

# Measuring Equality in Northern Ireland

# A Monitoring Framework 2022

# Welcome to our Stakeholder's consultation

The Equality Commission is an independent public body, which oversees equality and anti-discrimination law in Northern Ireland.

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 to participate in this survey to gather their views on the Draft Framework.

Please review the Draft Framework attached to the invitation letter to take part in this consultation, before answering the questions.

Thank you for participating in our consultation. Your feedback is important.



# ECNI Stakeholders Consultation

We need your consent to record and use your personal data supplied on this consultation form. We will use the information to record the organisations and individuals who took part in this consultation and follow up with you on the outcomes on this exercise. We will produce a consultation report which will identify the organisations which responded (not individuals).

I give consent for the Equality Commission to record my personal data and use for the purposes stated.

Yes

No

Please tell us who you are?

Name:

Organisation:

Email Address:

Are you/your organisation primarily a data producer, primarily a data user or do you/your organisation produce and use data equally?

Data producer/holder (you produce and generate data for your organisation)

Data user (you use data generated and produced by other organisations/institutions)

Both

Neither



## Measuring Equality in Northern Ireland - A Monitoring Framework ECNI 2022

## Outcome Areas identiﬁed

The draft Monitoring Framework for Measuring Equality in Northern Ireland includes nine outcome areas with speciﬁc priority areas. The outcome areas relate to:

* There is equality of opportunity in education
* The places we learn are welcoming and inclusive
* There is equality of opportunity in employment
* The places we work are welcoming and inclusive
* There is equality of opportunity in access and participation in decision making
* Everyone can enjoy long and healthy lives
* There is equality of opportunity in access and support for everyone in Northern Ireland to an adequate standard of living and to adequate housing
* Everyone who lives in Northern Ireland can do so without fear of exclusion and disadvantage
* There is equality of opportunity within the criminal justice system and within communities
* when people experience and access justice matters

Do you agree that the nine outcome areas cover the key areas for equality in Northern Ireland?

Yes

 No

If you think there are other outcome areas that should be considered, please complete the comments box below:



## Education

We have identiﬁed two outcome areas we want to see in Education: “There is equality of opportunity in education” and “The places we learn are welcoming and inclusive”

With regards to the outcome area **“There is equality of opportunity in education”**

Do each of the four priority areas below reasonably represent areas for measuring this outcome? Please respond "Yes" or "No"

**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.

Yes No

**Access to Curriculum and Career Paths:**

Everyone has equality of opportunity in the pursuance of a career path of their choice

Yes No

**Education Support:**

Everyone has equality of opportunity to access the support they require to achieve their full potential

Yes No

**Access to Education:**

Everyone has equality of opportunity in access to education and training

Yes No

If there are other priority areas for the measurement of “There is equality of opportunity in education” that you feel are important, please complete the comments box below:

With regards to the outcome area **“The places we learn are welcoming and inclusive”**

Do each of the two priority areas below reasonably represent areas for measuring this outcome? Please respond "Yes" or "No"

**Bullying and Stereotyping:**

No-one should be subjected to prejudice-based bullying and stereotyping in education

Yes No

**Sharing in Education:**

Children and young people are taught together via a shared curriculum in shared classes

Yes No

If there are other priority areas for the measurement of “The places we learn are welcoming and inclusive” that you feel are important, please complete the comments box below:

We have identiﬁed potential population indicators and sources of evidence to track and measure change on the priority areas within the two outcome areas for

Education: “There is equality of opportunity in education” and “The places we learn are welcoming and inclusive”

Please state whether you think the following associated population indicators and sources of evidence are the most appropriate measures for each of these priority areas.

Please respond "Yes" or "No"

**Attainment in Education:**

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)

Yes No

Percentage of destination of school leavers (HE, FE, unemployed, employed, training, unknown). Department of Education (DE)

Yes No

**Access to Curriculum and Career Paths:**

Percentage of children and young people choosing STEM and non-STEM subjects at tertiary education level. Higher Education Statistics Agency (HESA)

Yes No

**Bullying and Stereotyping:**

Percentage of children and young people who reported being bullied in school by “motivation”/types of bullying (DE)

Yes No

If you think there are other measures that should be considered, please complete the comments box below:

In the draft framework, these priority areas are identiﬁed, but there are gaps for appropriate population indicators and sources of evidence. Please state if you know and would like to suggest population indicators and sources of evidence for these priority areas. Please respond "Yes" or "No"

Sharing in Education Yes No

Education Support Yes No

Access to Education Yes No

If responding Yes, please describe the measurement in the comments box below:



## Employment

We have identiﬁed two outcome areas that we want to see in employment: “There is equality of opportunity in employment” and “The places we work are welcoming and inclusive”

With regards to the outcome area **“There is equality of opportunity in employment”**

Do each of the three priority areas below reasonably represent areas for measuring this outcome? Please respond "Yes" or "No"

**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

Yes No

**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

Yes No

**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.

Yes No

If there are other priority areas for the measurement of “There is equality of opportunity in employment” that you feel are important, please complete the comments box below:

With regards to the outcome area **“The places we work are welcoming and inclusive”**

Do each of the two priority areas below reasonably represent areas for measuring this outcome? Please respond "Yes" or "No"

**Welcoming and Inclusive Workplaces:**

Workplaces are welcoming and inclusive respecting worker’s rights, promoting diversity and inclusion and giving employees a voice

Yes No

**Discrimination:**

People are free from prejudice, stereotyping, discrimination, bullying harassment and victimisation in employment on any equality ground

Yes No

If there are other priority areas for the measurement of “The places we work are welcoming and inclusive” that you feel are important, please complete the comments box below:

We have identiﬁed potential population indicators and sources of evidence to track and measure change on the priority areas within the two outcome areas for Employment: “There is equality of opportunity in employment” and “The places we work are welcoming and inclusive”

Please state whether you think the following associated population indicators and sources of evidence are the most appropriate measures for these priority areas.

Please respond "Yes" or "No"

**Access to Employment and more jobs:**

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

Yes No

**Better Jobs:**

Median gross hourly earnings (excluding overtime) for full-time, part- time and all workers. (Labour Force Survey)

Yes No

Percentage of people in high paid occupations (SOC 1 and 2) or low paid occupations (SOC 6,8,9). (Labour Force Survey)

Yes No

**Access to Support to be able to work:**

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

Yes No

**Welcoming and Inclusive Workplaces:**

Percentage of people who agree/disagree that in general, workplaces in Northern Ireland are welcoming and inclusive. (ECNI Public Opinion Survey)

Yes No

Percentage of people who agree/disagree Workers are generally treated with dignity and respect. (ECNI Public Opinion Survey)

Yes No

**Discrimination:**

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)

Yes No

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)

Yes No

If you think there are other measures that should be considered, please complete the comments box below:



## Participation and Public Life

We have identiﬁed the outcome area that we want to see in Participation and Public Life: “There is equality of opportunity in access and participation in decision making”

Do each of the four priority areas below reasonably represent areas for measuring this outcome? Please respond "Yes" or "No"

**Representativeness in Political Life:**

Greater representativeness in the political representatives for Northern Ireland

Yes No

**Representativeness in Public Life:**

Greater representativeness in government public appointments

Yes No

**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

Yes No

**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

Yes No

If there are other priority areas for the measurement of “There is equality of opportunity in access and participation in decision making” that you feel are important, please complete the comments box below

We have identiﬁed potential population indicators and sources of evidence to track and measure change on the priority areas within the outcome area for Participation and public life: “There is equality of opportunity in access and participation in decision making”

Please state whether you think the following associated population indicators and sources of evidence are the most appropriate measures for these priority areas.

Please respond "Yes" or "No"

**Representativeness in Political Life:**

Composition of elected representatives, by equality ground; MLA, District councillors (NI Assembly)

Yes No

**Representativeness in Public Life:**

Composition of government public applications/appointments by equality ground (TEO/ Commission of Public Appointments)

Yes No

**Access to Democracy:**

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

Yes No

**Access to Participation in Public Life:**

Percentage of people who would consider participating in voluntary or community work (ECNI Public Opinion Survey)

Yes No

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)

Yes No

If you think there are other measures that should be considered, please complete the comments box below:



## Health and Social Care

We have identiﬁed the outcome area we want to see in Health and Social Care: “Everyone can enjoy long and healthy lives”

Do each of the three priority areas below reasonably represent areas for measuring this outcome? Please respond "Yes" or "No"

**Standard of Health:**

All people can attain the highest standard of physical and mental health

Yes No

**Access to Health & Social Care:**

Everyone can access timely and good quality health and social care

Yes No

**Access to Information:**

Timely and impartial information about health and healthcare options is available and accessible to all

Yes No

If there are other priority areas for the measurement of “Everyone can enjoy long and healthy lives” that you feel are important, please complete the comments box below:

We have identiﬁed potential population indicators and sources of evidence to track and measure change on the priority areas within the outcome area for Health and Social Care: “Everyone can enjoy long and healthy lives”

Please state whether you think the following associated population indicators and sources of evidence are the most appropriate measures for these priority areas.

Please respond "Yes" or "No"

**Standard of Health:**

Percentage of people who report on their health being "Very Good; Good; Fair; Bad; Very Bad" (Department of Health. Health Survey)

Yes No

Percentage of people who report on poor mental health (GHQ12 score >=4) and wellbeing (Department of Health. Health Survey)

Yes No

**Access to Health & Social Care:**

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)

Yes No

**Access to Information:**

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)

Yes No

Percentage of people who find easy or difficult to obtain information on treatments or illnesses that concern them (Department of Health. Health Survey)

Yes No

If you think there are other measures that should be considered, please complete the comments box below:



## Standard of Living and Housing

We have identiﬁed the outcome area that we want to see in Standard of Living and Housing: “There is equality of opportunity in access and support for everyone in Northern Ireland to an adequate standard of living and to adequate housing”

Do each of the three priority areas below reasonably represent areas for measuring this outcome?

Please respond "Yes" or "No"

**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.

Yes No

**Access to housing:**

People in Northern Ireland have access to an appropriate, sustainable, and affordable homes.

Yes No

**Independent Living:**

Everyone can enjoy living conditions that promote independence, dignity, and self-respect irrespective of equality ground.

Yes No

If there are other priority areas for the measurement of “There is equality of opportunity in access and support for everyone in Northern Ireland to an adequate standard of living and to adequate housing” that you feel are important, please complete the comments box below:

We have identiﬁed potential population indicators and sources of evidence to track and measure change on the priority areas within the outcome are for Standard of Living and Housing: “There is equality of opportunity in access and support for everyone in Northern Ireland to an adequate standard of living and to adequate housing”

Please state whether you think the following associated population indicator and source of evidence is the most appropriate measures for this priority areas.

Please respond "Yes" or "No"

**Standard of Living:**

Percentage of people living in households below 60% of contemporary median income after housing costs, by household tenure (Family Resource Survey)

Yes No

If you think there are other measures that should be considered, please complete the comments box below:

In the draft framework, these priority areas are identiﬁed, but there are gaps for appropriate population indicators and sources of evidence. Please state if you know and would like to suggest population indicators and sources of evidence for these priority areas. Please respond "Yes" or "No"

**Access to housing** Yes No

**Independent Living** Yes No

If responding Yes, please describe the measurement in the comments box below:



## Communities that are Welcoming and Inclusive

We have identiﬁed two outcome areas that we want to see in Communities that are Welcoming and Inclusive: “Everyone who lives in Northern Ireland can do so without fear of exclusion and disadvantage” and “There is equality of opportunity within the criminal justice system and within communities when people experience and access justice matters”

With regards to the outcome area **“Everyone who lives in Northern Ireland can do so with out fear of exclusion and disadvantage”**

Do each of the ﬁve priority areas below reasonably represent areas for measuring this outcome? Please respond "Yes" or "No"

**Housing & Public Spaces:**

All people are able to freely choose where they want to live and freely enjoy public spaces

Yes No

**Discrimination and Harassment:**

Everyone is free from discrimination, harassment, intimidation and hate crime in their community

Yes No

**Access to Goods, Facilities & Services**:

Public transport, financial, retail and other services are available and accessible to all.

Yes No

**Participation in Cultural & Sporting Life:**

People are able to participate in social life within their communities, including culture, leisure and sport

Yes No

**Digital Inclusion:**

All people have access to information and technology necessary to participate in society

Yes No

If there are other priority areas for the measurement of “Everyone who lives in Northern Ireland can do so without fear of exclusion and disadvantage” that you feel are important, please complete the comments box below:

With regards to the outcome area **“There is equality of opportunity within the criminal justice system and within communities when people experience and access justice matters”**

Do each of the four priority areas below reasonably represent areas for measuring this outcome? Please respond "Yes" or "No"

**Freedom from Discrimination and Hate:**

Everyone is free from discrimination harassment and hate crime in their community

Yes No

**Freedom from Violence:**

All people are free from all forms of violence, including sexual and domestic violence

Yes No

**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

Yes No

**Equality of Opportunity in Access to Justice:** Fairness of the criminal justice system

Yes No

If there are other priority areas for the measurement of “There is equality of opportunity within the criminal justice system and within communities when people experience and access justice matters” that you feel are important, please complete the comments box below:

We have identiﬁed potential population indicators and sources of evidence to track and measure change on the priority areas within the two outcome areas for Communities that are Welcoming and Inclusive: “Everyone who lives in Northern Ireland can do so without fear of exclusion and disadvantage” and “There is equality of opportunity within the criminal justice system and within communities when people experience and access justice matters”

Please state whether you think the following associated population indicators and sources of evidence are the most appropriate measures for these priority areas.

Please respond "Yes" or "No"

**Housing & Public Spaces:**

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)

Yes No

**Discrimination and Harassment:**

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)

Yes No

**Participation in Cultural & Sporting Life:**

Percentage of people engaging in arts/cultural activities (Continuous Household Survey)

Yes No

Percentage of people who participated in sport or exercise in the last 12 months. (Continuous Household Survey)

Yes No

**Digital Inclusion:**

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)

Yes No

**Freedom from Discrimination and Hate:**

Number and percentage of hate crimes by type of hate crime (PSNI)

Yes No

Percentage of people who worry about crime and personal safety and becoming a victim of the following crimes: Violent attack and Physical attack (Department of Justice. NI Crime Survey)

Yes No

**Freedom from Violence:**

Percentage of incidents and crimes with a sexual motivation (PSNI Statistics)

Yes No

Percentage of domestic incidents and crimes (PSNI Statistics)

Yes No

**Security:**

Percentage of adults in NI who were a victim of any NICS crime (Department of Justice: NI Crime Survey)

Yes No

**Equality of Opportunity in Access to Justice:**

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

Yes No

If you think there are other measures that should be considered, please complete the comments box below:

In the draft framework, this priority area is identiﬁed, but there are gaps for appropriate population indicators and sources of evidence. Please state if you know and would like to suggest population indicators and sources of evidence for this priority area.

Please respond "Yes" or "No"

**Access to Goods, Facilities & Services**
Yes No

If responding Yes, please describe the measurement in the comments box below:



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**Thank you for providing feedback! This is immensely helpful to us.**

**Please do not hesitate to speak to us if you would like further information.**

**Research and Investigations Team**