

**OFMDFM
ANNUAL REPORT TO
EQUALITY COMMISSION
2005/06**

on

**Implementation of the equality and
good relations duties
under Section 75 of the
Northern Ireland Act 1998**

**For submission to the Equality Commission
by 31 August 2006**

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority Progress Report 2005 - 2006

Template to assist Public Authorities to report on implementation of the equality and good relations duties under Section 75 of the NI Act 1998

The information required from public authorities will be based on the period from **1 April 2005 to 31 March 2006**. Please ensure that it is submitted to the Commission by **31 August 2006**, electronically (by completing this template) and in writing, with a signed cover letter from the Chief Executive or, in his/her absence, the Deputy Chief Executive.

This year's progress report template is significantly different from earlier guidance, reflecting the work that many authorities will be undertaking on their five year review of equality schemes. It is important that the authority reports on what it views as being relevant in terms of progress made on the implementation of the statutory duties from April 2005 to March 2006.

Please enter information at the end of each Section in the template.

Name of public authority (Enter details below)

[Office of the First Minister and Deputy First Minister \(OFMDFM\)](#)

Equality Officer name and contact details (Enter details below)

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Section 1: Strategic Implementation of the Section 75 Duties

- Outline evidence of progress made in developing equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2005-06. Your response should include any targets for 2006-07.

In the 2005/06 Business Plan for the Department (which is available online at <http://www.ofmdfmni.gov.uk/bplan0506.pdf>) there are a number of objectives, performance indicators and targets relating to both equality and good relations.

Under Objective B: “To promote equality of opportunity, human rights and good relations, tackle poverty and social disadvantage and meet the needs of victims and survivors”, there is a Planned Citizen Outcome of: “A more equal, inclusive and reconciled community”. Falling out of this are several PSA targets which have direct relevance to equality and good relations; particularly

- **PSA 5** (Advance equality of opportunity, reduce discrimination and barriers to participation by:
 - improving legislation;
 - supporting the Equality Commission for Northern Ireland;
 - co-ordinating strategic action to promote equality and social inclusion of people with disabilities, of different ethnic backgrounds, gender, sexual orientation and older people)
- **PSA 6** (“Build good relations between different communities and reduce sectarianism and racism by co-ordinated strategic action at regional and local level).

Within these targets are a number of specific actions that relate to individual policies and strategies – the detail of which have not been documented here but can be viewed online.

These have been further developed in the 2006/07 Business Plan, which includes additional PSA targets:

- **PSA 7** - Working with other Departments, put in place co-ordinated strategic action linked to a range of indicators to achieve measurable improvements in race relations and racial equality.
- **PSA 8** - Publish a triennial Action Plan on “A Shared Future” to include actions to achieve improvements in good relations across a range of indicators, an enhanced Community Relations Council and a new District Council Good Relations Challenge Programme.
- **PSA 9** - Working with other Departments and agencies, put in place co-ordinated strategic action to tackle sectarianism, racism, homophobia and hate crime against people with disabilities.
- **PSA 12** - Working with other Departments, put in place an over-arching, inter-departmental strategy, associated actions and indicators to uphold the rights and meet the needs of Children and Young People linked to support for the Office of the Commissioner for Children and Young People and the Minister for Children and Young People.

Further details can be viewed on the website at:
<http://www.ofmdfmni.gov.uk/businessplan0607.pdf>

- Please provide details of the **direct** resourcing of Section 75 work during 2005–06. This should include staff appointed/directed (*not names*) and details of any budget allocation, to specifically deliver equality scheme commitments.

As reported in Annual Report 2004/05 (and previous years), there is no separate budget for equality scheme delivery as equality is mainstreamed throughout the Department and integrated into objectives and targets. Staff across the Department are involved in mainstreaming equality and good relations into policy and strategy

development. It would be impossible to disaggregate these elements of the costs in implementing section 75.

A dedicated Equality and Human Rights Unit (E&HRU) was established in the Department to monitor the delivery of the equality scheme, and provide equality advice, support, guidance and challenge to colleagues throughout the Department and across the other Departments. The Unit is currently staffed with 1 Grade 7, 2 DPs, 1 SO and 1 EO2. A wider pool of Divisional high-level strategic advice from the Grade 3 and Grade 5, and additional administrative support is also available to the Unit as and when required.

Section 2: Screening & Equality Impact Assessment (EQIA)

2a) If a Screening Report has not yet been submitted to the Commission please advise us on the current position with regard to producing this report and forwarding to the Commission.

2b) If a Screening Report and EQIA Timetable has **previously been submitted** to the Commission please provide an update (**using the matrices in Appendix A**) of policies subject to EQIA during 2005-06, new/proposed/revised policies screened during 2005-06, ongoing EQIA monitoring activities and 2006-07 EQIA timetable.

Section 3: Training

- Outline staff and Management Board/Committee training during 2005-06 associated with the Section 75 duties/Equality Scheme requirements (Provide details of types of training provision e.g. general awareness raising, specialist training on EQIA, Screening and Consultation). Provide a summary of any training evaluations and comments on the benefits of such training.

Induction training

As reported in Annual Report 2004/05, the Department's overall approach is to provide general awareness training to all staff new to

the Department through its Corporate Induction Programme or the Direct Entrant Staff Officer Induction Programme.

To date, 472 staff in the Department have received training on Section 75 obligations, of whom 327 were at EO2 grade and above.

As recorded in last year's report, the Department's Training and Development Services (TDS) continue to arrange consultation and EQIA training on demand. To date, 39 members of staff have received consultation and other equality training, whilst 69 have received EQIA training – provided through an NICS agreed list of providers.

A new Centre for Applied Learning (CAL) (previously known as the new Shared Service Centre) has been established to provide training, including programmes on Section 75, across the Northern Ireland Departments,. A training subgroup of the Equality Practitioners' Group will be liaising with CAL to assist with the development and supply of relevant equality courses, including renewing the contract for the supply of training provider organisations.

As reported previously, general Corporate Induction Programmes are used as the vehicle to set out the requirements of Section 75 and the Department's Equality Scheme generally for all staff. Detailed modules on Section 75 and Equality Scheme Awareness are provided within the Direct Entrant Staff Officer Induction Programme. Equality Directorate staff are involved, as appropriate, in the design and delivery of this training and other training involving equality, including cross-departmental training on drafting subordinate legislation.

Evaluation of training

As reported previously, training needs are reviewed and agreed annually between the individual member of staff and their line manager based on individual and business requirements. Any identified need is communicated to management and arrangements are made to meet this need.

At present evaluation of training is undertaken by the individual and their line manager as part of the annual performance review cycle. Consideration will be given to the development of an evaluation of training undertaken, immediately following the event and then 3 months after, in conjunction with the CAL.

Specialist training

The Equality & Human Rights Unit organised a two-day interactive training event for Equality Unit staff from across all the departments – this was held in April 2005. The event allowed equality practitioners across the Northern Ireland departments to share best practice on all areas of their work. The Equality Commission participated in the event.

The Department was involved in organising two Senior Civil Service Masterclasses. The first was on Emerging Issues on Section 75 which included contributions from Dame Joan Harbison, Professor Christopher McCrudden, Nigel Hamilton and Mary Bunting. The second was entitled 'Equality: New Faces and New Issues' and included Bob Collins, the newly appointed Chief Commissioner of the Equality Commission who delivered the key note address entitled 'Looking to the Future – the view from the Equality Commission'. Officials from the Equality and Human Rights Unit and the Review of Public Administration team in OFMDFM contributed.

Awareness raising training

Through its work on gender, disability, age, sexual orientation, race and children and young people departmental officials work in partnership with groups and organisations from these sectors. Through this work significant awareness and appreciation of the issues that affect the various equality groups has been developed. Also this network of relationships is helpful in accessing input into training needs when they arise.

Examples of this include work undertaken in conjunction with organisations representing older people as part of the work in preparing the older people's strategy/age discrimination legislation, with sexual orientation groups on the sexual orientation action plan, with women's groups on the gender equality strategy, with children and young people and those representing them on the 10-year strategy for children and young people and with organisations representing minority ethnic people in the development of the Racial Equality Strategy and first annual action plan to implement it.

Section 4: Communication

- Provide details of how the authority communicated progress on delivery of the statutory duties during 2005-06.
- Provide details of any review of communication activities during the year to ensure effective communication on progressing the statutory duties.

Communicating progress

- Information is placed on the Department's website – www.ofmdfmi.gov.uk/equality
- Internally progress is communicated by:
 - providing update reports to ESNSG, the Departmental Board, the Equality Practitioners' Group, seminars, internal briefings, use of staff magazines, the "Policylink" newsletter.
 - reporting quarterly to the Departmental Board and Minister.
- Externally progress is communicated through:
 - completing the ECNI annual report on progress in implementing the statutory duties, which is submitted to ECNI and published on the Departmental website;
 - putting all pertinent information, including consultations and policy documents, on the Departmental and Central Consultations websites;
 - hosting the Senior Civil Service Masterclass on Emerging Issues on Section 75 (on 6 July 2005). Key note speakers included Dame Joan Harbison, Professor Christopher McCrudden, Nigel Hamilton and Mary Bunting.
 - hosting a policy seminar entitled 'Equality: New Faces and New Issues' on 7 December 2005, organised by the Policy Innovation Unit (PIU). Speakers included Bob Collins, the newly appointed Chief Commissioner of the Equality Commission who delivered the key note address entitled 'Looking to the future – the view from the Equality Commission'. Officials from the Equality and Human Rights

Unit and the Review of Public Administration in OFMDFM contributed.

Section 5: Data Collection & Analysis

- Describe any systems that were established during 2005-06 to supplement available statistical and qualitative research, including consideration given to using internal organisational data and external networks.
- Describe any systems established during the year to monitor the future adverse impact of policies that were subject to EQIA.
- Detail any research undertaken/commissioned during 2005-06 to obtain data/information relating to the nine equality categories.

Research Branch

Research Branch ensures that Section 75 concerns are routinely reflected, where appropriate, in research work commissioned in line with policy need. In turn, the branch plays an important role in highlighting s75 concerns in relation to broader developments within NISRA.

Research Branch continues to provide a management and secretariat role to the Equality and Social Need Research and Information Group, a sub-group to the cross-Departmental ESNSG.

In relation to Section 75 equality of opportunity issues, published research in this period included:

- Research Branch commissioned research to inform the development of ECNI's forthcoming guidance on Section 75 **equality monitoring** which was published in November 2005. The work examined definitions, examples of best practice in a range of organisational settings, data availability, use of proxy information, and costs and benefits of monitoring.
- Over this period, a study of **Labour Market Dynamics** was concluded. The project aimed to provide greater understanding of the main drivers underpinning changes to the labour market states of employment, unemployment and non-employment, specifically in relation to gender, disability and religion. An

extension to the research was announced by the Minister in February 2005 to provide an objective analysis of the position concerning equality of opportunity for Catholics and Protestants in Northern Ireland. The report was published in November 2005.

- A series of **research bulletins** which examined the **Poverty and Social Exclusion Survey of Northern Ireland** with a Section 75 focus has progressed over this period and publications covering lone parents, young adults, older people, gender, and carers have been published in this period with a bulletin on disability to follow.
- In-house research on **personal over-indebtedness** was published in February 2006 which included, where possible, a Section 75 focus in terms of analysis.
- An update of **Labour Force Survey Religion** figures for the 2003 period was published in June 2005.

In relation to Section 75 equality of opportunity issues, ongoing research in this period included:

- In-house research on **Social Capital** issues with a Section 75 focus, where appropriate.
- Commissioned research on **Child and Family Poverty** covering a broad range of approaches to and measurement of poverty.
- **Participation in Further and Higher Education** with a focus on differences between the two main religious communities.
- Ongoing commissioned research into **indicators of equality and diversity**.
- Commissioned research into the **mainstreaming of equality in respect of sexual orientation**.
- In-house work in relation to **gender indicators**.

- Cross-departmental work in relation to strategic indicators relating children and young people's lives and the development and launch of a children's research database.

In terms of research on good relations, research commissioned over the period included:

- **Costs of Division in Northern Ireland** - 'A Shared Future: Policy and Strategic Framework for Good Relations in Northern Ireland' was published in March 2005 and highlighted the economic imperative to tackle the costs of division in terms of both social and public resources. Government made a commitment to conduct research to identify the costs of delivering public services in a divided society. This research was commissioned by OFMDFM Research Branch in March 2006 and is to be completed at the end of 2006
- **Sectarian Hate Crime** - This research provides an overview of the scale and nature of sectarian violence in Northern Ireland. The primary interest is in acts of non-militarised violence, including attacks on both persons and property, rather than on acts committed by members of paramilitary organizations. This report was published in July 2005.
- **Population change and inclusion study on Protestants in Londonderry** - The aim of this research is to establish the structures and policies needed to encourage new forms of co-operation and sharing in Derry/Londonderry. The overall aim is framed by a study of the Protestant community's place within the Derry District Council Area as understood by that community and other non-Protestant communities and their political representatives. This research was published in Summer 2005.
- **Direct and Indirect cross-community contact in mixed and segregated areas** – This research investigates direct and indirect cross-community contact and tolerance in mixed and segregated areas in Northern Ireland. The research began in 2004/05 and is due to be completed early 2007.

- **A comparative study of service provision for minority ethnic groups in Northern Ireland, Scotland and Republic of Ireland** – The aim of this study is to determine how public authorities provide services for ethnic and immigrant groups within the prescribed legal framework in the three jurisdictions. The project will explore models for responding to the needs of three main target groups: longstanding migrant and minority communities; refugees and asylum-seekers; migrant workers. The research began in January 2005 and is due to be completed in August 2006.
- **Northern Ireland Life and Times Survey** – OFMDFM Research Branch funds the community relations module in the Northern Ireland Life and Times survey, conducted annually. This year, for the first time, Research Branch part funded a module on attitudes to minority ethnic people with ECNI. The modules contain a range of questions on attitudes to community relations and race relations in Northern Ireland. Results for 2005 will be published in June 2006.

Published research reports can be found on the Department's website at www.research.ofmdfmi.gov.uk

Section 6: Information Provision, Access to Information and Services

- Outline what action has been taken during 2005-06 to develop arrangements for the provision of information in accessible formats.
- Detail any initiatives/steps taken to improve access to services.

Racial Equality Unit

The Unit commissioned research from the Centre for Cross Border Studies on how public authorities provide services for minority ethnic groups within the prescribed legal framework in three jurisdictions: Northern Ireland, Scotland and the Republic of Ireland. The primary focus of the study was to identify how public authorities in the three jurisdictions can learn from the experience of their neighbours. The research was carried out by the National Consultative Committee on

Racism and Interculturalism (NCCRI) in Dublin and various partner organisations.

A number of service areas were selected for the research as sample areas of how public authorities provide services to minority ethnic groups. These services areas were: health; education; policing; housing; and employment. The findings of the research were presented by NCCRI on 28 March 2006 to an audience drawn from all 3 jurisdictions. The access to services is a significant strand of the Racial Equality Strategy.

Executive Information Service

The Department's Executive Information Service (EIS) continue to produce publications, manage events and arrange preparation of information in alternative formats as they are requested. This has to date included Braille print, audio production, both BSL and ISL signers, speedtext operators and translations.

During 2005/06 the OFMDFM website was redeveloped and designed to the Web Accessibility Initiative (WAI) level AA standard.

Section 7: Complaints

- Identify, during 2005-06, the number of Section 75 complaints:
 - received by the authority;
 - resolved by the authority;
 - which were not resolved to the satisfaction of the complainant; and
 - which were referred to the Equality Commission.

The Department has not received any complaints to date.

Section 8: Scheme Timetable

- Provide an update of your equality scheme implementation timetable (covering all the scheme commitments), identifying any

changes since your previous report. Please detail any planned actions outstanding.

Section 9: Consultation, Participation and Engagement

- Provide details of the processes adopted to engage with representative groups during 2005-06.
- Outline measures taken to enhance the level of engagement that were successful and unsuccessful.

Processes

As noted in last year's Annual Report, the Department continues to operate its current well established arrangements for managing S75 processes, and continually seeks to refine processes to make them more efficient and effective.

In terms of the process, the Branch or Division responsible for a particular policy takes the lead and, taking the advice of the Department's Equality and Rights Unit and Research Branch, decides on the most appropriate method of consultation. Consultation methods have to date included written, face-to-face meetings, focus groups, round table discussions with key stakeholders, NI-wide seminars, the creation of dedicated websites and work with specific reference groups or fora.

Racial Equality Unit

Through its work with the Northern Ireland Racial Equality Forum and beyond the Racial Equality Unit, will oversee the implementation of the Racial Equality Strategy. This Forum also operates through thematic groups created to examine specific issues in more detail. Thematic groups have been established to deal with Travellers' issues, language issues, and more recently the creation of a sub-group looking at issues surrounding migrant workers.

The Racial Equality Forum and its thematic groups have functioned as a highly effective consultation mechanism throughout the year, specifically on the Racial Equality Strategy. The focus in this strand of work has been firmly on partnership working to achieve shared aims.

Work on developing and finalising a Racial Equality Strategy for Northern Ireland was substantially progressed between April 2004 and March 2005 with the strategy being published on 19 July 2005.

Representatives of minority ethnic community and community and voluntary organisations were involved at every stage of the drafting of the strategy with the Racial Equality Forum having final 'sign off'.

The strategy covers the full range of policy issues which impact on the daily lives of citizens from minority ethnic communities, and also covers racial equality issues in respect of migrant workers.

Anti-Poverty Unit

Work on the development of the Northern Ireland Anti-Poverty Strategy continued during 2005/06 and included a second period of public consultation which closed during August 2005. The consultation included a number of workshops which were organised on behalf of the Department by the Northern Ireland Anti-Poverty Network. These workshops were held at a number of venues across Northern Ireland, and gave individuals and groups with an opportunity to discuss specific elements of the strategy and comment on the overall proposals.

In addition a workshop was held with young people in Londonderry to gather their views and opinions on poverty and social exclusion issues impacting on them. The feedback from this was very positive.

Following the second period of consultation, two organisations were engaged to carry out an independent analysis of the consultation responses. The independent analysis was in addition to the Central Anti-Poverty Unit carrying out its own analysis and demonstrated the Department's willingness to build transparency into the process of analysing the consultation responses.

Equality & Human Rights Unit

The Department led the work of the Equality Practitioners' Group to engage with key stakeholders on the Review of Equality Schemes. A list of joint key stakeholders were identified and invited to a workshop in January 2006. The workshop involved a presentation from OFMDFM on the purpose and structure of the day, and workshops

were convened around the key themes of the review. Representatives from each of the departments attended the event. This participative and interactive format was welcomed by attendees and feedback on the format of the event was positive.

Children and Young People's Unit

In collaboration with the Northern Ireland Youth Council, the Northern Ireland Youth Forum, Children in Northern Ireland and the Commissioner for Children and Young People, work commenced on the development of mechanisms to facilitate the involvement of children and young people in public decision-making processes.

Policy Innovation Unit (PIU)

The Unit participated in a series of seminars organised by NICVA on the theme of improving awareness of the policy making process for the voluntary and community sector. PIU staff gave presentations which covered issues relating to the importance of communications and engagement as well as the need to ensure equality issues were taken into account in the design, delivery and implementation and subsequent monitoring and review of policies. The series included seminars held in Belfast, Newry and Omagh.

To coincide with the launch of the first ever Northern Ireland Sustainable Development Strategy (NISDS), PIU hosted a policy seminar focusing on the implications of the new strategy. A significant effort was made to widen the representation of stakeholders and other relevant groups and individuals reflecting the cross-cutting nature of sustainable development. This resulted in a turnout of around 135 participants. Speakers included the Chair of the UK Sustainable Development Commission (SDC) as well as the Principal of St Matthew's Primary School, Belfast. In the case of the latter, the presentation illustrated the school's "fruit cooperative" which had been developed to educate both children and parents on the benefits of a healthy eating lifestyle. The seminar sought to highlight the benefits of using sustainable development as a model to encourage better participation and policy delivery.

Review of Public Administration

The RPA's 'Further Consultation', which closed on 30 September 2005, included an initial consideration of equality, social need, human rights and rural issues. The team participated in over 80 different consultation engagements and meetings reaching over 300 groups and approximately 1000 individuals.

In recognition of the relatively low response from the voluntary and community sector and Section 75 groups to the RPA initial consultation the 'Further Consultation' specifically targeted these sectors. The team sponsored a number of consultation events with interested groups representing young people, children's representative groups, people with disabilities, people in rural communities and the voluntary and community sectors.

The aims were to ensure that those affected by the RPA had the opportunity to give their views, to encourage equality related groups and individuals to play an active part in the consultation process and to obtain the views of groups who can be hard to reach, such as people with disabilities, older people, children and young people and people in rural communities.

The substantial engagement process culminated in a significant conference, "Pathways to Access and Participation", in which they were able to share their views with others led to improvements in both the number and quality of responses received. Over 140 delegates from a wide range of public, voluntary and community sector organisations attended the conference.

An updated consideration of equality, social need, good relations, human rights and rural issues was published alongside the Secretary of State's announcement of 22 November 2005. This has been regarded by key stakeholders as a model of good practice.

Review of Government Advertising

A comprehensive review of government advertising began in August 2005. In September 2005 a draft report was published for public consultation, which including recommendations on the way forward for government advertising policy and delivery. This included an equality impact assessment. As well as targeting the consultation

document to the s75 categories, meetings were held with a number of representative groups, e.g. RNIB, Chinese Welfare Association, MENCAP, Disability Action, etc, to gauge specific views and opinions as to how government advertising policy should be shaped.

Section 10: The Good Relations Duty

Provide details of steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.

Shared Future

'A Shared Future' – The Policy and Strategic Framework for Good Relations in Northern Ireland' was published in March 2005. It provides a mechanism through which Departments can take forward their Section 75(2) duty and more effectively mainstream good relations considerations into policy development processes.

Through this policy Government places the promotion of good relations at the centre of policy, practice and delivery of public services. Discussions are underway with ECNI on its statutory role and the demonstrable outworking of the Good Relations duty.

The Shared Future policy is being taken forward on three distinct levels. A cross-departmental Triennial Action plan was finalised, in consultation with social partners, and published in April 2006 and focuses on shaping public policy and specific actions to improve relationships.

Second, the roles and functions of the Community Relations Council will be enhanced. The Department is working with the Community Relations Council to ensure its transformation as soon as practicable i.e. in October 2006 and progressively in the next two years. It will become more broadly representative of civic society and include amongst others, elected representatives, trades' unions and employers' representatives, practitioners from the voluntary and

community sector, churches, other faith-based organisations and ethnic minorities.

Third, a new district council Good Relations Challenge Programme will be established by 2007 to replace the existing programme. The current programme will be phased out and replaced with a permanent, better-resourced and focused programme; where the chief executive and elected members, along with dedicated good relations staff, play an active role in developing 'good relations' outcomes in local areas. The new scheme will be called the Good Relations Challenge Programme and will be managed by the re-shaped Community Relations Council. It will be established by 2007 and will migrate to the new 7 council structure over the phased introduction of the new RPA arrangements.

Full details, including guidance, of the proposed new scheme will be the subject of consultation with councils during 2006/2007.

Racial Equality Unit

The Racial Equality Strategy deals in considerable detail with good race relations issues, it is complementary to A Shared Future.

Work on developing and finalising a Racial Equality Strategy for Northern Ireland was substantially progressed between April 2004 and March 2005 with the strategy being published on 19 July 2005 by way of written Ministerial statement. The strategy covers the full range of policy issues which impact on the daily lives of citizens from minority ethnic communities, it also covers both racial equality and race relations issues in respect of migrant workers.

The first annual action plan to implement the Racial Equality Strategy was presented to the Racial Equality Forum on 30 March 2006. The action plan was prepared in partnership with Government departments, representatives from community and voluntary organisations, minority ethnic community representatives and relevant statutory agencies.

Section 11: Additional Comments on Mainstreaming

The main aim of the statutory duties is to mainstream equality of opportunity and good relations considerations into the functions of the authority, leading to better policies and service delivery. Please provide any additional information/comments you think may be relevant.

Section 12: Concluding Questions

12A) Does the authority believe its work on implementing the statutory duties during 2005-06 produced positive benefits for the organisation? **YES** if yes please complete the following

No

	Very noticeably	Noticeably	No real change
i) Increased awareness of equality issues in policy making	X	<input type="checkbox"/>	<input type="checkbox"/>
ii) Increased ability to ensure policies are designed and targeted to reflect equal opportunities objectives	X	<input type="checkbox"/>	<input type="checkbox"/>
iii) Increased awareness of good relations issues in policy making	X	<input type="checkbox"/>	<input type="checkbox"/>
iv) Increased ability to ensure policies are designed and targeted to reflect good relations objectives	X	<input type="checkbox"/>	<input type="checkbox"/>
v) Increased awareness of equality issues in service delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> N/A
vi) Increased ability to ensure services are designed and targeted to reflect Section 75 requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> N/A

12B) Does the authority believe its work on implementing the statutory duties during 2005-06 produced positive benefits for groups within the Section 75 categories?

YES if yes please complete the following
No

	Very noticeably	Noticeably	No real change
Persons of different religious belief	<input type="checkbox"/>	X	<input type="checkbox"/>
Persons of different political opinion	<input type="checkbox"/>	X	<input type="checkbox"/>
Persons of different racial groups	X	<input type="checkbox"/>	<input type="checkbox"/>
Persons of different age	X	<input type="checkbox"/>	<input type="checkbox"/>
Persons with different marital status	<input type="checkbox"/>	X	<input type="checkbox"/>
Persons of different sexual orientation	X	<input type="checkbox"/>	<input type="checkbox"/>
Men and women generally	X	<input type="checkbox"/>	<input type="checkbox"/>
Persons with and without a disability	X	<input type="checkbox"/>	<input type="checkbox"/>
Persons with and without dependents	<input type="checkbox"/>	X	<input type="checkbox"/>

Please go to Question C over

QUESTION 12C

If you answered **yes** to **QUESTION 12B**, for each of the categories where a noticeable or very noticeable change has occurred, please give examples of those changes to policies or practices which have resulted in positive change. If the change was a result of an EQIA please tick the appropriate box in column 3:

	Policy or Practice	Tick if result of EQIA
Persons of different religious belief	<ul style="list-style-type: none"> • A Shared Future • Research / Data Collection and Analyses 	
Persons of different political opinion	<ul style="list-style-type: none"> • Lifetime Opportunities • Single Equality Bill 	
Persons of different racial groups	<ul style="list-style-type: none"> • Racial Equality Strategy 	√
Persons of different age	<ul style="list-style-type: none"> • Age legislation • Single Equality Bill 	√
Persons with different marital status	<ul style="list-style-type: none"> • Single Equality Bill 	
Persons of different sexual orientation	<ul style="list-style-type: none"> • Sexual Orientation Action Plan • Single Equality Bill 	
Men and women generally	<ul style="list-style-type: none"> • Gender Equality Strategy • Single Equality Bill 	
Persons with and without a disability	<ul style="list-style-type: none"> • Disability Order in Council • Single Equality Bill 	√
Persons with and without dependents	<ul style="list-style-type: none"> • Single Equality Bill 	

Appendix A

Screening & EQIA Update

Please enter details relating to the authority's progress using the following matrices.

i) EQIA Timetable – 2005-06

Title of policy EQIA underway during April 2005- March 2006	Stage (as per Steps 1-7 of EQIA Process) As at end March 2006	If joint-EQIA please state partner authorities	Outline any adjustments to policy intended to benefit individuals from the nine equality categories and outline the relevant categories affected.	Were adjustments to policy a result of <u>A</u> ssessment of adverse impact/ feedback from <u>C</u> onsultation, or <u>B</u> oth <i>Please enter A, C or Both</i>	If EQIA decision making stage completed, is amended policy being implemented? <u>Y</u> es/ <u>N</u> o
1.Strategic plan for gender strategy issues*	5				
2.Action plan for sexual orientation*	5				
3. Strategic plan to tackle racial inequality*	6		The focus on multiple identity in the final strategy and the prioritisation of areas for action were shaped by input from consultees.		Yes
4. Single Equality Bill	5		Analysis of consultation is ongoing		

5. Implementation of EU Equality Obligations – Age regulations	6				
6. New TSN*	5		Second stage consultation on going – any adjustments would follow on from this		
7. Policy on Public Appointments	On hold pending restoration				
8. Review of the Offices of the Ombudsman for NI and the NI Commissioner for Complaints	On hold pending restoration				
9. Review on Advertising	6				Yes
10. Services for Victims and Survivors – next phase for policy	5				

11. Sexual Orientation, Goods, Facilities and Services Regulations*	5				
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*These are high level strategies. Equality considerations have been taken into account to the fullest extent possible, but full equality screening and if necessary impact assessment will be carried out by policy-owning departments on policies implementing the strategies as implementation progresses.

ii) Ongoing Screening Activities 2005-06

Title of policy subject to screening during April 2005- March 2006	If joint policy please state partner authorities	Was initial screening decision changed following consultation? <u>Yes/No</u>	If Screening completed is policy being subject to EQIA? <u>Yes/No</u>	If EQIA planned indicate year for assessment
1. Implementation of EU amended Equal Treatment Directive		Screening concluded that there is no evidence that different S75 groups have different needs in relation to the policy.	No	
2. The Employment Equality (Sexual Orientation) Regulations (NI) 2003		Consideration of the issues through this screening exercise indicates that this policy already provides the best possible opportunity and all appropriate mitigations of any potential negative impacts.	No	
3. Sexual Orientation, Goods, Facilities and Services Regulations		Screening exercise indicates work will need to be done to ensure that a religious organisation's exemption is applied to	Yes	2006

		the legislation in a fair manner, so as not to detract from the policy.		
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iii) Ongoing EQIA Monitoring Activities 2005-06

Title of EQIA subject to Stage 7 monitoring during April 2005- March 2006	If joint policy please state partner authorities	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
1. Sexual Orientation, Goods, Facilities and Services Regulations		Any potential negative impacts that might arise as a result of the regulations will be monitored via	The Regulations have only come into force during 2004. To date there have been no complaints notified to ECNI or

		consultations with ECNI and sexual orientation groups, particularly in relation to any complaints made to ECNI.	the Department regarding potential negative impacts
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iv) 2006-07 EQIA Time-table

Title of EQIAs due to be commenced during April 2006 – March 2007	Existing or New policy? Please enter E or N below.	If joint-EQIA please state partner authorities	Please indicate expected date of completion of EQIA Stage 6 i.e Decision making stage
1.Strategic plan for gender strategy issues*	E		Autumn 2006
2.Action plan for sexual orientation*	E		Autumn 2006
3.Single Equality Bill	E		2007/2008

4.Implementation of EU Equality Obligations – Age regulations	E		October 2006
5.New TSN*	E		August 2006
6.Policy on Public Appointments	E		On hold pending restoration
7. Review of the Offices of the Ombudsman for NI and the NI Commissioner for Complaints	E		On hold pending restoration
8. Services for Victims and survivors – next phase of Policy	N		December 2006
9. Sexual Orientation, Goods Facilities and Services Regulations	N		November 2006

*These are high level strategies. Equality considerations have been taken into account to the fullest extent possible, but full equality screening and if necessary impact assessment will be carried out by policy-owning departments on policies implementing the strategies as implementation progresses.