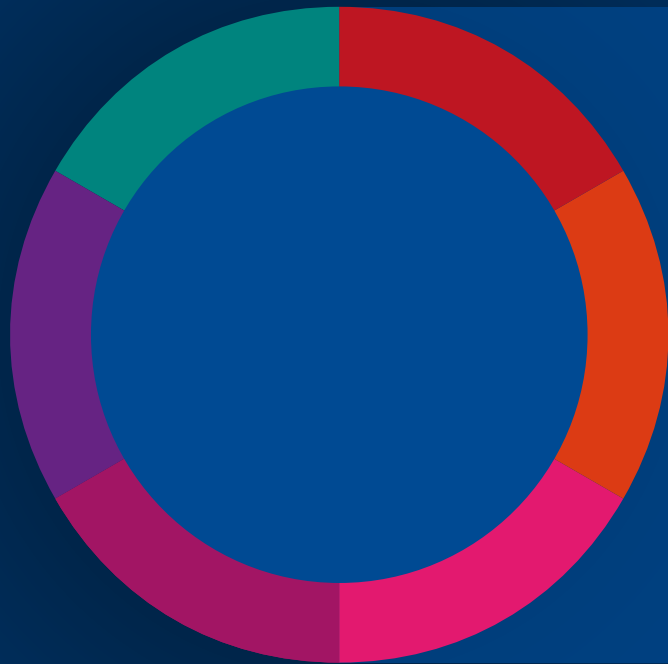


Equality Commission

FOR NORTHERN IRELAND



# Commission Framework for Measuring Equality in Northern Ireland

May 2024

This is the Equality Commission for Northern Ireland's Framework for Measuring Equality in Northern Ireland. The Commission Statement on Equality in Northern Ireland is drawn from the Framework.

The Framework was developed through extensive consultation with those interested and representing equality groups in Northern Ireland, and through ongoing engagement for the development of population indicators and sources of evidence. The Framework enables the Commission to identify differences in equality outcomes and to track those differences over time.

The Framework covers six broad areas of life in Northern Ireland, with associated outcome areas:



### Education

There is equality of opportunity in education.

The places we learn are welcoming and inclusive.



### Employment

There is equality of opportunity in employment.

The places we work are welcoming and inclusive.



### Participation in Public life

There is equality of opportunity in access and participation in decision making.



### Health and Social Care

There is equality of opportunity in access to health care, social care, and well-being.



### Standards 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.



### Communities that are Welcoming and Inclusive

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.

For each outcome area, priority areas are identified with associated population indicators. Each population indicator has a source of evidence, such as a survey or a dataset provided by a data holder. The Framework highlights the status of the data necessary to measure a population indicator, and therefore its associated priority area. The availability of data to measure the population indicator is reported along with the extent to which the data is collected, available and can be reported on.

The data status refers to the availability of data (administrative data sets or surveys) to measure the population indicator identified through the framework's development and by consultation with stakeholders. It presents the number of grounds, actual, related or proxy, that are available for analyses within the identified data. Furthermore, there is commentary on the extent of equality groups measured for equality grounds with associated commentary.

## Education

There is equality of opportunity in education.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Attainment in Education:</b> 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.</p>	<p>Percentage of school leavers achieving at least 5 GCSE's Grades A* - C inc. English and Maths<sup>1</sup></p>	<p>Analytical Services Unit, Department of Education (DE) - School Leavers Survey</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <p><b>Available:</b></p> <ul style="list-style-type: none"> <li>- 3 equality grounds (Gender, Religion, Ethnicity),</li> <li>- 1 characteristic associated with an equality ground (Newcomer Status),</li> <li>- 1 proxi-measure for an equality ground (Special Educational Needs)</li> </ul> <p><b>Unavailable:</b></p> <ul style="list-style-type: none"> <li>- Political Opinion</li> <li>- Sexual Orientation</li> <li>- Dependency Status</li> <li>- Disability Status</li> <li>- Age (N/A)</li> <li>- Marial Status (N/A)</li> </ul>	<p><b>Religion:</b> Catholic, Protestant and Other are presented. Other is an aggregate of all pupils who are not Catholic or Protestant, and does not separate, Other Christian from Other Religions and No Religion.</p> <p><b>Ethnicity:</b> White and Minority Ethnic. Minority Ethnic was aggregated due to low numbers. Different ethnicities are recorded.</p> <p><b>Gender:</b> Girls (females) and boys (males) only.</p> <p><b>Disability:</b> Disability is recorded, however, it is generally not presented. However, the Special Educational Needs (SEN) of pupils is also recorded. This was used as a proxi-measure for disability by the Commission.</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Attainment in Education:</b> Continued</p>	<p>Percentage of school leavers achieving at least 3+ A-levels A*-C<sup>2</sup></p>	<p>Analytical Services Unit, Department of Education (DE) - School Leavers Survey</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <p><b>Available:</b></p> <ul style="list-style-type: none"> <li>- 3 equality grounds (Gender, Religion, Ethnicity),</li> <li>- 1 characteristic associated with an equality ground (Newcomer Status),</li> <li>- 1 proxi-measure for an equality ground (Special Educational Needs)</li> </ul>	<p><b>Religion:</b> Catholic, Protestant and Other are presented. Other is an aggregate of all pupils who are not Catholic or Protestant, and does not separate Other Christian from Other Religions and No Religion.</p> <p><b>Ethnicity:</b> White and Minority Ethnic. Minority Ethnic was aggregated due to low numbers. Different ethnicities are recorded.</p> <p><b>Gender:</b> Girls (females) and boys (males) only. There is no recording of pupils who identify as Trans.</p> <p><b>Disability:</b> Disability is recorded, however, it is generally not presented. However, the Special Educational Needs (SEN) of pupils is used as a proxi-measure for disability by the Commission.</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Attainment in Education:</b> Continued	Percentage of Students achieving regulated qualifications at Level 2, level 3 in FE Colleges	Department for the Economy (DfE) -Consolidated Data Return (CDR), CAFRE administration system	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 8 equality grounds</li> </ul>	<p><b>Age:</b> Under 19 years, 20-24 years, 25+ years were presented.</p> <p><b>Gender:</b> Females and Males only were presented.</p> <p><b>Disability:</b> Disability and No Disability were presented.</p> <p><b>Religion – 2 Measures:</b> 1) As Religion Bought Up In, and 2) Religion Stated: For both measures: Catholic, Protestant, Other Religion, None, and Not Stated/Unknown were presented.</p> <p><b>Ethnicity:</b> White, Other Ethnicities and Unknown were presented.</p> <p><b>Sexual Orientation:</b> Heterosexual, Bisexual, Gay or Lesbian, Other, Not Stated/Unknown were presented.</p> <p><b>Marital Status:</b> Single, Other and Not Known were presented.</p> <p><b>Dependency Status:</b> No Dependents, With Dependents and Not Known were presented.</p>
<b>Attainment in Education:</b> Continued	Destination of school leavers (HE, FE, unemployed, employed, training, unknown)	Department of Education (DE) - School Leavers Survey	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 3 equality grounds,</li> <li>- 1 characteristic associated with an equality ground,</li> <li>- 1 proxi-measure for an equality ground</li> </ul>	<p><b>Religion:</b> Catholic, Protestant and Other are presented. Other is an aggregate of all pupils who are not Catholic or Protestant, and does not separate Other Christian from Other Religions and No Religion.</p> <p><b>Ethnicity:</b> White and Minority Ethnic. Minority Ethnic was aggregated due to low numbers. Different ethnicities are recorded.</p> <p><b>Gender:</b> Girls (females) and boys (males) only</p> <p><b>Disability:</b> Disability is not recorded. However, the Special Educational Needs (SEN) of pupils is recorded. This was used as a proxi-measure for disability by the Commission.</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Access to Curriculum and Career Paths:</b> Everyone has equality of opportunity in the pursuance of a career path of their choice</p>	<p>Percentage of young people choosing STEM and non-STEM subjects at tertiary education level (FE and HE)</p>	<p>Higher Education Statistics Agency (HESA-HE) - FPE of Undergraduate students domiciled from Northern Ireland – 2021/22</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 8 equality grounds</li> </ul>	<p><b>Gender:</b> Females, Males and Others were recorded.</p> <p><b>Religion:</b> Catholic, Protestant and other Christian, Other, No religion, Not stated, and Unknown/Not applicable were recorded.</p> <p><b>Disability:</b> Known Disability and No Known Disability (including unknowns) were recorded.</p> <p><b>Ethnicity:</b> Asian or Asian British – Bangladeshi, Asian or Asian British – Indian, Asian or Asian British – Pakistani, Black or Black British – African, Black or Black British – Caribbean, Chinese, Gypsy or Traveller, Irish Traveller, Mixed, Other, Other Asian background, Other Black background, Other White (White), and Unknown/Not applicable were recorded.</p> <p><b>Marital Status:</b> Co-habiting, Divorced or civil partnership dissolved, Information refused, Married or in civil partnership, Not known, Separated (but still legally married or in a civil partnership), Single (never married or never in civil partnership), and Widowed or a surviving partner from a civil partnership were recorded.</p> <p><b>Age:</b> 17 years and under, 18-20 years, 21-24 years, 25-29 years, and 30 years and over were recorded.</p> <p><b>Sexual Orientation:</b> Bisexual, Gay man, Gay woman/lesbian, Heterosexual, Information refused, Other, and Unknown/Not applicable were recorded.</p> <p><b>Dependency Status:</b> Both young people/children &amp; other relatives/friends, No dependents, Not known/Not answered, Other relatives/friends, and Young people/children were recorded.</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Access to Curriculum and Career Paths:</b> Continued</p>	<p>Percentage of participants in apprenticeships – Higher level and Lower level (FE)</p>	<p>Youth Training Statistics and Research Branch, Department for the Economy (DfE-FE) - Consolidated Data Return (CDR), CAFRE Administration</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 7 equality grounds</li> </ul>	<p><b>Age:</b> 16-19 years, 20-24 years, 25+ years were recorded.</p> <p><b>Gender:</b> Females and Males only were recorded.</p> <p><b>Disability:</b> Disability and No Disability were recorded.</p> <p><b>Religion:</b> Catholic, Protestant, Other, and Not Known were recorded.</p> <p><b>Ethnicity:</b> White, Other and Not Known were recorded.</p> <p><b>Marital Status:</b> Single, Other and Not Known were recorded.</p> <p><b>Dependency Status:</b> No Dependents, With Dependents and Not Known were recorded.</p>



Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Education Support:</b> Everyone has equality of opportunity to access the support they require to achieve their full potential.</p>	<p>Percentage of people who feel everyone has access to education support to achieve their full potential.</p>	<p>Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland<sup>3</sup></p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	<p><b>Gender:</b> Recorded as either: Male, Female, Female to Male transgender, Male to female transgender, In another way (please specify), Don't know, and Prefer not to say. However, only Females and Males were reported.</p> <p><b>Age:</b> Recorded as a number. Presented as 16-29, 30-49, 50-64, 65+.</p> <p><b>Marital Status:</b> Recorded as either: Married/In a Civil Partnership, Single, Widowed, Divorced, Separated, Living with partner, or Prefer not to say. However, only Married/In a Civil Partnership, Single, Widowed, Divorced/Separated were presented.</p> <p><b>Disability:</b> Recorded as either: Yes, myself, Yes, someone else in my household, No, Don't know, or Prefer not to say. However, on Yes and No are presented.</p> <p><b>Dependents:</b> Recorded as either: Yes, No, Don't know, or Prefer not to say. Only Yes or No are presented.</p> <p><b>Carers:</b> Recorded as either: Yes, No, Don't know, or Prefer not to say. Only Yes or No are presented.</p> <p><b>Sexual Orientation:</b> Recorded as either: Straight/Heterosexual, Gay or Lesbian, Bisexual, Other sexual orientation (please specify), Don't know, or Prefer not to say. However, only Heterosexual and LGBTQI+ were presented.</p> <p><b>Religion:</b> This category records community background. Recorded as either: Protestant, Catholic, Other religion (please specify), None, Don't know, or Prefer not to say. However, only Protestant, Catholic, Other/None are presented.</p> <p><b>Political Opinion:</b> Recorded as either: Unionist or Loyalist, Nationalist or Republican, Neither, Don't Know, or Prefer not to say. However, only Unionist or Loyalist, Nationalist or Republican, or Neither were presented.</p> <p><b>Ethnicity:</b> Recorded as either: White - British or Irish, White - Irish Traveller, White - Eastern European, White – Roma, White other (please specify), Mixed - white and black Caribbean, Mixed - white and black African, Mixed - white and Asian, Mixed other (please specify), Asian or Asian British\Irish – Indian, Asian or Asian British\Irish – Pakistani, Asian or Asian British\Irish – Bangladeshi, Asian or Asian British\Irish – Other, Black or Black British\Irish – Caribbean, Black or Black British\Irish – African, Black or Black British\Irish – Other, Chinese, Other (please specify), or Refused. However, only White and Non-White were presented.</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Education Support:</b> Continued</p>	<p>Percentage of children, young people and adults in education that declare they require or have required additional support</p>	<p>Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland<sup>4</sup></p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	<p>Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life – Education: There is equality of opportunity in education (above).</p>

## Education

The places we learn are welcoming and inclusive.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Bullying and Stereotyping:</b> No-one should be subjected to prejudice-based bullying and stereotyping in education</p>	<p>Percentage of children and young people who reported being bullied in school by “motivation”/types of bullying.</p>	<p>Department of Education (DE)</p>	<p><b>DATA GAP</b></p>	
<p><b>Bullying and Stereotyping:</b> Continued</p>	<p>Percentage of children, young people or adults in education who have experienced bullying in an education setting.</p>	<p>Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland<sup>5</sup></p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground</li> </ul>	<p>Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life – Education: There is equality of opportunity in education.</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Sharing in Education</b> Children and young people are taught together via a shared curriculum in shared classes.</p>	<p>Percentage of children and young people from different religion/ethnicity/SEN/FSM by school type in primary and post-primary school</p>	<p>Department of Education (DE)</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 5 Equality Grounds,</li> </ul>	<p><b>Gender:</b> Reported as either: Male, Female,</p> <p><b>Religion:</b> Reported as: Protestant, Catholic or No Religion.</p> <p><b>Disability:</b> Reported as: Disability and No Disability.</p> <p><b>Sexual Orientation:</b> Reported as: Opposite sex and Same sex.</p> <p><b>Ethnicity:</b> Reported as: Minority Ethnic and White.</p>
<p><b>Sharing in Education</b> Continued</p>	<p>Percentage of Children / young people participating in Shared Education</p>	<p>ARK – Young Life and Times Survey (YLT), Queens University Belfast - University of Ulster</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 5 Equality Grounds</li> </ul>	

## Employment

There is equality of opportunity in employment.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Access to Employment and more jobs:</b> 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</p>	<p>Percentage of people aged 16+ years who are employed, unemployed, self-employed or economically inactive.</p>	<p>Northern Ireland Statistics and Research Agency (NISRA) - Labour Force Survey (LFS)</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 7 Equality Grounds</li> </ul>	<p><b>Gender:</b> Reported as either: Male, Female, <b>Age:</b> Reported as: All, 16-24, 25-34, 35-49, and 50-64 <b>Disability:</b> Non-Disabled and Disabled. <b>Religion:</b> Catholic Protestant and Other. <b>Marital Status:</b> Single, Married, Separated, Divorced, and Widowed. <b>Dependency Status:</b> No Dependents and With Dependents. <b>Ethnicity (Racial Group):</b> White and Other Ethnicities</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Access to Employment and more jobs:</b> Continued	Percentage of people aged 16+ years (16 and over) who are employed (full-time and part-time)	NISRA - Labour Force Survey (LFS)	<b>DATA AVAILABLE AND ANALYSED</b>  - 7 Equality Grounds	<b>Gender:</b> Reported as either: Male, Female, <b>Age:</b> Reported as: All, 16-24, 25-34, 35-49, and 50-64 <b>Disability:</b> Non-Disabled and Disabled. <b>Religion:</b> Catholic Protestant and Other. <b>Marital Status:</b> Single, Married, Separated, Divorced, and Widowed. <b>Dependency Status:</b> No Dependents and With Dependents. <b>Ethnicity (Racial Group):</b> White and Other Ethnicities
<b>Better Jobs:</b> 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	Median gross hourly earnings (excluding overtime) for full-time, part-time and all workers	NISRA - Annual Survey of Hours and Earnings (ASHE)	<b>DATA AVAILABLE AND ANALYSED</b>  - 2 Equality Grounds	<b>Gender:</b> Reported as either: Male, Female, <b>Age:</b> 18-21, 22-29, 30-39, 40-49, 50-59, and 60+
<b>Better Jobs:</b> Continued	Percentage of people in high paid occupations (SOC 1 and 2) or low paid occupations (SOC 6,8,9)	NISRA - Labour Force Survey (LFS)	<b>DATA CURRENTLY NOT AVAILABLE DUE TO CODING ERROR BY ONS</b>	

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Access to Support to be able to work:</b> 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</p>	<p>Proportion of people aged 16+ years in employment who feel their employer is flexible and supportive – Flexible Agreed Working arrangements</p>	<p>NISRA - Labour Force Survey (LFS)</p>	<p><b>DATA AVAILABLE AND ANALYSED</b></p> <ul style="list-style-type: none"> <li>- 6 Equality Grounds</li> </ul>	<p><b>Gender:</b> Reported as either: Male, Female, <b>Age:</b> Reported as: All, 16-24, 25-34, 35-49, and 50-64 <b>Disability:</b> Non-Disabled and Disabled. <b>Religion:</b> Catholic Protestant and Other. <b>Marital Status:</b> Single, Married, Separated, Divorced, and Widowed. <b>Ethnicity (Racial Group):</b> White and Other Ethnicities</p>

## Employment

### The places we work are welcoming and inclusive.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Welcoming and Inclusive Workplaces:</b> Workplaces are welcoming and inclusive respecting worker's rights, promoting diversity and inclusion and giving employees a voice</p>	Percentage of people who agree/disagree that in general, workplaces in Northern Ireland are welcoming and inclusive	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>6</sup>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life – Education: There is equality of opportunity in education.
<p><b>Welcoming and Inclusive Workplaces:</b> Continued</p>	Percentage of people who agree/disagree Workers are generally treated with dignity and respect	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>7</sup>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life – Education: There is equality of opportunity in education.



Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Discrimination:</b> People are free from prejudice, stereotyping, discrimination, bullying harassment and victimisation in employment on any equality ground</p>	Percentage of people who during the past 12 months, have personally experienced a situation where were not treated with dignity and respect the workplace based on your personal characteristics	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>8</sup>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<p><b>Discrimination:</b> Continued</p>	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 in the workplace based on their personal characteristics?	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>9</sup>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.

## Participation and Public Life

There is equality of opportunity in access and participation in decision making.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Representativeness in Political Life:</b> Greater representativeness in the political life for Northern Ireland	Composition of electoral representatives by equality ground	Northern Ireland Assembly	<b>DATA GAP</b>	
<b>Representativeness in Public Life:</b> Greater representativeness in government public appointments	Composition of government public applications / appointments by equality ground <sup>10</sup>	Statistics and Research Branch, The Executive Office (TEO, NISRA) - Public Appointments Report for Northern Ireland	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 4 to 8 Equality Grounds</li> </ul>	<p><b>Gender:</b> Presented as either Male, Female,</p> <p><b>Age:</b> Presented as 18-29, 30-39, 40-49, 50-59, and 60+.</p> <p><b>Disability:</b> Presented as Disability Declared and Disability Not Declared.</p> <p><b>Religion:</b> Presented as Catholic Protestant and Neither.</p> <p><b>Marital Status:</b> Married or in a Civil Partnership, or, Not Married or in a Civil Partnership.</p> <p><b>Ethnicity:</b> White and Minority Ethnic.</p> <p><b>Dependency Status:</b> Presented as Dependents, No Dependents.</p> <p><b>Sexual Orientation:</b> Heterosexual/Straight, Other.</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Access to Participation in Public Life:</b> People are supported and empowered to influence decision-making processes that affect them through participation in public</p>	Percentage of people who would consider participating in voluntary or community work	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>11</sup>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<p><b>Access to Participation in Public Life:</b> Continued</p>	Percentage of people who would consider applying to sit on a public board	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>12</sup>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<p><b>Access to Participation in Public Life:</b> Continued</p>	Percentage of people who feels they are confident, have the knowledge and understanding of how to apply for public appointments and other boards	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>13</sup>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.

## Health and Social Care

There is equality of opportunity in access to health care, social care, and well-being.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Standard of Health:</b> All people can attain the highest standard of physical and mental health</p>	Percentage of people who report on their health (being in Very Good; Good; Fair; Bad; Very Bad)	Department of Health - Health Survey for Northern Ireland	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 4 Equality Grounds</li> </ul>	<p><b>Gender:</b> Presented as either Male, Female,</p> <p><b>Age:</b> Presented as 16-34, 35-44, 45-54, 55-64, 65-74, and 75+.</p> <p><b>Religion:</b> Presented as Catholic Protestant and Other/None.</p> <p><b>Marital Status:</b> Single, Married or in a Civil Partnership, Separated, Divorced, and Widowed.</p>
<p><b>Standard of Health:</b> Continued</p>	Percentage of people with poor mental health (GHQ12 score $\geq 4$ ) and wellbeing.	Department of Health - Health Survey for Northern Ireland	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 4 Equality Grounds</li> </ul>	<p><b>Gender:</b> Presented as either Male, Female,</p> <p><b>Age:</b> Presented as 16-34, 35-44, 45-54, 55-64, 65-74, and 75+.</p> <p><b>Religion:</b> Presented as Catholic Protestant and Other/None.</p> <p><b>Marital Status:</b> Single, Married or in a Civil Partnership, Separated, Divorced, and Widowed.</p>
<p><b>Access to Health Care &amp; Social Care:</b> Everyone can access timely and good quality health and social care</p>	Thinking generally about Health and Social Care in Northern Ireland, to what extent how easy or difficult have you found access the following health services in normal working hours (9am-5pm):	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>14</sup> (from Health survey modified as data no longer available from Health survey)	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Access to Health Care &amp; Social Care:</b> Continued	Thinking generally about Health and Social Care in Northern Ireland, to what extent how easy or difficult have you found access the following health services outside working hours (5pm-9am)	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>15</sup> (from Health survey modified as data no longer available from Health survey)	<b>DATA AVAILABLE AND ANALYSED:</b>  - 9 equality grounds - 1 characteristic associated with one equality ground.	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Access to Information:</b> Timely and impartial information about health and healthcare options is available and accessible to all	Percentage of people who find easy or difficult to obtain information on treatments or illnesses that concern them.	Department of Health - Health Survey for Northern Ireland	<b>DATA GAP (no longer available)</b>	
<b>Access to Information:</b> Continued	Percentage of people who say if it is easy or difficult to make decisions to improve health.	Department of Health - Health Survey for Northern Ireland	<b>DATA GAP (no longer available)</b>	

## 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.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Standard of Living:</b> 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</p>	<p>Percentage of people living in households below 60% of contemporary median income after housing costs, by household tenure (Percentage of people living in Relative and Absolute Poverty after housing costs)</p>	<p>Department for Communities (DfC) - Family Resource Survey (FRS)</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 8 Equality Grounds</li> </ul>	<p><b>Gender:</b> Presented as Male and Female.</p> <p><b>Age:</b> Presented as 16-34, 35-49, 50-64, and 65+.</p> <p><b>Religion:</b> Presented as Catholic Protestant and Other.</p> <p><b>Marital Status:</b> Single, Married or in a Civil Partnership or Cohabiting, Divorced or Separated, and Widowed.</p> <p><b>Political Opinion:</b> Presented as Unionist, Nationalist, and Neither, Other, None, Don't Know, Refused.</p> <p><b>Disability:</b> Presented as Disability, and No Disability.</p> <p><b>Dependents:</b> Dependents and No Dependents.</p> <p><b>Sexual Orientation:</b> Presented as Heterosexual and Other</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<p><b>Access to housing:</b> People in Northern Ireland have access to an appropriate, sustainable, and affordable home</p>	<p>Percentage of households in housing stress by equality ground.</p>	<p>Northern Ireland Housing Executive (NIHE) and Department for Communities (DfC)</p>	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 7 Equality Grounds</li> </ul>	<p><b>Gender (First Applicant):</b> Presented as Male and Female.</p> <p><b>Age (First Applicant):</b> Presented as 18-25 (inc. Under 18s), 26-29, 30-39 40-49, 50-59, 60-64, and 65+.</p> <p><b>Religion (Household):</b> Presented as Catholic Protestant Mixed, None, Other, Refused and Unknown.</p> <p><b>Marital Status (First Applicant):</b> Single, Married, Cohabitee, Divorced or Separated, Widowed and Unknown.</p> <p><b>Disability (Household):</b> No Wheelchair-user, Wheelchair-user; No Ground Floor Required, and Ground Floor Required.</p> <p><b>Dependents:</b> Presented as No Dependents and [with] Dependents.</p> <p><b>Ethnicity (Household):</b> Presented as Black African, Irish Traveller, White, Mixed, Other, and Unknown.</p>
<p><b>Housing / Independent Living:</b> Everyone can enjoy living conditions that promote independence, dignity, and self-respect irrespective of equality ground</p>	<p>Percentage of people applying for housing adaptations through NIHE (private &amp; public)</p>	<p>Northern Ireland Housing Executive (NIHE) and Department for Communities (DfC)</p>	<p><b>Waiting for data</b></p>	

## Communities that are Welcoming and Inclusive

Everyone who lives in Northern Ireland can do so without fear of exclusion and disadvantage.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Housing &amp; Public Spaces:</b> All people are able to freely choose where they live and freely enjoy 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	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>16</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Access to transport</b> Public transport is available to access financial, retail, and other services	Percentage of people who rely on public transport to access services	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>17</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Access to transport</b> Continued	Percentage of people who have access to public transport to access services	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>18</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.



Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Access to transport</b> Continued	Percentage of people who has access to frequent public transport to access services	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>19</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Participation in Cultural &amp; Sporting Life:</b> People are able to participate in social life within their communities, including culture, leisure and sport	Percentage of people engaging in arts/cultural activities	NISRA - Continuous Household Survey (CHS)	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 5 Equality Grounds</li> </ul>	<b>Gender:</b> Presented as Male and Female. <b>Age:</b> Presented as 16-24, 25-34, 35-44, 45-54, 55-64, and 65+. <b>Religion:</b> Presented as Catholic Protestant and Other or None. <b>Marital Status:</b> Single, Married or Cohabiting, Divorced or Separated, and Widowed. <b>Dependents:</b> Dependents and No Dependents.
<b>Participation in Cultural &amp; Sporting Life:</b> Continued	Percentage of people who participated in sport or exercise in the last 12 months	NISRA - Continuous Household Survey (CHS)	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 5 Equality Grounds</li> </ul>	<b>Gender:</b> Presented as Male and Female. <b>Age:</b> Presented as 16-24, 25-34, 35-44, 45-54, 55-64, and 65+. <b>Religion:</b> Presented as Catholic Protestant and Other or None. <b>Marital Status:</b> Single, Married or Cohabiting, Divorced or Separated, and Widowed. <b>Dependents:</b> Dependents and No Dependents.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Digital Inclusion:</b> All people have access to information and technology necessary to participate in society	Percentage of people who have access to reliable broadband.	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>20</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Digital Inclusion:</b> Continued	Percentage of people who have access to the appropriate technology to access services	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>21</sup>	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>22</sup>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Digital Inclusion:</b> Continued	Percentage of people who feel confident in accessing services online	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>23</sup>	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>24</sup>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.

## Communities that are Welcoming and Inclusive

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

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Freedom from Discrimination and Hate:</b> Everyone is free from discrimination harassment and hate crime in their community	Number and percentage of hate crimes by type of hate crime	PSNI - Excluded as data set not, or cannot be, provided in the format required for analysis	<b>DATA GAP</b>	
<b>Freedom from Discrimination and Hate:</b> Continued	Percentage of people who worry about crime and personal safety and becoming a victim of violent crime (includes physical attack)	Department of Justice (DoJ) - Northern Ireland Crime Survey	<b>DATA AVAILABLE AND ANALYSED:</b> - 6 equality grounds	<b>Gender:</b> Presented as Male and Female. <b>Age:</b> Presented as 16-29, 30-49, 50-64, and 65+. <b>Religion:</b> Presented as Catholic and Protestant. <b>Marital Status:</b> Single, Married or Civil Partnership, Cohabiting, Divorced or Civil Partnership Dissolved, or Separated, and Widowed or Surviving Civil Partner. <b>Dependents:</b> Presented as With Dependents and No Dependents <b>Disability:</b> Long Standing Illness or Disability, and No Long Standing Illness or Disability.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Freedom from Discrimination and Hate:</b> Continued	Percentage of people, during the past 12 months that have personally experienced a situation where they were not treated with dignity and respect in the area they live based on their personal characteristics	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>25</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Freedom from Discrimination and Hate:</b> Continued	Percentage of people, during the past 12 months that have witnessed a situation where they were not treated with dignity and respect in the area they live based on their personal characteristics	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>26</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Freedom from Violence:</b> All people are free from all forms of violence, including sexual and domestic violence	Percentage of violent incident and crimes, including homicide.	PSNI Statistics - Excluded as data set not provided in the format required for analysis	<b>DATA GAP</b>	

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Freedom from Violence:</b> Continued	Percentage of incidents and crimes with a sexual motivation	PSNI Statistics - Excluded as data set not provided in the format required for analysis	<b>DATA GAP</b>	
<b>Freedom from Violence:</b> Continued	Percentage of domestic incidents and crimes.	PSNI Statistics - Excluded as data set not provided in the format required for analysis	<b>DATA GAP</b>	
<b>Freedom from Violence:</b> Continued	Percentage of adults in NI who were a victim of any NICS crime	Department of Justice (DoJ) – Northern Ireland Crime Survey	<p><b>DATA AVAILABLE AND ANALYSED:</b></p> <ul style="list-style-type: none"> <li>- 6 equality grounds</li> </ul>	<p><b>Gender:</b> Presented as Male and Female.</p> <p><b>Age:</b> Presented as 16-29, 30-49, 50-64, and 65+.</p> <p><b>Religion:</b> Presented as Catholic and Protestant.</p> <p><b>Marital Status:</b> Presented as Single, Married or Civil Partnership, Cohabiting, Divorced or Civil Partnership Dissolved, or Separated, and Widowed or Surviving Civil Partner.</p> <p><b>Dependents:</b> Presented as With Dependents and No Dependents</p> <p><b>Disability:</b> Presented as Long Standing Illness or Disability, and No Long Standing Illness or Disability.</p>

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Security:</b> 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	Percentage of adults who feel safe in their community during the day and in the dark	Equality Commission for Northern Ireland - Public Opinion Survey of Equality in Northern Ireland <sup>27</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 9 equality grounds</li> <li>- 1 characteristic associated with one equality ground.</li> </ul>	Please see reporting on the Equality Commission for Northern Ireland Public Opinion Survey in the Area for Life - Education: There is equality of opportunity in education.
<b>Security:</b> Continued	Percentage of respondents who felt safe or unsafe in their community (NEW)	Northern Ireland Policing Board (NIPB) - Northern Ireland Policing Plan Survey 2023 (NEW) <sup>28</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 5 equality grounds</li> </ul>	<b>Gender:</b> Presented as Male and Female. <b>Age:</b> Presented as 17-24, 25-44, 45-64, 65-74, 75+ and Prefer Not to Say. <b>Religion:</b> Presented as Catholic, Protestant, Other, None and Prefer Not To Say. <b>Disability:</b> Presented as Disability and No Disability. <b>Political Opinion:</b> Presented as Unionist, Nationalist, Neither, Prefer Not To Say.
<b>Security:</b> Continued	Level of concern about crime in the local area (NEW)	Northern Ireland Policing Board (NIPB) - Northern Ireland Policing Plan Survey 2023 (NEW) <sup>29</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> <ul style="list-style-type: none"> <li>- 5 equality grounds</li> </ul>	<b>Gender:</b> Presented as Male and Female. <b>Age:</b> Presented as 17-24, 25-44, 45-64, 65-74, 75+ and Prefer Not to Say. <b>Religion:</b> Presented as Catholic, Protestant, Other, None and Prefer Not To Say. <b>Disability:</b> Presented as Disability and No Disability. <b>Political Opinion:</b> Presented as Unionist, Nationalist, Neither, Prefer Not To Say.

Priority Area	Population Indicator	Source of Evidence	Data Status	
			Equality Grounds	Equality Groups
<b>Security:</b> Continued	Percentage of respondents feeling safe in the local town centre (NEW)	Northern Ireland Policing Board (NIPB) - Northern Ireland Policing Plan Survey 2023 (NEW) <sup>30</sup>	<b>DATA AVAILABLE AND ANALYSED:</b> - 5 equality grounds	<b>Gender:</b> Presented as Male and Female. <b>Age:</b> Presented as 17-24, 25-44, 45-64, 65-74, 75+ and Prefer Not to Say. <b>Religion:</b> Presented as Catholic, Protestant, Other, None and Prefer Not To Say. <b>Disability:</b> Presented as Disability and No Disability. <b>Political Opinion:</b> Presented as Unionist, Nationalist, Neither, Prefer Not To Say.
<b>Equality of Opportunity in Access to Justice/</b> Fairness of the criminal justice system	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.	Perceptions of Policy and Justice Survey - Department of Justice (DoJ)	<b>DATA GAP</b>	

## Endnotes

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- 1 The analysis includes the percentage of school leavers with no GCSEs across the equality grounds with data available (gender, religion, ethnicity, newcomer, Entitlement of Free Schools Meals-FSM, and Special Education Needs-SEN).
- 2 The analysis includes the percentage of school leavers with no A-Level qualifications. (gender, religion, ethnicity, newcomer, Entitlement of Free Schools Meals-FSM, and Special Education Needs-SEN).
- 3 No other data source available for this measure.
- 4 No other data source available for this measure.
- 5 No other data source available for this measure.
- 6 No other data source available for this measure.
- 7 No other data source available for this measure.
- 8 No other data source available for this measure.
- 9 No other data source available for this measure.
- 10 The analysis of the Composition of government public applications/appointments includes: Percentage of Public Appointments Application received, Percentage of Public appointment made, Percentage of Appointments Held by the equality groups with data available (gender, age, community ground and disability)
- 11 No other data source available for this measure.
- 12 No other data source available for this measure.
- 13 No other data source available for this measure.
- 14 No other data source available for this measure.
- 15 No other data source available for this measure.
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- 23 No other data source available for this measure.
- 24 No other data source available for this measure.
- 25 No other data source available for this measure.
- 26 No other data source available for this measure.
- 27 No other data source available for this measure.
- 28 Data from the Northern Ireland Policing board survey was later included to replace the PSNI indicators as the data provided did not meet the format required for analysis.
- 29 Data from the Northern Ireland Policing board survey was later included to replace the PSNI indicators as the data provided did not meet the format required for analysis.
- 30 Data from the Northern Ireland Policing board survey was later included to replace the PSNI indicators as the data provided did not meet the format required for analysis.





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