bisexual (LGB) population. In 3 of the past 4 surveys, LGB people were considered second to minority ethnic people as being more likely to be treated unfairly⁶⁷. These surveys also reveal 'widespread prejudice towards gay and lesbian people in Northern Ireland' (ARK, 2010). Approximately 54% of respondents believed that LGB people were especially likely to be subject to forms of harassment.⁶⁸ In addition, a study by the Equality Commission found that 24% of respondents believed that discrimination against LGB people was more common than five years ago and more than any other group⁶⁹.

Social / Rural Impact

76. The following table provides examples of the on-going work within each Department to give regard to "Social / Rural Impact" in the development of policies and programmes. This is not a Section 75 category but it is a category that holds specific interest in the new PfG given the Section 75 categories affected by poverty which includes, children and young people, particularly those in lone parent families and older people.

77. Thirdly, in many instances there is an important spatial dimension to these issues. For example, areas of multiple deprivation suffer from a concentration of problems and outcomes which may reflect the cumulative impact of multiple inequalities as evidenced by health and lifestyle indicators. Deprived areas have lower life expectancy, worse health outcomes, suffer from increased morbidity and mortality, have substantially higher levels of teenage pregnancy than the region's average and perform less well in terms of educational outcomes. (In respect of the latter, educational disadvantage exists among Protestants and

⁶⁷ ARK (2010) Attitudes towards Lesbian, Gay and Bisexual People in Northern Ireland; Research Update Number 66 March 2010.

⁶⁸ Source: ARK (2010) Attitudes towards Lesbian Gay and Bisexual People in NI: Research Update No. 66 March 2010.

⁶⁹ Equality Commission (2009) Equality Awareness Survey 2008, Belfast, Equality Commission.

Catholics, among boys and girls, and among ethnic minorities. Too often, it is correlated with socio-economic disadvantage and is compounded by poverty of aspiration).⁷⁰ There is a need to deal with educational underachievement wherever and whenever it exists. The Department of Education is fully committed to improving outcomes for all young people whether they are Catholic or Protestant, boys or girls, or from newcomer communities.

78. In regional terms there is an East West divide in terms of economic and social indicators. GVA per head is considerably higher in the Belfast area⁷¹. The other areas of the region have among the lowest levels of GVA of all NUTS 3 areas. Household incomes vary with the highest in the Rural East and lowest in the Rural West. Over recent years investment in business has tended to focus on the Greater Belfast area.

79. The Northern Ireland Multiple Deprivation Measure 2010⁷² identifies small area concentrations of multiple deprivation across the region. This uses information on seven types of domains of deprivation (covering income deprivation; employment deprivation; health deprivation and disability; education, skills and training deprivation; proximity to services; the living environment as well as crime and disorder). It confirms that the majority of the most deprived areas in Northern Ireland are in Belfast and Derry/Londonderry with some notable pockets

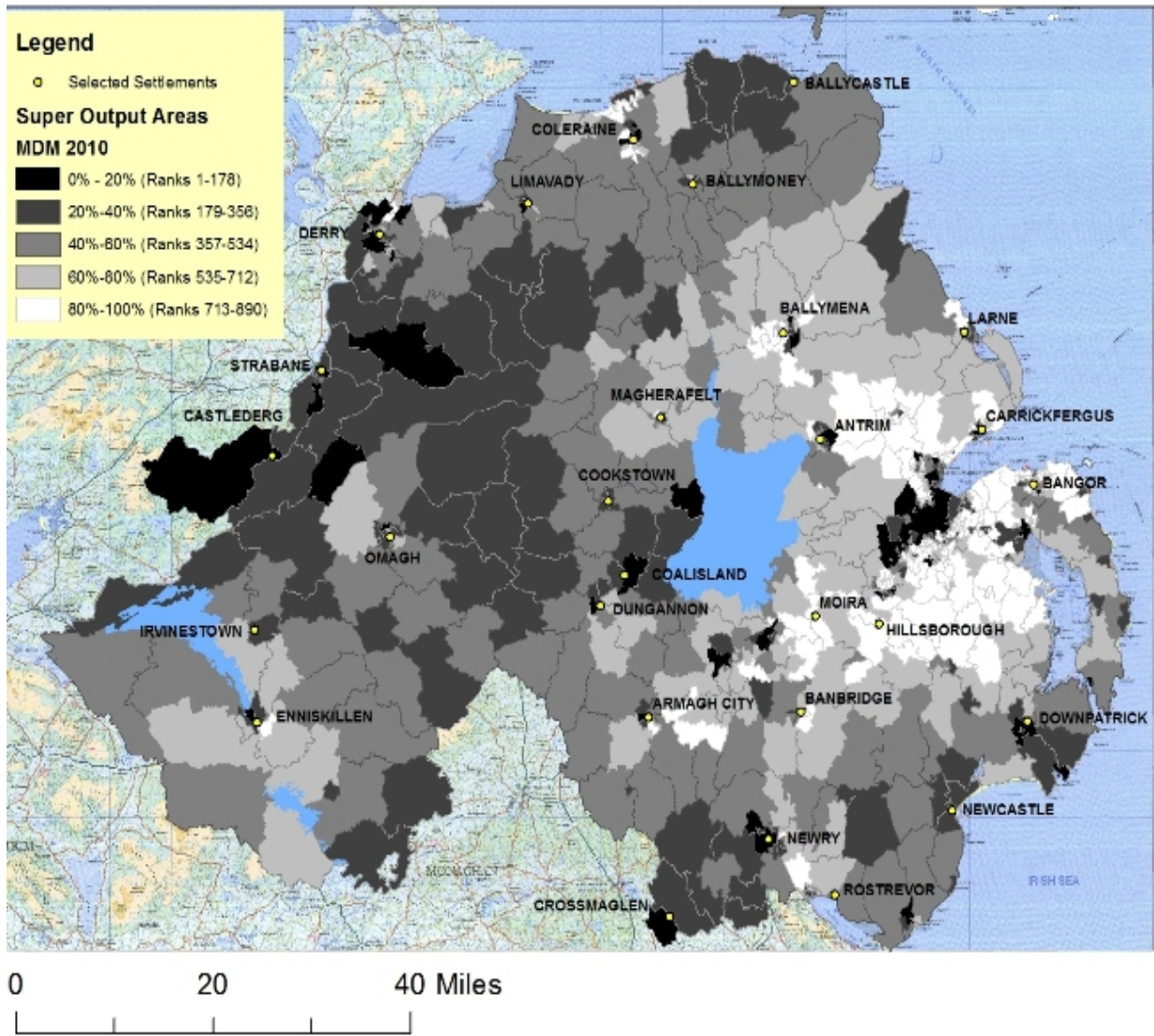
⁷⁰ Educational underachievement can be defined as those children who leave school without having achieved at least five good GCSEs at grades A* to C, including maths and English or Irish. In 2007 to 2008, the number of Catholic boys not achieving at that level was greater than the number of Protestant boys, with almost 2,900 Catholic boys compared to just over 2,600 Protestant boys. Although that represents a greater number of Catholic boys, a greater percentage of Protestant boys did not achieve at least five good GCSEs, with 52% of Protestant boys versus 48% of Catholic boys not achieving at that level.

For girls, the picture is very similar, with 38% of Protestant girls not achieving at that level, compared to 36.5% of Catholic girls. However, at 2,200, the number of Catholic girls who do not achieve at least five good GCSEs, including maths and English or Irish, is greater than the number of Protestant girls, at almost 1,900

⁷¹ See GVA per head figures for NUTS3 areas in Office for National Statistics (2009) Statistical Bulletin: Regional, sub-regional and local gross value added.

⁷² Northern Ireland Multiple Deprivation Measure (NIMDM) 2010 Report was published on 26 May 2010. It updates and replaces the NI Multiple Deprivation Measure 2005 as the official measure of spatial deprivation in NI.

in Lisburn, Craigavon and Strabane LGDs). The majority of areas in the least deprived decile are in the east of the region. Deprivation levels in Belfast LGD vary considerably. The majority of these deprived areas are situated in the west and north of Belfast.



Source: NISRA

80. Finally, the above analysis of inequalities complements the priority areas identified by the Equality Commission aimed specifically at eradicating inequalities⁷³. These are:

- i. **Educational attainment** – which should potentially have a significant impact on the Equality Commission’s priorities in education ⁷⁴ as well as in the PfG’s top priority in respect of economy and employment matters.
- ii. **Urban and rural regeneration** - which should build on the Executive’s existing efforts to promote Neighbourhood Renewal led by DSD as well as DARD’s efforts to promote integrated rural development. The Executive’s new **Social Investment Fund** should help to deal with issues of this nature.
- iii. **Implementing an effective child care strategy** - reflecting the pivotal role child care has in relation to the economy in terms of both employment and income and the position of women within the labour market. The additional £12m allocated in Budget 2010 to take forward childcare issues will be an important starting point.
- iv. **Promoting the independence and well being of older people** - reflecting the demographic trends enabling the inequalities experienced by older persons to be addressed as well as the opportunities offered by the ageing population.

⁷³ Equality Commission for Northern Ireland (2010) Forthcoming spending review – Commission policy priorities. June, Belfast.

⁷⁴ ECNI (2008) Every Child an Equal Child: An Equality Commission Statement on key inequalities in education and a Strategy for intervention, November.

SECTION 5: ASSESSMENT OF IMPACT

81. In its response to the consultation on the draft EQIA, the Equality Commission emphasised that a ‘...proper analysis of the potential impacts of the proposed policy is at the core of any EQIA...’. It further adds that the EQIA should ‘...focus at a strategic level, on the impacts of the proposed PfG...’. It advises that the core tasks of the EQIA should be to (i) identify the inequalities faced by each inequality category (as well as other cross-cutting issues such as the East / West divide) and (ii) examine each of the PfG priorities / commitments in detail in order to identify how successfully each of them can contribute to tackling identified inequalities. It states that ‘...it is only through this approach is it possible to identify accurately the impacts on equality of opportunity of the strategic priorities, as well as any potential shortcomings, as required by the equality duties...’.

Description of Priorities

82. In support of this approach, this assessment of impact examines the nature of each Priority, how the subsequent actions or commitments are likely to impact on each of the s75 groups. Using where possible a combined priority / thematic approach taking account of the various commitments outlined in the programme, the analysis will examine the extent to which the priorities address existing inequalities; identifying if there are any potential adverse effects as well as the extent to which they offer the potential for equality of opportunity as well as their implications for good relations. The obligations arising from Section 75 are anticipatory in nature. One is therefore looking to identify potential impacts in order to help drive the development of the PfG as well as its subsequent implementation.

83. As indicated in Section 1, the programme for Government sets out five priorities of the Executive as follows: :

- **Priority 1 – Growing a sustainable economy and investing in the future**

- **Priority 2 – Creating opportunities, tackling disadvantage and improving health and well-being**
- **Priority 3 – Protecting our people, environment and creating safer communities**
- **Priority 4 – Building a strong and shared community**
- **Priority 5 – Delivering high quality and efficient public services**

84. The private sector and voluntary and community sector have a key role to play in delivering the above, given the increased emphasis on partnership working in the new PfG. To support the re-building and re-balancing of the economy, the Executive will use a range of policy instruments designed to:

- i. stimulate levels of innovation, R&D and creativity;
- ii. improve the skills and employability of the entire workforce;
- iii. attract and embed greater levels of inward investment and also both grow and diversify the export base;
- iv. encourage business growth including through promoting and supporting opportunities in the economy;
- v. develop our economic infrastructure;
- vi. improve employment opportunities and employability for those impacted by the recession; and
- vii. promote employment.

85. A new Regional Development Strategy will inform and support the PfG. It will set out a spatial plan and will include strategic guidance to inform decisions on the provision of services, facilities and infrastructure development to support economic growth. The Regional Transportation Strategy will support the overall strategic aim as a modern, versatile transportation network is a crucial component in the economic wellbeing of the region. By “creating opportunities, tackling disadvantage and improving health and well being” (**Priority 2**) the Executive will support the circumstances in which a safe and prosperous society may flourish.

The Executive is committed to tackling inequalities in opportunity throughout our society to improve the lives of vulnerable or disadvantaged individuals and in so doing benefiting society as a whole.

86. **Priority 3** “Protecting our people, the environment and creating safer communities” will cover efforts to: enhance community safety, reduce crime and re-offending rates; encourage recycling; improving the quality of drinking water and encourage more people to use more sustainable modes of transport. Justice and Policing has a significant role to play in this priority as part of and on behalf of the Executive. The recent consultation paper on a future community safety strategy set out a range of proposals which will contribute to creating safer, shared and confident communities in the longer term. DOE’s Road Safety Strategy will have a significant role to play in working towards significant reductions in road fatalities between now and 2020. The environment remains high on the list of priorities. Sustainability will continue to feature prominently in all Departments’ strategic priorities and plans.

87. **Priority 4** “Building a strong and shared community” is a distinctive element of this PfG. It reflects the Executive’s desire to invest in and build on the progress made over the last few years to build a more cohesive society and build good relations. The draft Cohesion, Sharing and Integration Programme has recently been consulted upon. The findings from this consultation are currently under consideration. The implications of these findings will help to inform the implementation of this Priority.

88. **Priority 5** will focus on delivering high quality and efficient public services. This will mean obtaining better value for money, achieving greater efficiencies and optimizing the use of IT. These efforts will be undertaken to ensure that the Executive works within the financial constraints it faces over the lifetime of this PfG.

Impact assessment by Section 75 category:

Religious Belief / Political Opinion

89. In developing the PfG priorities, the Executive considers that the actions or measures likely to be adopted will benefit all persons here, irrespective of their religious belief or political opinion. The analysis contained in this section draws on the findings of the Labour Force Survey where the majority of data refers only to those within the survey who could be categorised as either Roman Catholic or Protestant. However, it also goes beyond this to address the problems associated with area-based deprivation and multi-generational worklessness and poverty. A more competitive regional economy will bring the potential for increased prosperity for its people and at least the potential for more sustainable employment. The extent to which the local economy will be able to take up these opportunities will undoubtedly depend on the vitality of the private sector, changes in the size and scope of the current public sector and the vibrancy of the community and voluntary sectors. That said, the recent changes in the economy present an extremely challenging economic context within which PfG has to operate.

90. The measures contained within Priority 1 of the PfG aim to improve the competitiveness of the local economy. As such, they should provide benefits across all the categories identified by Section 75 of the Northern Ireland Act 1998. Their implementation should make an important contribution in terms of supporting the recovery and the process of regional economic improvements. The extent to which this may translate into an increase in the overall employment rate may be more difficult to predict given the scale of the challenges^{75 76}

⁷⁵ One independent forecast has indicated that it could be 2018 before total employment here is expected to return to its 2008 peak. Source: Neil Gibson: Economic recovery in uncertain times' presentation to 15th Annual NI Economic Conference 2010.

⁷⁶ Ernst and Young Economic Eye Summer Forecast 2011

91. In respect of the regional labour market, over the period 1992 to 2008, the number of economically active Roman Catholics of working age has increased strongly⁷⁷. Consistently over this period, Protestants have had a higher rate of economic activity than Roman Catholics. Over this same period there has been a small increase in the proportion of economically active Protestants with a larger increase in the proportion (and absolute numbers) of Roman Catholics of working age in employment.

92. Looking over the period of the next PfG, much will depend on the ability of the economy to maintain and increase employment levels. Continuing economic constraints may impact negatively on employment and earnings from public sector employment, with potential consequential impacts. There is a need to maximise the potential for employment so that opportunities do not simply compensate for reductions in employment as a result of changing economic circumstances.

93. Our education system has an important part to play in ensuring that our young people leave school with the skills and qualifications needed to gain employment. While overall standards have continued to rise, there remain gaps in achievement between young people from Roman Catholic and Protestant backgrounds, especially when socio-economic background is taken into account with 35% of Roman Catholic school leavers with free school meal entitlement (*i.e.* 831 out of 2373) and 23% of Protestant school leavers with free school meal entitlement (*i.e.* 236 out of 1005) achieving at least 5 GCSEs A*-C (including equivalent qualifications) including GCSE English and Maths. The measures outlined within Priority 2 of the PfG aim to ensure that our young people, regardless of their religious background, are enabled to achieve good educational outcomes by the time they leave school.

Summary of Mitigating Policies / Actions: Religion and Political Opinion

⁷⁷ 2009 Labour Force Survey Religion Report – November 2010, OFMDFM.

94. In summary, the Department for Employment and Learning will continue to deliver its programmes in an independent and comprehensive manner, working as it does for all sections of community, irrespective of their religious belief (or none) or political opinion (or none). However, as programmes will focus on economic activity, unemployment and associated levels of deprivation, it is likely that there will be a differential impact in terms of religion reflecting the higher proportion of Roman Catholic people who are economically inactive and unemployed. A key test of the effectiveness of the programmes will be in their ability to address the specific needs of people who are socially excluded and potentially hard to reach. There will be focus within DETI, DEL and DE on creating an environment that provides future employment opportunities and to develop the education and skills levels needed by the workforce of today and the future, ensuring that those who face barriers to learning are supported to reach their full potential. DEL will support people (with an emphasis on young people) in to employment by providing skills and training. The Social Investment Fund (£80m) will help to address employment opportunities, tackle poverty and disadvantage, the provision of services and dereliction in disadvantaged communities. The Social Protection Fund (£20m) will help tackle the problems that disadvantaged individuals face.

Age

95. The Equality Commission's analysis of the impact of the recent economic recession stressed that though the recession has had a significant impact on younger age groups, the vulnerable position of older workers is also a concern, reflecting the difficulties they may face in re-entering the labour market once they have become retired⁷⁸. In addition the Commission's report advises that once

⁷⁸ See pages 43-44: McQuaid, R, E Hollywood & J Canduela (2010) Employment inequalities in an economic downturn. Final Report July 2010. Equality Commission for Northern Ireland.

older people move into unemployment they are far less likely to move back into work when compared to other age groups.

96. The PfG should benefit young people through its commitment to increase educational achievements of all young people as well as for those young people from disadvantaged backgrounds. Older people should benefit from the employment opportunities offered through the investment associated with the PfG. In addition older people experiencing fuel poverty should also benefit from the specific initiatives included aimed at improving energy efficiency in homes. The extension of age discrimination legislation relating to the provision of goods, facilities and services should also be noted. Other significant developments include the implementation of the Social Investments Fund which aims to address deprivation as well as the Social Protection Fund which aims to help individuals and families address immediate hardship.

97. In assessing the impact of PfG commitments in respect of older people, account has been taken of the feedback received in relation to the draft EQIA. Age NI expressed disappointment that in respect of the PfG, 'ageing was significant by its absence'. That said it acknowledged that '... all of the key commitments cover aspects of the PfG related to the extension of age discrimination to goods, facilities and services as well as the commitment in respect of tackling crime against older people and vulnerable people by more effective and appropriate sentencing and other measures'.

98. One issue which needs to be clarified relates to the comment that the PfG and EQIA consultation documents displayed a sense of 'stereotypical views and perceptions of older people as dependent, frail and in need of services and support..'. It was never the intention of the draft documents to convey such a perception. Given the forward looking nature of the PfG, with its emphasis on delivery, it is essential that the full potential of older people is fully recognised. The appointment in 2011 of a Commissioner for Older People by OFMDFM should be seen as a positive intervention to help ensure government policy is

developed in the interests of older people. The inclusion of and reference to an Older People's Strategy as part of Priority 2 reflects the Executive's recognition of the need to take full account of the impact of changing demographic trends. In part Age NI acknowledges this as a 'commitment (on the part of the Executive) to promoting the social inclusion of older people...'. The development of an Older People's Strategy is currently underway and will be subject to full public consultation. Its theme will be to encourage active ageing with the emphasis on encouraging older people to keep active, whether through work, social or physical activity.

99. In considering the equality impact of the PfG, the draft EQIA contained details of on-going work detailing how each Department seeks to give due regard to age in the development of policies and programmes. Some respondents did not see these as relevant as in many cases they fell outside the scope of the PfG. However they are worth highlighting in a more abbreviated way as they combine to promote equality of opportunity with, in some cases, potential implications for the promotion of good relations.

100. In respect of older people, these include:

- Efforts by DSD to improve benefit take-up by older people; address fuel poverty with the latter included as a PfG commitment;
- A Rate Deferment Scheme for pensioners (DFP) to benefit those who may only have a modest fixed income and who are finding it difficult to manage financially;
- An outreach programme for older people including an Arts and Older People Strategy by DCAL;
- Actions by DoJ to ensure the safety of older people which forms part of a key commitment in Priority 3 of the PfG;

- DRD's efforts to provide transport options for older people in rural and urban areas (including a Concessionary Fares Scheme for those aged 60+);
- A Service Framework for older people under development by DHSSPS.

101. In respect of children and young people, the PfG fully recognises and acknowledges that early interventions are the most effective means of addressing issues that may impact on the ability of young people to fulfill their potential. PfG seeks to address these issues in a coherent and systematic manner. It will do this by expanding the availability of pre-school education, increasing the proportion of young people from disadvantaged backgrounds who achieve at least 5 GCSEs at A*-C grades, and by supporting people with an emphasis on young people into employment by providing skills and training. These interventions should help young people realise their full potential. Other actions underway by Departments include: education programmes run by DSD's Neighbourhood Renewal Investment Fund aimed at improving the educational attainment of children in Neighbourhood Renewal Areas; Arts Council funded projects for 'at risk; marginalised young people in areas of social and economic deprivation.

Summary of Mitigating Policies / Actions: Age

102. A range of measures across Departments will benefit older people including the work of the Commissioner for Older People in challenging discrimination; proposals to extend age discrimination legislation to the provision of goods, facilities and services; DFP's Rate Deferment Scheme will assist older people with modest incomes; DCAL's programme to assist older people access and participate in arts and culture resources; DoJ's "Safer Ageing – A Strategy and Action Plan for Ensuring the Safety of Older People" sets out a range of actions to help older people feel safe in their homes and communities. In addition, the commitment to tackle crime against older and vulnerable people by more effective and appropriate sentences and other measures gives a specific recognition of the

need to tackle crime against older people. It is proposed to publish an agreed Community Safety Strategy by December 2011. The Concessionary Fares Scheme, funded by DRD, provides free travel to those aged 60+.

103. There are a number of key commitments in the Programme for Government which recognise the need to address the needs of children and young people and in particular the issue of child poverty. These include commitments to:

- fulfil our commitments under the Child Poverty Act to reduce child poverty;
- increase the proportion of young people from disadvantaged backgrounds who achieve at least 5 GCSE's at A*- C or equivalent including GCSE's in Maths and English;
- improve literacy and numeracy levels among all school leavers, with additional resources targeted at areas of educational underachievement;
- ensure that at least one year of pre-school education is available to every family that wants it;
- establish a Ministerial advisory group to explore and bring forward recommendations to the Minister of Education to advance shared education;
- ensure all children have the opportunity to participate in shared education programmes and substantially increase the number of schools sharing facilities.

104. In addition, under DE's policy initiatives to raise standards in schools, younger people should benefit from high quality education from early years through to the end of compulsory schooling (and beyond to post 16). This will enable them to achieve good outcomes, especially in literacy and numeracy, progress to further and higher education, training and employment and to play their full part in our society. DEL's Training for Success (TfS) training programme will give them the personal and behavioural skills needed to progress into work or

higher level training; DHSSPS will continue to invest in its Teenage Pregnancy and Parenthood Strategy to reduce the very high levels of teenage pregnancy here; DOJ, through the Review of the Youth Justice System, will examine all aspects of the system to improve its effectiveness in the context of international obligations and best practice.

Persons with or without a disability

105. In respect of the needs of people with disabilities, all Departments are committed to ensuring that as far as possible the PfG commitments will be implemented taking full account of the needs of people with disabilities. This will include ensuring compliance with the Disability Discrimination Act.

106. Recognising the difficulties and barriers facing disabled people, the PfG contains actions which should be of benefit. These include for example the introduction of the Social Protection Fund, the commitments to reduce child poverty, efforts to improve literacy and numeracy levels as well as the commitment to include social clauses in public procurement contracts. Departments take seriously their obligations in respect of equality training. This is evidenced by efforts to promote not only equality awareness but equality training to take account of the needs of disabled people.

107. In support of these efforts, the Executive is currently developing a draft Disability Strategy to address the needs of disabled people based on the Report of the Promoting Social Inclusion Working Group on Disability (December 2009) and the obligations placed on government by the UN Convention on the Rights of Persons with Disabilities (UNCRPD). This will emphasise the importance of making communications more accessible. The Executive's draft strategy will provide a framework to give coherence and guidance to government Departments in respect of their actions across both general and disability specific policy areas. The provision of programmes that increase the number of disabled people

entering employment will be considered during the development of the associated action plan which will follow from this strategy. The new strategy once finalised will become an important building block in tackling disadvantage and removing barriers that people with disabilities face.

108. Potential benefits for people with disabilities should include the development of an internationally recognised benchmark for the human rights of disabled people; the establishment of baseline measures for the Executive to monitor and report against as well as the promotion of equality and independent living for all disabled people.

109. In considering the impact of the PfG on disabled people, Disability Action has raised concerns regarding the claim made within the draft EQIA that stimulating productivity and competitiveness will ‘...generate employment and wealth’ and this will ‘ensure that everyone including the most vulnerable...benefit from increased prosperity’. Disability Action argues that increasing productivity and competitiveness as a focused measure will not change this position until other significant strategies are put in place. Taking account of this observation, the Executive recognises the greater barriers that people with disabilities face in education or gaining and retaining employment and that they have an increased risk of experiencing poverty. That said increasing the productivity and competitiveness are not the only measures that the Executive will be taking. A key output of the PfG is to ensure compliance with the UNCRPD and to that end a disability strategy is being developed to reduce the various barriers that disabled people face to participating fully in society.

110. Concern has also been expressed that the PfG has failed to include targets on physical access to the built environment and to accessible transport. The draft EQIA did recognize the issue of accessibility. In this final version it is worth stressing that Article 9 of the UN Disability Convention on the Rights of Persons with Disabilities states that people with disabilities have the right to access all aspects of society on an equal basis with others including the physical

environment and transport. The Executive is committed to delivering on the requirements of the Convention and these requirements will be delivered within the context of an Action Plan that will give effect to the new disability strategy.

111. In considering the equality impact of the PfG, the draft EQIA contained details of on-going work, detailing how each Department addressed issues relating to disability in their respective policies and programmes. In the context of the PfG it is worth noting:

- The work of DEL's Disability Employment Service including its range of vocational and pre-vocational programmes to help disabled people find and sustain employment;
- The obligations DEL must meet arising from the Special Educational Needs and Disability Order including the provision of funding for FE students with learning difficulties;
- The provision DEL makes for learners aged between 16 and 24 with special educational needs;
- DEL's annual funding in respect of Disabled Students' Allowances including its Register of Support Providers who assist students with disabilities;
- DARD's efforts through CAFRE to ensure the needs of disabled students are met;
- DE's legislation which makes it unlawful for education bodies to discriminate against disabled pupils and prospective pupils;
- DE's review of Special Educational Needs and Inclusion;
- DCAL's efforts through for example the Arts Council to promote art projects with, by and for people with disabilities;
- DRD's efforts to address the transport needs of people with disabilities;
- DOJ's actions through its Community Safety Unit as well as specific initiatives to consult on mental health and jury service; to establish a pilot Prison Support Workers scheme where prisoners would be appointed and

trained to assist in the facilitation of daily living and mobility for disabled inmates.

- DoE's efforts to assist candidates with disabilities with their driving theory test as well as its efforts to ensure that listed structures make provision for access for people with disabilities.
- The allocation by DHSSPS of additional money to the Learning and Physical and Sensory Disability as well as its support to voluntary organisations engaged in preparing people with a disability for and supporting them in employment.

112. OFMDFM provided input to the draft report compiled by the Office for Disability Issues on the implementation of the UN Convention on the Rights of People with Disabilities. The Report was published in November 2011. Work is also continuing on co-ordinating the Executive's response to the recommendations in the PSI working group's report on Disability. A draft Strategy and Action Plan to address those recommendations that have not been delivered issued for public consultation in April 2012.

Summary of Mitigating Policies / Actions: Persons with or without a disability

113. In terms of mitigating measures a cross Departmental work programme is being taken forward on foot of the Promoting Social Inclusion (PSI) Disability Working Group report which sought to identify the main barriers to participation experienced by people with disabilities and to make recommendations on how these could be removed. (The Working Group was made up of representatives from various disability organisations, the Equality, Children's and Human Rights Commissions as well as officials from Government Departments).

114. Considerable efforts are being made within Departments to take account of persons with a disability including DARD's College of Agriculture Food and Rural Enterprise (CAFRE). CAFRE liaises closely with Transition Officers from the

Department of Education to ensure continuity of support and a seamless transition for disabled students to further education. The CAFRE Student Support Officer assesses the needs of students and puts in place a support package tailored to their identified requirements. This may include for example, specialist IT equipment, one to one support, readers or exam scribes. DCAL whose Arts Council and National Museums NI works with and for people with disabilities to challenge prejudices; DEL's employment programmes for people with disabilities enables those with health conditions and / or disabilities to consider ways in which they can return to work, including those with special educational needs (through the TfS training programme); the Prison Service will establish a pilot support workers scheme where people will be appointed and trained to help facilitate the daily living of disabled inmates; the Courts and Tribunals Service intends to consult on mental health and jury service. DRD will use its "Transport Programme for People with Disabilities" and the Rural Transport Fund to support a number of schemes that provide transport services to people with disabilities.

115. Finally DE's framework for children and young people with special educational needs continues to provide support for those children with learning difficulties or a disability. It ensures that provision is based upon each child's individual needs and its inclusive approach strengthens the rights of children with SEN to be educated in mainstream schools, where parents want this and the interests of other children can be protected.

Persons with dependants and persons without

116. The assessment of inequalities indicated the risk of poverty for those living in a lone parent household. It also indicated that persons with dependants face additional barriers to employment as well as in accessing further and higher education.

117. These issues are recognised in the PfG through commitments to address poverty and through specific commitments such as the Social Investment Fund and the provision of childcare. In the case of the latter this aims to tackle both the immediate causes of disadvantage but will also tackle the underlying causes of intergenerational poverty. SIF is therefore likely to have a beneficial impact on those families with more than one child which live in potential social investment zones. Given the issues to be addressed by such zones, this intervention is considered justifiable. The Fund should provide sufficient scope to increase equality of opportunity for those in the most disadvantaged communities and with historic deprivation issues.

118. Progress has also been made in the development of a Child Poverty Strategy which was laid before the Assembly on 24 March 2011. Further work is in hand to develop a Child Poverty Action Plan. The impact of the economic downturn and proposed changes in welfare reform mean that the target was not achieved in 2010 and prospects of achieving it in the medium term appear poor. OFMDFM has secured funding for two new funds - Social Investment and Social Protection - to allow further work aimed at addressing the issues of poverty, especially its impact on children. A draft poverty outcomes model is also being developed in conjunction with other Departments.

119. In support of 'people with dependants, actions are being taken by Departments to ensure their needs are recognised and addressed. These include:

- The provision of supplementary allowances to higher education students who have children or dependants (DEL);
- DE's support to school age mothers;
- The provision of salary sacrifice childcare vouchers for many public sector employees to help staff reduce their childcare costs;

- DRD's Transport Programme for People with Disabilities and Rural Transport Fund which support a number of schemes which directly benefit people with elderly or disabled dependants;
- DSD's actions through the Neighbourhood Renewal Investment Fund, the Women's Centre Childcare Fund and its Areas at Risk Programme. (The latter targets those communities in decline and who are experiencing disadvantage and deprivation.)
- In the case of DoJ, the Courts and Tribunals Service has implemented an EU Directive on the protection of family maintenance obligations affecting a child.

Summary of mitigating policies / actions: Persons with / without dependants

10 year Strategy for Children and Young people:

120. All of the structures have been established to support the implementation of the strategy. A one year action plan (2007/08) was published in March 2007 and a progress report against actions in this plan has been published on the OFMDFM website.

121. A three year action plan (2008-11) has been published which will be a living document open to review and amendment.

122. During 2011 the approach to developing the new 2012-2016 action plan was reviewed with the aim of reducing the number of actions and streamlining the structures. A revised plan for developing the new action plan was agreed by the Ministerial Sub Committee for Children and Young People on 13 January 2012.

123. In summary, DARD's Rural Childcare Programme delivered a number of pilot and demonstration projects in budget years 2008-2011. The evaluation of these projects will be circulated to help inform any future actions. The Employers for Childcare scheme will continue to be supported by the public sector to help

alleviate the financial burden on working parents; the Courts and Tribunals Service implemented the EU regulation in June 2011 which will provide more effective recovery of family maintenance obligations; a further international obligation on the protection of children will be implemented in autumn 2012.

124. OFMDFM is taking forward its work on child poverty. The Executive agreed the draft Child Poverty Strategy on 2 December 2010 and formal consultation ended on 6 February 2011. The strategy was amended accordingly and was laid before the Assembly on 24 March 2011. OFMDFM will also take forward its work with Departments to develop a Child Care Strategy here including identifying a lead Department. Budget 2010 allocated £12m for a range of childcare measures aimed at reducing barriers to employment and encouraging and supporting economic activity.

Persons of different Marital status

125. Despite the difficulties facing the local economy it is anticipated that the actions taken by Departments under each of the PfG priorities should deliver positive impacts for all persons irrespective of marital status. There is no evidence of an adverse impact of the PfG commitments on people of different marital status. It is anticipated that actions to address poverty should help for example lone parent households given that 39% of those people living in such households are living in relative poverty.

Men and women generally

126. The PfG aims to deliver more jobs, ensure more people in work and a better educated and skilled workforce. It is not possible to predict how many of the projected jobs generated by the new PfG will go to women and how many to men. It is however essential that equality of opportunity exists in the employment field. In addition, the PfG recognises the need to address the barriers preventing women from accessing employment including progression within the workplace.

There should be no ambiguity concerning the Executive's commitment to publish and take forward a Childcare Strategy along with key actions to provide integrated and affordable childcare. The intention to spend £12million over the programme period represents a substantial investment in a critical area and one that should make a significant difference to the well-being of working families. In respect of the implementation of this programme it is essential that high quality childcare is made available and that the facilities are accessible to those who need them.

127. External stakeholders have welcomed the commitments within Priority 2 as they are seen as helping towards a reduction in '... inequalities, especially for women and their families in relation to poverty, income, work opportunities and education..' (WRCP Feb 2012 p 4).

128. A valid point has been raised during the consultation that girls and women are encouraged to pursue STEM subjects (WRCP p9). In many respects this is a delivery issue to be addressed at an operational level. The Executive's efforts to close the gap in educational underachievement has also been welcomed

129. In addition to the commitments made in the PfG other actions are underway to address the most significant barriers to gender equality. These include actions by:

- DCAL through its Women in Sport policy and its Sports in Our Community Programme. Sport NI has established an annual target of 50% female participants across each of the 11 consortia of District Councils within its Active Communities Programme.
- DE's policies and actions as outlined in its policy document 'Every School a Good School';
- DSD's Neighbourhood Renewal Investment Fund which covers projects that seek to address the issue of women's access to public services;
- DoJ's strategy in respect of women offenders to ensure their needs and those at risk of offending are recognised and addressed;

130. In the case of OFMDFM, its Gender Equality Strategy 2006-2016 (GES) provides a strategic framework to mainstream gender equality through all the policies, strategies and activities of government Departments and agencies, and to promote gender-specific measures to tackle identified key inequalities. In implementing the GES, OFMDFM has worked with all Departments and with the Gender Advisory Panel (comprising stakeholder representatives from the private, voluntary and community sectors and the trade unions) to develop action plans which help Departments to deliver and review performance against the key objectives and action areas identified in the GES and to identify and address key gender inequalities. The approach is supportive of, and consistent with, Equality Commission guidance on implementing s75 of the Northern Ireland Act 1998.

Summary of mitigating policies / actions: Men and women generally

131. In summary, all Departments will identify, take forward and monitor actions to tackle gender inequalities through their Equality Schemes. OFMDFM will promote and support this effort through facilitating cross-Departmental gender equality action plans, and will also seek to maintain and increase women's participation in public life. During 2009/10 there was a 9% increase in the number of women taking up public appointments.⁷⁹ DE and DEL in particular have key roles in helping to address gender stereotyping, differentials in labour market participation and pay, and occupational segregation. DCAL's "Creative Industries Innovation Fund" has been and will continue to be, well promoted in areas such as the craft sector where 78% of businesses founded since 2000 are owned and run by women; the Department's "Women in Sport" policy will continue to develop opportunities for under-represented groups, particularly women and girls. DE will continue to work to ensure that every young person can achieve his or her full potential, regardless of gender (or any other factor). DEL will continue to work to address gender stereotyping within subject areas via their "Entitlement Framework" and "Training for Success" programmes. DSD's "Regional

⁷⁹ Source: OFMDFM (2011) Public bodies and public appointments Annual report 2009/2010 – page 20

Infrastructure Programme” and “Community Investment Fund” and “Neighbourhood Renewal Investment Fund” will continue to provide funding for services and support to women’s groups in disadvantaged areas.

Persons of a different racial group

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

133. Indeed the PfG includes reference to the Racial Equality Strategy as part of its building blocks. The Executive’s intention to finalise this strategy during 2012 can be reaffirmed. In addition this PfG carries a firm commitment to more joined-up working. This should help to ensure that the needs of the travelling community are better tackled and addressed.

134. Earlier analysis has shown that recent inward migration has resulted in the single most significant structural change to the workforce. This has implications for a range of policy areas such as health care, education and community engagement.

135. Within OFMDFM, Ministers have acknowledged the need to develop a strategic cross-government approach to the impact of the increased numbers of Roma arriving here. To this end they have established a Task Group of senior government officials, representatives of agencies, the PSNI, Belfast City Council and elected representatives. The Task Group will be expected to address the issues and make proposals as to how best to integrate the Roma and their new local community.

136. In addition the Race Relations (NI) Order 1997 outlaws discrimination on grounds of colour, race, nationality or ethnic or national origin and makes racial discrimination unlawful in employment. An amendment to the Race Relations Order in 2003 implements the European 'Race Directive' (Council Directive 2000/43/EC) here.

137. The PfG also contains a commitment to publish the Cohesion, Sharing and Integration Strategy. This will provide a framework through which improved coordination through tiers of government and the community and voluntary sector will address the challenges of sectarianism and racism.

138. In terms of how other Departments have due regard to "race" in the development of policies and programmes, it is worth noting:

- DCAL's efforts to support Travellers through the Arts Council; its outreach activities; the support provided by the Arts Council to promote better understanding of different cultures; as well as DCAL's support for Community Festivals.
- DE's efforts to improve support to newcomer children, young people and their parents; its Taskforce on traveller Education;
- DEL's efforts to ensure that the employment related needs of migrant workers and those who employ and advise them are met;
- DoJ's efforts to tackle hate crime, including racial hate crime.

Summary of Mitigating Policies/Actions: Race

139. In summary, DCAL's work with and support of Irish Travellers will continue with organisations which promote arts activity providing access to this minority ethnic group. DE will continue to provide additional support for Traveller pupils and will develop an action plan in response to the recommendations of the Taskforce on Traveller Education to address educational underachievement

among travellers. DE will also continue to implement its policy on Supporting Newcomer pupils, providing additional support and advice to schools, interpreters for meetings with parents and translated information for parents. DEL will continue to provide publications in alternative formats to explain employment rights to migrant workers. DOE's driver theory test will continue to be provided in 20 different languages to assist customers whose first language is not English. For customers whose first language is not covered by these 20 language options, a translator assisted test can be provided at the customer's expense. DOJ aims to address the incidence of hate crime through its "Hate Incidents Practical Action Plan Scheme" with relevant translated literature. In addition, the Department of Justice has undertaken public consultation on a future Community Safety Strategy. One of the proposals in the consultation paper was to develop and publish proposals for a strategic approach to hate crime. It is intended to publish an agreed Community Safety Strategy by December 2012. DRD's website has its own multi-lingual section in a range of minority ethnic languages. OFMDFM through its Cohesion Sharing and Integration Programme, sets out how the Executive will address issues such as shared spaces, interfaces, young people, hate crime, and respecting cultures, providing a framework for improved communication throughout government.

Persons of a different sexual orientation

140. Taking account of the PfG commitments in relation to persons of different sexual orientation, no adverse impacts have been identified arising from the actions proposed. The development by OFMDFM of a sexual orientation strategy and supporting cross-Departmental action plan will clarify the approach to mainstreaming and identify key actions across government to promote equality of opportunity and prevent discrimination on grounds of sexual orientation.

141. In terms of actions by other Departments to promote equality of opportunity between persons of different sexual orientation, DE funds and works closely with

the Anti-Bullying Forum for whom homophobic bullying is a key issue. All schools must by law ensure that their discipline policies specifically include measures to prevent bullying among pupils. DCAL through its Community Festivals Fund, runs various events that promote equality of opportunity between people of different sexual orientation.

Summary of Mitigating Policies / Actions: Sexual Orientation

142. In terms of mitigating policies and actions, All schools must by law ensure that their discipline policies specifically include measures to prevent bullying among pupils; the personal development areas of the curriculum are designed to encourage pupils to develop respect for others and recognise and challenge stereotypes. OFMDFM will take forward the development and publication of its Sexual Orientation Equality Strategy, at the same time supporting Departments in updating their sexual orientation action plans

143. In addition to the above actions, DE through its Community Relations, Equality and Diversity in Education Policy will seek to educate children and young people to develop self-respect and respect for others, promote equality and work to eliminate discrimination and provide formal and non formal opportunities to build relationships with other young people of different backgrounds and traditions. This is expected to benefit all Section 75 groups.

Social / Rural Impact

144. A distinguishing feature of the new PfG is its commitment to balanced sub-regional growth. The intention is to ensure that all sub-regions are able to grow and prosper. This was a key concern raised by consultees. While 'Social / Rural' impact is not a section 75 category, it is a category that holds specific interest in the new PfG given the Section75 categories affected by poverty which includes children, young people, especially those in lone parent families and older people.

This is recognised in Section 4 of this EQIA which provides an analysis of inequalities within the region.

145. There are already a number of examples of how Departments already give 'due regard' to social and rural impacts in the development of their policies and programmes. One example is DRD's examination initiated in 2009 of the social impacts of its Door-to-Door Transport scheme. The subsequent report evaluated the social impact of the scheme and identified significant benefits in terms of the impact on the quality of life of the elderly/disabled users. Door-to-Door was also shown to be effective in promoting community cohesion and social inclusion. Whilst DRD is reviewing the Door-to-Door Transport scheme as part of its planned savings programme, services are being maintained during their peak opening hours. Any planned reduction will be during off-peak hours as usage is considerably lower during this time.

146. Overall in terms of the impact of the PFG actions for rural areas, DARD provides guidance on rural proofing for Departments to follow.⁸⁰ This guidance should help ensure fair and equitable treatment of rural communities.

⁸⁰ Thinking Rural: The Essential Guide to Rural Proofing Department of Agriculture and Rural Development 2009.

SECTION 6: MITIGATING MEASURES AND ALTERNATIVE POLICIES / OPTIONS

147. The Executive wishes to build on the work achieved in respect of efforts to promote a more tolerant, inclusive society which fully respects equality of opportunity. This PfG continues to reflect the Executive's commitment to work to address all forms of inequality of opportunity and to build a shared and better future for all, while ensuring that equality of opportunity, fairness and inclusion underpins all of its policies and programmes.

148. In line with that commitment, the Executive has sought to ensure that equality of opportunity and the desirability of good relations continues to have a central role in its approach to developing and delivering the PfG.

149. The Executive will continue to work hard to address key inequalities which it is aware need to be constantly considered.

150. The Executive in addressing existing inequalities and generating positive impacts via the PfG will be dependent upon the delivery of actions, programmes and investment projects at Departmental level.

151. To facilitate that outcome, Departments will report to the Executive on these actions. In addition, the specific policies, programmes and investment projects which Departments will deliver are the building blocks that are consistent with the Executive's priorities identified in the PfG. These will continue to be subject to equality screening and, where appropriate, EQIA by Departments and their agencies and relevant statutory authorities, in accordance with the criteria set out in the guidance produced by the Equality Commission.

152. In considering the overall assessment of inequalities outlined in Section 4, four points are worth noting.

153. Firstly, the analysis presented should not be regarded as definitive as there will be considerable variation in the scale and scope of inequalities experienced by each of the Section 75 groups. Many of the issues the analysis provides permeate more than one Section 75 group, for example the difficulties faced by lone parents in particular the situation facing women in respect of economic and social well-being. Likewise, the older population may face particular difficulties in accessing public services.

154. Secondly whilst the Executive will seek to remove or mitigate identified inequalities based on an assessment of the potential differential impact of PfG priorities and plans, the analysis reflected within this EQIA has highlighted a range of measures and instruments which will form part of this PfG and which have the potential to reduce inequalities across the Section 75 groups.

155. Thirdly the 'cumulative impact' of multiple problems affecting particular groups indicates the need for co-ordination of mitigating measures across government and make their resolution challenging for all concerned. For example limited access to training or lower qualifications, means that they are placed at a competitive disadvantage in terms of access to or upward progression in labour market terms. The 'cumulative impact' of multiple sources of disadvantage – low incomes, dependency on benefits, limited skills and qualifications, absence of role models – are likely to combine together to create long term inequalities in our society. Given the nature of these inequalities they require cross-cutting approaches which go beyond the boundaries of one Department and which require a cross-Departmental approach.

156. Fourthly, in many instances there is an important spatial dimension as indicated in both section 4 and section 5 of this assessment. Areas of multiple deprivation suffer from a concentration of problems and outcomes which may reflect the cumulative impact of multiple inequalities as evidenced by health and lifestyle indicators. Deprived areas have lower life expectancy, worse health

outcomes, suffer from increased morbidity and mortality, have substantially higher levels of teenage pregnancy than the region's average and perform less well in terms of educational outcomes. (In respect of the latter, educational disadvantage exists among Protestants and Catholics, among boys and girls, and among ethnic minorities. Too often, it is correlated with socio-economic disadvantage and is compounded by poverty of aspiration).⁸¹ There is a need to deal with educational underachievement wherever and whenever it exists. The Department of Education is fully committed to improving outcomes for all young people whether they are Catholic or Protestant, boys or girls, or from newcomer communities.

157. Reference has also been made to the East West divide in terms of economic and social indicators with GVA per head considerably higher in the Belfast area⁸². The results of the Northern Ireland Multiple Deprivation Measure 2010⁸³ have also been highlighted. This data source confirms that the majority of the most deprived areas in Northern Ireland are in Belfast and Derry/Londonderry with some notable pockets in Lisburn, Craigavon and Strabane LGDs). The majority of areas in the least deprived decile are in the east of the region. Deprivation levels in Belfast LGD vary considerably. The majority of these deprived areas are situated in the west and north of Belfast.

⁸¹ Educational underachievement can be defined as those children who leave school without having achieved at least five good GCSEs at grades A* to C, including maths and English or Irish. In 2007 to 2008, the number of Catholic boys not achieving at that level was greater than the number of Protestant boys, with almost 2,900 Catholic boys compared to just over 2,600 Protestant boys. Although that represents a greater number of Catholic boys, a greater percentage of Protestant boys did not achieve at least five good GCSEs, with 52% of Protestant boys versus 48% of Catholic boys not achieving at that level.

For girls, the picture is very similar, with 38% of Protestant girls not achieving at that level, compared to 36.5% of Catholic girls. However, at 2,200, the number of Catholic girls who do not achieve at least five good GCSEs, including maths and English or Irish, is greater than the number of Protestant girls, at almost 1,900

⁸² See GVA per head figures for NUTS3 areas in Office for National Statistics (2009) Statistical Bulletin: Regional, sub-regional and local gross value added.

⁸³ Northern Ireland Multiple Deprivation Measure (NIMDM) 2010 Report was published on 26 May 2010. It updates and replaces the NI Multiple Deprivation Measure 2005 as the official measure of spatial deprivation in NI.

158. Taken together the above analysis coupled with the Equality Commission's policy priorities, should contribute directly to the choice of actions and measures made by Departments in respect of the next PfG. In short the key commitments identified by Departments in the PfG have been informed by this EQIA analysis.

Mitigating Measures

159. Finally, as part of the inputs to this assessment, Departments have provided details of some of the mitigating measures they have used and will continue to use to address persistent inequalities. These have been included in Section 5. They have also provided details on the mitigating measures they intend to use in relation to impact of their budgets for the period of the Comprehensive Spending Review (Appendix 3). The intention is to ensure that all reasonable efforts are taken to ensure that reductions in Departmental budgets do not exacerbate existing inequalities or cause more. This assessment places equality considerations at the heart of the PfG process providing a template for all Departments to draw on.

SECTION 7: MONITORING ARRANGEMENTS

160. In the preparation of this EQIA, the Department has welcomed the views of external stakeholders including organisations, groups as well as individuals. The Department also recognises that the effective application of Section 75 duties requires engagement, monitoring and review if the benefits of the PfG on eradicating persistent inequalities and promoting equality of opportunity and good relations are to be realised.

161. The strategic level impacts, considered within this assessment will be monitored by Departments to identify any unforeseen impacts of implementation and to ensure that as far as possible all objectives and anticipated positive impacts are being achieved over the period of implementation. Results of monitoring will be assessed to determine whether the impact of the PfG on any of the nine equality groups has changed significantly. The outcome of that monitoring will also inform future PfG processes.

162. In support of this work, the Department will set out as part of its PfG Delivery Plan how it intends to monitor and review implementation of the PfG in relation to Section 75 and the promotion of good relations. As part of this process, the Department will continue to engage with a wide range of people, groups and organisations including the Equality Commission, the Community Relations Council and the Human Rights Commission and stakeholder groups.

APPENDIX 1: DATA SOURCES

163. This section sets out the main data sources used in preparing this Equality Impact Assessment. It is not an exhaustive list but attempts to provide the reader with an insight into the main sources of information which have helped to inform this assessment.

164. Some of the main sources are listed below which also include a number of more recent research reports. They cover:

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

http://www.nisra.gov.uk/deprivation/nimdm_2010.htm

NI Census of Population – latest - 2001

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

Continuous Household Survey – latest - 2009/10

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

The Northern Ireland Life and Times Survey – latest - 2009

<http://www.ark.ac.uk/nilt/2009/>

The Expenditure and Food Survey <http://www.csu.nisra.gov.uk/survey.asp3.htm>

However, NISRA Central Survey Unit (link above) does not produce publications for the more recent EFS. This is a UK wide report that includes NI:

<http://www.statistics.gov.uk/statbase/product.asp?vlnk=361>

Households Below Average Income – latest - 2008-09

http://www.dsdni.gov.uk/index/stats_and_research/stats-publications/stats-family-resource/households/publications-hbai-2007-8.htm

Family Resources Survey NI – latest - 2008-09

http://www.dsdni.gov.uk/index/stats_and_research/stats-publications/stats-family-resource/family_resources/statistics_and_research-frs0708.htm

Northern Ireland Crime Survey – latest - 2008/09

<http://www.nio.gov.uk/index/nio-publication/stats-and-research-publications.htm?keyword=Northern+Ireland+Crime+Survey&startDay=01&startM>

[onth=3&startYear=2003&endDay=31&endMonth=11&endYear=2010&category=&CALLBACK=1&submitbutton.x=10&submitbutton.y=14](#)

Regional Trends – latest - Issue 42 2010

<http://www.statistics.gov.uk/RegionalTrends42/>

Social Trends – latest - issue 40 2010

http://www.statistics.gov.uk/downloads/theme_social/Social-Trends40/ST40_2010_FINAL.pdf

Labour Force Survey – latest - Jan-March 2010

http://www.detini.gov.uk/january_-_march_2010.pdf

Labour Force Survey Religion Report – Updated 2010

http://www.ofmdfmni.gov.uk/2009_lfs_religion_report_pdf

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

http://www.deni.gov.uk/index/32-statisticsandresearch_pg/32_statistical_publications-indexofstatisticalpublications_pg/32_statistical_publications_pressreleases_pg/32_national_statistics_school_leavers_pg.htm

Gender Pay Gap in Context – March 2010

http://www.ofmdfmni.gov.uk/the_gender_pay_gap_in_context_causes_consequences_and_international_perspectives-3.pdf

Lifetime Opportunities Monitoring Framework: Baseline Report – October 2010

http://www.ofmdfmni.gov.uk/annex_3_lifetime_opportunities_monitoring_framework_oct_2010_pdf.pdf

Women in Northern Ireland – latest – 2009⁸⁴

http://www.detini.gov.uk/women_in_ni_september_09_stats.pdf

Gender Pay Gap in Context – March 2010

http://www.ofmdfmni.gov.uk/the_gender_pay_gap_in_context_causesese

Child and Family Poverty in NI

<http://www.ofmdfmni.gov.uk/childandfamilypoverty2006.pdf>

Equality Commission Guidance

<http://www.equalityni.org/archive/word/S75GuideforPublicAuthoritiesApril2010.doc>

⁸⁴ It should be noted that from 1 April 2011, the responsibility for labour market and economic statistics transferred from the department of Enterprise, Trade and Investment to the Northern Ireland Statistics and Research Agency (DFP). This includes the data referred to in the Labour Force Survey, Women in Northern Ireland Report and the Quarterly Employment Survey.

Indicators of Equality and Diversity in NI

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

Statement on Key Equalities in NI (2007)

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

Equality and Inequalities in Health and Social Care in NI (2004)

http://www.dhsspsni.gov.uk/index/stats_research/stats-equality/stats-inequalities.htm

NI Survey of Activity Limitation and Disability July 2007

<http://www.csu.nisra.gov.uk/survey.asp12.htm>

West Belfast and Greater Shankill (WBGs) Task Force Initiative Report

(2002) report: http://www.dsdni.gov.uk/wb_and_gs_task_forces_report.pdf

Rural Development: <http://www.dardni.gov.uk/index/publications.htm>

Employment inequalities in an economic downturn. Final Report July 2010

R McQuaid; E Holywood, J Candueta, Employment Research Institute, Edinburgh Napier University.

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

Joanne Hughes; Professor Ed Cairns.

[Improving Government service delivery to minority ethnic groups \(2006\)](#) by Philip Watt and Fiona McGaughey

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

Warmer Healthier Homes - a new Fuel Poverty Strategy for Northern Ireland

(2011) Department of Social Development.

[Personal Tax Credits: Related Statistics - Child Poverty Statistics](#) (2009) HMRC.

APPENDIX 2: AUDITS OF INEQUALITIES BY DEPARTMENT

DEL: Key Inequalities identified :

- Lack of essential skills is a barrier to employment and a richer social life.
- Households aged between 55-64 are most likely to be workless while older people in employment are more likely to face discrimination with regard to training and development
- People with a disability have greater difficulty in accessing further and higher education
- 13% of people with a disability hold higher qualifications compared to 27% for non disabled
- Occupancy in HE is 60% female and 40% male.
- In NI the proportion of young people not in employment, education or training has risen over the last 10 years from 9,000 to 14,000 as measured by the Labour Force Survey.
- The Labour Force Survey (LFS) for the period July-September 2010 shows that 32% of people with a disability were in employment. That is in contrast to the figure for those without a disability, where the figure is 75% in employment.
- The proportion of lone parents of working age in employment is still well below the average.
- Irish travellers are at greater risk of poverty, multiple deprivation and exclusion. They are also more likely than other groups to leave school with no qualifications.
- Anecdotal evidence suggests that lesbian, gay and bisexual people are at statistically greater risk of bullying and harassment in the workplace.
- There remain a persistently higher proportion of protestant working class boys failing at education than for any other group.

DSD Audit of Inequalities

- As a group pensioners are the most reliant on income from the state as an insulator against income poverty. (Sources: Labour Force Survey and Lifetime Opportunities Monitoring Framework Baseline report October 2010);
- The employment rate for people with a disability is less than half those of people without a disability. Sick or disabled persons represent the majority of those who are on out of work benefits;
- Persons with dependants are likely to face additional barriers to employment. These include access to affordable childcare and continuation of benefits once in employment;
- The risk of living in poverty is high if one is living in a lone parent household; and
- There is a lower employment rate for females compared to males. Females are more likely to be economically inactive compared to men.

In addition to the above, DSD has identified the following inequalities within its functional remit:

- Northern Ireland has a high proportion of households with children and high proportion of DLA claimants.
- Suitable accommodation is a major issue for disabled people;
- A disproportionate number of households presenting as homeless are single males;
- The NIHE waiting list has a high proportion of single people, elderly applicants and those with small families;
- Lack of adequate housing and accommodation for Travellers is central to the high level of

social exclusion and poverty they experience;

- Fuel poverty has the greatest impact on those over 60, those who are disabled or chronically ill and those with children under 16;
- The most acutely deprived urban neighbourhoods are characterised by a high proportion of lone parents, those with disabilities, lone pensioner households, higher rates of teenage pregnancy and low educational attainment; and
- Poverty and segregation are closely linked in Northern Ireland.

DOJ: Key Inequalities identified :

- Young males are more likely to be victims and perpetrators of crime
- Males/ Persons with a Disability / Racial group / LGBT victims of Domestic Violence – underreporting by the above groups who are victims of domestic violence.
- Underreporting of Hate crime
- Need for more meaningful consultation and engagement with children
- Absence of statement of commitment to Good Relations
- Services available to foreign nationals
- Access to NI Courts and Tribunal estate.

DoE : Key Inequalities identified :

- Young (17-24 male drivers / riders are over represented in road casualty statistics allowing for the proportion of driving licences they hold.
- Children & Young people aged up to 24 in rural areas particularly male are overrepresented in casualty & collision statistics.
- Motorcyclists (particularly young males up to 24) are over represented in casualty & collision statistics
- Children in the most deprived areas are 5 times more likely to be injured in a collision than those in less deprived area.
- Blanket ban on applicants with insulin-treated diabetes for Taxi Driver Licences.
- Driving Theory Test pass rate for candidates with disabilities, those over 25 years of age, those from ethnic minorities and those who are women with dependants is lower than average.
- Visitors with a disability unable to access some NIEA properties or parts of them
- Language barrier / lack of awareness deters some ethnic minority groups from visiting NIEA properties.
- In respect of Travellers accommodation, an EQIA monitor on Planning Policy Statement (PPS) 21 indicated that Policy H3 could have been perceived as disadvantaging an applicant wishing to obtain planning permission for a 'Serviced' site which cannot be accommodated within a settlement, a site adjoining, or in close proximity to a settlement.
- Increase the numbers of people across s75 groups applying for the Department's public appointments.

DE: Key Inequalities identified :

- Wide gap in achievement between our highest and lowest achieving pupils.
- Bureaucracy of the current Special Educational Needs (SEN) framework, inconsistencies and delays in assessment and provision, associated rising cost of provision, the year on year increases in the number of statements and the need for clear accountability.
- Educational underachievement of children and young people from the Traveller community
- Educational challenges faced by children & young people from a newcomer background
- Need to share or agreed understanding of what is meant by 'pupils' emotional wellbeing
- Educational underachievement of looked after children (LAC) and young people

DHSSPS: List of inequality issues identified:

- Poverty and segregation are closely linked in Northern Ireland.
- People with a sensory impairment such as deafness or blindness face difficulties in accessing information about HSC services.
- Lack of clarity on the rights and entitlements of the different categories of Migrant Workers.
- Lower uptake of cervical cancer screening in women aged 25-29 compared to those in the older age brackets up to 64.
- Younger people and men who have sex with men are especially vulnerable to sexual ill-health.
- Marginalised women (with disabilities, traveller women and Black and Minority Ethnic (BME) women, younger women, rural women etc) have difficulty in accessing maternity services.
- Maternal and infant mortality are higher among BME groups. BME women were more likely to access services late e.g. not have a scan by 20 weeks, attend antenatal classes, have a post natal check up and were more likely to experience complications.
- Fair access to maternity services (especially in rural areas).
- Tackling domestic and sexual violence and abuse on all sections of the community – men and women with disabilities, from ethnic communities or from the LGBT sector.
- Males are 3 times more likely to take their own lives than females.
- Those lacking mental capacity to make decisions for themselves do not have their rights protected in law.
- People with disabilities/lacking capacity are one of the groups most at risk of not having their views heard in decisions affecting their health or well-being.
- People with dementia: not receiving appropriate care and treatment for their dementia; and not receiving appropriate care and treatment for other conditions , eg, in acute hospitals, because of a lack of understanding about effects of dementia.
- Those people with a learning disability who remain in long stay hospitals do not have access to the same levels of social inclusion as the rest of the population.
- Those people with autistic spectrum disorder face delays in assessment, diagnosis and intervention further restricting access to social and employment opportunities.
- People with mental health problems are often socially isolated within their communities.
- Those people with a mental health problem who remain in long stay hospital wards do not have access to the same levels of social inclusion as the rest of the population.

- Higher smoking prevalence amongst manual workers, who are more likely to be male, than for the adult population.
- Young people (18-29) are more likely to binge drink and exceed the weekly sensible drinking guidance.
- Young people (18-29) are more likely to binge drink and exceed the weekly sensible drinking guidance.
- Mixed wards remain a matter of concern. Need to address the sense of degrading treatment felt by mixed sex wards.
- Prevalence of Obesity in the Black Minority Ethnic population.
- Health and social care (HSC) strategies and policies sometimes fail to recognise that men and women differ in their HSC needs throughout their lifetime and are written in gender neutral language with general targets set for the whole population. As a result the particular needs of men and women are not fairly met.

DETI: Key Inequalities identified :

- Differences in employment rates and occupational categories by religious background
- Employment rate differences and employment patterns / sectors by gender and industry sector
- Higher proportion of females working in the public sector
- Gender differences in terms of occupations
- Higher proportion of males in employment employed as 'Managers / Senior Officials, than females
- Gender pay differences
- For those with / without a disability, differences in employment rates and qualifications
- Employment rate differences between population as a whole and those from a 'non-white' ethnicity
- A higher proportion of 'foreign born workers employed in bottom two occupational groupings compared to the proportion for all those in employment.
- The proportion of population in employment will differ depending on age groups analysed.
- Differences in occupational groupings by age
- Differences in economic activity rates varies by family or household type; Males with dependant children had a higher economic activity rate than those without. For females the opposite is the case.
- Lower proportion of lone parents were economically active compared to the proportion for all persons of working age,
- Females less likely to start a business than males
- In respect of public appointments, women, people from a minority ethnic background, people with disabilities and people under 40 years of age continue to be under-represented amongst public appointees across the NICS.

DCAL: Key Inequalities identified :

- Lower participation rates in sport by women, senior anglers and people with disabilities;
- Greater difficulties experienced by Sign Language users in accessing public services

- Lack of good relations between different groups of political opinions
- Lower participation rates in Ulster-Scots culture by Roman Catholics and younger people (16-34)
- Public appointments, lower application numbers for women and people with disabilities
- Libraries: lower visiting rates in libraries by men;
- Arts: Lower attendance rates in arts by older people and people with disabilities
- NI Screen: Absence of applicants from people with a disability
- 100% applicants are male
- All applicants in 20-29 age groups
- Low take up from Protestant community
- Museums: Indicative evidence shows that lower % of ethnic minority visitors, and lower % of disabled visitors across all sites, Different visitation trends between those with and without dependents across Museum sites
- Lower % of visitors age 60+ across all sites
- Some museums not meeting best practice standards in physical access
- Sport: Lower participation rates in sport by women, older people, people with disabilities and people living in areas of high social need; lower representation of women/ ethnic origin who are selected on GB/ Irish teams.
- Under representation of women, older people, ethnic minorities and people with disabilities in sport leadership roles
- Lower participation rates in Irish culture by Protestants.
- Lower participation rates in Ulster Scots culture by Roman Catholics and younger people (16-34).
- Significantly greater proportion of males than females participating in sport
- Proportions participating in sports reduce with age with considerably less people aged 65 and over taking part in sport.
- The differences in marital status proportions are likely to be due to other factors such as age and dependants.
- No significant difference in proportions of Catholics and Protestants participating in sport.
- Significantly less people with a limiting longstanding illness participate in sport.
- Significantly higher proportion of females than males participating in arts activities.
- Low proportion of people aged 65 and over participating in arts activities.
- Although there are differences in different categories of marital status, these differences could be due to other factors.
- Significantly higher proportion of Protestants than Catholics participating in arts activities.
- Significantly less people with a limiting longstanding illness participate in arts activities. The difference in the proportions is much less pronounced than for those with and without a limiting longstanding illness participating in sport
- Significantly greater proportion of females than males attending arts events.
- Considerably less people aged 65 and over attending arts events – may be influenced by health and mobility issues.
- No difference in proportions of Catholics and Protestants attending arts events.
- Significantly less people with a limiting longstanding illness attend arts events and a much more pronounced difference than for those participating in arts activities.
- Significantly greater proportion of females than males visit a library
- Proportions of people visiting a library increases with age up to the age of 44 and then reduces considerably but staying relatively constant after the age of 45. These trends may be influenced more by age of dependents rather than by age of the adults.
- No significant difference in proportions of Catholics and Protestants visiting a library
- No significant difference in proportions with or without a limiting longstanding illness visiting a library
- No significant difference in proportion of males and females visiting museums.
- Proportions of people visiting museums increases with age up to the age of 44 and then reduces as age increases over the age of 45 with considerably less people aged 65 or

over visiting a museum. The high proportion of 35-44 year olds may be influenced by the age of dependents. The low proportion of those aged 65 and over may be influenced by health and mobility issues.

- A significantly higher proportion of Protestants than Catholics visit museums. However this may be influenced by location of museums and the closure of the Ulster Museum during the survey period. A significantly higher proportion of Protestants visited the Ulster Folk and Transport Museum at Cultra and a significantly higher proportion of Catholics visited the Tower museum in Derry. This difference in community backgrounds is likely to lessen and lose its significance with the re-opening of the Ulster Museum, which has been shown in the past to have similar number of visitors from both communities.
- Significantly less people with a limiting longstanding illness visiting museums.

DRD: Key Inequalities identified :

- Access of older people and people with disabilities to transport system.
- Accessibility and safety of public transport services for women and young people;
- Access to information about public transport services by people with disabilities.
- Improved data held about impacts of programmes on Section 75 groups
- Improve access of people with disabilities to pedestrian zones
- Possibly disproportionate numbers of older, male, Roman Catholic living in 1200 domestic properties not served by mains water which may not have access to a wholesome water supply.
- Barriers to a working environment which is free from any form of inappropriate behaviour or discrimination
- Increase in numbers of women, people with disabilities and people from ethnic minorities applying for the Department's public appointments.
- Barriers to shared and welcoming public spaces, thoroughfares and town centres.

DFP: Key Inequalities identified :

- Staff Training: Potentially training materials, delivery methodologies unsuitable for those staff with a disability
- Potentially staff not availing of training programmes due to a disability;
- Potentially staff with dependants not availing of training programmes because of start times and scheduling
- Access to portals for staff with visual impairment
- Statistics: Gaps in data
- Properties: lack of play equipment in the 'play park suitable for disabled children.
- Human Resources: Under-representation of Protestants on administrative and junior management grades
- Under-representation of Protestants and Roman Catholics in some grades in the Professional and Specialist groups in the NICS;
- Gender inequalities
- Under-representation of people in the NICS from ethnic minority background.

- Elderly, socially excluded and visually impaired have traditionally found it harder to access Government services via the Web Channel.
- Barriers to shared and welcoming public spaces, thoroughfares and town centres.
- Customer interface: Potential disadvantage to those with hearing, sight or speech disability; potential disadvantage to those with a disability in respect of sight & alternative language requirements;
- Potential disadvantage to those who have no internet or electronic access and / or disability in respect of sight and alternative language requirements
- Locations: Potential disadvantage due to geographical spread.

DARD: Key Inequalities identified :

- Gender Inequalities: Women: Under-representation in decision making; low take-up for RDP funding; low participation on key CAFRE programmes; rural isolation, unemployment and poverty; lack of understanding of issues relating to domestic and sexual violence; lack of accessible services. Men: low awareness of health and well-being; poverty and isolation; access to information and services.
- Dependants: Anti-poverty and social inclusion; support services for carers.
- Marital Status: lack of support for older single men with financial health disability or work related difficulties; support for lone parents.
- Children and young people: lack of participation and involvement in decision-making processes; limited development opportunities for rural young people; child poverty and exclusion; information and services need to be young person friendly; safe play areas
- Older people: access to information and services, access to rural public services including transport services; access to funding through RDP 2007-13; social exclusion and pensioner poverty; support services for carers;
- Disability: under-representation in decision-making processes; obstacles to participation in education, training and employment; lack of accessible information services; access to rural public services including transport services; invisibility of disabled people in the workforce; low take up of RDP funding.
- Race & Ethnicity: Language and communication barriers; under-representation in decision-making processes; low take up for RDP funding.
- Political Opinion and Religious Belief: Uptake level of projects to benefit cross-community relations.
- Sexual orientation: Lack of awareness and discrimination.

OFMDFM Key Inequalities identified :

- Poverty & Social Exclusion: Pensioner poverty particularly fuel poverty; women pensioners are most at risk of poverty. Wide gap in achievement between our highest and lowest achieving pupils; lone parents who are most often women ; Traveller community and Roma community face particular issues regarding poverty and social exclusion; Child poverty which has multiple deprivation aspects;
- Disability: Low level of economic activity; low rates of employment; poor educational attainment; exclusion from social activities.

- Age: low levels of economic activity and employment; poor educational uptake and attainment; poverty, poor health and housing; Young people not in education, employment or training.
- Gender: A number of key gender inequalities identified in 'Gender Equality: A Baseline Picture' (OFMDFM 2009).
- Sexual Orientation: Equality mainstreaming for LGB people
- Race: Low levels of economic activity and employment; poor educational uptake & attainment; community relations issues.
- Victims and survivors: Exclusion from social activities or from mainstream services

APPENDIX 3 - DEPARTMENTAL COMMENTS ON MITIGATING MEASURES

DARD

The majority of savings proposals have identified neutral impacts. Those few that have identified that the impacts are largely neutral will, where appropriate, carry out an Equality Impact Assessment.

DCAL

Mitigating measures that have been taken or alternative actions that could be taken by DCAL to offset any disproportionate adverse impact on equality of opportunity and the desirability of good relations are set out below:

Arts Council

Disability

The Arts Council offers specialist advice across the arts and disability sector, funds a range of disability projects through Lottery schemes, operate a 'Premium Payments' scheme to encourage enhanced disability access, support the Arts and Disability Charter and have commissioned extensive research into barriers to disabled people's involvement in the arts to use as a baseline to measure progress.

Older People

Arts Council has developed an Arts and Older People Strategy to inform funding to specifically address the importance of exploring and developing opportunities for older people to engage with the arts.

Re-Imaging Communities

The Re-Imaging Communities Programme is designed to tackle under represented sections of the community, particularly deprived communities on all sides of the religious divide to improve community relations and social inclusion.

Ethnicity

The Arts Council is developing a policy to tackle under representation of ethnic minorities in the arts. This work is being carried out with the NI Council for Ethnic Minorities.

Children and Young People

Arts Council's current Youth Arts Engagement Policy is under review to ensure it remains relevant. The review will culminate in a public consultation after which an action plan will be put in place to provide direction for the next five years.

NI Screen

Northern Ireland Screen expects that as a result of the proposed cuts, that funding of whole activities will cease in many instances. Third party funded organisations and projects are likely to be cut proportionately or fully under the savings measures. NI Screen has indicated that they will endeavour to rebalance spending on other activities to tackle any arising differentials or inequalities. The Creative Learning Centres, located throughout Northern Ireland are designed to target areas of social need and youth and community sectors. However, gaps have been identified in relation to baseline information and further evidence will be collated to help inform decision making to ensure that equality and good relations are not adversely affected across all of NI Screen's educational and cultural activities.

Libraries NI

Libraries NI will reduce the impact of the closure of libraries in small towns and more rural areas through the provision of mobile library services. To this end the draft budget includes provision for investment in four new mobile libraries. Libraries NI will also explore the potential for enhanced outreach services and the extension of on-line library services. The impact of shorter opening hours will be reduced by targeting the lowest use periods and least busy libraries. Libraries NI and the Department will try to mitigate the impact of the reductions in the stock budget by diverting any resources becoming available in year to the stock budget; by examining how income generation can be increased and by exploring other funding opportunities.

National Museums NI

National Museums NI will work to minimise the reduction of staffing levels on front-line services and to maintain key education programmes by maximising opportunities for enhancing self generated income. The need for compulsory redundancy will be minimised by:

- Reducing overtime;
- Freezing recruitment and promotion;
- Natural wastage; and
- Voluntary early retirement, severance and redundancy.

DE

In preparing the Department's spending and savings plans, DE has sought to avoid measures which will have a significantly disproportionate impact on particular sections of the community and protect as far as possible the front line educational services that seek to tackle existing inequalities. The Department of Education has undertaken preliminary, high-level screening of the proposals in line with its equality obligations and they are considered to be largely neutral in terms of impact. However, individual proposals will be subject to Equality Impact screening and, where necessary, full Impact Assessments will be undertaken as they are further developed and implemented. Promotion of equality of opportunity and the protection of services to vulnerable groups was a key consideration in DE's final budget decisions.

DEL

The Department for Employment and Learning undertook a high level Impact Assessment of its options for reduction on section 75 groups. These preliminary assessments show that the options were expected to have a largely neutral or positive impact on these groups, with some exceptions. Where necessary, full Impact Assessments will be undertaken on individual proposals as they are further developed and implemented.

DETI

DETI has undertaken a high level Impact Assessment of its saving plans on section 75 groups. The assessment shows that the plans are expected to have a neutral impact on these groups, with the exception of savings proposals for Tourism Ireland Ltd and InterTradelreland. These organisations have taken a series of mitigating actions to ensure that reductions will be applied to administrative areas to the greatest extent possible in order to minimise the impact to key markets and economic activity.

DFP

The Department of Finance and Personnel has undertaken a high level Impact Assessment of its spending and savings plans on Section 75 groups. The assessment shows that the plans are expected to have a neutral impact on these groups.

DHSSPS

The Department for Health Social Services and Public Safety's entire budget allocation underpins the promotion of equality of opportunity on the basis that it is directed at enabling people across society, including the Section 75 groups, to improve their health and social wellbeing. This has a positive impact on poverty

and good relations, through health and social care interventions, and also through prevention and public safety initiatives.

DOE

DOE has undertaken a high level Impact Assessment of its proposed savings plans on section 75 groups. The assessment shows that the plans are expected to have a neutral impact on all nine groups.

DoJ

In line with guidance from the Department of Finance and Personnel, the DoJ undertook a high level impact assessment of its proposals on Section 75 groups and on good relations, poverty/ social inclusion and sustainable development. The assessment resulted in a neutral impact in respect of most impact groups and some positive impacts were identified in respect of capital projects. The DOJ is fully committed to the fulfilment of its statutory equality obligations. It will ensure that all new policies are subject to a rigorous quality screening process.

DRD

Increasing Revenue – Increased Car Park Charges - Mitigating Factors

Increased car park charges: The reduction in service may impact across all Section 75 groups, particularly on those with a Limiting Long Term Illness, those aged over 16, males, those who are married / co-habiting and those from a Protestant / Unionist background. However, in applying the savings priorities agreed by senior management it was determined that this would have a low overall impact when assessed against the priorities determined by senior management. It is important to note that whilst increasing and extending car parking charges may have an adverse impact on those with a Limiting Long Term Illness, a large proportion of those with a disability may already hold a Blue Badge or be eligible to apply for the Blue Badge scheme which means that they could park on street free of charge. The introduction of demand management measures, including pricing policies to optimise traffic management in towns and cities is an element of the Department's published Regional Development Strategy, Sub-Regional Transport Plan and Belfast Metropolitan Transport Plan. These measures also form part of the Regional Transportation Strategy which was endorsed by the Assembly. It should be noted that on the 13 September 2011, the Minister for Regional Development announced his decision not to proceed with the Savings Delivery Plan to roll out on-street parking charges to approximately 30 towns across Northern Ireland. However the Minister also stated that he would support the introduction of on-street parking charges in any town or city where agreement with all key stakeholders could be reached.

Lower Priority Programmes - Reduction in Maintenance Activities - Summary of Savings Measure

The reduction in service may impact across all Section 75 groups, particularly on those with a Limiting Long Term Illness, those aged over 16, males, those who are married / co-habiting and those from a Protestant / Unionist background.

The Department is aware that failure to maintain car parks might lead to accessibility issues which will impact on people with a disability, those with dependants and older people.

Less frequently cleaned road signs could also present difficulties for people with a disability and whose vision is impaired.

The Department will concentrate its work on issues most closely related to safety in an attempt to keep impact to a minimum. Where changes to maintenance standards are planned, Roads Service will seek to advise the public at an early stage, alerting them to any changes.

The reduction of subsidies to NITHC would have an impact on how they deliver their business i.e. could result in an increase in fares and / or reduction in routes. NITHC are also subject to Section 75 obligations and therefore would be required to consider Section 75 implications when it is decided what subsequent action is required.

DSD

DSD's role in tackling disadvantage and protecting the most vulnerable in our society would be seriously impacted by cuts in programme expenditure. Cuts to funding of voluntary housing bodies and scaling back on benefit uptake activities and special exercises for State Pension and State Pension Credit for example would have a detrimental impact on vulnerable groups such as older people, people with a disability, carers and families. Cuts in Urban Regeneration and Community Development would negatively impact on all sections of the community and all Section 75 groups equally, particularly those residents in the most deprived neighbourhoods as identified by the NI Multiple Deprivation Measures; and any reduction in child maintenance services would clearly have a disproportionate impact on children and parents with care, 95% of whom are women.

For these reasons, the budget cuts necessary will be directed away from frontline services and ameliorated by the application of the additional resources being made available and by finding ways to maintain the present levels of customer service while modernising service delivery. Individual proposals will be subject to Equality Impact Screening and, where necessary, full Impact Assessments as they are developed and considered for implementation. The Department will attempt to put protection of persons and families in need as a core value of its Budget.

OFMDFM

A high level Impact Assessment has been undertaken of the equality, good relations, poverty/social inclusion, and sustainable development impacts of spending and savings proposals put forward by the Department with respect to Budget 2010. The outcome of these assessments has informed the Budget allocations set out in this document. No adverse impacts have been identified.

OFMDFM's Budget allocations are intended to result in a positive equality impact for all Section 75 groups including children and older people, people with disabilities, and ethnic minority groups. The programmes funded through the Budget allocation will be subjected to Equality Screening and where appropriate, full Equality Impact Assessment, in line with statutory duties.

APPENDIX 4: ASSESSMENT OF EQUALITY IMPACTS AND IMPLICATIONS FOR GOOD RELATIONS

Priority 1: Growing a Sustainable Economy and Investing in the Future

Theme or Policy Area	Priority 1: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
Economy & Social Enterprise	1. Contribute to rising levels of employment by supporting the promotion of over 25,000 new jobs (DETI)	Ambitious targets which should benefit All	Should have a positive impact on good relations
Economy & Social Enterprise	2. Press for the devolution of Corporation Tax and reduce its level (DFP / OFMDFM / DETI)	Ultimate objective of commitment is to significantly improve the economic performance of the NI economy, including more employment with higher wages. In turn this will reduce variations in economic conditions between Section 75 groups.	By improving the economic performance of the NI economy, including more employment with higher wages, this should reduce variations in economic conditions, thus removing some of the causes of poor community relations.
Economy & Social Enterprise	3. Achieve £1 billion of investment in the Northern Ireland economy (DETI)	This should make a significant contribution to economic growth and tackling disadvantage	Should have a positive impact on good relations
Economy & Social Enterprise	4. Increase the value of manufacturing exports by 20% (DETI)	Should lead to an increase in NI's international competitiveness	Should have a positive impact on good relations
Economy & Social Enterprise	5. Support £300 million investment by businesses in R&D, with at least 20% coming from Small and Medium sized Enterprises (DETI)	Should lead to a higher value added & Knowledge based economy.	Should have a positive impact on good relations
Economy & Social Enterprise	6. Increase visitor numbers to 4.2 million and tourist revenue to £676 million by 2014 (DETI)	Will contribute to economic growth. An equality screening exercise for the Tourism Strategy was undertaken by DETI and this showed that the commitment does not have any significant equality impact.	Positive
Economy & Social Enterprise	7. Aid liquidity of Small and Medium Size Enterprises (SMEs) through a £50	Will strengthen the existing SME sector in NI. Though this potentially could be seen	Positive

	million loan fund (DETI)	to favour those currently in business, the opportunities are available for business expansion and new start-ups	
Economy and Social Enterprise	8.Ensure 90% of large scale investment planning decisions are made within 6 months and applications with job creation potential are given additional weight (DOE)	Will not negatively impact on any Section 75 Group	Positive
Economy and Social Enterprise	9.Introduce extension of Small Business Rate Relief Scheme to 2015 (DFP)	Will strengthen the existing SME sector in NI. Though this potentially could be seen to favour those currently in business, the opportunities are available for business expansion and new start-ups	Positive
Economy & Social Enterprise	10.Hold the Regional Rate increases to the rate of inflation (DFP)	Should help address issues of poverty & reduce living costs on lower income groups	Positive
Economy & Social Enterprise	11.Eliminate Air Passenger duty on direct long haul flights (DFP)	No differential impact on protected groups is expected	Neutral
Economy & Social Enterprise	12.Invest in social enterprise growth to increase sustainability in the broad community sector (DSD)	Transferred assets will be available for wider community use and will facilitate greater community involvement across all Section 75 groups.	Assets will be available for use across all communities and Trusts will be encouraged to facilitate share community spaces.
Environment	13.Encourage achievement of 20% of electricity consumption from renewable sources and 4% renewable heat by 2015 (DETI)	Separate equality screening exercises of the Strategic Energy Framework, the Onshore Renewable Electricity Action Plan and the Offshore Renewable Energy Strategic Action Plan were undertaken by DETI and were found not to have any significant equality impact.	Neutral
Arts	14.Support 200 projects through the Creative Industries Innovation Fund	Will contribute to economic growth of benefit to all	Positive

	(DCAL)		
Regeneration	15. Develop Maze/Long Kesh as a regeneration site of regional significance (OFMDFM)	The commitment will ensure opportunities are available for all groups identified in the Section 75 NI Act 1998.	Positive as it will support conflict transformation & economic regeneration. It will help develop good relations across the three categories mentioned in the Section 75 of the NI Act 1998, namely persons of different religious belief, political opinion and racial group.
Urban Regeneration	16. Develop the 'One Plan' for the regeneration of Derry/Londonderry, incorporating the key sites at Fort George and Ebrington (OFMDFM)	Mainstreaming equality will be a guiding principle in the development and implementation of the One Plan. The focus is on tackling the root causes of the issues and challenges the City faces.	Positive - involves a partnership of public, private, & community & voluntary sectors working together; Issues regarding good relations will be recognised in many aspects of this regeneration work including employment, training, education and labour mobility. Investment depends, amongst other things on having a stable and settled community.
Arts & Culture	17. Provide financial and other support across government to ensure the success of the Derry/Londonderry City of Culture 2013 (OFMDFM)	The City of Culture Co 2013 Ltd is committed to acting within the 'Section 75' equality legislation. The Bid for City of Culture and the ensuing programme have equality of access to culture at its heart.	Should make a positive contribution to good Relations. Significant improvements will be delivered in community relations, perceptions of the City, equality and social cohesion (measured through a re-run of the Citiscope Model and Citizen survey in 2012 and 2014); The % of citizens who are very satisfied with cultural and entertainment provision should rise from 19% to 30% by 2020; and the % of citizens who are very satisfied with living in the city should rise from 17% to 30% by 2020.
Economy	18. Provide financial and other support across government to ensure the success of the Our Time Our Place Initiative in 2012 including marking the centenary of Titanic's Maiden Voyage (DETI)	The NI 2012 Initiative stems from the draft Tourism Strategy for NI to 2020. An equality screening exercise for the Tourism Strategy was undertaken and it was found that it does not have any significant equality impact.	No significant impact on good relations

Infrastructure	19. Progress the upgrade of key road projects and improve the overall road network to ensure that by March 2015 journey times on key transport corridors reduce by 2.5% - against the 2003 baseline (DRD)	The roads programme being brought forward over this PfG period is reasonably balanced and neutral in terms of equality impact. EQIAs were carried out on both the RDS and RTS which concluded both strategies have the potential to have a positive impact on all S75 groups.	The RDS has key positive impacts for good relations within the guidance on Society, Economy, Londonderry and Belfast. This is due to the promotion of working together to share services and facilities and community integration. RG6 in particular encourages communities to work together in a co-ordinated approach towards urban renewal and regeneration and to achieve balanced communities. In addition a better integrated transport system as detailed in both the RTS and RDS can help to promote a stronger more cohesive community. The roads programme is welcomed by the majority of people, although affected landowners, particularly on the A5, have voiced objections. These are unlikely to impact negatively on good relations.
Education & Skills	20. Increase uptake in economically relevant Science, Technology, Engineering and Mathematics (STEM) places (DEL)	Should help reduce existing inequalities in respect of the skills base for industry Should enhance employability	Positive
Education & Skills	21. Increase the overall proportion of young people who achieve at least 5 GCSEs at A* - C or equivalent including GCSEs in Maths and English by the time they leave school. (DE) Including: Increase the proportion of young people from disadvantaged backgrounds who achieve at least 5 GCSEs at A* - C or equivalent including GCSEs in Maths and English (DE)	By decreasing the gap in achievement between people from disadvantaged backgrounds and those from other backgrounds, while increasing the overall level of achievement, a positive equality impact is anticipated, and the impact on all s. 75 groups is anticipated to be positive.	Positive

Health	22. Allocate an increasing percentage of the overall health budget to public health (DHSSPS)	This should contribute to society and the economy by tackling disadvantage	
Agriculture	23. Eradicate brucellosis in cattle by March 2014 (DARD)	No significant differential impact	Neutral
Economy	24. Develop a strategic plan for the Agri-food sector (DARD / DETI)	No significant differential impact	Positive perception and result for farming community
Education & Skills	25. Upskill the working age population by delivering over 200,000 qualifications (DEL)	Colleges, training organisations and higher education institutions are used by all sections of the community in Northern Ireland and equality considerations are monitored annually as part of established equality schemes.	Colleges, training organisations and higher education institutions are used by all sections of the community in Northern Ireland and equality considerations are monitored annually as part of established equality schemes.
Economy & Social Enterprise	26. Facilitate delivery of the Executive's 20% target for increased drawdown of competitive EU funds (OFMDFM)	EU funding programmes have robust requirements to combat inequality and discrimination. Access to EU funds encourages greater participation by civil society in Europe and the sharing of learning.	EU competitive funds promoting cultural diversity and awareness will be targeted. Engagement with Europe will involve promoting values and sharing experience of conflict resolution with other regions and member states.
Skills & Employability	27. Develop and implement a Strategy to reduce economic inactivity through skills, training, incentives and job creation (DEL/DETI)	Implementation of the strategy will have a positive impact on levels of employment & prosperity across all s75 groups. Actions stemming from the Strategy will help s75 groups disadvantaged in the labour market compete on a more equal basis for available jobs.	The Strategy should make a positive impact on levels of employment & social inclusion which should directly impact on Good Relations objectives.

Priority 2: Creating Opportunities, Tackling Disadvantage and Improving Health and Wellbeing

	Priority 2: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
Housing	28. Deliver 8,000 social and affordable homes (DSD)	Allocation of housing to those on waiting list already subjected to EQIA	Shared housing central theme in delivery.
Poverty	29. Introduce and support a range of initiatives aimed at reducing fuel poverty across Northern Ireland including preventative interventions (DSD)	The existing Warm Homes Scheme has been subject to an EQIA Screening, and the proposed boiler replacement scheme and review of a new warm homes type scheme will also be subject to the same.	Neutral
Housing	30. Improve thermal efficiency of Housing Executive stock and ensure full double glazing in its properties (DSD)	All NIHE tenants should benefit. By improving thermal efficiency of housing stock, this should benefit those on low incomes living in public sector housing.	All NIHE tenants should benefit
Poverty	31. Provide £40 million to address dereliction and promote investment in the physical regeneration of deprived areas through the Social Investment Fund (SIF) (OFMDFM)	Will contribute to the identification of and prioritisation of needs in 8 regions of disadvantage and poverty The core objectives of SIF are to build pathways to employment, tackle the systemic issue linked to deprivation, increase community services and address dereliction. There is therefore opportunity to increase equality of opportunity for those in the most disadvantaged communities and with historical deprivation issues. Women, people with dependants, people with disabilities and Catholics are all more likely to suffer the effects of poverty. Furthermore given the objectives, young people and older people are also likely to be beneficiaries	The process to identify need within each social investment zone will require ongoing co-operation and relationship building between all sections of the community

	Priority 2: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
		of this Fund.	
Poverty	32. Invest £40 million to improve pathways to employment, tackle systemic issues linked to deprivation and increase community services through the Social Investment Fund (SIF) (OFMDFM)	<p>The Strategic Action Plans will identify and prioritise needs in 8 regions of disadvantage and poverty. This should result in demonstrable improvements in levels of education, health and employment in areas experiencing high levels of deprivation.</p> <p>The core objectives of SIF are to build pathways to employment, tackle the systemic issue linked to deprivation, increase community services and address dereliction. There is therefore opportunity to increase equality of opportunity for those in the most disadvantaged communities and with historical deprivation issues. Women, people with dependants, people with disabilities and Catholics are all more likely to suffer the effects of poverty. Furthermore given the objectives, young people and older people are also likely to be beneficiaries of this Fund.</p>	<p>To have demonstrated improvements on all short term or lead measures. Improvements in lead measures relating to levels of education, health and employment in areas experiencing high levels of deprivation should contribute to positive community relations. The process to identify need within each social investment zone will require ongoing co-operation and relationship building between all sections of the community.</p>
Poverty	33. Publish and implement a Childcare Strategy with key actions to provide integrated and affordable childcare (OFMDFM)	<p>Access to affordable, good quality, integrated childcare will remove a significant, recognised barrier to women's full economic participation and workforce engagement. It will impact positively in terms of people with dependants but, by tackling poverty / social inclusion (see below), could also address inequalities associated with geographical location. This in turn could impact on religion and</p>	<p>Should contribute to improved community relations. There is potential for supporting cross-community childcare provision (integrated in terms of ethnic and cultural background of the children and families).</p>

	Priority 2: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
		political opinion. However, this will need to be established through initial screening and EQIA and as the Strategy is developed.	
Poverty	34. Deliver a range of measures to tackle poverty and social exclusion through the Delivering Social Change delivery framework. (OFMDFM)	<p>This will include projects to deliver an integrated policy framework and supporting research to tackle multi-generational poverty and social exclusion; integrated and affordable childcare. By coordinating actions between Departments, this framework aims to achieve a sustained long term reduction in poverty including improvement in children and young people's health, wellbeing and life opportunities.</p> <p>There is an opportunity through the DSC to increase equality of opportunity for those in the most disadvantaged communities and with historical deprivation issues. Women, people with dependants, people with disabilities and Catholics are all more likely to suffer the effects of poverty. Furthermore given the objectives, young people and older people are also likely to be beneficiaries of this Programme.</p>	<p>A range of measures in support of Cohesion, Sharing and Integration should improve community relations.</p> <p>The aim of the Good Relations Project is to build a united community and address sectarianism, racism and other forms of intolerance. Other projects and sub-programmes will also contribute to this outcome.</p>
Poverty	35. Use the Social Protection Fund to help individuals and families facing hardship due to the current economic	These actions should help meet immediate needs for individuals and families. This commitment will also ensure	The Fund will be used to benefit all sections of the community equally.

	Priority 2: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
	downturn (OFMDFM)	that some longer term programmes are developed which can have a lasting impact as well as meeting immediate needs. Women, people with dependants and people with disabilities are all more likely to suffer the effects of poverty. Given the aim of the Fund young people and older people are also likely to be beneficiaries. Remedial actions undertaken by way of the SPF will improve their position relative to other comparable groups.	
Skills & Employability	36. Support people (with an emphasis on young people) into employment by providing skills and training (DEL)	It will help Section 75 groups disadvantaged in the labour market compete on a more equal basis for available jobs. Places at a higher education institution are awarded on the basis of merit. It is believed that the commitment will be neutral in terms of equality, good relations, poverty/social inclusion and sustainable development.	Positive. Addressing unemployment, especially youth unemployment, is anticipated to result in a significant reduction in negative impacts associated with community tension.
Poverty	37. Fulfil our commitments under the Child Poverty Act to reduce child poverty (OFMDFM)	Actions will help tackle multi-generational poverty and social exclusion.	Positive. Addressing poverty, especially poverty affecting children and young people, is anticipated to result in a significant reduction in negative impacts associated with community tension.
Equality	38. Extend age discrimination legislation to the provision of goods, facilities and services (OFMDFM)	Will directly benefit older people. Department of Health-commissioned reviews by the Centre for Policy on Ageing showed various forms of age discrimination in health care eg access to screening programmes, in the organisation of health and social care and	Neutral

	Priority 2: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
		<p>in treatment in primary and secondary care.</p> <p>There is also clear evidence to age discrimination in financial services, clubs and associations and in various other services.</p> <p>Older people are more likely to have lower incomes and be benefit-dependent than others. They are more likely than others to be subject to live in exclusion such a result of isolation from friends and relatives, lack of access to services and fear of crime.</p>	
Poverty	39.For households, ensure no additional water charges during this Programme for Government (DRD)	This should help all households and be of benefit to those on low incomes	Neutral
Education	40. Ensure there are no increases in student fees beyond the rate of inflation for Northern Ireland students studying here (DEL)	Should benefit all Northern Ireland students who study here	Neutral
Poverty	41. Establish an advisory group to assist Ministers in alleviating hardship including any implications of the UK Government's Welfare Reform Programme (OFMDFM)	<p>Should provide an opportunity to identify relevant actions and evidence on the potential impact of the Welfare Reforms.</p> <p>Economic inactivity is higher among Catholics than Protestants; Older person households are more likely than others to be workless, benefit dependent and on low incomes; Households with one or</p>	Promoting equality and reducing poverty should have a positive impact in promoting Cohesion, Sharing and Integration.

	Priority 2: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
		<p>more disabled adults have a higher than average risk of being in poverty.</p> <p>39% of people living in a lone parent household are below the poverty line; single parents are at greater risk of economic disadvantage than others. Women's average income is consistently lower than men's across all age groups Irish Travellers are at greater risk of multiple deprivation and exclusion than any other group</p>	
Education	42. Improve literacy and numeracy levels among all school leavers, with additional support targeted at underachieving pupils (DE)	This should contribute to addressing multi-generational disadvantage	Improving access to employment and training for young people is anticipated to reduce negative community relations outcomes.
Education	43. Ensure that at least one year of pre-school education is available to every family that wants it (DE)	Should provide benefits to all who participate	Possible positive impacts in the long-term through improved educational opportunities and economic outcomes for affected young people.
Health	44. Enrol people who have a long-term (chronic) condition, and who want to be enrolled, in a dedicated chronic condition management programme (DHSSPS)	Will help people manage their long term conditions more effectively,	Neutral
Health	45. Invest £7.2 million in programmes to tackle obesity (DHSSPS)	Will help address a key health issue and benefit all groups who participate.	Neutral

	Priority 2: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
Poverty	46. Bring forward a £13 million package to tackle rural poverty and social and economic isolation in the next three years (DARD)	This PfG commitment will address rural poverty and social isolation among a number of S75 groups eg the elderly, disabled, lone parents, ethnic minorities, the unemployed, carers, children and young people, farm businesses and the Lesbian, Gay, Bisexual and Transgender community in rural areas.	While this PfG commitment will not directly target the enhancement of good relations it is expected that a number of the initiatives underpinning the commitment will have a positive impact on developing good relations.
Rural development	47. Advance the relocation of the Headquarters of the Department of Agriculture and Rural Development to a rural area by 2015 (DARD)	The DARD HQ Relocation programme will have equality implications which will be addressed throughout the project. However, detailed work on equality impacts cannot commence until a shortlist of locations is known.	Potential good relations impacts will be assessed as detailed proposals emerge, in line with statutory requirements.
Poverty	48. Develop and implement a Financial Capability Strategy for consumers (DETI)	Positive impact due to improved financial outcomes for vulnerable groups.	Potential positive impact arising from improved economic outcomes for people from disadvantaged backgrounds.

Priority 3: Protecting Our People, the Environment and Creating Safer Communities

	Priority 3: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
Environment	49. Implement a levy on single use carrier bags by 2013 and extend this to reusable bags from April 1 2014 (DOE)	Neutral	Neutral
Environment	50. Continue to work towards a reduction in greenhouse gas emissions by at least 35% on 1990 levels by 2025 (DOE)	Neutral	Neutral

	Priority 3: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
Environment	51. Work towards halting the loss of biodiversity by 2020 (DOE)	Neutral	Neutral
Environment	52. Achieve a household waste recycling or composting rate of 45% by end of March 2015 (DOE)	Neutral	Neutral
Safety & Criminal Justice	53.Substantially complete the construction of the new Police, Prison and Fire Training College (DOJ)	Neutral	Neutral
Safety & Criminal Justice	54.Reduce the level of serious crime (DOJ)	This should positively impact on the more vulnerable in society; safer communities for all. Should also help reduce reoffending Overall the achievement of this commitment should have a positive impact on people's lives - a number of Section 75 categories are likely to benefit – in particular young people.	The achievement of the commitments set out in PfG 2011-15 will, overall, have a positive impact on people's lives but there is no specific impact on good relations through delivery of this commitment
Safety & Criminal Justice	55.Tackle crime against older and vulnerable people by more effective and appropriate sentences and other measures (DOJ)	Positive justifiable intervention in favour of older and vulnerable people	Reduced levels of crime against vulnerable people are anticipated to result in reduced community tension.
Safety & Criminal Justice	56.Improve community safety by tackling anti-social behaviour (DOJ)	The achievement of this commitment should have a positive impact on people's lives but there is no specific impact on the section 75 groups through delivery of this commitment.	The achievement of the commitments set out in PfG 2011-15 will, overall, have a positive impact on people's lives but there is no specific impact on good relations through delivery of this commitment.

	Priority 3: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
Safety & Criminal Justice	57.Improve access to Justice (DOJ)	Anticipated higher levels of benefit to those experiencing social exclusion	Positive – increased perception of accessibility of the Justice System is anticipated to result in positive community relations outcomes.
Infrastructure	58. Upgrade the Coleraine to Derry/Londonderry railway line (DRD)	Investment in public transport has the potential to benefit all section 75 groups but in particular, it will have a positive impact on people with disabilities, older people, younger people, and women who are known to be greater users of public transport.	Connecting North West to rest of Northern Ireland, hence improving connectivity, has the potential to have positive impact on good relations.
Environment	59. Invest over £500m to promote sustainable modes of travel (DRD)	Investment in public transport has the potential to benefit all s75 groups but in particular, it will have a positive impact on people with disabilities, older people, younger people, and women who are known to be greater users of public transport. Many of the Department's transport programmes are designed specifically to deal with the difficulties faced by people with disabilities and older people in accessing public transport.	Transport has a role to play in overcoming the high levels of day to day segregation therefore investment in this area has the potential to have positive impact on good relations.
Education	60.By 2015 create the conditions to facilitate at least 36% of primary school pupils and 22% of secondary school pupils to walk or cycle to school as their main mode of transport (DRD)	An EQIA screening exercise was completed on the Active Travel Strategy and it was established the strategy has the potential to have a positive impact on all S75 groups as proposals will encourage more walking and cycling, potentially reducing car journeys which in turn will ease congestion leading to a better environment for all.	The Travelwise schools programme encourages engagement in all aspects of the community thereby promoting good relations and increasing social capital. The programme will encourage cooperative working between communities. Travelwise increasingly collaborates with organisations in the South for events such as Walk to School Week and Bike Week and in the introduction of a Carshare North West scheme. Increased walking and cycling levels have the potential to improve public space and increase the level of community in an area.

	Priority 3: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
Safety & Criminal Justice	61. Introduce a package of measures aimed at improving Safeguarding Outcomes for Children and Vulnerable Adults (DHSSPS)	Positive justifiable intervention for children and vulnerable adults	Increased positive perception of the treatment of children and vulnerable adults is anticipated to result in improved community relations outcomes.
Infrastructure	62. Maintain a high quality of drinking water and improve compliance with waste water standards by investing £668m in water and sewerage infrastructure. (DRD)	Commitment will contribute to health and wellbeing of the whole community and the protection of the environment therefore has the potential to have a positive impact on all section 75 groups.	Neutral impact on good relations.

Priority 4: Building a Strong and Shared Community

	Priority 4: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
	63. Develop sports stadiums as agreed with the IFA, GAA and Ulster Rugby (DCAL)	Stadiums should benefit equally persons of different religious belief; & persons of different political opinion.	Should contribute to improved community relations
	Host the World Police and Fire Games in 2013 (DCAL)	Neutral	Hosting of the games should contribute to improved community relations.
	Support the successful hosting of the 2012 Irish Open and build on that success to secure a further international golf event (DETI)	An equality screening exercise was undertaken during development of the Tourism Strategy which included the impact of large scale events and it was found to not have any significant equality impact.	Neutral

	Priority 4: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
	Deliver at least 30 Schemes to improve landscapes in public areas to promote private sector investment in towns and cities across Northern Ireland (DSD)	Creating a shared, modern, safe open space which all sections of the community can use. Design will cater for wheel chair access safe environment and promote reconciliation.	Creating a shared, modern, safe open space which all sections of the community can use.
	Publish the Cohesion, Sharing and Integration Strategy to build a united community and improve community relations (OFMDFM)	Community tensions impact on children and young people's life outcomes. Older people can be disproportionately impacted by the anti-social behaviour which is attributed with these tensions. There is a strong correlation between poor community relations and poverty. The geographical distribution of poverty is associated with political opinion and geography.	Should lead to greater community cohesion and integration The aim of the Strategy is to build a united community and address sectarianism, racism and other forms of intolerance
	Actively seek local agreement to reduce the number of 'peace walls' (DOJ)	Inter-agency collaborative working should address interface structures. This should benefit persons of different political opinion. Since this commitment aims to promote good relations positively between people of different religious beliefs, political opinion or racial group, it is likely to have differential but positive impact on Section 75 groups.	Should contribute to a reduction in community tensions, residents concerns and overall improved community relations.
	Reform and modernise the Prison Service (DOJ)	Any future recruitment will include consideration of appropriate and lawful methodology to maximise the opportunity for NIPS to effectively represent the N.I. community and hence the background of the prisoner population. A more diverse workforce can more effectively address the needs of the diverse prisoner population.	Positive. A more effective and responsive Prison Service is anticipated to result in more positive perceptions of the criminal justice system and, therefore, in reduced community tension.

	Priority 4: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
	Significantly progress work on the plan for the Lisanelly Shared Education campus as a key regeneration project (DE)	Positive intervention in favour of children and young people.	Provision of a substantial new shared space for young people is anticipated to result in positive good relations outcomes.
	Establish a Ministerial advisory group to explore and bring forward recommendations to the Minister of Education to advance shared education (DE) Ensure all children have the opportunity to participate in shared education programmes by 2015 (DE)	Positive interventions in favour of children and young people.	Increased access to opportunities for shared educational experiences is anticipated to result in improved good relations outcomes.
	Substantially increase the number of schools sharing facilities by 2015 (DE)	Neutral	Could potentially lead to improved community relations; integration of minority ethnic groups.

Priority 5: Delivering High Quality and Efficient Public Services

	Priority 5: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
	Include Social Clauses in public procurement contracts for supplies, services and construction (DFP)	Will benefit young people, men and women including young people.	Neutral
	Establish the new 11 council model for Local Government by 2015 (DOE)	Equality impacts cannot yet be assessed in advance of knowledge of the detail of agreed changes, especially any Departmental reorganisation.	Good relations impacts cannot yet be assessed in advance of knowledge of the detail of agreed changes, especially any Departmental reorganisation.
	We will make the Education and Skills Authority operational in 2013 (DE)	Neutral	Neutral
	Agree any changes to post-2015 structures of Government in 2012 (OFMDFM)	Neutral	Neutral
	Improve online access to government services (OFMDFM/DFP)	The impact will be neutral The development and availability of online services should benefit all groups	The impact will be neutral
	Improve patient and client outcomes and access to new treatments and services (DHSSPS)	Will benefit all s75 groups – including older people by improving diagnosis and treatment of heart attacks. In addition the intention is to Improve long-term outcomes relating to health, wellbeing, education, and employment for the children of teenage mothers from disadvantaged backgrounds by rolling out the Family Nurse Partnership Programme.	Neutral

	Priority 5: Commitments	Assessment of Equality Impacts: Positive	Good Relations Implications
	Reconfigure, reform and modernise the delivery of Health and Social Care services to improve the quality of patient care (DHSSPS)	Should benefit all persons	Neutral
	By the end of 2014/15, to have implemented new structures to support the improved delivery of housing services to the citizens of Northern Ireland (DSD)	Improved provisions of housing services anticipated to reduce negative impacts of homelessness and related housing issues on vulnerable people.	Increased positive perception of the management and delivery of housing services is anticipated to result in positive good relations outcomes.
	Further reduce the levels of sickness absence across the NICS (DFP)	Neutral	Neutral

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