



**AUDIT OF INEQUALITIES
AND
EQUALITY ACTION PLAN**

**UNDER THE PROVISIONS OF SECTION 75 OF THE
NORTHERN IRELAND ACT 1998**

REPORT PREPARED BY

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January 2011

Note: This report was approved by the SIB Board in February 2011 and the draft Equality Action Plan has been included in the draft Equality Scheme which is currently open for consultation.

1. INTRODUCTION

- 1.1 The Equality Commission Guidance on Section 75 (2010) recommends that public authorities undertake an 'Audit of Inequalities' to inform the development of new Equality Plans. The audit should comprise ***“a systematic review and analysis of inequalities which exist for service users and those affected by a public authority’s policies.”***
- 1.2 The guidance further recommends that public authorities develop ***“an action plan which details action measures relevant to a public authority’s functions, to promote equality of opportunity and good relations and address inequalities for the Section 75 categories. Action plans should outline the desired outcomes a public authority aims to achieve with related performance indicators and timescales.”***
- 1.3 The guidance emphasises the importance of linking equality action planning to corporate and business planning. It advises that ***“public authorities link the development of ... action plans to their corporate planning cycle, in order that equality of opportunity and good relations are incorporated and mainstreamed at a strategic level into the business of the public authority. At an operational level, we recommend that implementation of ... action plans are included in a public authority’s business planning cycle.”***
- 1.4 The purpose of this document is to identify a series of actions that SIB could take to promote equality of opportunity and good relations, which would be suitable for inclusion in the new Equality Scheme which the Commission has requested SIB to develop and submit by 31st July 2011.

2. APPROACH TO THE EQUALITY ACTION PLAN

- 2.1** The Commission guidance focuses on the need to identify inequalities which exist for service users and those affected by SIB's policies, subdivided by specific S75 categories. SIB has a key role in advising Ministers, government departments and agencies on infrastructure development, including advice on procurement and project management. In addition, SIB officers are seconded to certain infrastructure projects to manage the implementation process. SIB is not a public authority which delivers services directly to the public, although the advice and support which it provides clearly have significant indirect benefits to the population of Northern Ireland as a whole.
- 2.2** SIB does not develop policies for the delivery of services, but plays a key role in facilitating the development of the Investment Strategy for Northern Ireland (ISNI) which, together with the Programme for Government and the Budget, forms the government's overall strategic approach to carrying out its responsibilities. The promotion of equality of opportunity and good relations is central to this strategic approach and the projects which are established to implement the Investment Strategy contribute to addressing key inequalities in Northern Ireland society.
- 2.3** SIB does not have primary responsibility for developing and implementing projects, although it provides extensive support to the government departments and agencies which do. Identifying and addressing the equality implications of projects is the responsibility of the government department or agency, not SIB. Similarly the monitoring of impacts of each completed project is undertaken by the responsible department or agency.
- 2.4** SIB is not therefore in a position to develop policies or projects to address key inequalities in Northern Ireland. Indeed, many of the key inequalities can only be addressed through changing attitudes and assisting individuals to compete more effectively in the job market, which are not the primary focus of infrastructure investment. There are very few examples where investment in infrastructure can, of itself, address inequalities, although projects such as the building of integrated schools can be seen to have a direct effect. More

commonly, infrastructure is one element of a strategic approach to addressing social deprivation across a range of S75 groups.

- 2.5** The recommendations for Action Plan measures therefore relate to awareness, monitoring and communication rather than direct action. Details of key data and selected research findings on inequalities in relation to the six pillars and 23 sub-pillars in the ISNI are included in Appendix 1, but these are presented more to increase awareness rather than to identify actions or targets. The audit is intended as a means of raising awareness within SIB of inequalities in Northern Ireland which may be addressed by individual investment projects within ISNI. Some background demographic information has also been included in Appendix 2 in respect of people in the various S75 categories and data sources are listed in Appendix 3.
- 2.6** Although SIB is not in a position to take direct action, it does have a highly influential role and is also capable of taking an overview of the effectiveness of capital investment in NI and these characteristics have determined the approach to the Equality Action Plan.

3. ALIGNMENT WITH CORPORATE OBJECTIVES

- 3.1** The SIB Corporate Plan 2008-2011 sets out the Mission and Strategic Priorities of the organisation as follows.

Mission

- 3.2** The mission of SIB is to help the government deliver economically, socially and environmentally sustainable infrastructure.

Strategic Priorities

- 3.3** The priority issues SIB will address are:
- the statutory requirement for SIB to advise the Executive in relation to the formulation and implementation of its programme of major investment projects;
 - the need to accelerate the delivery of major, sustainable infrastructure projects;

- the need to obtain value for money for infrastructure investment;
- the need to make best use of existing assets and dispose of those that are surplus to requirements;
- the need to further develop the Company to ensure it continues to be capable of achieving its objectives.

Promoting equality of opportunity and good relations

3.4 SIB has an opportunity to raise the profile of the need to promote equality of opportunity and good relations when advising the Executive on the formulation and implementation of the investment programme. In order to do this, it will be necessary to further develop the individuals within the organisation so that they are more aware of equality information and to ensure that more information is available to them about the impacts of the investment programme on key inequalities in NI.

3.5 The proposed Equality Action Plan therefore aligns with the first and fifth strategic priorities. As the Corporate Plan has a three year timeframe, with rolling annual updates, it is suggested that the initial action plan should cover a three year period.

4. PROPOSED EQUALITY ACTION PLAN

4.1 It is recommended that the SIB Equality Action Plan should address three main issues –

- awareness raising
- monitoring
- communication.

Awareness raising

4.2 Since the adoption of the SIB Equality Scheme in 2005, there have been regular training sessions for all officers on responsibilities under S75. These have mainly focused on procedural issues, including screening and EQIAs.

4.3 It is suggested that future training sessions should include consideration and discussion of key inequalities in Northern Ireland and

identification of the contribution which infrastructure investment can make to addressing inequalities. These workshops would focus on different aspects of the ISNI and would include discussion of case studies, showing how individual projects have included equality objectives, targets and measures.

Monitoring

- 4.4** Individual departments and agencies are responsible for proposing investment projects and determining the objectives and desired outcomes. In that all public authorities are currently developing Equality Action Plans, these objectives should, in future, include targets for reducing key inequalities relevant to the functions of the public authority concerned.
- 4.5** SIB already has in place an IT system for monitoring the implementation of individual projects; SIB maintains an ISNI portal which allows the public to access information on projects by subject and area and receive updates on progress. The website also includes reports on completed projects.
- 4.6** It is suggested that SIB should consider developing a process to monitor the equality objectives and outcomes of each project within ISNI order to deliver a comprehensive overview of the contribution which projects make to reducing key inequalities. Information would obviously have to be sought from individual departments and agencies (clients of SIB) and it is suggested that SIB's main role should be to collate and present the information, not to verify or interpret it.
- 4.7** Such an extension to the ISNI monitoring system may involve extending the length of time during which SIB takes a direct interest in a project as it often takes a period of several years for the equality impacts to be discernible.
- 4.8** It is suggested that the SIB Equality Action Plan should include setting up a working group to consider the feasibility of equality monitoring and to develop an appropriate process.

Communication

- 4.9** The results of the monitoring system will be of use to SIB itself and to other public authorities. It is therefore suggested that the working

group should include consideration of methods of making monitoring information available to departments, agencies and to voluntary sector organisations which have particular responsibilities for promoting the rights of people in different S75 groups.

- 4.10** The proposed SIB Equality Action Plan, including desired outcomes, performance measures and timescales, is set out overleaf. Once the Equality Action Plan has been agreed by SIB, it will be incorporated in the draft Equality Scheme (which is currently being prepared) and issued for consultation before being submitted to the Equality Commission.

PROPOSED EQUALITY ACTION PLAN

Action	Link to strategic priorities	Timescale	Desired outcomes	Performance measures
1. Annual workshop for SIB officers on key inequalities in NI	1, 5	Oct 2011 Oct 2012 Oct 2014	Increased awareness of key inequalities in NI	Self evaluation by officers
2. Establish working group to consider feasibility of equality monitoring of ISNI projects and communication of results	1	Sep 2011		
3. Evaluate current position and opportunities	1	Nov 2011		
4. Report on options	1	Dec 2011		
5. Implement agreed option	1	Jan 2011 onwards	Increased information on contribution made by ISNI projects to addressing key inequalities in NI	Monitoring system established
6. Communicate monitoring information	1	Apr 2012 onwards	Increased awareness among government departments, agencies, S75 organisations and public regarding contribution made by ISNI projects to addressing key inequalities in NI	Feedback from recipients of information

AUDIT OF INEQUALITIES

KEY DATA AND RESEARCH FINDINGS

1. NETWORKS

Roads, Public Transport, Gateways, Telecoms, Energy

Key data

Age	<p>1. 64% of journeys by children under 16 are by car with most of the remainder being on foot, according to the Travel Survey of 2008.</p> <p>2. Overall adults made only 4% of their journeys by public transport in 2006-08 compared to children who made 10% of their journeys by public transport.</p> <p>3. Pensioner households are most likely to suffer fuel poverty. In 2001, 40% of pensioner households lived in fuel poverty compared to 22% of working age households. Levels in NI are much higher than for either England or Scotland.</p> <p>4. People aged over 65 are much less likely to have access to the Internet. The 2008 Life & Times Survey showed that only 26% of this age group have access compared with more than 60% of other age groups.</p>
Gender	<p>1. In 2006-08, 81% of men and 64% of women held full car driving licences. The differential for people aged 70+ is greater, with 75% of males holding a full licence compared to only 37% of females.</p>
Disability	<p>1. Research in 2002 reported that almost half (48%) of disabled people, compared with under two fifths (39%) of non-disabled people identified transport, when asked unprompted about their concerns.</p> <p>2. Public transport is highly relevant to health inequality among disabled people – “households which contain a person with a limiting long term illness are less likely to have access to a car than other households” (68% vs. 82%).</p> <p>3. A 2006 study found that one third (35%) of disabled people found it difficult to go to their local hospital and one fifth (20%) found it difficult to get to their GP.</p>
Dependants	<p>1. One in twenty (5%) of all journeys made in NI in 2006-08 were to accompany children to school, and the average length of these journeys was 2.3 miles.</p>

Research findings

<p>S75 category: Religious Belief, Age, Disability, Dependants</p> <p>Subject: Transport</p> <p>EQIA of Sub-Regional Transport Plan 2015</p> <p>DRD, 2006</p>	<p>The EQIA concluded that:</p> <p>Community background - proposals for new or enhanced rail stations, new or enhanced bus stations and highway improvements will benefit the Catholic community. This is as a result of the location of proposals and the geographic distribution of the Northern Ireland population in these areas.</p> <p>Age - there will be a differential positive impact on the age category, with younger people and older people benefiting most significantly. This is due to proposals such as making it easier to walk and cycle, and public transport improvements. Similarly, highway improvement schemes and improvements to cycling infrastructure will particularly benefit younger people as 40% of pedestrians killed or seriously injured are children and 50% of cyclists killed or seriously injured are children.</p> <p>Disability - proposals such as access improvements to bus and rail stations, demand responsive transport in Rural Areas and improvements in walking infrastructure will have a positive impact on persons with disabilities.</p> <p>Dependants - implementation of the proposals will have a differential positive impact on persons with dependants, this includes those with children and those caring for persons with disabilities. The most significant benefits will arise from access improvements to bus and rail stations, schemes making it easier and safer to walk, and demand responsive bus services in Rural Areas.</p>
<p>S75 category: Disability</p> <p>Subject: Transport</p> <p>Water Ways: Inland Waterways and Sustainable Rural Transport</p> <p>British Waterways, 2004</p>	<p>This publication is a good practice guide on the closer integration of waterways and their corridors with the wider rural transport network. It describes the main types of waterway projects and examines the key issues which arise when developing a project. It includes 15 case studies of rural waterway projects including three addressing disabilities and social exclusion. It summarises the lessons from the case studies and identifies key criteria for a successful project.</p>
<p>S75 category: Disability, Age</p> <p>Subject: Transport</p> <p>Transport, Environment and Society</p> <p>Cahill, M (University of Brighton), 2010</p>	<p>This research explores the connections between transport and social policy and examines recent evidence on the relationship between health and different modes of transport. It looks at social exclusion and transport, focusing on people who do not own a car, either through choice, low income or disability and considers how children's lives are affected by transport. It also explores the position of older people, including drivers and non-drivers. It looks at government policy on the transport needs of various groups and argues that questions of mobility and transport should be integral to social policies which are concerned with environmental and social justice.</p>

2. SKILLS

Schools & Youth Services, Further and Higher Education, Libraries

Key data

<p>Religious belief/ political opinion</p>	<p>1. Of those currently in schools, less than 1% of pupils in Catholic managed schools are Protestant and fewer than 5% of pupils enrolled in controlled schools are Catholic.</p> <p>2. Only 5.5% of all enrolled pupils are in integrated schools while almost two-thirds of people say they would prefer to send their children to a mixed school.</p> <p>3. Research by DE shows that a higher percentage of Catholic pupils go on to higher education and a higher percentage of Protestant pupils go on to further education.</p> <p>4. In 2006, over 60% of UU entrants and almost 60% in QUB were Catholic. Protestants were far more likely to leave to study in Britain than Catholics. Census evidence suggests that the longevity of these trends has resulted in a higher proportion of Catholics in Northern Ireland having third level qualifications than Protestants.</p> <p>5. Youth schemes attract a larger number of applications from particular youth organisations and especially uniformed units. There is an overall majority of membership coming from a Protestant background, concentrated in uniformed and church based provision.</p> <p>6. There are concerns about underachievement among working class Protestant children. In 2001, 29% of Protestant pupils entitled to free school meals achieved 5 or more GCSEs A*-C or higher (or equivalent) compared with 42% of Catholic working class pupils.</p>
<p>Racial group/ ethnic background</p>	<p>1. Minority ethnic pupils (1.6%) and those with English as a second language (0.8%) are in a small minority in schools.</p> <p>2. Attainment levels for Traveller children are considerably lower than for NI children as whole. At GCSE level, 92% of Traveller children have no GCSEs or equivalent compared with 5% of all NI school leavers.</p> <p>3. Minority ethnic people, particularly Irish Travellers and Roma, are likely to suffer educational disadvantage and lack essential qualifications necessary to access the employment market.</p>
<p>Age</p>	<p>1. Population projections predict that by 2040, the age 11-18 population will have reduced by a quarter. This trend will have a significant impact on school demand, where there is already substantial over-capacity.</p> <p>2. The proportion of young people not in employment, education or training has been rising in NI. While many of these young people have qualifications, around one quarter</p>

	<p>have no qualifications.</p> <p>3. In terms of looked after children, children in the care of the state in Northern Ireland are 10 times more likely than school leavers in general to leave without gaining any qualifications at all. In addition, the unemployment level among care leavers was 30%, 6 times the rate among all school leavers in Northern Ireland (5%) in 2001/02.</p>
Gender	<p>1. Males leaving school tend to be less qualified than females.</p> <p>2. A higher percentage of girls go on to higher and further education.</p> <p>3. Equality Commission research into gender stereotyping in education highlighted the extent of the problem of subject choice by gender, noting that it was feeding into career choice and equal pay issues later in life.</p> <p>4. There is a low take up rate by females on most training programmes; for example, in 2007 67% of those eligible for Jobskills were female but the occupancy rate was only 25%.</p>
Disability	<p>1. People with a disability are less qualified than those without. In 2007, 41% of disabled people had no qualifications compared with 17% of non-disabled people.</p> <p>2. The majority of people (66%) believe that disabled children should attend the same schools as non-disabled children.</p> <p>3. People with a disability have greater difficulties in accessing further and higher education.</p> <p>4. Young people with disabilities are under-represented in youth groups, although recent monitoring data shows an increase in the numbers of young people with disabilities in most types of provision.</p> <p>5. There is a very low take up across all training programmes (for which figures are available) by disabled people, including New Deal for Disabled People where the occupancy level was only 78% in 2007.</p>
Dependants	<p>1. There is a direct correlation between low income, single parent families and poor educational attainment.</p>
Sexual orientation	<p>1. Lesbian, Gay and Bisexual people are at statistically greater risk of bullying and harassment in education.</p>

Research findings

S75 category: Racial group, Age, Disability

Subject: Libraries

EQIA of Electronic Libraries for Northern Ireland (ELFNI) Project

ELBs, 2001

The EQIA concluded that:

Racial group - Provision of guidance and support in identifying and accessing websites in appropriate languages and of translation software, was identified as an important issue.

Age - The research undertaken identified a number of barriers to older people using ICT facilities, including cost, fewer opportunities for older people to use IT facilities, inexperience and lack of interest resulting from a lack of understanding of the potential benefits to be gained from using modern technology.

Disability – access to virtual information services can reduce the barrier of disability. The provision of adaptive technology, i.e. appropriate furniture, computer hardware, peripherals and software, was deemed essential. This needs to be available throughout the network and updated as necessary. Independent use by individuals with special needs should be facilitated, and support from staff should not be intrusive.

3. HEALTH

Primary Care, Public Safety & Technology, Hospitals Modernisation

Key data

Religious belief/ political opinion	1. When both need and supply factors are taken into account, there are no significant differences between Protestants and Catholics in inpatient hospital use.
Racial group/ ethnic background	<p>1. The most stark health inequalities are those experienced by Travellers, whose health status and life expectancy are comparable with those of the poorest people in Britain before the NHS was established.</p> <p>2. Mortality rates among Traveller children up to 10 years of age are 10 times that of children from the settled population.</p> <p>3. Migrant workers and new residents experience difficulties in accessing health and social care services.</p>
Age	<p>1. In 2004, most (79%) adults in contact with Social Services were elderly people, and the vast majority of delayed discharges were for elderly people. 95% were aged 65 or more and 83% were aged 75 and over.</p> <p>2. Infant mortality rates in NI are stable and at levels comparable to the UK and RoI.</p> <p>3. In 2004, young people aged 0-14 years received 15% of total inpatient activity whilst people aged 65 and over received 31%. This compares to 22% and 13% respectively of the NI population.</p>
Gender	<p>1. Women make more use of health and social care services than men. Two thirds of men and 82% of women had consulted their GP in 2003; 29% of men and 33% of women had attended a casualty department, been a day patient or visited an outpatient department in the previous year; and 10% of men and 14% of women had been an inpatient in the same year.</p> <p>2. According to the same survey, males received 47% of total inpatient activity and females received 53%. This compares to 49% and 51% respectively in the NI population.</p> <p>3. The same research noted that there were particular groups who may be vulnerable when it came to health and well-being, eg, older women, women from minority ethnic communities, women living in rural areas, men who had experienced sexual abuse, men who had experienced domestic violence and men in their role as fathers.</p> <p>4. Premature mortality (deaths of those aged under 65) rates in NI are higher for men than for women.</p>

Disability	<ol style="list-style-type: none"> 1. Many disabled women have particular difficulty in accessing key services such as reproductive health care and screening. 2. The Bamford Review found clear evidence of inequalities in the investment associated with mental health and learning disability compared with the rest of the UK, despite higher levels of ill health in NI.
Dependants	<ol style="list-style-type: none"> 1. Carers tend to suffer higher levels of ill health. 19% of those providing substantial care (50+ hours per week) feel they are in poor health compared with 14% of the non-carer population. 2. Women may be more likely than men to find their access to health care limited by caring responsibilities.

4. SOCIAL

Regeneration, Housing, Welfare Reform, Culture, Arts and Sport

Key data

<p>Religious belief/ political opinion</p>	<ol style="list-style-type: none"> 1. Research in 2003 showed that 36% of Catholic households were in poverty compared with 25% of Protestant households. 2. Less than 10% of social housing is integrated while 79% of respondents to the 2006 Life and Times survey said they would prefer to live in a mixed religion neighbourhood. 3. Housing Condition Surveys undertaken by the NIHE in 2001 and 2005 showed no appreciable differences in housing conditions experienced by Protestant and Catholic households, but where there were differences then Protestants tend to live in worse conditions, which is essentially a function of the older demographic profile of the Protestant population in NI. 4. NIHE acknowledge there are insufficient resources to meet the growing need for social housing, which impacts more on Catholic households who tend to have higher levels of need. Further, there are seen to be considerable difficulties in obtaining land for social housing in areas of high need for Catholic households. 5. 54% of both Catholics and Protestants had participated in sport at least once in 2004-05. 6. Sports facilities are concentrated in the east; only 2 of 16 Quest-accredited centres in NI are west of the Bann. 7. In all age groups, more Catholics than Protestants were sedentary, according to research in 2004.
<p>Racial group/ ethnic background</p>	<ol style="list-style-type: none"> 1. Minority ethnic people, particularly Irish Travellers and Roma, are at a greater risk of poverty, multiple deprivation and exclusion. 2. The lack of adequate housing and accommodation for Travellers is central to the high level of social exclusion and poverty they experience. 3. Migrant workers are extremely vulnerable to exploitation and discrimination in housing.
<p>Age</p>	<ol style="list-style-type: none"> 1 Younger households are most likely to experience poverty. The youngest group of households are twice as likely to be in poverty as the oldest. 2. Contributing to pensioner hardship is the fact that pensioners spend a higher proportion of their weekly income on basic necessities than any other type of household. Pensioners have a higher absolute poverty rate in 2008/9 compared to 2002/3. Furthermore, pensioners, as a group, display the greatest extent of clustering just above the relative income poverty line. That suggests that pensioners, as a group, are at greatest immediate risk of

	<p>falling into relative income poverty.</p> <p>3. Child poverty remains a significant problem. The figures for child relative income poverty rates have fallen from 29% (1998/9) to 25% (2008/9). Additionally 18,000 children are in households that have been in receipt of income support for 10 years or more.</p> <p>4. There has been an upward trend in the number of older people presenting as homeless, with an increase from 4% to 6% over the period 1991-2001.</p> <p>5. Rising house prices have caused particular hardship for first time buyers, the majority of whom are young people aged 18-25.</p> <p>6. Older people are more likely to be living in non-decent homes than other age groups as they represent 40% of the total.</p> <p>7. Older people are more likely to have a sedentary lifestyle than younger people. For those aged 75 and over in 2004, 63% were sedentary compared with 11% of 16-24 year olds.</p> <p>8. 64% of those under 60 participated in sport at least once in 2004-05, compared with 28% of those over 60 years.</p>
Gender	<p>1. Adult females are at slightly greater risk of poverty (21%) than men (19%). They are also more likely to suffer multiple deprivation and exclusion from access to public services. This is linked to a lower employment rate for females as well as a higher proportion of single parents being women.</p> <p>2. In 2004-05 there was a 13% gap between sports participation rate of men (62%) and women (49%).</p> <p>3. Young women are more likely than their male counterparts to exhibit sedentary behaviour (14% compared with 8% in 2004).</p>
Disability	<p>1. The disabled are nearly twice as likely to be in poverty as the non-disabled.</p> <p>2. People with multiple disabilities are at the greatest risk of poverty, 47%, against those with a single disability, which is still high at 38% and those without a disability for whom the risk is significantly lower at 21%.</p> <p>3. The lack of suitable housing for disabled people continues to create considerable hardship. Research supports investment in accessible housing as a means of reducing health and social care expenditure and reducing the social exclusion of disabled people.</p> <p>4. There is a gap of nearly 50% between the number of people with and without a disability participating in sport on a regular basis.</p>
Dependants	<p>1. Households caring for children or dependent adults (including those suffering from disability) have higher poverty rates and are at greater risk of multiple deprivation</p>

	than those without dependents.
Marital status	<p>1. Divorced and separated people have the highest risk of poverty while married or co-habiting households have the lowest.</p> <p>2. The NIHE point to the changing nature of social housing need in recent years, with a growing need for single person accommodation. The largest group in housing stress is singles, followed by small families and older persons.</p>

Research findings

<p>S75 category: Disability</p> <p>Subject: Outdoor Recreation</p> <p>Countryside and Greenspace for All</p> <p><i>In Green Places, Sep 2008</i></p>	<p>This article discusses accessible outdoor recreation for disabled people. It provides an overview of the development of legislation promoting access to the countryside for disabled people and looks at some of the developments preceding the Disability Discrimination Act (DDA) which helped to open up the countryside to disabled people, such as the Countryside for All project, the Countryside for All Accessibility Standards, and the introduction of access plans. It considers whether disabled people are excluded from shared public space. and discusses opportunities for disabled people to enjoy greenspace. The report stresses the importance of talking with disabled people to ascertain their needs and help meet them.</p>
<p>S75 category: Disability, Age</p> <p>Subject: Leisure</p> <p>Hello! Are you listening? Disabled teenagers' experience of access to inclusive leisure</p> <p>Joseph Rowntree Foundation, 2002</p>	<p>This research identifies the challenges faced by disabled children and young people who wish to take part in leisure activities. It considers whether the barriers disabled people face vary according to their impairment and looks at possible solutions to the issues of support as identified by young disabled people. The report includes findings on how the young people felt about the information given to them about disabled rights and specialist centres and how information is provided. It recommends how to make improvements to enable disabled young people to be included, such as better information, increased support and training for leisure centre employees.</p>

5. ENVIRONMENT

Water and Waste Water, Waste Management, Flood Risk Management, Environment

Key data

There are no key data on inequalities relating to S75 groups in respect of the environmental sub-pillars.

Research findings

<p>S75 category: Disability</p> <p>Subject: Environmental Planning</p> <p>Guide to Developing Inclusive Communities Papworth Trust, 2008</p> <p>The Papworth Trust is a disability charity in the east of England</p>	<p>The guide describes a process to help develop inclusive communities by considering the needs of disabled people throughout the design, delivery and management of new towns and large-scale developments. It sets out the issues, practical guidance and legal requirements relevant to the creation of inclusive communities and outlines the principles of inclusive design. The guide discusses the consideration of inclusive design at the master planning stage and includes case studies of good practice in the development of inclusive communities. It discusses inclusive design in relation to housing, public buildings, transport, the external environment, public open space and the countryside and sets out a checklist for inclusive communities.</p>
<p>S75 category: Gender, Age, Disability</p> <p>Subject: Environmental Planning</p> <p>Urban Sprawl and Public Health: Designing, Planning and Building for Healthy Communities Frumkin, H., Frank, L. and Jackson, R., 2004</p>	<p>This book focuses on how urban planning, architecture, transport and community design relate to public health, and explores the challenges of developing policy that promotes and protects public health. It discusses the issue of urban sprawl and highlights its importance to public health, focusing on: air pollution; physical activity; injuries and deaths from traffic; water quantity and quality; mental health; the erosion of social capital; and health concerns of specific groups such as women, children, the elderly and people with disabilities. It suggests that an approach to planning called “Smart Growth” based on mixed land use, a balance between density and green space, greater connectivity and a mingling of housing styles and prices should be adopted as a public health strategy.</p>

6. PRODUCTIVE

Enterprise and Innovation, Tourism, Rural and Primary Industries, Public Sector Reform

Key data

Religious belief/ political opinion	<p>1. Economic inactivity for Catholics is higher than for Protestants. A higher proportion of Catholic households are workless compared with Protestants.</p> <p>2. In relation to political opinion and religious belief, statistics from the Life and Times Survey in 2009 suggested that 17% of applicants for a job would avoid workplaces in mainly Catholic areas and 16% would avoid workplaces in mainly Protestant areas.</p>
Racial group/ ethnic background	<p>1. There is an imbalance between the qualifications of migrant workers and level of occupation i.e. a large number of individuals working at a level below what might be expected from their educational qualifications, skills or training.</p> <p>2. Minority ethnic people, particularly Irish Travellers and Roma, are likely to suffer educational disadvantage and lack essential qualifications necessary to access the employment market. They experience persistently and significantly lower employment rates at levels below that of all economically active people. For example, the 2001 Census showed that only 35% of working age Travellers were economically active compared with 62% of the NI population.</p>
Age	<p>1. Those between 55-64 are more likely to be workless, tend to have lower incomes, are more benefit dependent.</p> <p>2. The employment rate for pensioners has not shown any decline between 2007/8 and 2009; remaining relatively stable at around 9%. However, evidence suggests that age may still act as a barrier to those trying to gain employment; that older people may be more likely to face discrimination with regard to training and development; and that younger people face distinctive barriers to employment given their limited range of employment experience and skills.</p>
Gender	<p>1. There is a lower employment rate for females 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 in NI. There are also significant differences in average earnings by gender leading to a gender pay gap.</p> <p>2. The pay gap between men and women is narrowing but women working full time still have median annual earnings 11% lower than men. In part time jobs, particularly in the retail sector, the gender pay gap is about 30%.</p> <p>3. Employment rates are higher for men than women, both in terms of those with a disability (39% - 33%) and those</p>

	<p>without (82% - 74%).</p> <p>4. There are still marked differences in occupational profiles between men and women with 32% of men in higher managerial jobs compared with 27% of women. By contrast, only 6% of men are in administrative or clerical jobs compared with 24% of women.</p> <p>5. Gender differences in the labour market have a particular impact on women's situations in later life and restricts their access to pensions, savings and benefits.</p>
Disability	<p>1. 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.</p> <p>2. Those people with disabilities appear to remain disadvantaged in respect of access to employment. The Labour Force Survey (LFS) for the period July-September 2008 shows that 36% of people with a disability were in employment. That is in contrast to the figure for those without a disability, where the figure is 78% in employment.</p> <p>3. Employment rates are higher for men than women, both in terms of those with a disability (39% - 33%) and those without (82% - 74%).</p> <p>4. The LFS in 2002 indicated that only 21% of people with mental ill-health or learning disability were in employment. Research in the USA suggests that up to 58% of adults in this category are able to work.</p> <p>5. A 2001 survey by the Equality Commission showed that 78% of people in NI consider that disabled people can be as productive as non-disabled people in a wide range of tasks. However this contrasts with the 2009 Life & Times Survey where 55% of people believed that disabled people are hardly ever, or never, as productive as non-disabled people.</p> <p>6. The 2001 survey showed that 68% of people did not believe that employers did enough to meet the needs of disabled people and 74% did not believe that there was a fair representation of disabled people in more senior positions.</p>
Dependants	<p>1. Persons with dependants are likely to face additional barriers to employment. These include access to affordable childcare and continuation of benefits once in employment.</p> <p>2. The proportion of lone parents in employment is well below the average, with female lone parents at the highest risk of poverty. There are also indications of higher job exit levels among lone parents, the majority of whom are women.</p> <p>3. Providing care can result in multiple disadvantages in later life - it can impact on income, pension accumulation and the development of social networks. These impacts of</p>

	care giving on pensions, earnings, savings and career all multiply over time and impact substantially on middle aged women.
Marital status	1. Single people are more likely to be unemployed than those who are married.
Sexual orientation	1. Lesbian, Gay and Bisexual people are at statistically greater risk of bullying and harassment in the workplace. 2. Homophobic harassment at work is major concern for the LGB community.

Research findings

S75 category: All

Subject: Employment

Employment Inequalities
in an Economic
Downturn

Equality Commission NI,
2010

This report seeks to update understanding of the effect of the economic downturn on the employment status and prospects of relevant groups across the nine equality grounds in Northern Ireland. It provides background on the employment impact of the recession in a UK and international context. It identifies the differential impact on age groups, gender, disability, dependents, community background, racial group, marital status, sexual orientation, and ex-offenders. It examines policy responses to the recession in Northern Ireland and concludes that the recession has led to a decline in employment and increases in unemployment and inactivity, particularly among young people. The key impacts are:

Age – Younger people (18-24) are considered to have suffered greatest negative impact. In addition there is concern for older workers trying to re-enter the workplace and for those aged 65+ who have no legislative protection.

Gender – Men appear to be accounting for the greatest proportion of job losses, particularly in the younger age brackets. This is partly the result of the concentration of job losses in construction and manufacturing.

Disability - There is some evidence of a decline in opportunities for disabled people during the recession and a greater sense of insecurity for those in employment (however, there is no formal or official evidence of a significant impact on this category).

Dependants – Data suggests that the recession has only had a small impact on this group. Childcare provision for working parents continues, however, to be an issue.

Community Background/Religion – There has been a decline in employment rates in both main communities with a slighter greater increase in unemployment levels in the Roman Catholic community (particularly, again, among 18-24 year olds)

Racial Group - There is little available evidence on BME groups in N. Ireland specifically. Anecdotal evidence demonstrates a tendency for migrant workers to be located in low skilled, casual and/or temporary positions, thus possible rendering them more vulnerable to dismissal and redundancy.

Marital Status - The greatest impact of the recession appears to have been on single or separated people; (this may be explained by their likely younger age group which has been seen to have been more greatly affected).

	<p>Sexual Orientation – There is little available evidence in relation to this category.</p>
<p>S75 category: Gender Subject: Employment, enterprise The Gender Pay Gap in Context: Causes, consequences and international perspectives OFMDFM, 2010</p>	<p>This research concluded that:</p> <ol style="list-style-type: none"> 1. Elements which contribute to the gender pay gap include occupational segregation, motherhood, life time working patterns and unequal treatment. The factor which appears to underpin all these elements is the persistence of traditional gender roles in terms of caring and the division of household labour. 2. Another major reason for gender pay differentials is contained in wage structures themselves, in terms of the differential remuneration of traditionally male and female occupations and of part-time in contrast to full-time work. 3. The low gender pay gap in Northern Ireland appears to be largely due to the public sector ‘premium’ and perhaps to a lesser extent, to a slightly lower level of general wage inequality, and a lower female participation rate than that of the UK. 4. International evidence indicates that employment policies, social services provision, wage bargaining and setting methods and tax and transfer systems all have a role to play in reducing labour market inequality. 5. Family friendly employment policies and generous social service provision facilitate the combination of paid work and caring, and centralised wage setting systems and collective wage bargaining tend to reduce gender pay differentials.
<p>S75 category: Gender Subject: Employment, enterprise Working towards Equality: achieving equality for women and men at work Government Equalities Office, 2009</p>	<p>This report looks at the place of women in today's labour market and identifies key areas of inequalities, including the pay gap. It explains how the Government is helping women and men to balance work and family life, improving skill levels and pathways to careers, supporting women's enterprise, and increasing transparency. The report notes that areas requiring progress include:</p> <ul style="list-style-type: none"> -widening access to childcare and training; -enabling more women to reach the boardroom; and -breaking down the outdated assumption that real jobs cannot be done on a flexible basis.
<p>S75 category: Racial group Subject: Enterprise Ethnic Entrepreneurship: Concept paper Institute for Migration and Ethnic Studies (IMES) at the University</p>	<p>This paper explores the development of ethnic entrepreneurship and reviews the role of policy interventions in that process. It shows that ethnic entrepreneurs are expected not only to create jobs and boost the neighbourhood economy, but also to meet non-economic objectives such as strengthening social cohesion and promoting safety on the streets. It concludes that ethnic entrepreneurship can be supported by providing training and coaching, as well as other forms of support in the fields of entrepreneurial skills, finance and networking and by removing obstructions in the</p>

of Amsterdam, 2010	regulatory framework for SMEs, e.g. lowering the licence requirements for starting a business, or providing preferential access to credit systems.
<p>S75 category: Disability</p> <p>Subject: Tourism</p> <p>Accessible Tourism and Sustainability: a discussion and case study</p> <p><i>In</i> Journal of Sustainable Tourism, May 2010</p>	<p>This research reviews the concept of accessible tourism through its key dimensions of access, universal design, and the link between ageing and disability, and explores the financial, environmental and social considerations that arise from it. Using a case study approach, it suggests that to properly satisfy the accessible tourism market, tourism operators need a more sophisticated understanding of accessible destination experiences. The report highlights the size and multi-niche markets served by accessible destinations; the fit between accessible and sustainable tourism; and the need for further research.</p>

DEMOGRAPHIC DATA

Religious belief/ political opinion	<ol style="list-style-type: none"> 1. On Census Day 2001, just over two-fifths (40.3%) of the population of NI stated their religion as Catholic and 39.5% Presbyterian, Church of Ireland or Methodist. 2. 13.9% indicated they had no religion. 3. In terms of religion brought up in (community background), 43.8% said Catholic and 53.1% Protestant.
Racial group/ ethnic background	<ol style="list-style-type: none"> 1. The ethnic breakdown of NI has changed dramatically in recent years, in particular with a large increase in migrant workers and their families. 2. On Census Day 2001, 0.8% of the population classed themselves as coming from Black or Minority Ethnic groups.
Age	<ol style="list-style-type: none"> 1. The age structure of the NI population is the youngest in the UK. However, the average age continues to rise. 2. On Census Day 2001, children under 16 represented 23.6% of the population compared with 20.2% in the UK as a whole. 3. People of pensionable age represented 15.5% of the NI population compared with 18.4% of the UK as a whole.
Gender	<ol style="list-style-type: none"> 1. On Census Day 2001, 48.7% of the NI population was male and 51.3% female.
Disability	<ol style="list-style-type: none"> 1. One in five of the NI population (20.4%) said that they had a limiting long term illness, health problem or disability which limited their daily activities or the work they can do. 2. Most people underestimate the prevalence of disability in NI; 92% of respondents to a survey in 2002 thought that the figure was lower than it actually is.
Dependants	<ol style="list-style-type: none"> 1. Over a quarter of households (27.4%) were composed of a single person, 12.8% by a pensioner and 14.5% by a non-pensioner. 2. 36.5% of households contained dependent children. 3. The number of households in NI where there are one or more people who require care is disproportionately high. On Census Day 2001, 41.3% of households included at least one person with a limiting long term illness. 4. There were just over 50,000 lone parent households with dependent children, of which 92.2% were headed by a lone mother.
Marital status	<ol style="list-style-type: none"> 1. Slightly over half the NI population were married or re-married (51.1%). 2. One third (33.1%) of persons aged over 16 were single (never married).
Sexual orientation	<ol style="list-style-type: none"> 1. Approximately 1% of the NI population identify themselves as gay or lesbian.

DATA SOURCES

Networks

Age	<ol style="list-style-type: none"> 1. Travel Survey 2006-08 DRD, 2008 2. Travel Survey 2006-08 DRD, 2008 3. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 4. NI Life & Times Survey 2008
Gender	<ol style="list-style-type: none"> 1. Travel Survey 2006-08 DRD, 2008
Disability	<ol style="list-style-type: none"> 1. Attitudes of Disabled People to Public Transport MORI, 2002 2. Census 2001 3. Secondary Analysis of Existing Data on Disabled People's Use and Experiences of Public Transport in Great Britain Disability Rights Commission, 2006
Dependants	<ol style="list-style-type: none"> 1. Travel Survey 2006-08 DRD, 2008

Skills

Religious belief/ political opinion	<ol style="list-style-type: none"> 1. School Census DE, 2009 2. NI Life & Times Survey 2005 3. Qualifications and Destinations of NI School Leavers DE, 2004-05 4. Osborne <i>In Higher Education Quarterly</i>, 2006 5. EQIA of Registration and Grant Aid Schemes for Local Youth Voluntary Groups ELBs, 2007 6. Report on Participation Rates in Further and Higher Education OFMDFM, 2001
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Racial group/ ethnic background	<ol style="list-style-type: none"> 1. School Census DE, 2009 2. Final Report of the Promoting Social Inclusion Working Group OFMDFM, 2000 3. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010
Age	<ol style="list-style-type: none"> 1. Population Projections NISRA, 2009 2. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 3. Care Matters in NI, Consultation Document DHSSPS, 2007
Gender	<ol style="list-style-type: none"> 1. Women in NI DETI, 2007 2. Women in NI DETI, 2007 3. Betty the Builder, Neil the Nurse: Sex-typing of Occupations in Primary Schools Equality Commission NI, 2002 4. Training and Employment Programmes – occupancy and eligible group figures by gender DEL Equality Monitoring, 2007
Disability	<ol style="list-style-type: none"> 1. Labour Force Survey DETI, 2007 2. Survey into Public Attitudes to Disability Equality Commission NI, 2001 3. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 4. EQIA of Registration and Grant Aid Schemes for Local Youth Voluntary Groups ELBs, 2007 5. Training and Employment Programmes – occupancy and eligible group figures by disability DEL Equality Monitoring, 2007
Sexual orientation	<ol style="list-style-type: none"> 1. shOUT Report: The Needs of Young People in NI who Identify as Lesbian, Gay, Bisexual or Transgender 2003

Health

Religious belief/ political opinion	<ol style="list-style-type: none"> 1. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004
Racial group/ ethnic background	<ol style="list-style-type: none"> 1. Consultation with Travellers on the Recommendations of the Final Report of the Promotion Social Inclusion Working Group on Travellers Connolly, P and Keenan, M for OFMDFM, 2002 2. Consultation with Travellers on the Recommendations of the Final Report of the Promotion Social Inclusion Working Group on Travellers Connolly, P and Keenan, M for OFMDFM, 2002 3. Improving Government Service Delivery to Minority Ethnic Groups Centre for Cross Border Studies, 2006
Age	<ol style="list-style-type: none"> 1. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004 2. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004 3. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004
Gender	<ol style="list-style-type: none"> 1. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004 2. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004 3. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004 4. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004
Disability	<ol style="list-style-type: none"> 1. Disabled Women in Northern Ireland: Situation, Experience and Identity Equality Commission NI, 2003 2. The Bamford Review of Mental Health and Learning Disability (NI) DHSSPS, 2006
Dependants	<ol style="list-style-type: none"> 1. In Poor Health: The Impact of Caring on Health Carers UK, 2004 2. In Poor Health: The Impact of Caring on Health Carers UK, 2004

Social

<p>Religious belief/ political opinion</p>	<ol style="list-style-type: none"> 1. Poverty and Social Exclusion in NI Democratic Dialogue, 2003 2. NI Life & Times Survey 2006 3. House Conditions Surveys NI Housing Executive, 2001 and 2005 4. House Conditions Surveys NI Housing Executive, 2001 and 2005 5. Continuous Household Survey 2005 6. Sports Facilities Strategy for NI Sports Council, 2007 7. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004
<p>Racial group/ ethnic background</p>	<ol style="list-style-type: none"> 1. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 2. Final Report of the Promoting Social Inclusion Working Group OFMDFM, 2000 3. Migrant Workers in NI Institute of Conflict Research, 2004
<p>Age</p>	<ol style="list-style-type: none"> 1. Poverty and Social Exclusion in NI Democratic Dialogue, 2003 2. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 3. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 4. The Face of Older Homelessness The Simon Community, 2002 5. Housing Applicants and Allocations NI Housing Executive, 2009 6. House Conditions Surveys NI Housing Executive, 2001 and 2005 7. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004 8. Continuous Household Survey 2005

Gender	<ol style="list-style-type: none"> 1. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 2. Continuous Household Survey 2005 3. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004
Disability	<ol style="list-style-type: none"> 1. Poverty and Social Exclusion in NI Democratic Dialogue, 2003 2. Poverty and Social Exclusion Project OFMDFM, 2005 3. Better Outcomes, Lower Costs Office of Disability Issues, 2007 4. Continuous Household Survey 2005
Dependants	<ol style="list-style-type: none"> 1. Poverty and Social Exclusion in NI Democratic Dialogue, 2003
Marital status	<ol style="list-style-type: none"> 1. Poverty and Social Exclusion in NI Democratic Dialogue, 2003 2. Housing Applicants and Allocations NI Housing Executive, 2009

Productive

Religious belief/ political opinion	<ol style="list-style-type: none"> 1. Labour Force Survey Religion Report DETI, 2008 2. NI Life & Times Survey 2009
Racial group/ ethnic background	<ol style="list-style-type: none"> 1. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 2. Census, 2001
Age	<ol style="list-style-type: none"> 1. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 2. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010
Gender	<ol style="list-style-type: none"> 1. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010 2. NI Annual Survey of Hours and Earnings DETI, 20056

	<p>3. Report on Equality and Inequalities in Health and Social Care in NI DHSSPS, 2004</p> <p>4. Women in NI: Labour Market Statistics Bulletin DETI, 2007</p> <p>5. Women and Pensions in NI Equality Commission NI, 2002</p>
Disability	<p>1. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010</p> <p>2. Labour Force Survey DETI, 2008</p> <p>3. Women in NI: Labour Market Statistics Bulletin DETI, 2007</p> <p>4. NI Life & Times Survey 2002</p> <p>5. Survey into Public Attitudes to Disability Equality Commission NI, 2002</p> <p>6. Survey into Public Attitudes to Disability Equality Commission NI, 2002</p>
Dependants	<p>1. What Can We Do to Tackle Child Poverty in NI? Joseph Rowntree Foundation, 2009</p> <p>2. Lone Parents Cycling between Work and Benefits Department of Work & Pensions, 2004</p> <p>3. Quoted in Key Equalities in NI – primary source not specified Equality Commission NI, 2007</p>
Marital status	<p>1. Quoted in Draft OFMDFM Audit of Inequalities – primary source not specified OFMDFM, 2010</p>
Sexual orientation	<p>1. An Unacceptable Prejudice: Homophobic Violence and Harassment in NI Jarman, N. and Tennant, A, 2003</p> <p>2. An Unacceptable Prejudice: Homophobic Violence and Harassment in NI Jarman, N. and Tennant, A, 2003</p>

Demographics

All data except that referenced below is taken from the 2001 Census and has been sourced from the Northern Ireland Statistics website: www.nisra.gov.uk. Crown copyright material is reproduced with the permission of the Controller of HMSO.

Disability	2. Survey into Public Attitudes to Disability Equality Commission NI, 2001
Sexual Orientation	1. NI Life & Times Survey 2003