

**Measuring Equality in Northern Ireland – A Monitoring Draft Framework**

**CONSULTATION DOCUMENT**

The Equality Commission is developing a formal measurement framework for the comprehensive monitoring of equality in Northern Ireland.

This framework will enable the Commission to identify emerging inequalities and track improvements over time, in relation to persistent and deep-rooted inequalities on the lives of people in Northern Ireland. The Commission plans to periodically produce a succinct Statement from the framework, covering particular outcome areas.

The draft Framework is a work in progress which highlights outcome areas and their associated specific priority areas with potential population indicators and sources of evidence to each of these areas to track and measure change.

As part of the process of developing the Framework we are engaging with individuals, and stakeholder organisations that are producers and users of equality data. We seek your specific views to assist us in developing this framework. We would like to consult and hear your opinions and recommendations with regards to the priority areas and the measures proposed. The potential measures are drawn from current and available sources of evidence, some of which your organisation may be the data holder/owner. Equally so, the draft Framework outlines priority areas where data development may be needed.

This document sets out the draft of the framework for consultation indicating the priority areas for each of the nine outcome areas, the population indicator and sources of evidence identified and a technical note highlighting data gaps or measures that could potentially become available in the near future.

**We greatly look forward to your contribution to this consultation.**

# Education

## Outcome area: There is equality of opportunity in education.

## **Priority areas:**

1. Attainment in Education: Everyone has equality of opportunity in reaching their potential in education, persistent underachievement is addressed and inequalities in educational attainment related to equality grounds and/or socioeconomic (free school meal) status are addressed.

Measures:

* Percentage of school leavers achieving at least 5 GCSE’s Grades A\* - C (or equivalent) including GCSE English and Maths (SLS). Department of Education (DE).
* Percentage of destination of school leavers (HE, FE, unemployed, employed, training, unknown). Department of Education (DE).

Technical note: For future consideration to include: Percentage students with A-Level’s and BTEC and Percentage of leavers with no qualifications.

1. Access to Curriculum and Career Paths: Everyone has equality of opportunity in the pursuance of a career path of their choice.

Measures:

* Percentage of children and young people choosing STEM and non-STEM subjects at tertiary education level. Higher Education Statistics Agency (HESA)
1. Education Support: Everyone has equality of opportunity to access the support they require to achieve their full potential.

Measure: For further consultation on specific measure.

Technical note: There is no data available disaggregated by Section75 at this moment in time. However, the Department of Education is developing a System Evaluation Framework, which could potentially provide data in this area.

1. Access to Education: Everyone has equality of opportunity in access to education and training.

Measure: For further consultation on specific measure.

Technical note: Data sources only provide composition data.

## Outcome area: The places we learn are welcoming and inclusive

## **Priority areas:**

1. Bullying and Stereotyping: No-one should be subjected to prejudice-based bullying and stereotyping in education.

Measure:

* Percentage of children and young people who reported being bullied in school by “motivation”/types of bullying. (Data collection in progress by Department of Education) .

Technical note: This data will be available in the mid-term as the Department of Education is conducting research and gathering data in this area.

1. Sharing in Education: Children and young people are taught together via a shared curriculum in shared classes.

Measure: For further consultation on specific measure.

Technical note: There is Data available on Schools involved in Shared Education Programmes but not disaggregated by individual children and S75. There is data available on schools mixed intake of children disaggregated by gender, religion, SEN (special education needs) and newcomer children.

# Employment

## Outcome area: There is equality of opportunity in employment.

## **Priority areas:**

1. Access to Employment and more jobs: People have equality of opportunity to fulfil their full potential in employment through access to lifelong learning, training, and career development. No one is underemployed, and no one is prevented from working in a particular occupation without good reason due to their equality characteristics.

Measure:

* Percentage of people aged 16+years who are employed, unemployed, self-employed or economically inactive, full time and part time. (Labour Force Survey).

Technical note: Further consideration should be given to the following measures when the data is available

- Percentage of people by reasons for economic inactivity.

- Percentage of people aged 16+years in secure employment.

- Percentage of people aged 16+ years in employment who are underemployed / overemployed.

1. Better Jobs: More people have better jobs that enable them to achieve financial independence and security in good quality, sustainable employment with fair pay, job security and flexibility.

Measure:

* Median gross hourly earnings (excluding overtime) for full-time, part-time and all workers. (Labour Force Survey).
* Percentage of people in high paid occupations (SOC 1 and 2) or low paid occupations (SOC 6,8,9). (Labour Force Survey).
1. Access to Support to be able to work:There is equality of opportunity in the support people obtain, sustain and progress in employment, and to maintain a good work/life balance irrespective of their equality characteristics. For example, this includes supporting people through the removal of barriers to employment including access to good quality, affordable childcare, access to reasonable adjustments and flexible working.

Measure:

* Proportion of people aged 16+ years in employment who feel their employer is flexible and supportive. (Labour Force Survey).

Technical note: For further consideration when the data is available:

* Proportion of people with caring responsibilities for children, for disabled people, and for older people.

At the moment there is not consistency in the data sources in terms of Section 75 disaggregation.

* Proportion of working parents who feel there is insufficient childcare in the area in which they live (Employers for childcare).

## Outcome area: The places we work are welcoming and inclusive.

## Priority areas*:*

1. Welcoming and Inclusive Workplaces: Workplaces are welcoming and inclusive respecting worker’s rights, promoting diversity and inclusion and giving employees a voice.

Measure:

* Percentage of people who agree/disagree that in general, workplaces in Northern Ireland are welcoming and inclusive. (ECNI Public Opinion Survey).
* Percentage of people who agree/disagree Workers are generally treated with dignity and respect. (ECNI Public Opinion Survey).
1. Discrimination: People are free from prejudice, stereotyping, discrimination, bullying harassment and victimisation in employment on any equality ground.

Measure:

* Percentage of people who during the past 12 months, have personally experienced a situation where were not treated with dignity and respect in the workplace based on their personal characteristics. (ECNI Public Opinion Survey).
* Percentage of people who during the past 12 months, have witnessed a situation where others in the workplace were not treated with dignity and respect based on their personal characteristics. (ECNI Public Opinion Survey).

Technical note: For further consideration when the data is available

* Percentage of reported enquiries / complaints made to ECNI re: discrimination and harassment in employment, in each area. However, this data might not be reflective or representative of the whole population.

# Participation in Public life

## Outcome area: There is equality of opportunity in access and participation in decision making.

## Priority areas*:*

1. Representativeness in Public and Political Life: Greater representativeness in the political representatives for Northern Ireland.

Measure:

* Composition of elected representatives, by equality ground MLA, District councillors. (NI Assembly).
1. Representativeness in Public Life: Greater representativeness in government public appointments.
* Composition of government public applications/appointments by equality ground (TEO/ Commission of Public Appointments).

Technical note: At the moment, it is our understanding that the data is not available disaggregated by section 75, there is only data available on gender for both electoral representatives and public appointments. However, this data might be available in the short term as this data has been requested to the TEO/ Commissioner for Public Appointments.

1. Access to Democracy:People are supported and empowered to influence democratic processes that involve them through access to electoral processes and political representatives and/or participation in political life.

Measure:

* Percentage of people who feel supported to vote. (The Electoral Commission Public Attitudes Survey).

Technical note: For further consideration when data is available:

* Percentage who voted in the last election. At the moment there is no data available disaggregated by section 75.
1. Access to Participation in Public Life: People are supported and empowered to influence decision-making processes that affect them through participation in public policy decisions and/or active participation in public life.

Measures:

* Percentage of people who would consider participating in voluntary or community work (ECNI Public Opinion Survey).
* Percentage of people who would consider applying to sit on a public board (such as a school board of governors or a board for a publicly funded body). (ECNI Public Opinion Survey).

# Health and Social Care

## Outcome area: Everyone can enjoy long and healthy lives.

## Priority areas:

1. Standard of Health*:* All people can attain the highest standard of physical and mental health.

Measures:

* Percentage of people who report on their health (being in Very Good; Good; Fair; Bad; Very Bad). (Department of Health. Health Survey).
* Percentage of people who report on poor mental health (GHQ12 score >=4) and wellbeing. (Department of Health. Health Survey).
1. Access to Health & Social Care: Everyone can access timely and good quality health and social care.

Measures:

* For a non-urgent / urgent condition: The percentage of people who find it easy or difficult to access IN NORMAL working hours; a GP, A&E, emergency services (ambulance), pharmacist, minor injury unit, look up symptoms online, nurse in GP, consultant, healthcare team, social care team, etc. (Department of Health. Health Survey).
* For a non-urgent / urgent condition: The percentage of people who find it easy or difficult to access OUTSIDE normal working hours; out-of-hours GP, A&E, emergency services (ambulance), 24hr pharmacist, minor injury unit, look up symptoms online, healthcare team, social care team etc. (Department of Health. Health Survey).
1. Access to Information: Timely and impartial information about health and healthcare options is available and accessible to all.

Measures:

* Percentage of people who find easy or difficult to obtain information on treatments or illnesses that concern them. (Department of Health. Health Survey).
* Percentage of people who say it is easy or difficult to make decisions to improve health. (Department of Health. Health Survey).

# Standard of Living and Housing

## Outcome area: There is equality of opportunity in access and support for everyone in Northern Ireland to an adequate standard of living and to adequate housing.

## Priority areas*:*

1. Standard of Living*:* People in Northern Ireland have an adequate standard of living including nutrition, clothing, housing, warmth, social security, social services and utilities irrespective of equality ground.

Measures:

* Percentage of people living in households below 60% of contemporary median income after housing costs, by household tenure. (Family Resource Survey).
1. Housing/Access to housing: People in Northern Ireland have access to an appropriate, sustainable, and affordable homes.

Measure: For further consultation on specific measure.

Technical note: For further consideration

- Percentage of households in housing stress by equality ground (NIHE).

1. Housing/Independent Living*:* Everyone can enjoy living conditions that promote independence, dignity, and self-respect irrespective of equality ground.

Measure: For further consultation on specific measure.

Technical note: No data available disaggregated by Section 75.

# Communities that are Welcoming and Inclusive

## Outcome area: Everyone who lives in Northern Ireland can do so without fear of exclusion and disadvantage through:

## Priority areas*:*

1. Housing & Public Spaces*:* All people are able to freely choose where they want to live and freely enjoy public spaces.

Measure:

* Percentage of people who think that all leisure centres, parks, libraries and shopping centres in their areas are ‘shared and open’ regardless of personal characteristics. (ECNI Public Opinion Survey)..
1. Discrimination and Harassment*:* Everyone is free from discrimination, harassment, intimidation and hate crime in their community.

Measure:

* Percentage of people, that during the past 12 months have personally experienced a situation where they were not treated with dignity and respect in the area they live based on their personal characteristics. (ECNI Public Opinion Survey).
1. Access to Goods, Facilities & Services: Public transport, financial, retail and other services are available and accessible to all.

Measure: For further consultation on specific measure.

Technical note: There is no reliable data available on this measure, however for further consideration:

* Percentage of people who report that public transport is available and accessible to them in their area.
1. Participation in Cultural & Sporting Life: People are able to participate in social life within their communities, including culture, leisure and sport.

Measures:

* Percentage of people engaging in arts/cultural activities. (Continuous Household Survey).
* Percentage of people who participated in sport or exercise in the last 12 months. (Continuous Household Survey).
1. Digital Inclusion: All people have access to information and technology necessary to participate in society.

Measure:

* Percentage of people who have access to reliable internet-based technology at home: reliable broadband and reliable access to the appropriate technology to undertake learning activities. (ECNI Public Opinion Survey).

## Outcome area: There is equality of opportunity within the criminal justice system and within communities when people experience and access justice matters.

## Priority areas*:*

1. Freedom from Discrimination and Hate: Everyone is free from discrimination harassment and hate crime in their community.

Measures:

* Number and percentage of hate crimes by type of hate crime (PSNI).
* Percentage of people who worry about crime and personal safety and becoming a victim of the following crimes (Department of Justice. NI Crime Survey):
	+ Violent attack
	+ Physical attack
1. Freedom from Violence: All people are free from all forms of violence, including sexual and domestic violence.

Measure:

* Percentage of violent incident and crimes, including homicide (PSNI Statistics).
* Percentage of incidents and crimes with a sexual motivation (PSNI Statistics).
* Percentage of domestic incidents and crimes (PSNI Statistics).
1. Security: We live in a safe community where we respect the law and each other. All people are able to move around freely and without fear.

 Measure:

* Percentage of adults in NI who were a victim of any NICS crime (Department of Justice: NI Crime Survey).
1. Equality of Opportunity in Access to Justice*:* Fairness of the criminal justice system

Measure:

* Percentage of those who agree that the criminal justice system (Department of Justice: Perceptions of Policy and Justice Survey):
	+ Gives witnesses and victims the support they need.
	+ Treats those accused of crime as innocent until proven guilty.