

**OFMDFM
ANNUAL REPORT TO
EQUALITY COMMISSION
2008/09**

**on
implementation of the equality and
good relations duties
under Section 75 of the
Northern Ireland Act 1998
and Section 49A of the Disability
Discrimination Order (DDO) 2006**

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Introduction

1. This report includes a number of self assessment questions regarding implementation of the Section 75 statutory duties from **1 April 2008 to 31 March 2009**. This report also includes a number of questions regarding implementation of Section 49A of the Disability Discrimination Order (DDO) from the 1 April 2008 to 31 March 2009.
2. This involves progressing the commitments in our equality scheme and disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from Section 75 equality categories.

Name of public authority

Office of the First Minister & deputy First Minister (OFMDFM)

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Executive Summary

What were the key policy/service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?

Achievements during the year

Dept Objectives	Dept Targets	Dept Actions	Expected Outcome / Output	Position as at 31 March 2009
C1.1 Improve the outcomes and life chances of children and young people. (PSA 6 – Objective 1)	C1.1 (a) Implement the 10 year strategy for children and young people. C.1. 1 (b) Support exemplar projects of area-based interventions for children and young people	Deliver targets as set out in 10 Year Strategy for Children and Young People Re-establish the Ministerial Sub-Committee on Children by April 2008.	Better lives for children	Achieved. A Strategy, Planning and Review Group (SPRG) has completed a three year action plan which will shortly be sent to the OFMDFM Committee for comment prior to seeking Executive agreement. Achieved. Ministerial Sub-Committee re-established and priority sub-group set up. Economic appraisal completed for 2009/10 funding of projects.
C1.2 Take forward action to provide for measurable reductions in the levels of poverty and particularly child poverty. (PSA 7 - Objective 1).	C1. 2 (a) Work towards the elimination of severe child poverty by 2012.	In line with Section 16 of the Northern Ireland St Andrews Agreement Act 2006 achieve agreement by the Northern Ireland Executive Committee, on the adoption of a strategy setting out how it proposes to tackle poverty, social exclusion and patterns of deprivation based on objective	Reduced levels of child poverty	On-track for achievement. A paper has been submitted to the Ministerial Sub-Committee on Children and young people with proposals on measurement to be used for severe child poverty.

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Dept Objectives	Dept Targets	Dept Actions	Expected Outcome / Output	Position as at 31 March 2009
	<p>C1. 2 (b) Work towards the elimination of child poverty by 2020 & reducing child poverty by 50% by 2010.</p> <p>C1.2 (c) We will identify the best measures to ensure we are targeting those most in need.</p>	<p>need.</p> <p>Establish baselines and indicators to measure progress and monitor and report in progress.</p>	<p>As Above</p>	<p>On-track for achievement. Lifetime Opportunities was adopted by the Executive on 20th November 2008 work to agree priorities is ongoing with the Executive Sub-Committee on poverty and social inclusion. The Department is working closely with the UK government on proposed child poverty legislation this will further inform developments in NI.</p> <p>On-track for achievement Proposals have been agreed by the Executive Sub- Committee regarding an appropriate monitoring and reporting framework.</p>
<p>C1.3 Take forward co-ordinated strategic action to promote social inclusion for:</p> <ul style="list-style-type: none"> • Lone parents • People with a physical/ sensory disability • Older people 	<p>C1.3 (a) Deliver a strong independent voice for older people.</p> <p>C1.3 (b) Ensure more effective statutory protection for older people as an identifiable group.</p>	<p>To develop strategic recommendations to tackle poverty and promote social inclusion for</p> <ul style="list-style-type: none"> ○ Lone parents ○ People with physical/ sensory disability. <p>To oversee the agreement of these recommendations and implementation of their related actions. To set baseline indicators and monitor and report progress.</p>	<p>Increased social inclusion for all people in our community</p>	<p>On-track for achievement. Policy development is ongoing and legislative proposals are being drafted to allow for public consultation on the draft legislation and policy proposals in Autumn 2009.</p> <p>On-track for achievement. Legal developments in this area will be kept under continuous review. Report and recommendations from the PSI working group on Lone Parents was finalised and agreed with Ministers in July 2008.</p>

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Dept Objectives	Dept Targets	Dept Actions	Expected Outcome / Output	Position as at 31 March 2009
<p>New and established Minority Ethnic Communities. (PSA 7 - Objective 2)</p>	<p>C1.3 (c) The Social Inclusion Steering Group to agree by July 2008 outcomes expected in taking forward the recommendations in the Strategy.</p>	<p>Work across government to remove barriers to participation and achieve a measurable improvement on the lives of people with disabilities by 2012.</p> <p>To oversee the agreement and implementation of an action plan to tackle poverty and promote social inclusion of older people. To continue to monitor and report progress on these actions.</p> <p>Implement the Racial Equality Strategy.</p> <p>Implement a programme for cohesion and integration for a shared and better future for all.</p>	<p>As Above</p>	<p>Implementation is ongoing in the context of Lifetime Opportunities.</p> <p>On-track for achievement. Report from the PSI working group on People with disabilities is being finalised with a view to presenting to Ministers by Summer 2009.</p> <p>Behind Schedule. The Advocate for Older People was appointed in December 2008 the advocate will co-chair an Advisory Panel to take forward the work to develop outcome indicators and actions</p> <p>On-track for achievement.</p> <p>Behind schedule. The draft policy remains under consideration by Ministers.</p>
<p>C1.4 Promote equality and the enforcement of rights. (PSA 7 – Objective 5)</p>	<p>C1.4 (a) Introduce measures to work towards the total elimination of the gender pay gap.</p>	<p>Implement the cross departmental Gender Equality Strategy</p>	<p>Increased equality for all</p>	<p>On-track for achievement. To help monitor implementation of the Strategy, in May 2008 a set of baseline indicators was finalised in discussion with the Gender Advisory Panel, and published by OFMDFM. Cross-departmental gender equality action plans 2008-2011 have been prepared for consideration by Ministers and the Assembly Committee. A discussion paper was</p>

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Dept Objectives	Dept Targets	Dept Actions	Expected Outcome / Output	Position as at 31 March 2009
			is expected that this will deliver a number of benefits including: a more coherent, proactive and independent tribunal system; enhanced user confidence; and, improved value for money.	
C1. 5. Working with the Commission for Victims and Survivors to develop and implement a new, comprehensive strategy approach to Victims and Survivors. (PSA 7 – Objective 6).	C1.5 (a) New strategy published by March 2008. C1. 5 (b) Forum established by March 2008. C1 5 (c) New Scheme published by March 2008 and fully established between June and December 2008.	Publish a new strategy for victims and survivors and establish a Victims and Survivors Forum. Establish a new scheme to provide support assistance and advice for groups and individuals and agree arrangements for the sponsorship of	A better deal for victims and survivors.	Achieved with some delay. The Victims and Survivors Strategy was published in draft form in August 2008. Not achieved to date. To be taken forward by Commission for Victims and Survivors. Legal responsibility for establishing the Victims and Survivors Forum rests with the Commission for Victims and Survivors. The Commission was not established until the beginning of June 2008 and it is currently considering plans for establishing a Forum as part of its overall work programme. 1st part – not achieved. to date. Draft proposals for the Victims and Survivors Service are at an advanced stage and should be

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Dept Objectives	Dept Targets	Dept Actions	Expected Outcome / Output	Position as at 31 March 2009
		the office of the Commissioner for Victims and Survivors.		published in the Summer 2009. 2nd part - on track for achievement. The Commission for Victims and Survivors was formally established on 2 June 2008. The Management Statement and Financial Memorandum was formally agreed in March 2009.

Publication of the Executive’s Programme for Government (PFG) 2008-11

3. For the first time, a draft Equality Impact Assessment has been carried out at a strategic level on the PFG, Budget and Investment Strategy to consider all the impacts which may be associated with the Executive’s policy and spending priorities as set out in the Programme for Government document.

4. This draft assessment was published at the end of January 2008 and the consultation closed on the 23 April 2008, following a 12 week consultation period. Analysis of the responses is complete and is currently with Ministers.

5. Results of monitoring will be assessed by the Executive to determine whether the impact of the PFG, Budget and Investment Strategy on any of the nine equality groups has improved significantly. The outcome of that monitoring will also inform future PFG, Budget and Investment Strategy processes and the targeting of resources.

Mainstreaming

6. The Section 75 statutory duties make equality and good relations central to the whole range of public policy decision-making. This approach is often referred to as “mainstreaming”.

7. Mainstreaming equality is important for several reasons. Experience from here and elsewhere shows that questions of equality and good relations may easily become sidelined in organisations. Focused attention on mainstreaming addresses this problem by requiring all public authorities to engage directly with equality issues through all stages of policy making and service delivery.

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Forthcoming Initiatives

Category	Outline change in policy or practice which have resulted in outcomes¹	Tick if change is as a result of EQIA
Persons of different religious belief	<ul style="list-style-type: none"> • Programme of Cohesion, Sharing and Integration for a shared and better future. 	
Persons of different political opinion	<ul style="list-style-type: none"> • Programme of Cohesion, Sharing and Integration for a shared and better future. • Establishment of Commission for Victims and Survivors. 	
Persons of different racial groups	<ul style="list-style-type: none"> • Programme of Cohesion, Sharing and Integration for a shared and better future. • Policy on Advertising - broader general outreach measures for communities whose first language is not English. 	
Persons of different age	<ul style="list-style-type: none"> • Work has begun to establish a Commissioner for Older People. • The Advocate for Older People was appointed in December 2008. • Halving the number of children in relative low income households between 1998/99 and 2010/11. • Delivery of an over-arching inter-departmental strategy to uphold the rights and meet the needs of Children and Young People. 	
Persons with different marital status	<ul style="list-style-type: none"> • N/A 	
Persons of different sexual orientation	<ul style="list-style-type: none"> • Programme of Cohesion, Sharing and Integration for a shared and better future. • Work will continue to refresh the draft Sexual Orientation Equality Strategy and the supporting cross-departmental Action Plan, taking account of needs analysis and stakeholder views. 	

¹ This table outlines development of policies which have taken account of Section 75 (1) and (2).

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Category	Outline change in policy or practice which have resulted in outcomes¹	Tick if change is as a result of EQIA
Men and women generally	<ul style="list-style-type: none"> • Gender Strategy – Information on how families balance work and caring responsibilities will be gathered and analysed to help identify changing gender roles and the needs of families, workers and employers. Work on options for affordable, high quality childcare, measures to eliminate the gender pay gap, and funding for women’s groups will be progressed. 	
Persons with and without a disability	<ul style="list-style-type: none"> • Promoting Social Inclusion – People with Disabilities (subject to ministerial agreement). • Draft Disability Discrimination (Transport Vehicles) Regulations - new policy draft consultation ran from 8 December 2008 to March 2009. 	
Persons with and without dependants	<ul style="list-style-type: none"> • Promoting Social Inclusion – Lone Parents. • Recommendations to promote social inclusion for lone parents have been cleared by Ministers. Work is ongoing on taking these forward in the context of Lifetime Opportunities. 	
All Categories	<ul style="list-style-type: none"> • Programme for Government, Budget and Investment Strategy - the delivery of the PFG Budget and Investment Strategy has the potential to have a positive impact on all Section 75 groups. The realisation of these potentially positive impacts will be dependent upon the delivery of actions, programmes and projects at departmental level. • The Executive formally adopted Lifetime Opportunities on 20th November 2008. This is a strategy to tackle poverty and social exclusion affecting those in greatest effective need and has the potential to reduce inequalities in areas such as health and in the labour market and across a range of vulnerable groups. 	

Sustainable Development

8. The second Sustainable Development Strategy is under development. The revised Strategy will set out the Executive's long-term vision for the economic, social and environmental spheres and will therefore set the context in which aspirations concerning equality and good relations will be advanced. It will contain strategic objectives in support of the peaceful, fair and prosperous society that is the overarching aim of the Executive.

Tackling sectarianism, racism and good relations

9. We will continue to mainstream equality into policy development generally, but specifically we will deliver a programme of legislation and policy aimed at tackling discrimination and inequalities and promoting the social inclusion of groups and individuals experiencing disadvantage and inequality. We will bring forward the Programme of Cohesion, Sharing and Integration for a shared and better future. This programme will tackle the issues of sectarianism, racism and hate crime and promote good relations.

Monitoring of the Equality Impact Assessment carried out at a strategic level on the Programme for Government, Budget and Investment Strategy

10. It is proposed that the strategic level impacts, considered within the Equality Impact Assessment carried out at a strategic level on the PfG, Budget and Investment Strategy will be monitored by departments to identify any unforeseen impacts of implementation and to ensure that as far as possible all objectives and anticipated positive impacts are being achieved over the period of implementation.

Section 1: Strategic Implementation of Section 75

Policy and Strategy

11. The Department's overarching aim is "a cohesive, inclusive and just society administered through effective government". This aim reflects the central role the Department plays in supporting the institutions of Government. In support of this overarching aim, the Department's Policy Innovation Unit (PIU) continued to promote better policy making through efforts to enhance both the capacity and capability of the NICS policy community. The Unit's principal source of guidance on impact assessment continues to be the Policy Toolkit. (www.ofmdfmi.gov.uk/policylink).

Central Anti- Poverty Unit

12. On 20th November 2008, the Executive formally adopted the broad 'architecture' and principles of 'Lifetime Opportunities' as the basis of its strategy to tackle poverty and social inclusion and patterns of deprivation, based on social need. When agreeing to adopt the 'Lifetime Opportunities' Strategy the Executive further agreed to the establishment of an Executive Sub-Committee on Poverty and Social Inclusion. This Executive Sub-Committee, which met recently for the first time, will be responsible for identifying and agreeing key priority action areas and agreeing the monitoring and reporting mechanisms associated with the anti-poverty strategy.

13. In 2007/08, work commenced on making the necessary arrangements for the establishment an office for a Commissioner for Older People here including a preliminary consultation with the age sector, along with the commissioning of an independent needs assessment. In the interim an advocate has been appointed to begin preliminary work on addressing older peoples' issues. Work has also continued on the Promoting Social Inclusion (PSI) for People with Disabilities and conclusions and findings from this work will be presented to Ministers and the Executive in 2008/09. The recommendations following PSI work on Lone Parents have been

approved by Ministers. Implementation will be taken forward in the context of Lifetime Opportunities.

Promoting Equality of Opportunity

14. The department as a whole promotes equality of opportunity by:
- i. Improving legislation to combat discrimination and remove barriers to participation;
 - ii. Supporting the Equality Commission for Northern Ireland;
 - iii. Promoting effective implementation of Section 75 of the Northern Ireland Act 1998 across all government departments. This year, the department played a significant role in helping the Commission to take forward its Revised Section 75 Guidance. This included a SCS Awareness Seminar in February 2009, to communicate the outcome of the Review of Effectiveness of Section 75;
 - iv. Development of the Programme of Cohesion, Sharing and integration for a shared and better future; and
 - v. Funding Groups:-
 - a. Community and voluntary organisations which contribute to the promotion of good relations between people of different ethnic backgrounds.
 - b. Administering the funding package for Sexual Orientation groups. (This short-term fund, awarded under the last Direct Rule administration, will end during 2009.)

15. Strategies for the promotion of gender equality (Gender Equality Strategy). Older people (Ageing in an Inclusive Society) and the promotion of social inclusion (Lifetime Opportunities) have already been published. Work is ongoing on taking forward the actions/targets arising from these strategies and their associated action plans (where appropriate), as detailed elsewhere in this report.

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16. Work on promoting the social inclusion of disabled people is being taken forward by the Promoting Social Inclusion Working Group on Disability.

17. The UK, as the UN Member State, signed the UN Convention on the Rights of Persons with Disabilities in March 2007 and OFMDFM is working along with the Office of Disability Issues (ODI) on ratification of this Convention by June 2009. Under Article 33(2) of the Convention, States Parties shall, in accordance with their legal and administrative systems, maintain, strengthen, designate or establish within the State Party, a framework to promote, protect and monitor implementation of the Convention. The Equality Commission for Northern Ireland and the Northern Ireland Human Rights Commission will have joint responsibility for monitoring the Convention here. A Memorandum of Understanding will be drawn up between the two Commissions.

Funding for Minority Ethnic Communities - Community Relations Units & Racial Equality Unit

18. Implementation of the funding scheme for Minority Ethnic Communities 2008-2009. This scheme has provided funding of almost £1 million over the last 12 months to support local voluntary and community groups, including minority ethnic representative groups, in their important work on improving relations between minority ethnic groups and the majority community.

Support for Arms Length Bodies

Commissioner for Children and Young People for Northern Ireland

19. The Children and Young People's Unit continues to support the Commissioner for Children and Young People.

Older People's Commissioner

20. In 2008/09 and in line with Ministers' wishes, we have been working to develop the policy proposals with the aim of introducing the legislation to establish the Office of the Commissioner for Older People in Northern Ireland within the lifetime of this Assembly.

Equality Commission for Northern Ireland (ECNI)

21. Support is provided to the Equality Commission on an ongoing basis, including approval of their corporate and business plans, annual reports, supporting their communications events, and allocation and monitoring of financial resources against the budget allocation from the Department.

Commission for Victims and Survivors

22. The Victims Unit in OFMDFM is the sponsor branch responsible for the Commission for Victims and Survivors. Support is provided to the Commission for Victims and Survivors on an ongoing basis including approval of their work programmes, corporate plans, annual reports and allocation and monitoring of financial resources against the budget allocation from the Department.

Community Relations Council

23. The Community Relations Council Unit continues to support the Commissioner for Community Relations Council.

Section 2: Screening

<p>Title of policy subject to screening</p>	<p>Was the <u>F</u>ull Screening Report or the <u>R</u>esult of initial screening issued for consultation? <i>Please enter <u>F</u> or <u>R</u></i></p>	<p>Was initial screening decision changed following consultation? Yes/No</p>	<p>Is policy being subject to EQIA? Yes/No? If yes indicate year for assessment.</p>
<p>Draft Disability Discrimination (Transport Vehicles) Regulations</p>	<p>R</p>	<p>No</p>	<p>Yes 2008</p>

Section 3: Equality Impact Assessment (EQIA)

EQIA Timetable: April 2008 - March 2009

Title of Policy EQIA	EQIA Stage at end March 09 (Steps 1-6)	Outline adjustments² to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.
1. Gender Strategy	6	Separate cross-departmental gender action plans for women and men 2008-2011 have been developed for Executive consideration. The intention is that they will be published, and subject to review. The individual policies in the two cross-departmental action plans will be screened and where necessary subject to equality impact assessments by the relevant Department or agency.
2. Sexual Orientation Strategy and Action Plan (to be updated in light of Ministerial / Executive agreement).	5	Issues have been identified relating to capacity building, development of community relations and social inclusion highlighted during consultation and addressed in draft Strategy. The short term funding programme which helped address these issues has been in operation during the year. The individual policies in the emerging cross-departmental action plan will be screened

² Note: if equality is mainstreamed at the outset of a policy, then “adjustments” as termed by ECNI are not likely.

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Title of Policy EQIA	EQIA Stage at end March 09 (Steps 1-6)	Outline adjustments² to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.
		and where necessary subject to equality impact assessments by the relevant Department or agency.
3. Policy on Advertising	6	Consideration will be given to broader general outreach measures for communities whose first language is not English as each campaign arises, taking into account the specific objectives of each campaign and its target audience(s).
4. Draft Disability Discrimination (Transport Vehicles) Regulations	6	The EQIA was completed in March 2009. The Consultation on the regulations closed on 13 March 2009. The consultation report is underway. The implementation of the regulations will benefit persons with a disability.
5. Anti-poverty Strategy (Lifetime Opportunities)	6	No changes to policy as a result of EQIA or consultation. The policy and decisions were developed through consultation with key stakeholders.
6. Programme for Government	6	Draft EQIA consultation was launched on 30 January 2008 and closed on 23 April 2008 after 12 weeks of public consultation. Ministers are currently considering the outcome of the consultation process.

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[Where the EQIA timetable for 2008/09 (as detailed in the previous annual S75 progress report to the Commission) has **not** been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.]

Title of EQIA	Factors responsible for delay (compared with previous annual plan)
1. Sexual Orientation Strategy and Action Plan	Resource constraints within the Unit meant that other work was prioritised, including the development and delivery of a funding package for the sector.
2. Draft Strategy for Victims and Survivors	Resource constraints. The Draft Strategy for Victims and Survivors has will be subject to Equality screening in 2009/10 and if appropriate an EQIA will be conducted.

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Ongoing EQIA Monitoring Activities (April 2008- March 2009)

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
None	None	None

EQIA Timetable: April 2009 - March 2010

Title of EQIAs due to be commenced during April 2009 – March 2010	Existing or New policy?	Please indicate expected timescale of decision-making stage i.e. Stage 6
1. Sexual Orientation Strategy and Action Plan (to be updated and Ministerial / Executive agreement sought)	E	During 2009/10 issues relating to capacity building development of community relations and social inclusion, which were highlighted during consultation, will continue to be addressed through refreshing the Strategy and Action Plan.
2. Next phase of Victims Strategy, proposals for Victims and Survivors Service	N	Screening exercise will be carried out in May 2009. Following this a decision will be made as to whether a full EQIA is required.
3. Play and Leisure Policy Implementation Plans	N	March 2010

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Title of EQIAs due to be commenced during April 2009 – March 2010	Existing or New policy?	Please indicate expected timescale of decision- making stage i.e. Stage 6
4. North Belfast Strategic Programme ³	N	June 2009

³ The North Belfast Community Action Unit has administered a Capacity Building Programme in North Belfast since 2003. The Programme is delivered through a number of Community Empowerment Partnerships (CEPs). Under direct rule a decision was made in 2006 that the programme would end in March 2009. Following an evaluation of the Programme completed in December 2008, a proposal was submitted to Ministers for a new strategic programme for North Belfast. Ministers decided in March 09 that funding to CEPs would be extended for 3 months until the end of June 09 while the strategic way forward is finalised.

Section 4: Training

24. The Department's overall approach is to provide general awareness training to all staff new to the Department through its Corporate Induction Information Pack or the Graduate Entrant Staff Officer Induction Programme. The Department continues to arrange consultation, screening and EQIA training in response to demand, which is identified through the normal business planning cycle annually.

25. The Centre for Applied Learning (CAL) provides training for the entire NICS, including the Section 75 related training, with specialist advice provided by the Equality & Rights Unit and the Equality Practitioners Group (EPG). A new training programme "Diversity Now" has been launched across the NICS and is mandatory for all new entrants.

26. Training undertaken by **OFMDFM** staff during 2008/2009 was as follows:

- 2 staff attended Graduate Staff Officer Induction;
- 3 staff attended subordinate legislation training;
- 8 staff attended specialist training on the consultation process;
- 11 staff attended specialist training on the EQIA process; and
- 3 staff attended specialist training on screening of policies.

27. During 2008/09, the following equality courses were delivered to all NICS staff:

- 2 screening of policy courses (½ day programmes,) 23 people trained (which included 3 OFMDFM staff);
- 8 one-day EQIA courses – 91 people trained (which included 11 OFMDFM staff); and

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- “The consultation process in NI” (four, one-day courses) - 45 people trained (which included 8 OFMDFM staff).

Comments on Training provided in respect of Section 75

28. Screening of policies – All attendees stated that the course enabled them to meet their objectives and was relevant to their work. They rated course content as very good or excellent. Example quotations were "a clearer insight to what is required to conduct a quality screening exercise"; and “exceptionally good”.

29. EQIA – All attendees stated that the course enabled them to meet their objectives and was relevant to their work. 98% rated the course content as very good or excellent. Example quotations were “trainer was superb” and “Trainer was very good at interjecting ‘real’ life examples making it very relevant”.

30. The consultation process in NI - The consultation process in NI – All attendees stated that the course enabled them to meet their objectives. They stated that the course was relevant to their work, 93% rated course content as very good or excellent.

Courses and Seminars attended and organised by OFMDFM

Children and Young People

31. Children and Young People Unit (CYPU) supported the Participation Network to work with the Centre for Applied Learning to deliver two policy seminars for Senior Civil Servants on the importance of involving children and young people in the government decision making process. CYPU also assisted the Participation Network to host a lunchtime awareness seminar for MLAs in October 2008.

Policy Innovation Unit (PIU)

32. During the reporting period, Policy Innovation Unit (PIU) provided guidance on a number of courses offered by the Centre for Applied Learning. These included

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courses on sustainable development and policy development. In the case of the latter, the Centre for Applied Learning launched a pilot programme of five modules based on the policy cycle, covering the strategic environment, policy evaluation, policy development, policy implementation and policy maintenance. This highly innovative programme for NICS officials is linked to the new National Occupational Standards. The programme will offer a level 7 (Masters level) on the National Qualification and Credit Framework. This course should help reinforce the role of impact assessments and the consideration of equality issues for policy officials.

33. As part of CAL's Graduate Staff Officer Induction Programme, PIU provided a presentation on policy making which also provided an additional opportunity to reinforce the consideration of equality issues for those joining the service.

Section 5: Communication

34. The Department continues to implement its current methods of communicating progress on Section 75, which it has found to be successful. These include:

- regular alerts/bulletins to the Department's Section 75 consultees – the Department sends consultees a six-monthly notification of screening exercises undertaken in the Department and forthcoming consultations.
- placing information on the Department's website for general access – www.ofmdfmi.gov.uk/equality.
- providing update reports to Equality and Social Needs Steering Group (ESNSG), the Departmental Board, the Equality Practitioner's Group (EPG), seminars, internal team and departmental briefings.
- completing of this annual report to the Equality Commission and published on our departmental website.
- putting all pertinent information, including consultations and policy documents on our departmental web-site.
- regular meetings with sponsored bodies / special working groups / policy fora to ensure that the views of stakeholders/people likely to be affected by the policy are reflected in its development and implementation (see section 9 below for more detail on these fora and working groups).

Programme for Government (PfG), Budget and Investment Strategy.

35. As a matter of course, all our stakeholders are issued with copies of our consultation documents including details of the consultation process and events. As part of the consultation exercise on the PFG EQIA, officials took part in a number of roundtable discussions and consultation seminars. These seminars were held with

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equality colleagues such as the Equality Commission, NICVA and the Equality Coalition and stakeholders from other sectors such as the business community and the general public.

36. More detail on the consultations is contained in Section 9 Consultation and Engagement

The Children and Young People's Unit

37. The Children and Young People's Unit facilitates a Parent's Advisory Group that advises on implementation of the ten-year strategy for children and young people. During 2008/09 it also established a cross-sectoral Children and Young People's Strategy Planning and Review Group to advise on a three year strategy action plan.

Gender and Sexual Orientation Equality Unit

38. The Sexual Orientation Steering Group met monthly. Set up prior to devolution, with representatives from across the sexual orientation sector and an official from OFMDFM, this group oversees the short-term funding package for the sector and provides a forum for discussion of current issues and better ways of working with Government. Key issues include the capacity of the sector, volunteering, a needs analysis of the sector, community relations and social inclusion.

39. During 2008/09, there were 3 meetings of the formally constituted Gender Advisory Panel (the stakeholder group, which advises and assists the Department in implementing the Gender Equality Strategy). In addition, the Department briefed stakeholders in advance of and after officials participated in the examination of the United Kingdom by the CEDAW Committee at the United Nations. Officials participated in and supported seminars and round table discussions on CEDAW, violence against women, and gender mainstreaming. Bilateral meetings were also arranged with individuals and bodies representing a range of gender interests.

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Departmental Ministers undertook numerous official engagements to meet and speak with gender and sexual orientation equality stakeholders.

Central Anti-Poverty Unit

40. In agreeing to adopt the 'Lifetime Opportunities' Strategy, the Executive also agreed to the establishment of an Executive Sub-Committee on Poverty and Social Inclusion. This Executive Sub-Committee, which met recently for the first time, will be responsible for identifying and agreeing key priority action areas and agreeing the monitoring and reporting mechanisms associated with the anti-poverty strategy.

The Executive further agreed to re-establish the Ministerial-led Poverty and Social Inclusion Stakeholder Forum.

41. The Forum's membership consists of representatives from all Government Departments, local academics, the major voluntary and community sector organisations and a representative of the local council chief executives.

42. The Terms of Reference for the Forum states that it will provide a focus for debate and discussion on the strategic direction of the 'Lifetime Opportunities' strategy and its success in eliminating poverty and social exclusion here.

43. The Forum will therefore afford key stakeholders the opportunity to air particular issues with Ministers which can then be considered by the Executive Sub-Committee.

44. The 'Lifetime Opportunities' Strategy has retained 'Promoting Social Inclusion' as an approach to working in partnership with relevant sectors to tackle exclusion of different vulnerable groups such as lone parents and people with a disability. The model developed and used for the Lone Parents work has brought about better, more direct consultation and the development of recommendations in a much shorter timescale.

Section 6: Data Collection & Analysis

45. The Department's Research Branch ensures that Section 75 issues are reflected appropriately in all research commissioned by the Department to inform policy development. The Branch also plays an important role in highlighting Section 75 concerns and issues in relation to broader developments within NISRA, particularly in its role in driving the work of the Equality and Social Need Research and Information Group (ESNRIG), a sub-group of the cross-departmental Equality and Social Need Steering Group (ESNSG).

46. A range of in-house research was completed or was ongoing during 2008/09 with relevance to Section 75 issues. These included:

- Rebasing Child Poverty Estimates for Northern Ireland in 1998/99 (April 2008)
- Gender Equality Strategy: A Baseline Picture (May 2008)
- Differences in Mortality Rates in NI 2002 – 2005: A Section 75 and Social Disadvantage Perspective (October 2008)
- Labour Force Survey Religion Report 2007 (March 2009)
- Older People: A statistical Profile (work ongoing)
- Gender Pay Gap Measurement in Northern Ireland: A Discussion Paper (to be published in spring 2009)

Equality and Social Needs Research Programme

47. In relation to Section 75, ongoing research during 2008/09 included a range of statistical surveys and research projects, supportive of the broad data and information requirements of Section 75. These included:

- **The Northern Ireland Longitudinal Study (NILS) (funding):** This is the local version of similar national and international longitudinal studies that link people between census' and further enables linkage of administrative-sourced data. While primarily such studies are utilised as a mortality and morbidity resource,

the NILS enables a Section 75 perspective to be taken on a wide range of thematic issues.

- **Personal problem debt: a qualitative project:** The project is a follow up to an in-house quantitative report on problem debt based on findings from the Northern Ireland Omnibus Survey which included a Section 75 perspective, as appropriate. This qualitative project examines, and reports upon, some of the issues emerging from the original research. Whilst a direct Section 75 perspective in the current project is limited, the two projects should be seen as complementary. The project was completed in winter 2007/08 and was published in June 2008.
- **Child Poverty and Rates of Household Inflation based on Expenditure Definitions of Poverty:** This project looks at the development and application of a number of expenditure-based definitions of poverty to produce analyses of differential rates of household inflation by household type of poverty. The research is to be published in Spring 2009.
- **Disability Hate Crime Research:** A research project examining the incidence, nature and response to Disability hate crimes. Publication expected in Spring 2009.
- **UK Household Longitudinal Study:** Funding contribution to the successor to the British Household Panel Study and the Northern Ireland Household Panel Study.
- **Expenditure and Food Survey:** Funding contribution.
- **Labour Force Survey:** Funding contribution.
- **DCAL Sports Project:** Funding contribution to a research project on access to and participation within sport with an emphasis on marginalized groups or groups known to be under-represented.

Departmental Funding

48. The Department has a limited research funding budget which is used variously to support data sources which have Section 75 relevance or to commission research. In 2008/09, funding included:

- **Family Resources Survey:** Contribution to the core income survey which provides income poverty estimates for a range of family/household/individual categories.
- **Millennium Cohort Study:** A contribution to a longitudinal study tracking a sample of children born at the turn of the century.
- A needs analysis of the **Lesbian, Gay, Bisexual and Transgender** sector was undertaken by the sector as part of the conditions of, and using, funding by OFMDFM.

Good Relations Research Programme

49. **Research** ongoing over the period included:

- **Flags monitoring project:** The Institute for Irish Studies in Queen's University Belfast conducted a census of the display of flags and emblems on arterial routes and town centres in 2008.
- **Good Relations Indicators Update:** An update of the good relations indicators was published in January 2009. Research Branch has disaggregated these indicators further and presented the statistics to policy colleagues and the Community Relations Council's Board.
- **Northern Ireland Life and Times Survey:** Two modules in the annual Northern Ireland Life and Times Survey are funded by OFMDFM and contain a range of questions on attitudes to community relations and minority ethnic people here. Monitoring attitudes and perceptions of the population is an

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essential part of monitoring good relations. Results are published in June each year and data from previous years of the survey has provided important time series data which fed into the good relations indicators. OFMDFM has also contributed funding to the Kid's Life and Times Survey which collects attitudes of Primary 7 children.

- **Direct and Indirect cross-community contact in mixed and segregated areas:** This was a longitudinal study investigating direct and indirect cross-community contact and tolerance in mixed and segregated areas here. The research was published in July 2008.
- **Young people's attitudes to difference:** The National Children's Bureau have been funded to conduct research on young people's attitudes to minority ethnic/migrant young people. The report is due to be completed in May 2009.
- **Youth Intervention Research and Evaluation:** This research was commissioned in January 2009 and KPMG are due to complete the work in May 2009. The main aim of the research is to evaluate intervention programmes in operation to determine 'what works' in relation to deterring young people from becoming involved in disorder and crime. The researchers will also seek the views of young people who have recently been involved in youth intervention schemes here and also to obtain the views of young people who tend not to engage positively with voluntary, community or statutory organisations offering intervention programmes.
- **Children's Research Database:** OFMDFM continues to fund the Children's Research database maintained by ARK. This database can be found on ARK's website and contains summaries of all research conducted here on children and young people <http://www.ark.ac.uk/orb/child.html>.

Section 7: Information Provision, Access to Information and Services

Executive Information Services

50. Executive Information Service (EIS) continues to produce publications, manage events and arrange information in alternative formats on behalf of the Department. This has included the provision of documents in formats such as Digital Daisy, Braille and large print. EIS has also arranged the services of British Sign language (BSL) signers and provision of loop systems at events where a need has been identified.

Children and Young People

51. The Children and Young People's Unit published a young people's version of the ten-year strategy for children and young people in February 2009 along with a separate leaflet explaining their rights under the United Nations Convention on the Rights of the Child. In addition, a Spin Wheel document produced for primary school children aimed to raise their awareness of their rights and was published in English and Irish.

Section 8: Complaints

52. No complaints were received during the year.

Section 9: Consultation and Engagement

Programme for Government (PFG) 2008-11

53. Whilst slightly outside the reporting period (2008/09) the work on PFG is ongoing. At the end of January 2008, the Executive launched its draft Equality Impact Assessment carried out at a strategic level on the PfG, Budget and Investment Strategy.

54. Five public consultation seminars were held and officials met with a number of key stakeholders on request such as the Belfast Education and Library Board, the East Belfast Community Development Agency, the Equality Coalition, Disability Action and the Rural Community Network. Officials also attended a number of consultation seminars organised by Sinn Féin to try to ensure the fullest possible participation by Section 75 groups in this process.

55. Over 330 responses were received from stakeholders on the draft assessment. Ministers are considering the outcome of the consultation process.

PSI Working Group on Lone Parents

56. This working group was established in the Autumn of 2006 and following on from a series of focus groups with lone parents and a stakeholder conference in 2007 officials continued to meet with the Working Group in 2007/08 to consider the outcomes from these events before developing final recommendations for Ministers' consideration in July 2008.

PSI Working Group on Disability

57. This group was established in 2004 to examine the barriers to participation that contribute to the relative poverty, disadvantage and social exclusion experienced by people with disabilities. Preliminary findings from the NI Survey of Activity Limitation and Disabilities (NISALD) have been presented to the five sub groups of the main

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Promoting Social Inclusion (PSI) to inform their recommendations. The objective of the NISALD survey was to carry out a new comprehensive survey to update information on the prevalence of disability and provide information on the experience and socio-economic circumstances of people with disabilities. Further detailed analyses will be undertaken and published over time. During 2008/09 work has been ongoing in terms of producing a composite report incorporating the findings of the five PSI sub groups.

Age Sector

58. In 2007/08 preliminary work commenced on making the necessary arrangements for the establishment of an office for a Commissioner for Older People in Northern Ireland including a preliminary consultation with the age sector. The Older Peoples Advocate, appointed in December 2008, will be consulting widely with stakeholders in identifying issues relating to older people.

Children and Young People

59. In line with the commitment given in the 10-year strategy for children and young people, the Department is seeking to be proactive in obtaining the views of children on matters of significance to them. This approach accords with the spirit of Articles 3 and 12 of the UN Convention on the Rights of the Child, which encourage public institutions to make the best interests of children and young people a primary consideration in all actions affecting them.

60. A young people's version of the strategy for children and young people was published in February 2009. The Children and Young People's Unit (CYPU) involved groups of young people in the development of this strategy, testing early versions to ensure the content fully engaged the target age-group. CYPU also produced leaflets for younger children and for young people that will inform them about their rights under the United Nations Convention on the Rights of the Child. In line with accepted good practice, young people were involved in the process for the appointment of the first Commissioner for Children and Young People in 2003. In 2006 a similar approach was adopted to appoint a new Commissioner.

The Participation Network

61. CYPU continues to fund a pilot initiative called The Participation Network, part of the organisation “Children in Northern Ireland”. This is being developed as part of Government’s commitment to implementing the requirements in Article 12 of the United Nations Conventions of the Rights of the Child (UNCRC) and Section 75 of the Northern Ireland Act 1998. Its aim is to support statutory agencies, local government and government departments to effectively engage with children and young people in public decision-making.

Youth Debate

62. CYPU organised a successful Youth Debate in October 2008. Just over 140 young people took part in a debate on anti-social behaviour, underage drinking and drug taking. The event was held in the Assembly Chamber, Parliament Buildings and was made more memorable as it was the first time that the Speaker had ever agreed to allow use of the Assembly Chamber for an event other than Assembly business. The young people, aged between 12-18, represented various groups from across the youth sector and many were nominated by their MLAs, The outcomes of the debate have informed the work of the cross-departmental sub-group on vulnerable young people.

Action Plan on Children and Young People

63. Focus group meetings were held with a number of young people’s groups to ask young people their views on the progress of the first Action Plan which ended in March 2008 and to elicit their views for the new three year action plan.

Good Relations Panel

64. The primary purpose of the Good Relations Panel is to ensure that the promotion of good relations and good race relations shapes policy, practice and delivery of public services. The panel is attended by Ministers and includes senior civil servants from key departments, representatives from local government and the Police Service for Northern Ireland, and chief executives from the Housing Executive, the Equality Commission and Community Relations Council.

Engaging with Wider Society

65. The development and implementation of Good Relations Policy is taken forward in a broad range of ways to ensure there is not a single “stakeholders” process:

- Branches within the department regularly engage with stakeholder groups through funding relationships and directly support events that they organise;
- Our working relationships with local government ensure direct communication with that sector and by extension, the local groups/local issues with which they engage;
- The Community Relations Unit (CRU) sponsors the Community Relations Council, and in so doing directly supports an organisation which acts both as an outward-facing advocate for policy and communication on behalf of the community;
- The Department through the implementation of good relations and good race relations policy is also committed to engaging with wider civil society. It has developed linkages with Concordia (a grouping of civic partners), the Churches Forum, the joint ECNI/CRC Good Relations Forum and the Racial Equality Forum.

Racial Equality Forum (REF)

66. The Racial Equality Forum was established to help develop the racial equality strategy (RES) and the racial equality (annual) implementation action plan (REIAP). Membership of the forum includes representatives of minority ethnic groups, the statutory, community and voluntary sectors.

67. The forum supports implementation of the strategy and monitors and reviews progress. It fulfils its remit through issue-based thematic groups, which explore issues in more detail. The thematic groups comprise representatives from departments, statutory and voluntary/community organisations and other knowledgeable individuals as agreed by the forum.

68. The Forum has been in abeyance pending the publication of the Programme of Cohesion, Sharing and Integration. In addition, given the increasing diversity of communities and the increasing number of representative groups, the forum is acknowledged as being in need of restructuring. In the meantime we continue to engage with the sector through groups such as the Migrant Workers Forum, the All-Party Working Group on minority ethnic communities, and through day to day activities.

69. It has also been the practice of Good Relations and Reconciliation Division to regularly and directly engage with district councils and community groups to present the principles of the good relations and good relations policy in order to create direct relationships with those parts of society most directly affected by the policy. For example, as part of the overall Review of Public Administration (RPA) consultation process, Good Relations and Reconciliation Division participated in consultative working groups dealing with community planning issues whilst community planning legislation evolved.

70. Important linkages with the victims and survivors sector exist through the Trauma Advisory Panels (TAPs) which were established in each of the health board

areas. These panels meet regularly and bring together representatives of the voluntary, community and statutory sectors. The Victims Unit has also established a working group of representatives from faith communities which has successfully overseen the roll-out of the “Journey Towards Healing” programme which seeks to assist those in faith communities to deal with the impact of trauma in a faith context.

Policy and Innovation

71. During reporting period the Policy Innovation Unit (PIU) continued to raise awareness of its Policy Toolkit to officials (see www.ofmdfmi.gov.uk/policylink). This document is subdivided into a series of workbooks that provide guidance on the different elements of the policy cycle including coverage of the equality obligations arising from Section 75. The Unit's 'Policylink Bulletin' provided coverage of equality related issues by scanning the websites of relevant policy think tanks and research bodies. In March 2009, the Unit worked with support from the Economic and Social Research Council on a seminar on the theme of 'Recession, changing economic circumstances and health'. This sought to examine the implications of the current economic downturn on health and social well-being in NI. The presentation covered three main themes namely:

- The trends in health inequalities in both NI and the rest of the UK
- The role of social, economic and environmental conditions in determining health inequalities and
- How research can help policy makers address these issues.

72. Speakers from QUB, University of Glasgow and UCL provided comprehensive overviews on their work on health inequalities.

73. The Unit has continued to maintain links with the voluntary and community sector and a range of external bodies. During the year it has had maintained linkages with the Participation Network, the Centre for Ageing Research and Development in Ireland (CARDI) and the Institute of Public Health in Ireland.

74. During the reporting period, the Unit undertook a policy capability audit of NICS policy staff. This provided feedback on the levels of awareness and use of existing policy making guidance. It also provided feedback from policy officials on their self-assessment of competence in each stage of the policy cycle. Though findings indicated the continued need for further training for those staff undertaking impact assessments, just over 70% of respondents felt either competent or fully competent in managing relationships with their stakeholders. The implications of these findings are currently under consideration.

Sustainable Development

75. Sustainable Development Unit (SDU) continues to work towards the mainstreaming of sustainable development into public policy and decision-making and the adoption of sustainable development principles across Government, including ensuring a strong, healthy and just society. In addition to having worked with Policy and Innovation Unit on the inclusion of assessment of sustainable development impacts in the Policy Toolkit, SDU, in cooperation with the Centre for Applied Learning has delivered and is taking forward a training programme for civil servants to promote the embedding of sustainable development practices across Government.

Sexual Orientation Equality

76. The Sexual Orientation steering group met monthly. Comprising representatives from across the sector and facilitated by an official from OFMDFM. This group managed the short-term funding package to address key issues including the capacity of the sector, volunteering, social inclusion on community relations and a

needs analysis of the sector and provides a forum for discussion of current issues and better ways of working with Government.

Gender Equality

77. During 2008/09 there were 3 meetings of the formally constituted Gender Advisory Panel, which advises and assists the Department in implementing the Gender Equality Strategy. In addition, the Department briefed stakeholders in advance of and after officials gave evidence at the examination of the United Kingdom by the CEDAW Committee at the United Nations. Officials participated in and supported bilateral meetings seminars and round table discussions with a wide range of individuals and groups on CEDAW, violence against women, and gender mainstreaming. Departmental Ministers undertook numerous official engagements to meet and speak with gender and sexual orientation equality stakeholders. Officials provided written and oral briefing to the Assembly Committee on gender issues on a number of occasions.

Section 10: The Good Relations Duty

78. The Racial Equality Unit takes account of the good relations duty on a daily basis. All the unit's work is designed to progress good relations.

79. The Chief Executives of both the Equality Commission and Community Relations Council are members of the Good Relations Panel. Their participation ensures that the Good Relations duty is an integral part of policy development.

80. To assist public authorities with the practical outworking of the duty, the Community Relations Council has provided the following further explanation of the good relations duty:

“Good relations challenges sectarianism and racism, promotes equality, develops respect for diversity and raises awareness of the interdependence of the people and institutions within Northern Ireland.

Good relations is not just about dealing with sectarianism and racism. It is a complex process through which issues of prejudice, conflict and flawed relationships can be addressed.

Good relations works in practice to create an organisation culture where people are encouraged to express and discuss issues of identity and culture in a safe and welcoming environment”.

81. The impact and effectiveness of implementation of the duty is informed through the annual Northern Ireland Life & Times Survey in which specific good relations questions are sponsored by the Department and also through the Good Relations Indicators that were contained in the first Triennial Action Plan. An update of the Good Relations indicator was published in April 2008. This update was presented to the Good Relations Panel and showed changes in the indicators since the baseline report was published.

Section 11: Additional Comments

82. In addition to taking forward the core work of the Department, during the business year, officials in the department provided strategic equality input and advice to other departments in cross-cutting / high profile policy areas. For example:

- DSD's Crumlin Road Gaol and Girdwood Park Draft Masterplan and Belfast City Centre Northside Urban Village Draft Regeneration Framework EQIA;
- DRD's Proposed Harbours Bill;
- NI Library Service's RPA Staff Transfer Scheme;
- DFP's Elective Transfer Policy and Review of Policy on Location of Public Sector Jobs and drafting revisions to a European Programme's Equality Guide;
- OCPANI's Draft Code of Practice for Ministerial Public Appointments in NI;
and
- Invest NI's Quarterly Screening decisions.

83. OFMDFM chairs the work of the Equality Practitioners network to promote implementation of the duties, provide key government input and comment on the Equality Commission's Review of Effectiveness and its draft guidance and by participating in ECNI consultation events and advisory groups.

Section 12 - Annual Report 1 April 2008 to 31 March 2009 - ‘Disability Duties’ Questions

1. How many action measures for this reporting period have been?

Fully Achieved	Partially Achieved	Not Achieved
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2. Please outline the following detail on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

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Level	Public Life Action Measures (2008/09)	Outputs ⁴ (2008/09)	Outcomes / Impact ⁵ (2008/09)
National ⁶	None	None	None
Regional ⁷	1. OFMDFM will review and reissue guidance on accessible venues for departmental events.	Guidance re-issued; unsuitable venues to be advised of reason for not booking.	More suitable venues chosen leading to input from a wider range of people/groups.
Regional	2. OFMDFM will review the public appointments mailing list with a view to increasing the readership of “All Aboard” magazine.	“All Aboard” reaches a wider and more diverse range of people.	The number of individuals and representative organisations on the public appointments mailing list and in receipt of “All Aboard” magazine increased by approximately 5% and 30% respectively.
Regional	3. OFMDFM will carry out an attitude survey to encourage all public appointees to declare a disability where appropriate and to suggest further ways of promoting positive attitudes towards disabled people.	Findings to provide baseline information and to inform OFMDFM action plan.	Choice of candidates for public appointments increases leading to better service to the public. Survey issued end March 2009.
Local ⁸	4. OFMDFM will carry out an internal annual staff attitude survey to encourage all staff to declare disability if appropriate and to suggest further ways of promoting positive attitudes towards disabled people.	Findings of survey to provide baseline data to inform future OFMDFM action plan.	Initial survey completed March 2009. Disability Focus group established within the Department.
Regional	5. OFMDFM's website compliant with current standards.	Website more accessible to all.	Disabled people are better informed. Fewer issues/concerns.
Regional	6. CSR07 Obj 2 / Indicator 5 - Work	The perspectives to be monitored have	Improve the lives of people with disabilities – this

⁴ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

⁵ **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

⁶ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

⁷ **Regional**: Situations where people can influence policy decision making at a middle impact level

⁸ **Local**: Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local forums.

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Level	Public Life Action Measures (2008/09)	Outputs⁴ (2008/09)	Outcomes / Impact⁵ (2008/09)
	across government to remove barriers to participation and achieve a measurable improvement in specified aspects of the lives of people with disabilities by 2012.	yet to be specified. Once specified it may be necessary to establish new monitoring systems. This may delay the identification of indicators.	is a long term objective which it is anticipated will be achieved by 2012.
Regional	7. Delivery of Report and Action Plan to OFMDFM Executive Committee	Promoting Social Inclusion Report and Action Plan is produced in time for submission to OFMDFM Executive Committee to consider by end of financial year.	It will take some time for the report and action plan to take effect so the outcome anticipated for 2008/09 will be the delivery of both to the Executive Committee.
Regional	8. To introduce disability legislation	The Civil Aviation (Access to Air Travel for Disabled Persons and Persons with Reduced Mobility) (Northern Ireland) Regulations 2008.	It will take some time for the legislation to take effect so the outcome anticipated for 2008/09 is delivery of the legislation by date tbc.
		The Disability Discrimination (Transport Vehicles) Regulations (Northern Ireland) 2009, which will remove the exemption for the operators of transport services from Part III of the Disability Discrimination Act 1995.	It will take some time for the legislation to take effect so the outcome anticipated for 2008/09 is delivery of the legislation by date tbc.
		The Blind and Partially Sighted Persons Regulations	It will take some time for the legislation to take effect so the outcome anticipated for 2008/09 is delivery of the legislation by date tbc.
Regional	9. UN Convention on Disability Rights	Agree monitoring arrangements and ratify convention.	It will take some time for the legislation to take effect so the outcome anticipated for 2008/09 is ratification of the convention by 31 Dec 2008.