



Response from the Equality Commission for Northern Ireland to the Consultation by the Office of the First Minister and the deputy First Minister on Active Ageing Strategy 2015-2021 Indicator Consultation 2016

April 2016

1. Introduction

- 1.1 The Equality Commission for Northern Ireland¹ sets out below its response to the OFMDFM Consultation '*Active Ageing Strategy 2015-2021 Indicator Consultation 2016*' (February 2016).
- 1.2 The Equality Commission for Northern Ireland (the 'Commission') welcomes the opportunity to respond to the consultation² and the opportunity for further engagement towards shaping the annual indicators which will be used to implement and monitor the '*Active Ageing Strategy 2016-2021*'. We are happy to discuss any of the suggestions contained within this response.

2 Executive Summary

- 2.1 The Commission welcomes the production of indicators associated with the '*Active Ageing Strategy 2016-2021*'³.
- 2.2 We have sought to provide comments on all the proposed indicators, suggesting where further consideration could be given

¹ Details of the scope of the Commission's remit and duties are contained in Annex 2.

² OFMDFM (2016): [Active Ageing Strategy 2015-2021 Indicator Consultation 2016](#)

³ OFMDFM (2016): [Active Ageing Strategy 2015-2021](#)

with specific reference to the outcomes and strategic aims as set out in the *'Active Ageing Strategy 2016-2021'*.

3 General Considerations

Criteria for Selection

- 3.1 In broad terms we welcome the Outcomes Based Accountability (OBA) approach chosen for implementing the *'Active Ageing Strategy 2016-2021'*, a method which focuses assessment of performance against outcomes. The Commission notes that the identification of outcomes aligned to strategic priorities assist in monitoring the achievement of the associated aim, with indicators aligned to the outcome tracking measurement.
- 3.2 We note in guidance produced by OFMDFM on the 'outcomes based accountability approach'⁴ that 'the indicator set will seek to be reflective of the outcomes and evidence change that is relevant to those outcomes'.
- 3.3 The Commission notes that OFMDFM has developed 32 draft indicators aligned to 6 outcomes, derived from the 5 strategic aims of the *Active Ageing Strategy 2016-2021*, as the focus for measurement⁵.
- 3.4 We agree with the criteria as identified in the *Active Ageing Strategy 2015-2021 Indicator Consultation 2016* document for selecting outcomes and indicators for example be annually available, reliable and relevant.
- 3.5 **With regards to 'available'**: the Commission notes that the proposed indicators are all based on existing data and is mindful that a reliance on existing data / indicators could limit the adoption

⁴ OFMDFM (2014), Gender Equality Strategy. Outcomes Based Accountability Approach Introductory Guidance, July 2014. Page 7

⁵ See annex 1 of this document for the 'strategic outcomes' that have been derived by OFMDFM as the basis for indicator development

of the most appropriate indicator(s). While we agree that data should be regularly available, we do not consider that OFMDFM should be limited by data which is currently available, should wholly new data sources / indicators better measure target outcomes.

- 3.6 Furthermore, a reliance on ‘annually’ available indicators will limit the range of data sources available, particularly for certain outcomes. Indeed, many of the 32 proposed indicators are not currently available annually for example, NILT data (whilst the survey is administered annually the questions may not be), data pertaining to volunteers, the travel survey and the household conditions survey.
- 3.7 The Commission notes that there are sources of data (School Boards of Governors, Policing and Community Safety Partnerships) which currently provide a snapshot for individual years, and there may be merit in exploring more regular collection of such data.
- 3.8 **With regards to ‘relevant’:** we consider that there are benefits to considering a continuum of indicators from attitudes to behaviours. As such, attitudes could be considered lead indicators (outcomes) for subsequent positive or negative behaviours (impacts).
- Aligned to this, we consider that attitudinal questions should, as a minimum, consider personal attitudes. We consider that questions relating to perceptions of wider community attitudes are of less direct relevance (but acknowledge that they may be of some utility in distinguishing where personal attitudes combined across a community may differ from individual perceptions of wider community attitudes).

- As suggested, we consider that there are merits in attitudinal questions being supplemented by indicators of the extent to which actual behaviours are being impacted.

3.9 **With regards to outcome-focussed:** As indicators have been developed to meet the derived ‘*outcome*’ (rather than the ‘strategic aims’ from the Strategy) the Commission recommends that OFMDFM should assure itself that the derived ‘outcomes’ adequately represent the stated ‘strategic aims’ and intent of the strategy.

3.10 We observe that each of the 6 outcomes is aligned across the 5 strategic aims. However, this approach may not be relevant in all cases. By way of example; ‘that older people live independently for as long as they can’ does not necessarily align to the strategic aim ‘to achieve active participation of older people in all aspects of life’. Older people could be supported to actively participate in all aspects of life and do not necessarily have to live independently to achieve this. We consider that clearer definitions of the terms ‘actively’ and ‘independently’ may assist in resolving this issue.

3.11 Additionally, the Active Ageing Strategy is intended to last for five years, with an informal review of progress being proposed to occur after three years. The Commission notes that the proposed indicators should also be reviewed alongside any review of the strategy. Whilst it is important to retain indicators over time for the purposes of tracking changes, it should also be recognised that changes may be required to the indicators to ensure that they have relevancy with the strategy over its lifetime.

Active Ageing Strategy 2015-2021: Indicator Consultation 2016

3.12 The Commission welcomes the development of a set of population-based indicators to measure progress against the

implementation of the ‘Active Ageing Strategy 2016-2021’, which will transform attitudes to, and services for, older people.

- 3.13 The Commission notes that the time reference period in the current consultation is not aligned with the *Active Ageing Strategy 2016-2021*. The Commission proposes that the current consultation should have the reference period 2016-2021.

4 Comments on proposed Active Ageing indicators

- 4.1 Each of the indicators proposed to measure the strategy’s ‘outcomes’ are now considered in turn. The comments below should be read in the context of the specific focus of the Active Ageing Strategy.
- 4.2 The Commission notes that within the strategic aims there may be sub elements/issues for example: Strategic Aim 1 ‘Independence’ highlights, *‘To achieve active independent living by older people through the co-ordinated delivery of:*
- *Suitable warm housing;*
 - *Timely and reliable transport provision (in both rural and urban areas);*
 - *Adequate income;*
 - *Promoting community safety and tackling fear of crime; and*
 - *User-friendly information.’*
- 4.3 The Commission considers that aligning indicators against specific elements of the strategic aims will provide clarity and focus to measuring the implementation of the strategic aims and the associated outcomes. For example, applying this approach to Strategic Aim 1 using the proposed indicators:

Indicator 1.a. Suitable Warm Housing

- Percentage of those in fuel poverty, by age
- Percentage living in decent homes, by age

Source: NIHE, House Condition Survey

Indicator 1.b. Timely and reliable transport provision (in both rural and urban areas)

- Percentage holding a driving licence by age
- Journeys per person per year by main mode of transport, age and sex
- Percentage who have difficulty with travel due to physical disability or long-standing health problem by age

Source: DRD, Travel Survey NI

- Number of SmartPass users

Source: Translink

4.4 From applying this approach it is clear that the proposed indicators do not fully cover all the specific elements/issues of Strategic Aim 1. This is further explored when each of the outcomes is considered in turn, see below.

5 Older people living independently for as long as they can, free from poverty and in suitable, safe homes (Outcome 1)

5.1 The Commission notes that each of the 6 outcomes is aligned against the 5 strategic aims. However, we consider that 'Outcome 1: Older people live independently for as long as they can' appears to have most direct relevancy with Strategic Aim 1: Independence. The indicators aligned to Outcome 1 are:

Indicators

- Relative low income percentages for population groups, Northern Ireland (After Housing Costs)
- Pensioner material deprivation percentage

Source: DSD, Households Below Average percentage

- Percentage of those with individual internet access, by age
- Car Ownership by household, by age

Source: NISRA, Continuous Household Survey

- Number of SmartPass users

Source: Translink

- Percentage of those in fuel poverty, by age
- Percentage living in decent homes, by age

Source: NIHE, House Condition Survey

- Percentage who were worried about crime overall by age
- Percentage of those at risk of becoming a victim of any household crime
- Percentage of those at risk of becoming a victim of any personal crime

Source: DoJ, NI Crime Survey

- Full and eligible licence holders (private car / light van) by age, as a proportion of the population

Source: DVA Driver Licensing

- Percentage holding a driving licence by age

- Journeys per person per year by main mode of transport, age and sex
- Percentage who have difficulty with travel due to physical disability or long-standing health problem by age

- Source: DRD, Travel Survey NI

5.2 The Commission notes that Strategic Aim 1: 'Independence' within the strategy highlights, *'To achieve active independent living by older people through the co-ordinated delivery of:*

- *Suitable warm housing;*
- *Timely and reliable transport provision (in both rural and urban areas);*
- *Adequate income;*
- *Promoting community safety and tackling fear of crime; and*
- *User-friendly information.'*

5.3 The Commission observes that Outcome 1 differs from that set out in the strategic aim by focusing on only two (free from poverty and in suitable, safe homes) of the five elements contained in Strategic Aim 1. However, we welcome that the indicators for Outcome 1 include transport provision and community safety and tackling fear of crime. OFMDFM may wish to assure itself that the outcomes and indicators adequately represent the strategic aims and intent of the strategy.

5.4 We observe that each of the outcomes interact to deliver across the 5 strategic aims. However, upon consideration of the 32 draft indicators aligned to the 6 outcomes, we note that there remains limited scope to measure particular aspects of Strategic Aim 1, namely:

- timely and reliable transport provision
- adequate income
- user friendly information
- promoting community safety

5.5 The Commission would welcome outcomes that are more closely aligned to the strategic aims as identified in the Active Ageing Strategy. In turn appropriate indicators should be developed to

measure the outcomes. As such, we are not assured that the 6 **outcomes** and the 32 proposed **indicators**, will sufficiently measure progress against all elements of Strategic Aim 1.

- 5.6 The Commission appreciates the current data gaps and subsequent data developments that are occurring. In considering this, we propose that there is potential to develop indicators in the particular areas identified above, for example:

Timely and reliable transport provision

- 5.7 In relation to transport provision, we note that there are two indicators which consider licence holders by age. The Commission propose removing the DRD Travel Survey NI indicator 'percentage holding a driving licence by age' as the DVA Driver Licensing indicator is a more effective measurement as it also considers those eligible. Further the DRD Travel Survey aggregates three years of data and does not give an annual percentage.
- 5.8 With respect to rural/urban elements there is no evidence of measurement across the 32 indicators. The Commission proposes consideration of:
- The provision of data on journeys/destinations of SmartPass users on aerial routes for urban and rural areas.

Source: Translink

Adequate income

- 5.9 We propose giving consideration to defining 'adequate' in relation to income and developing an indicator for measurement.
- 5.10 We note that currently Northern Ireland statistics do not provide weekly benefit payments by age. Consideration should be given to the collection of data by age with the introduction of Universal Credit payments.

- 5.11 We note that Outcome 4 has an indicator measuring ‘percentage of people 50+ who are unemployed’. However, it does not measure income.
- 5.12 It may be worth considering the Annual Survey of Hours and Earnings⁶ which disaggregates data by age.

Promoting community safety and tackling fear of crime

- 5.13 Data on the number and type of crimes against those aged 50+ or by age.
- 5.14 We accept that data pertaining to neighbourhood watch schemes is limited. We recommend consideration of reviews of the scheme to assess the effectiveness and impact on reducing crime, the fear of crime and antisocial behaviour within the community.

User friendly information

- 5.15 We consider that there are merits in the indicator pertaining to internet access by age. However, this does not appear to contribute directly to the strategic aim of ‘user friendly information’.
- 5.16 Thus, there may be merits in exploring some of the underlying principles set out in the UN Principles for Older People to determine suitable indicators.

⁶ DETINI (2015) [ASHE for NI Survey Results](#)

6 Older people are involved in their family and community and in civic life (Outcome 2)

6.1 The Commission notes that each of the 6 outcomes are aligned to the 5 strategic aims. However, we consider that ‘Outcome 2: To achieve the active participation of older people in all aspects of life’ appears to have most direct relevancy with ‘Strategic Aim 2: Participation’. The indicators aligned to ‘Outcome 2’ are:

Indicators

- Percentage of volunteers by age

Source: Volunteer Now / DSD

- Percentage of population aged 50+ on electoral register

Source: Electoral Office NI

6.2 The Commission notes that Strategic Aim 2 ‘Participation’ within the strategy highlights, *‘To achieve the active participation of older people in all aspects of life including:*

- *Social participation and volunteering opportunities which help address isolation and loneliness; and*
- *The active participation and citizenship of older people in decision making on policies and the provision of services.’*

6.3 Further, we note that Outcome 2 within the *Active Ageing Strategy 2015-2021 Indicator Consultation 2016* document includes the term ‘and in civic life’. This is not aligned to the outcomes identified in the *Active Ageing Strategy 2016-2021*. OFMDFM may wish to assure itself that the outcomes and indicators adequately represent the strategic aims and intent of the strategy.

6.4 We also note that Outcome 5 refers to ‘Older people participate in cultural, educational, and physical activity’ and observe that it is closely aligned to Strategic Aim 2: ‘Participation’. Having considered the indicators at Outcome 6 we remain of the view that the scope is limited to deliver against particular elements of Strategic Aim 2.

6.5 We consider that the two indicators identified are valuable. However, they are limited in scope to measure the implementation of Strategic Aim 2 *'to achieve the active participation of older people in all aspects of life'*. Thus, we consider that the inclusion of 'civic life' is valuable in terms of widening the scope of participation and resultantly a more effective measurement of Strategic Aim 2.

6.6 The Commission proposes that consideration should be given to including other indicators that allow for greater measurement of participation across all aspects of life, in terms of decision making on policies and the provision of services. For example:

- Breakdown of Government Public Appointments held by age

Source: OFMDFM, Public Appointments Annual Reports

6.7 Further, whilst the focus of the aforementioned example is high level appointments there are a range of other levels of participation across public bodies for example school Boards of Governors, Policing and Community Safety Partnerships and these should be considered as examples of representation at local level within communities/neighbourhoods.

6.8 The Commission accepts that data pertaining to participation is limited and not annually available across a range of levels as identified above. While we agree that data should be regularly available, we do not consider that OFMDFM should be limited by data which is only currently annually available, should wholly new/or less frequent data sources / indicators better measure target outcomes.

7 Older people are healthier for longer (Outcome 3)

7.1 The Commission notes that each of the 6 outcomes are aligned to the 5 strategic aims. However, we consider that 'Outcome 3: Older people are healthier for longer' appears to have most direct relevancy with 'Strategic Aim 3: 'Care': *To promote the health of people as they get older*'. The indicators aligned to 'Outcome 3' are:

Indicators

- Percentage who reported their general health as good over the last 12 months by age

Source: DHSSPS, Health Survey NI

- Healthy Life expectancy by age

Source: DHSSPS, Public Health Information & Research Branch

7.2 The Commission notes that Strategic Aim 3 Care within the Strategy highlights: *'To support and promote the health and wellbeing of people as they get older and to achieve access by older people, free from age discrimination, to best practice high quality health and social care services, tailored to individual need, including appropriate domiciliary care supporting those with long-term conditions.'*

7.3 The Commission would welcome outcomes that are more closely aligned to Strategic Aim 3: Care, as identified in the Active Ageing Strategy. In turn appropriate indicators should be developed to measure the outcome. As such, we are not assured that the 6 outcomes and the 32 proposed indicators, will sufficiently measure progress against all elements of Strategic Aim 3. OFMDFM may wish to assure itself that the outcomes and indicators adequately represent the strategic aims and intent of the strategy.

- 7.4 We observe that across the 32 proposed indicators, indicators under Outcome 6, may measure age discrimination but this is not specific to health and social care services.
- 7.5 Further, as noted previously, the Commission considers that these indicators are of less direct relevance, as they do not relate to personal attitudes held, but rather a perception of wider public attitudes. We consider that there are clear merits in attitudinal questions, as a minimum, considering *personal* attitudes.
- 7.6 As noted in our general comments, we do however also consider it important, alongside a consideration of attitudes, to also consider behaviours. For example, with regard to the indicators presented at Outcome 6, it is likely of interest to consider the percentage of respondents who report that they ‘achieve access, free from age discrimination, to best practice high quality health and social care services.’
- 7.7 There appears to be a lack of currently available indicators to measure Strategic Aim 3: Care. We consider that OFMDFM should not be limited by data which is only currently annually available, should wholly new/or less frequent data sources / indicators better measure target outcomes/strategic aims.

8 Older workers remain in employment for as long as they wish or need to (Outcome 4)

8.1 The Commission notes that each of the 6 outcomes are aligned to the 5 strategic aims. However, we consider that 'Outcome 4: Older workers are supported to remain in employment for as long as they wish' appears to have most direct relevancy with Strategic Aim 4: Self-fulfilment: *To support older people to develop to the fullest of their potential.* The indicators aligned to 'Outcome 4' are:

Indicators

- Percentage of people 50+ who are unemployed

Source: DFP, Economic and Labour Market Statistics Branch

- Essential Skills enrolments and qualifications, by age
- Percentage of Steps to Success participants who moved into unsubsidised employment sustained for six months, by age

Source: DEL, Research and Evaluation Branch

- Percentage of respondents who think that people in their 50's and 60's who are looking for work are generally treated better / worse than younger people by prospective employers, by age
- Percentage of respondents who stated an employer not treat them well because of their age, by age

Source: NI Life and Times Survey

8.2 The Commission notes that Strategic Aim 4 'Self-fulfilment' highlights: *'To support older people to develop their fullest potential and well-being through flexible practices in the workplace and appropriate training and re-skilling and by providing education, training, leisure and cultural opportunities.'*

8.3 We observe that Outcome 4 makes specific reference to employment and skills training and adequately covers this particular aspect of Strategic Aim 4.

- 8.4 We also note that Outcome 5 refers to ‘Older people participate in cultural, educational, and physical activity’ and observe that it is also closely aligned to the remaining aspects of Strategic Aim 4.
- 8.5 However, the Commission observes that the indicators presented under Outcome 4 may need to be refined. For example, the ‘percentage of people 50+ who are unemployed’ - we suggest considering this against those in employment and further look at Labour Force Survey data for reasons for not seeking work. This information can be disaggregated by age 16- 64+.
- 8.6 When considering the UK Labour Force Survey data 2014, the largest increase in 65 plus employment rates since April 2010 to March 2011 was in Northern Ireland (an increase of 2.9 percentage points, from 6% to 8.9%). The Department for Work and Pensions has further data available annually at a regional level, consideration should be given to exploring this to develop indicators.
- 8.7 Further, Strategic Aim 4 refers to ‘flexible practices in the workplace’. The indicators currently presented under Outcome 4 do not measure this aspect. OFMDFM may wish to assure itself that the outcomes and indicators adequately represent the strategic aims and intent of the strategy.
- 8.8 We observe that indicators relating to social attitudes may be better aligned to Outcome 6 which considers ‘Older people’s dignity and human rights are effectively safeguarded.’ We consider, reallocating these indicators to Outcome 6.

9 Older people participate in cultural, educational and physical activity (Outcome 5)

9.1 The Commission notes that each of the 6 outcomes are aligned to the 5 strategic aims. The Commission considers that Outcome 5 is closely aligned to Strategic Aim 4: 'Self-fulfilment'. The indicators aligned to 'Outcome 5: Older people participate in cultural, educational, and physical activity' are:

Indicators:

- Percentage of enrolments at Northern Ireland Further Education Colleges, by age
- Percentage of enrolments at Northern Ireland Higher Education Institutions, by age

Source: DEL, Research and Evaluation Branch

- Percentage of individuals who had engagement with the arts within the last year, by age
- Percentage of respondents who have participated in sport or walked for recreation within the last year, by age

Source: DCAL, Continuous Household Survey

- Percentage achieving Chief Medical Officer's recommendations for physical activity, by age

Source: DHSSPS, Health Survey NI

9.2 The Commission welcomes the five indicators and are broadly content that they are aligned to the strategic aims of the strategy, notably Strategic Aim 4.

9.3 However, we note that the indicators pertaining to further and higher education enrolments by age are limited due to the categorisation of age bands. The DEL data is categorised into the following age bands i) 19 and under; ii) 20-24; and iii) 25 and over. Unlike other indicators which focus on those aged 50+ and 60+ this data will consider those aged 25 and over. Therefore, these

two indicators may not adequately represent the strategic aims and intent of the Strategy.

10 Older people’s dignity and human rights are effectively safeguarded (Outcome 6)

10.1 The Commission notes that each of the 6 outcomes are aligned to the 5 strategic aims. However, we consider that Outcome 6: Older people’s dignity and human rights are effectively safeguarded appears to have most direct relevancy with Strategic Aim 5: *Dignity: To ensure older people are able to live in dignity.* The indicators aligned to ‘Outcome 6’ are:

Indicators

- Percentage who think older people treated better / worse because of their age, by age
- Percentage who think as you get older, people treat you with more respect, by age
- Percentage who think the authorities in NI do all they should for older people, by age
- Percentage who think society recognises the contribution that many older people are still able to make, by age

Source: NI Life and Times Survey

10.2 The Commission notes that Strategic Aim 5: ‘Dignity’ highlights: *‘To ensure that older people are able to live in dignity and security, free from exploitation and physical mental abuse; to protect their human rights and entitlement to equality of treatment and to challenge the pervasive ageism and age discrimination in our society, recognising the additional challenges faced by many older people caused by prejudices such as those based around a person’s disability, sexual orientation, race, gender and transgender status’.*

10.3 The Commission is not content that the proposed indicators adequately measure Outcome 6 and Strategic Aim 5 with regards

to dignity and human rights being effectively safeguarded. In addition, Strategic Aim 5 refers to multiple identities - *'recognising the additional challenges faced by many older people caused by prejudices such as those based around a person's disability, sexual orientation, race, gender and transgender status.'* The current indicators do not give consideration to multiple identities. OFMDFM should assure itself that the derived 'outcomes' adequately represent the stated 'strategic aims' and intent of the strategy.

- 10.4 With respect to NILT data, we observe that for the proposed indicators data is not annually available⁷. However, OFMDFM may be in a position to include annual questions in the NILT survey.
- 10.5 The Commission considers that the four indicators aligned to Outcome 6 are of less direct relevance, as they do not relate to personal attitudes held, but rather a perception of wider public attitudes. We consider that there are clear merits in attitudinal questions, as a minimum, considering *personal* attitudes.
- 10.6 As noted in our general comments, we do however also consider it important, alongside a consideration of attitudes, to consider behaviours. For example, with regard to the indicators presented, it is likely of interest to consider the percentage of respondents who think they are treated better/worse or if society recognises their contribution.
- 10.7 Further, we note that NILT data may be available (upon request) by the grounds mentioned in Strategic Aim 5 by age. However, we accept that sample sizes may prevent a robust/limited analysis.
- 10.8 As noted earlier, we consider the indicators relating to social attitudes under Outcome 4 to be better aligned to Outcome 6 due

⁷ It is available in 2003, 2008, 2014

to a closer relationship to measuring age discrimination. Therefore, we suggest that the following indicators be moved from Outcome 4 to Outcome 6:

- Percentage of respondents who think that people in their 50's and 60's who are looking for work are generally treated better / worse than younger people by prospective employers, by age
- Percentage of respondents who stated an employer does not treat them well because of their age, by age.

Source: NI Life and Times Survey

- 10.9 As noted we consider that there are clear merits in attitudinal questions, as a minimum, considering *personal* attitudes.
- 10.10 The Commission's triennial Equality Awareness Survey⁸ contains a range of relevant questions and data which may serve to further inform considerations and approaches.
- 10.11 The Commission may be able to supply data in relation to those seeking legal assistance from the Commission on the ground of age discrimination.

11 Conclusion

- 11.1 The Commission welcomes the production of the indicators associated with the Active Ageing Strategy. We also recognise that the development of a small number of appropriately focused indicators is a challenging task.
- 11.2 With regard to the proposed indicators, we note that the strategic priorities derived by OFMDFM broadly appear to reflect the 'shared aims' of the Active Ageing Strategy.

⁸ ECNI (2012) [Equality Awareness Survey 2011](#)

- 11.3 We note that there are merits in considering age indicators along a continuum of indicators from attitudes to behaviours where 'attitudes' can be considered as 'lead' indicators (outcomes) for subsequent positive or negative 'behaviours' (impacts).
- 11.4 We have sought to provide comments on all the proposed indicators, suggesting where further consideration could be given, with specific reference to the aims and principles set out in the draft *'Active Ageing Strategy 2015-2021: Indicator Consultation 2016'* and in the context of our general comments above.

Equality Commission
April 2016

Annex 1

‘Active Ageing Strategy for Northern Ireland 2016-2021’

‘The Active Ageing Strategy 2016-2021’ outlines **five Strategic Aims** that the Executive will pursue in transforming attitudes to, and services for, older people which are:

- To achieve active independent living by older people
- To achieve the active participation of older people in all aspects of life
- To promote the health of people as they get older
- To support older people to develop to the fullest of their potential
- To ensure older people are able to live in dignity

A set of **six (6) key Outcomes** have been developed to which the Active Ageing Equality Indicators will measure progress against:

- i. Older people live independently for as long as they can
- ii. Older people are involved in their family and community
- iii. Older people are healthier for longer
- iv. Older workers are supported to remain in employment for as long as they wish
- v. Older people participate in cultural, educational, and physical activity
- vi. Older people’s dignity and human rights are effectively safeguarded

Annex 2

The Equality Commission for Northern Ireland

1. The Equality Commission for Northern Ireland (the Commission) is an independent public body established under the Northern Ireland Act 1998. The Commission is responsible for implementing the legislation on fair employment, sex discrimination and equal pay, race relations, sexual orientation, disability and age.
2. The Commission's remit also includes overseeing the statutory duties on public authorities to promote equality of opportunity and good relations under Section 75 of the Northern Ireland Act 1998 (Section 75) and to promote positive attitudes towards disabled people and encourage participation by disabled people in public life under the Disability Discrimination Act 1995.
3. The Commission's general duties include:
 - working towards the elimination of discrimination;
 - promoting equality of opportunity and encouraging good practice;
 - promoting positive / affirmative action;
 - promoting good relations between people of different racial groups;
 - overseeing the implementation and effectiveness of the statutory duty on relevant public authorities;
 - keeping the legislation under review.
4. The Equality Commission, together with the Northern Ireland Human Rights Commission, has been designated under the United Nations Convention on the rights of Persons with Disabilities (UNCRPD) as the

independent mechanism tasked with promoting, protecting and monitoring implementation of the Convention in Northern Ireland