

Department for Social Development



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2014-15

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Documents published relating to our Equality Scheme can be found at:

[Department for Social Development Equality Page](#)

Signature:

This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2014 and March 2015

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1** In 2014-15, please provide **examples** of key policy/service delivery developments made by the public authority **in this reporting period to better promote equality of opportunity and good relations**; and the **outcomes and improvements achieved**.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

Make the Call Benefit Uptake Programme

In 2014-15, the Department completed Year 2 of “Maximising Incomes & Outcomes – 3 Year Plan for Improving the Uptake of Benefits”. The 2014/15 Make the Call Benefit Uptake Programme was focused on a number of different customer groups including older people (older people on low incomes, older people living with care needs and /or a disability and older people as carers themselves) and carers. The programme included:

- **Direct Targeting** – Offering 25,000 older people a benefit entitlement check.
- **Make the Call advertising** – To further increase benefit awareness amongst mostly older people on low incomes and those with a disability and care needs.
- **Community Outreach Service** – This includes home visits to vulnerable claimants to assist with Social Security Agency business by
 - i. delivering entitlement checks,
 - ii. assisting with claims making and form fillingand by also
 - iii. delivering community promotional events and clinics,
 - iv. providing redundancy support to businesses and individuals and
 - v. taking referrals from a wide range of partners.

This has the potential of impacting all nine categories, in particular older people and people with disabilities.

In 2014-15, the Department also finalised the outcome of the 2013-14 Programme. This generated £14.2million in additional income for 4,266 people. Over £11million of this went directly to older people. On average, people who benefited were better off by around £62 per week.

Modernisation of Credit Unions – Financial Inclusion

In 2014 – 2015 the Department, through the Social Security Agency (SSA), commenced development of a new initiative to assist Credit Unions in Northern Ireland to further their commitment to serve low-income and financially excluded households.

The aim of this policy is to offer access to affordable financial services for customers of the SSA, low-income and financially excluded households so that they may achieve and maintain financial independence through access to appropriate financial products and services. The provision of new banking products has the potential to be of significant benefit to SSA customers who are currently unbanked.

The outcome of this policy should provide an opportunity to better promote equality of opportunity for people within any of the Section 75 groups who are currently unbanked.

Dignity at Work

In 2014 – 2015 the Department remained committed to equality of opportunity for all staff and to creating and sustaining an environment where everyone is treated with dignity and respect. To this end the NICS has a Dignity at Work (DAW) Policy to ensure that staff do not face unwanted, unreasonable or offensive conduct within the workplace. Where this may happen, staff can avail of the DAW Policy to address their concerns.

Information relating to Equal Opportunities guidance is circulated to all staff on a 6 monthly basis and this includes a reminder of their responsibilities under the DAW Policy. This approach ensures equal opportunities issues are visible and well promoted within the Department to ensure compliance.

The Department has over 7,000 staff yet the level of complaints received under the DAW Policy continues to remain extremely low, approximately 0.2%.

Neighbourhood Renewal

Neighbourhood Renewal is a cross government Strategy and aims to bring together the work of all Government Departments in partnership with local people to tackle disadvantage and deprivation in all aspects of everyday life.

The projects listed below all received funding in 2014-15 through the Neighbourhood Renewal Investment Fund which targets those communities throughout NI suffering the highest levels of deprivation.

- ***Strabane Lesbian, Gay, Bisexual and Transgender Inclusion-LGBT***

The objective of this project is education. It aims to educate the wider community regarding the needs of the LGBT community, their culture and health issues. The services provided include educating the citizens of Strabane to embrace their LGBT neighbours and treat them equally and with respect. This will be achieved through proactive communication with members of other community groups within Strabane and active participation with these groups in training, education, outreach and referral services. During 2014-15, 21 people

participated in Health Education/Awareness initiatives.

- ***Liberty Playtrail***

This project provides a range of ‘inclusive’ programmes that are offered both to local schools, community groups and the wider community. These include: Forest School activities, Nature/Environmental Studies, Horticulture and Play Programmes.

The Playtrail, founded in 2002, is a key project/community facility in the Outer North Neighbourhood Renewal Area. It facilitates inclusive play, recreation and leisure opportunities and education for able-bodied children and young people, children and young people with physical disabilities, sensory impairments and learning difficulties. It is also used to promote cross-community play and leisure experiences for a wider network of children within the Outer North area. It is also a venue for children’s birthday parties, community festivals, community education and training.

- ***Strabane Ethnic Community Association (SECA)***

This group is a focal point for Ethnic migrants and for all Ethnic people who have made their homes in this Neighbourhood Renewal area. They act as an official representation for Ethnic people and to help reduce the sense of social isolation faced by many of them.

- ***Older People North West (OPNW)***

Services and activities delivered by this project include advocacy, advice, carers’ respite, form filling, health promotion, social day care, ageing well and therapeutic activities. OPNW is the only single issue organisation in the area which is exclusively focused on the welfare of Older People from all sections of the community.

- ***Gingerbread NI- One Plus Centre***

The Centre functions as a “community hub” with open access for lone parents seeking advice, training and childcare available under one roof. It provides a safe space for lone parents and those who work to support them to come together in a non judgemental and non threatening environment, promoting a partnership approach between families and support professionals

Appointment process to appoint three members to the Board of the Northern Ireland Housing Executive.

On 16 December 2014, the Minister for the Department for Social Development approved an appointment process to appoint three members to the Board of the Northern Ireland Housing Executive.

The process included the following measures in relation to Section 75 groups:

- **Advertising**
The advert contained a positive statement encouraging women, people with a disability and ethnic minority communities to apply. Public advertisements were placed in the Belfast Telegraph, Newsletter, Irish News and the Guardian. Information was also placed on the NIHE's website, the Department's website and Twitter account. The Department also notified the Housing Community Network, Inside Housing, Chartered Institute of Housing, Disability Action, Institute of Directors, Chamber of Commerce, the Confederation of British Industry and Northern Ireland Council for Ethnic Minorities.
- **Outreach**
Notification letters issued to relevant organisations; specifically Disability Action.
- **Guaranteed Interview Scheme**
A Guaranteed Interview Scheme in this competition for applicants with a disability who met the essential criteria.
- **Monitoring**
Notwithstanding the measures identified in relation to Section 75 groups no applications were received from individuals who identified as being disabled or those who identified as being from an ethnic minority background. There were 36 applications in total, 10 of which were from females however one female applicant withdrew on the day the sift of applications was being carried out.

The monitoring of the gender, ethnic origin, community background, disability of applicants assists the Department in identifying where effective outcomes have been achieved and if necessary where improvements can be made in future appointment competitions.

Equality Working Group

The Department's Equality Working Group, led by the Equality Unit, was set up in October 2014 to assist in the mainstreaming of Equality throughout the Department.

Meetings have taken place quarterly since October 2014 and key Equality of Opportunity and Good Relations messages have been issued to all business areas, for example, screening, gathering relevant data to inform screening decisions and avoiding consultation fatigue.

The Equality Unit is currently carrying out a review of the Department's Equality Scheme to help ensure that we are fully compliant. The Equality Working Group has an integral role within this review and is fully committed to enhancing the understanding of our Equality Scheme commitments throughout Business Areas.

Shared Housing

As part of the Northern Ireland Executive's Together: Building United Communities (TBUC) Strategy, DSD is required to initiate 10 new shared neighbourhood developments. This commitment is seen as ways of meeting the TBUC commitment of seeking "to create communities of 'good neighbours' and ensure that there is greater choice open to those who wish to live in a mixed area".

The Ministerial Housing Thematic Sub-group was established in October 2014 and is made up of representatives from Government Departments, Statutory Bodies and organisations from the Voluntary and Community sector. The Sub-group acts as a critical friend in the delivery of Shared Neighbourhoods.

To date, one Shared Neighbourhood scheme has been developed and a further five schemes are on-site. The scheme, which has a total of 67 housing units, commenced in March 2011 and completed in December 2014.

DSD Housing Group's Together Building United Communities Team is currently carrying out a review of available literature (examining housing and segregation) that will inform the development and delivery of Shared Neighbourhoods going forward.

Urban Villages

DSD are working alongside OFMDFM and Strategic Investment Board to take forward various projects to support the Urban Village Strategy.

Urban Villages seeks to build on lessons from previous public sector regeneration initiatives and acknowledge the complex relationships that exist between deprivation, inequality and well being in some of the places most impacted by the legacy of conflict. In some urban neighbourhoods, this includes decline, exclusion and disaffection and the perception that the 'peace dividend' has still not arrived.

Advice Strategy

The Department, with local councils has responsibility for ensuring generalist advice services are provided in Northern Ireland. In the 2014/2015 year the Department developed a new Strategy for the provision of generalist advice services in Northern Ireland. The Strategy sets out proposals for the future delivery of advice services and replaces the previous "*Opening Doors*" strategy for the provision of voluntary generalist advice services.

A consultation document on the new Strategy was completed and all details are on the DSD website <http://www.dsdni.gov.uk/consultations>

It is the Strategy's aim that advice continues to be available to everyone and this is reflected in the Strategy's vision "**To have in place accessible quality advice services for the people of Northern Ireland**" and the key underpinning values which include:

- **Impartiality** – Provide an impartial service to everyone regardless of race, religious

PART A

belief, political opinion, age, sex, sexual orientation or disability.

- **Accessibility** – Provide an accessible service to everyone.
- **Free** – all generalist advice should be provided at no cost to the recipient.

It covers generalist advice services which include, but are not limited to, general advice on welfare and benefits, employment, consumer and financial issues, health and education, housing and family issues. The Strategy is about empowering people enabling them to help themselves. Services will be enhanced – increased use of internet and telephony advice while retaining existing face to face services giving greater choice and more ways to access services. Quality standards will be introduced to ensure consistent quality of advice. Provision is made in the Strategy to ensure the accessibility of services for people with disabilities as part of a new quality standard for advice provision

Advice services play a key role in creating better life opportunities for all and these services were accessed by 160,000 customers in the 2014/2015 year.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2014-15 (*or append the plan with progress/examples identified*).

Section 75 Action Plan Attached

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3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2014-15 reporting period? *(tick one box only)*

Yes X No (go to Q.4) Not applicable (go to Q.4)

Please provide any details and examples:

3a With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

3b What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

As a result of the organisation's screening of a policy *(please give details):*

As a result of what was identified through the EQIA and consultation exercise *(please give details):*

As a result of analysis from monitoring the impact *(please give details):*

As a result of changes to access to information and services *(please specify and give details):*

Other *(please specify and give details):*

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2014-15 reporting period? *(tick one box only)*

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not Applicable

Please provide any details and examples:

All staff in the Department's Equality Unit have Section 75 duties and the Equality Scheme integrated within their job descriptions.

5 Were the Section 75 statutory duties integrated within performance plans during the 2014-15 reporting period? *(tick one box only)*

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

All staff in the Department's Equality Unit and in the Social Housing Reform Programme have reference to Section 75 duties and the Equality Scheme within their personal performance agreements.

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6 In the 2014-15 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business/operational business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2014-15 report
- Not applicable

Please provide any details and examples:

DSD's 14/15 Business Plan contains the following:-

In conducting our business, we are committed to complying fully with our statutory obligations under Section 75 of the Northern Ireland Act 1998. With this in mind we will screen all of our policies for equality and good relations impacts and conduct full equality impact assessments when appropriate. We will also implement our Equality Scheme and Disability Action Plan.

Equality Action Plans

7 Within the 2014-15 reporting period, please indicate the **number** of:

Actions completed:	5	Actions ongoing:	12	Actions to commence:	None
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Please provide any details and examples *(in addition to question 2)*:

All of above detailed in Section 75 Action Plan attached.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2014-15 reporting period *(points not identified in an appended plan)*:

None

9 In reviewing progress on the equality action plan/action measures during the 2014-15 reporting period, the following have been identified: *(tick all that apply)*

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way
- Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

- All the time Sometimes Never

The Department publishes details of forthcoming consultations on the Department’s website. Business areas then consider how best to target those for whom the issue is of particular relevance and consults accordingly.

11 Please provide any **details and examples of good practice** in consultation during the 2014-15 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

Social Housing Rent policy

Detailed pre-consultation activity was carried out with a range of stakeholder groups to help inform the Social Housing Rent policy proposals. Since this policy has the potential to increase rents in the social sector steps were taken to ensure the robustness and integrity of the EQIA

- Price Waterhouse Coopers provided support to collect all available Section 75 data; and
- the draft EQIA underwent review by an independent equality expert to provide assurance to the Department that the equality assessment is adequate.

The Social Housing Reform Programme ran two consultations, the first “A Tenant Participation Strategy for Northern Ireland; 2015 – 2020” which ran from 15 January to 8 April 2015 and the second “Proposals for a new Regulatory Framework for Social Housing Providers in Northern Ireland” which ran from 12 March to 10 June 2015. Both of these were screened out. However, due to the nature of the first, the Department adopted a specific approach to target tenants. Housing Associations were asked to promote the consultation on their websites and to encourage tenants to attend the consultation events and respond to the consultation. A number of additional consultation events were

organised and groups representing disabled tenants and the homeless attended along with a range of other tenant support organisations.

National Citizens Service NI Programme

In Autumn 2014, 400+ young people (15 -17 yrs) participated in this self awareness programme, an annual event. The programme was successfully delivered and has resulted in the graduation of 942 young people since Autumn 2012.

Our programme partners engaged with young people through existing and bespoke linkages with schools, youth clubs and other engagement techniques for e.g. Outreach.

Each programme is subject to programme evaluation. The evaluation highlights programme successes and failures and provides feedback for development of future programmes

Belfast Streets Ahead Phase 3

The Department has been working with Inclusive Mobility and Transport Advisory Committee (IMTAC) to identify infrastructure hazards in the Belfast Streets Ahead Phase 3 project area (such as the absence of dropped kerbs, where these are considered necessary/appropriate, permanent clutter on the pavement such as street furniture, the absence of tactile paving at junctions and crossings, etc).

Hazards identified have been documented to include a clear description of the hazard, its location, possible impact and a recommended solution. The issues identified will assist the Design Team to finalise design proposals for the Belfast Streets Ahead Phase 3 project study area.

In February 2015, hazards were identified by means of walking the project area and identifying the obstructions that impact adversely on pedestrian movement.

Supporting People Programme

In June 2014 the Department commenced a review of the Supporting People Programme which provides housing support services to enable vulnerable clients live independently within the community. As part of its evidence gathering, the Department held three events in November 2014 to seek the views of the wider Supporting People Sector – organisations who deliver supporting people services or represent vulnerable clients in the elderly, physical disability, mental health or homelessness sectors.

One of the providers, Barnardo's Leaving Care After Care Service requested further engagement to allow users of its services to have some direct input into the review. A meeting took place in January 2015 between staff from the Department's Supported Housing Branch, staff members from Barnardo's Leaving Care After Care service and four young people who have used the service. The young people were able to provide valuable evidential input to the Supporting People Review by sharing their views and experiences.

Following completion of the evidence phase the Department has committed to a short pause in the Review to share the emerging findings with the wider Supporting People

sector before recommendations are developed. This is likely to be in May/June 2015.

12 In the 2014-15 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- X Face to face meetings
- X Focus groups
- X Written documents with the opportunity to comment in writing
- X Questionnaires
- X Information/notification by email with an opportunity to opt in/out of the consultation

Internet discussions

X Telephone consultations

X Other *(please specify)*:

For the Tenant Participation Strategy and new Regulatory Framework consultations large print versions of the consultation documents were made available. For each consultation an "Easy Read" version of the consultation document was developed and published aimed at those with reading difficulties and learning difficulties. These were made available through the Department's webpage and in hard copy. Social Media was used extensively to publicise the consultations with an audience reach of almost 1 million for the two consultation exercise.

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

This information was not collated for the reporting period. The Department will take steps to communicate the need for this type of monitoring to business areas to allow this information to be collated for future reporting purposes. It is likely that this information will be available for inclusion in the 2016 – 17 Annual Report to ECNI.

PART A

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2014-15 reporting period? *(tick one box only)*

Yes X No Not applicable

Please provide any details and examples:

14 Was the consultation list reviewed during the 2014-15 reporting period? *(tick one box only)*

X Yes No Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

[insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

[DSD Policies Screened 1 April 2014 - 31 March 2015](#)

[Consultations](#)

15 Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

40

16 Please provide the **number of assessments** that were consulted upon during 2014-15:

4	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
1	Consultations for an EQIA alone.

17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

people over the age of 65. The survey results showed that 13% of volunteers had a disability whereas 21% of the population had a disability according to the NI Census. The NI Census also showed 18.4% of the NI population were in the over 65 age bracket however the survey results showed that only 4% of volunteers were in the over 65 age category. All other Section 75 groups were well represented among the survey findings.

This information enabled the Department's Voluntary and Community Unit to work with their infrastructure partner organisations and to set targets that will focus their efforts on increasing volunteers from with these Section 75 groups.

Policy work is ongoing to increase the numbers of volunteers in these areas to address the shortfall that has emerged from the survey findings. In future service delivery, the Department can help ensure that volunteering is accessible to all, that the volunteering population is representative of the diverse nature of our society and that we have provided the focus to ensure, where possible, that any barriers to volunteering are removed.

Northern Ireland Omnibus Survey

The Northern Ireland Omnibus Survey is a face to face survey completed by the Northern Ireland Statistics and Research Agency on a regular basis in order to help government and others identify community views on a wide range of topics/issues and to help inform the decision making process.

During the 14-15 reporting year the Department's Social Security Agency included questions in the Omnibus Survey in April 2014, May 2014, September 2014 and January 2015, to gather information about Awareness and Attitudes to both Welfare Reform and the benefit system and employment.

Responses to each of the questions were analysed by age, gender, religion, disability and employment and were published on the Department for Social Developments website.

The information gathered has allowed the Department to monitor trends in relation to awareness of and attitudes to Welfare Reform and to identify groups for whom awareness of Welfare Reform related policies could be improved on.

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2014-15, and the extent to which they met the training objectives in the Equality Scheme.

The table below outlines the generic training that Departmental staff completed during the year.

Course Name	Number of staff trained 1/4/14 to 31/3/15
An Introduction to Section 75 (CAL)	15
Disability Awareness for Frontline Staff (CAL)	6
Diversity Now (CAL)	48
Diversity Now Online	6,497
DSD Corporate Induction (Face to Face)	228
DSD Online Induction	16
Equality Impact Assessment (EQIA) Workshop (CAL)	15
Evaluating Policy (CAL)	13
Introduction To Developing Policy (CAL)	23
Introduction to Human Rights (CAL)	23
Policy Making and Human Rights (CAL)	18
Public Consultation and Engagement (CAL)	26
Recruitment and Selection - Interview Standards and Legislation (CAL)	84
Autism Awareness Training to Frontline Staff	2,000

Note: A session on Equal Opportunities is included in DSD Corporate Induction training provided for staff new to the Department.

- 25** Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Participants attending CAL training courses are asked to complete a post course evaluation questionnaire. Of the participants who responded in relation to the above CAL

courses, 93% stated that the training had enabled them to meet their objectives. Of the participants who responded in relation to their pre and post course level of skills and knowledge, 77% stated that there had been an improvement as result of the training.

All staff were invited to complete mandatory refresher Diversity Now Online training during the year. To successfully complete the training staff had to pass a series of assessments. 6,497 staff successfully completed the training, demonstrating that they had achieved the necessary knowledge to achieve the stated objectives.

Public Access to Information and Services (Model Equality Scheme Chapter 6)

26 Please list **any examples** of where monitoring during 2014-15, across all functions, has resulted in action and improvement in relation **to access to information and services**:

None

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2014-15?

Insert number here:

2

Please provide any details of each complaint raised and outcome:

Medical Assessments:

A complaint was received from a customer alleging that the Department has breached its approved Equality Scheme by failing to recognise the processes for arranging medical assessments as a policy. The Department has responded to the complaint.

Accessibility of Information:

A complaint was received alleging that the Department was not complying with its approved Equality Scheme in relation to providing information in alternative formats. The Department has responded to the complaint.

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

In light of the Executive's decision to reduce the number of Departments, an Equality Scheme will need to be developed for the new Department for Communities of which DSD will be a part.

PART A

- 29** Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

The Department will concentrate on addressing data gaps and the collection of monitoring information.

- 30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2015-16) reporting period? *(please tick any that apply) –*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

8

Fully achieved

Partially achieved

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

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

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
Local	Disabled people included as members of Belfast City Centre Key Stakeholder Working Group for Belfast Streets Ahead Phase 3 Project which offers opportunities for disabled people to contribute to the new inclusive designs for the streetscape in Belfast City Centre	We measure our contribution by continually reviewing the makeup of the Belfast City Centre Key Stakeholder Working Group for Belfast Streets Ahead Phase 3 Project and invite disabled people to attend discussions on design workshops	We have included disabled people in a street audit which was carried out to inform decision making on the design development (e.g. kerb heights, obstacles, furniture locations etc)

PART B

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
Regional	Disabled people as members of the Child Maintenance Service Stakeholder Forum, through direct appointment	<p>Review membership of Forum</p> <p>Encourage members to nominate disabled people to attend/represent their organisation</p> <p>Monitor Forum membership</p>	Child Maintenance Service now screens all Child Maintenance applications to capture equality data. Following analysis of this information a review of the membership of the Stakeholder Forum will be considered.
Regional	To encourage more disabled people to apply for the NIHE Board, Charities Commission NI and the Charities Advisory Committee	<p>Reflect best practice on diversity.</p> <p>Notify disability representative groups when advertising appointments</p> <p>Monitor numbers of disabled people applying</p>	Whilst we were proactive in encouraging people with disabilities to apply for public appointments none of the applicants identified themselves as disabled.

PART B

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	The Department contributes financially to the provision of the Diversity Now training which is provided by the Centre for Applied Learning. This equality and diversity foundation course is mandatory for all new Departmental staff and includes a section on the two disability duties. Existing staff must complete the 3 year refresher course	New and existing staff trained	Increased staff awareness and understanding of diversity matters in the workplace
2	To promote positive attitudes towards disabled people in the Department	Raise front line staff awareness of people with autism	Increased Autism awareness for all front line staff

PART B

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	Promote positive attitudes towards people with disabilities throughout the Department	Departmental Human Resources including Disability Liaison Officers ensured the Department and line management met their responsibilities under DDA providing advice, guidance and support to line managers in dealing with staff with disabilities	Line management responsibilities to consider and put in place reasonable adjustments for staff with disabilities are included in Attendance Management awareness sessions delivered to managers throughout the year. Updated guidance available on the DSD Intranet site on the role of the DLO and the services provided to staff and managers
2	Promote positive attitudes towards people with disabilities throughout the Department	Equal opportunities awareness is circulated 6 monthly Raise awareness of people with autism	Dignity at work circulated and signed by all staff in the Department Autism awareness circulated to all staff in the Department
3	Ensuring that corporate documentation (both internal and external) contains positive and proportionate reference to people with a disability	Corporate documentation contains positive imagery of people with disabilities	The outcome is corporate documentation contains positive imagery of people with disabilities

PART B

2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			

PART B

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestonesiii / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				

4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1		
2		

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

Performance Indicators relating to stakeholder groups - The annual review of the stakeholder group membership

Performance Indicators relating to public appointments - The annual review of methods to encourage participation by underrepresented groups

(b) Quantitative

Performance Indicators Relating to Staff Training - The numbers of staff who have completed the relevant training

Performance Indicators relating to public appointments – The numbers of people who have applied for public appointments

PART B

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

The DAP has recently been reviewed and consulted on from March to May 2015. As a result, 2 action measures and 1 performance indicator were removed. The final Plan was published in July 2015.

In light of the Executive's Decision to reduce the number of Departments, a Disability Action plan will need to be developed for the new Department for Communities of which DSD will be a part.

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

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

ⁱⁱⁱ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

2014/15 Section 75 Action Plan - Tackling Poverty and Disadvantage

	Key Inequality / Opportunity to promote good relations	Action/measure proposed action/measure to address Inequality/promote good relations	Timescale and progress	Performance Indicator	Outcome	Monitoring
1	A lack of suitable housing for disabled people continues to create considerable hardship.	1a - Review of social housing bungalow provision and register of accessible and adapted housing	<p>The Northern Ireland Housing Executive (NIHE) was asked to develop a register of accessible accommodation to ensure that across the social housing stock we have better information on the range of housing available.</p> <p>A report on the availability of bungalow accommodation was finalised in April 2012.</p> <p>NIHE has been tasked to:</p> <ul style="list-style-type: none"> - work with Northern Ireland Federation of Housing Associations (NIFHA) and housing associations to ascertain where the current stock of wheelchair accommodation is located throughout Northern Ireland, how this maps to the hotspot areas of need and how they are tenanted. <p>Particular detail is to be given to the proportion of</p>	<p>This baseline information on what accommodation is available will help identify if there is a gap in provision that needs tackled by policy or if as early information suggests, the issue is an operational one in making sure we match the accommodation to those who need it most.</p>	<p>Evaluation at this stage is not possible.</p>	<p>Once baseline information is gathered, we will agree a monitoring and evaluation process with NIHE. However such is the scale of the issue, gathering the baseline information could take a long time to collate and analyse so it is too early for now to look at how this may be monitored.</p>

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			<p>wheelchair accommodation which is occupied by non wheelchair using tenants</p> <ul style="list-style-type: none"> - work alongside the Department to identify how the current selection and allocation processes can be improved while ensuring the need for wheelchair accommodation is met and public investment safeguarded - discuss wheelchair bungalow provision with NIFHA to find cost effective solutions. A project team has been set up to take the above points forward. <p>The Interim Accessible Housing Register, which will be utilised by NIHE and Housing Associations to provide applicants for social housing who have specific housing needs with more information on the types of adapted properties</p>			

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			<p>available within a housing area, has been launched. This solution uses current NIHE systems and will operate until such times as NIHE develops a new asset management system with an Accessible Housing Register component or a free-standing system is procured. The development of a full Accessible Housing register for social rented homes is a recommendation within the Final Report of the DSD/DHSSPS Inter-Departmental Review of Housing Adaptation Services and an action to be implemented under the Draft Action Plan 2015 – 2017, which will shortly be consulted upon</p>			
	<p>A lack of suitable housing for disabled people continues to create considerable hardship.</p>	<p>1b - The Supporting People Scheme provides housing related support to help vulnerable people to live as independently as possible in the community whether in their own homes or in hostels, sheltered housing or other specialised supported housing. The programme</p>	<p>The programme has run continuously since its introduction in April 2003 and has been further protected for the coming 15/16 year.</p>	<p>Performance Indicators are measured through the number of people supported and through an annual return of Supporting People units that are currently used.</p>	<p>The Supporting People Scheme assisted 17,000 people per year to live as independently as possible; not all of these 17,000 have a disability.</p>	<p>The Supporting People Programme is monitored formally through the DSD/NIHE oversight arrangements and informally through Bi-Monthly meetings between DSD Officials and the NIHE Supporting</p>

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		aims to help older people, people with learning difficulties, people with mental health problems, people with physical disabilities, women fleeing domestic violence, homeless people, people struggling to meet tenancy conditions, people leaving institutional care, young care leavers.			This position has remained fairly constant over recent years.	People team to assess progress and to raise any salient issues.
2	A lack of adequate housing and accommodation for travellers is central to the high level of social exclusion and poverty that they experience	2a - The Department through the NIHE will continue to pursue suitable lands for temporary/transit sites for Traveller families.	The third Comprehensive Traveller Needs Assessment was completed in January 2015. A new Traveller Accommodation Programme will be developed following analysis of the findings. In terms of future accommodation provision, the NIHE has completed a comprehensive review of all NIHE land and non-NIHE land in areas of identified accommodation need. This includes extensive advertising in the local press in all the areas	The Traveller Accommodation Programme which the Needs Assessment informs.	Evaluation at this stage is not possible.	Currently the accommodation programme is reviewed on a yearly basis in conjunction with all interested stakeholders, to reflect the changing needs and aspirations of the Traveller Community

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			where accommodation need has been identified, for expressions of interest in selling private lands for Traveller accommodation.			
3	Increase in homelessness, a lack of affordable housing and rising number of households on the waiting list and in housing stress.	3a - The Department has insisted that a target be set in the NIHE Homelessness Strategy that the year 2020 should be set as a date by which Homelessness as defined in the strategy should be eradicated.	<p>A Homelessness Strategy was published in May 2012. A Homelessness Strategy Steering group has been set up to oversee the work of the NIHE in implementing the aims of its Homelessness Strategy.</p> <p>Everywhere else in the UK and beyond where a Housing Options approach has been adopted has resulted in a significant decrease in the number of people recorded as homeless.</p> <p>A Central Interagency Homelessness Forum (CIHF) has been established by the NIHE to deliver on all Homelessness Strategy objectives with particular focus on the 5 key actions for 2014-15.</p>	<p>The need for anybody to be living on the street to be eradicated by 2020.</p> <p>Housing Options to become the first point of contact for anybody declaring themselves homeless.</p>	Evaluation at this stage is not possible.	Statistics are collected by the department on a quarterly basis in relation to homelessness. This is measured in terms of those presenting as Homeless by reason, household type and by outcome. Statistics are also collected by reason as to how many people present as homeless and are awarded priority status.

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			An implementation plan has been developed by the NIHE to outline how they intend to move forward with the implementation of the Homelessness Strategy.			
	Increase in homelessness, a lack of affordable housing and rising number of households on the waiting list and in housing stress.	3b -The Department's Housing Strategy aims to create the right conditions to grow a sustainable housing market in Northern Ireland, provide support for individuals and families and put the structures in place that will deliver for future generations.	<p>The Northern Ireland Co – Ownership Association (NICHA), the Department's main delivery partner for affordable homes, provided 1142 affordable homes in the 14/15 year. It is anticipated to provide 425 homes in the 15/16 financial year</p> <p>The Department is also piloting a new initiative to increase the supply of affordable homes: the Affordable Home Loans Fund (AHLF). The number of houses expected to be delivered under the AHLF is estimated to be around 600 housing units by the year 2020.</p>	<p>425 additional affordability homes by 31 March 2016</p> <p>600 housing units by the year 2020</p>	<p>Generally speaking, these types of homes attract mostly young men and women who are purchasing homes for the first time. The policy is therefore most likely to have a positive impact on younger men and women who are single with no dependants.</p> <p>Evaluation at this stage is not possible but it is hoped that the AHLF fund will enable Apex, Oaklee, Trinity and Clanmil (the three housing</p>	<p>The delivery of the Co- Ownership scheme is subject to close monitoring.</p> <p>The delivery of the AHLF pilot is subject to quarterly monitoring. A full Post Project Evaluation will also be carried out.</p>

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					associations involved in the AHLF pilot) to go some way in meeting the demand that co-ownership cannot support. As above it is expected that the scheme will have a positive impact on younger men and women who are single with no dependants.	
4	Housing Waiting Lists Higher proportion of singles on social housing waiting list assessed as having lower levels of need (ie less than 70 points)	4a - Although average waiting times for an allocation for a single person in housing stress (30+ points) is below the overall average, the Department, through the NIHE aims to create greater housing options provided for singles, particularly those with lower levels of assessed need.	During 2014/15, 238 one bed units were delivered meaning the 2014/15 target was achieved. It is anticipated an additional 200 units will be delivered in 2015/16 with one unit started to date.	From 2014/15 on, NIHE has an internal target of ensuring at least 200 smaller properties a year, designed for singles, are included in the annual Social Housing Development Programme. To facilitate this, DSD has developed a new 'flexible design' model.	This policy is expected to impact positively on singles. 200 units were included in the 2014/15 Social Housing Development Programme and the target for 2015/16 remains 200.	The Department, through the NIHE monitors the composition of the waiting list.

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5	Fuel Poverty Northern Ireland has the highest prevalence of fuel poverty in the UK and one of the highest in the EU affecting households regarded as being vulnerable.	<p>5a - The new Fuel Poverty Strategy sets out a number of key actions that should be taken to address fuel poverty. A primary aim of this strategy is to target available resources to those vulnerable households who are most in need of help. This will be achieved by working with partners in government and in the wider voluntary and energy sectors to:</p> <p>(1) remove energy inefficiency as a cause of fuel poverty; (2) maximise incomes through benefit uptake campaigns, a welfare hardship fund and improved employment opportunities; and (3) achieve affordable energy prices.</p>	The Department's new area based and targeted Scheme was launched in September 2014 and from 01/04/15 replaced Warm Homes as the main energy efficiency programme for vulnerable households.	To remove energy inefficiency as a contributor to fuel poverty. Affordable Warmth will find those in severe fuel poverty and offer assistance.	As the scheme has only recently launched the data is not yet available.	<p>Progress on the actions contained in the strategy is monitored through the Joint Forum on Fuel Poverty which is an amalgamation of the Inter Departmental Group on Fuel Poverty and the Fuel Poverty Advisory Group.</p> <p>Ongoing monitoring of the Affordable Warmth Scheme performance takes place.</p>

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6	A high level of segregated housing on grounds of community background with less than 10% of social housing currently integrated.	6a -The Department will continue to work with NIHE on the delivery of the Shared Communities Programme.	<p>The Ministerial Housing Thematic Sub-group has been established, and draws representatives from Government Departments, Statutory Bodies and organisations from the “third sector”, the voluntary and community sector. The Sub-group acts as a critical friend in the delivery of Shared Neighbourhoods.</p> <p>To date, one Shared Neighbourhood scheme; Ballynafoy Close, Ravenhill Road has completed and a further five schemes (Ravenhill Avenue, Belfast; Crossgar Road, Saintfield; Felden Mill, Newtownabbey; Burn Road, Cookstown; and Killard School, Newtownards) are currently under construction and are due to complete either this year or next. DSD, in conjunction with the Northern Ireland Housing Executive and the Housing Association movement, are seeking to identify further sites to take forward as shared housing schemes.</p>	The Department, in conjunction with NIHE will deliver 10 new shared neighbourhoods as outlined in the Together: Building a United Community Strategy.	Evaluation at this stage is not possible	Delivery of the 10 new shared neighbourhoods will be monitored via the DSD specific and overarching TBUC oversight mechanisms.

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			<p>DSD Housing Group is carrying out an overarching review of housing to bring forward recommendations on how to enhance shared neighbourhoods. The review is in two stages; the first stage is a review of existing evidence on shared housing that will identify key gaps in the evidence base.</p> <p>Key gaps in the evidence base will inform stage 2, which will involve engaging an external researcher to fill these gaps and offer recommendations on ways in which the framework for furthering shared housing can be improved. DSD Housing Group will prepare a business case to procure the research.</p>			
7	Specific issues exist with the complexities of the benefit system for carers of people with a disability and people who care for young children and older relatives. This is	7a - The Agency's Benefit Uptake Programme will offer a full benefit entitlement check through a variety of channels for example, Advertising, Promotion Outreach service and also through Targeted Exercises via an independent advice sector	The current Benefit Uptake Programme will run from April 2015 to March 2016	By the end of March 2015 25,000 existing customers were offered a full benefit entitlement check through an independent advice sector partner, Advice NI.	Against a target of 25,000 26,310 older people were offered a benefit entitlement check. This grouping may also have included people with a	The Programme will be monitored on an ongoing basis and a full evaluation presented in Autumn 2015. This will detail the amounts of benefit generated for each of the categories of

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	also the case for the elderly in Northern Ireland.	partner, Advice NI.			disability/health condition and caring responsibilities.	customer targeted.
		7b - Through the Benefit Uptake Programme - Innovation Fund an estimated 2,000 people will be offered a benefit entitlement check. Patients passing through the Regional Brain Injury Unit and their carers, Stroke Unit and the Royal Victoria Hospital and their carers, patients passing through the Belfast Health & Social Care Trust and their carers, families with complex needs specifically focussing on proactive outreach and older people across Mid and East Antrim. Customers also contacting Relate will be targeted.	The Innovation Fund will run from January 2014 until December 2014	By December 2014 2,000 plus people will be offered a benefit entitlement check.	Evaluation at this stage is ongoing.	The Innovation Fund will be monitored as part of the ongoing monitoring of the Agency's Benefit Uptake Programme.

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8	<p>Women are more likely to be reliant on means tested benefits, and experience greater barriers to economic independence and employment, resulting in more women working part time, in less skilled work, with poorer access to training and progression and ultimately poorer access to pensions and contributions based benefits</p>	<p>8a - Promote and encourage effective child maintenance arrangements and the financial responsibility separated parents have for their child.</p>	<p>The NI Child Maintenance Reform Programme has an overarching aim, to establish a new Child Maintenance System that delivers more money to the parent with care, mostly women and children.</p> <p>The Reform Programme delivered the new (2012) Scheme and IT system in December 2012. This will replace the existing systems and schemes by March 2018.</p> <p>In 2012 CMS carried out a survey to estimate the numbers of households with family based arrangements. This reported that around 32,700 households in NI had a Child Maintenance interest, with 30.5% of those responding indicating that they had only a private arrangement in place, which equates to around 10,000 households. The fieldwork for the follow up survey has been completed but the findings have not yet been published.</p>	<p>An increase in the % of separated parents with effective child maintenance arrangements in place.</p>	<p>Effective child maintenance arrangements (coupled with the fact that benefits are no longer reduced as a result of child maintenance payments) will increase the money available to low income families.</p> <p>In 2014/15, last year's best ever results were surpassed, collecting a record £27.4m for over 21,000 children across Northern Ireland. The Department reduced our non-paying cases by 36% and the outstanding debt fell by nearly £10million.</p>	<p>Levels of compliance (percentage of cases that should be paying that are) and amount of maintenance paid are routinely monitored in year through CMS Management Information systems. The levels of family based arrangements are assessed via a population survey every two years. Additional processes are being developed with Departmental statisticians to monitor levels of family based arrangements in year.</p>

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		<p>8b - The Department provides funding through the Voluntary and Community Unit to Support for Women, a joint programme between the Department for Social Development and Department of Agriculture and Rural Development geared to maximise the contribution of women in disadvantaged/rural areas in contributing to their communities.</p>	<p>This funding programme, in operation from October 2013 is expected to continue up until March 2016. Its aim is to ensure that women living in disadvantage in both Urban and Rural areas have access to the important support they require to enable them to tackle disadvantage and fulfil their potential in overcoming the barriers that give rise to their marginalisation, experience of poverty and exclusion. A review of these support arrangements is planned to inform arrangements going forward from 2016.</p>	<p>Performance indicators established by way of key delivery targets included in Contracts for Funding and which are linked to each of the following five functional areas for women in disadvantaged and rural areas:</p> <p>Advocacy and Leadership: Take the views of women and issues affecting their everyday lives and represent them to government, statutory agencies and representative bodies.</p> <p>Influencing Policy: Advise women of ongoing policies which have an impact on them, seek their views on proposals and collate findings through a formal consultation response</p>	<p>Organisations serving the needs of women living in disadvantaged areas and rural areas, have access to the specialist support they require to function effectively and efficiently</p> <p>The Voluntary and Community Sector, including women's organisations, is supported in making a valued and effective contribution to policy development across Government specific to women living and working in disadvantaged areas and rural areas;</p>	<p>Project monitoring arrangements, to include regular progress reports, formal project visits and project evaluation. This programme has recently been evaluated as part of a review of the Regional Infrastructure Support Programme. The evaluation report will be formally published by September 2015.</p>

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				<p>to assist influencing policy on behalf of women.</p> <p>Research for Women: Take on board the needs of women through conducting appropriate new research and presenting findings to appropriate bodies.</p> <p>Service Support for Women: Provide information and advice, promoting good practice, shaping funding bids, providing networking opportunities and support for women specific issues.</p> <p>Engagement for Women: To engage with women to identify on an ongoing basis their specific regional support needs, engage with neighbourhood</p>	<p>There is increased participation and improved community development/engagement amongst women from all disadvantaged communities and in rural areas; and</p> <p>There are improved working relationships, better collaboration and more effective partnerships, pertaining to the specific interests and needs of women from disadvantaged areas and rural women's needs, across the VCS and Government.</p>	

	Key Inequality / Opportunity to promote good relations	Action/measure proposed action/measure to address Inequality/promote good relations	Timescale and progress	Performance Indicator	Outcome	Monitoring
				renewal partnerships, local councils and other regional partners.		
	Women are more likely to be reliant on means tested benefits, and experience greater barriers to economic independence and employment, resulting in more women working part time, in less skilled work, with poorer access to training and progression and ultimately poorer access to pensions and contributions based benefits	8c - The Department provides funding to the Women's Centre's Childcare Fund which is utilised to provide 88,000 two hour childcare places annually: geared to support parents in the margins of employment in getting back into employment through participation in training.	This is an annual emergency funding package. 2015/16 is the final year of the Women's Centres Childcare Fund in anticipation of OFMdFM bringing forward their Childcare Strategy. Targets were exceeded for 2014/15 with 99,048 places provided, 94,938 of which were filled.	The programme is geared to secure the delivery of 88,000 two hour childcare places provided.	88,000 two hour childcare places for 14/15. This target remains the same for 15/16.	Project monitoring arrangements, to include regular progress reports, formal project visits and project evaluation. A programme evaluation has recently been completed and the evaluation report will be formally published by September 2015.
9	Under representation of Section 75 Groups in Volunteering	9a - The Department provides funding to the Voluntary and Community Sector in Northern Ireland.	The volunteering strategy and action plan, Join in, Get involved: Build a Better Future was published in March 2012. A key objective of the policy is to ensure that by March 2016	Performance indicators established by way of key delivery targets included in Contracts for Funding	We are awaiting the outcome of the evaluation to inform future arrangements.	Project monitoring arrangements, to include regular progress reports, formal project visits and project

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			volunteering is open to everyone regardless of age, disability, gender, sexual orientation, race or religion or where they live.			evaluation. VCU in conjunction with the Department's Analytical Services Unit carried out a Section 75 survey of volunteers in a bid to ensure that DSD priorities were being met. An interim evaluation has been carried out and findings highlighted the Section 75 Groups that were underrepresented, older people and people with a disability.
10	Neighbourhood Renewal Strategy 'People and Place' – to reduce the social and economic inequalities which characterise the most deprived areas.	10a - The Strategy does so by making a long term commitment to communities to work together in partnership to identify and prioritise needs and coordinate interventions designed to address the underlying causes of poverty.	The Neighbourhood Renewal Strategy was launched in June 2003 and is due to end in 2015 with the relevant powers/functions being transferred to local councils. This is now anticipated to take place in 2016. There has been improvement from the baseline position on a	A reduction in the gap between Neighbourhood Renewal Areas (NRAs) and Small Pockets of Deprivation and Non – NRAs on key deprivation indicators	Improvements have taken place in relation to a number of key social and economic indicators, which have the potential to contribute to an improved quality of life for people	The Department monitors a range of statistical indicators including suicide rates, qualifications, numbers of people on Jobseeker's Allowance, Disability Living Allowance and Life Expectancy.

	Key Inequality / Opportunity to promote good relations	Action/measure proposed action/measure to address Inequality/promote good relations	Timescale and progress	Performance Indicator	Outcome	Monitoring
			number of key social and economic indicators.		in deprived neighbourhoods	
11	Areas at Risk programme focus on building social cohesion – social and economic inequalities	11a - Objectives include: <ul style="list-style-type: none"> • increased levels of economic activity • stabilised targeted areas • increase community capacity • cohesion and strengthen community infrastructure and • sustainable approach to community participation and development 	<p>The Areas at Risk Pilot Programme was launched in 2006 and was targeted at communities which sat outside most disadvantaged 10%, but were at risk of decline.</p> <p>Each targeted area receives two years funding and funding has been further extended pending transfer of the regeneration powers to the new councils from April 2016, subject to legislation.</p>	Prevention of areas descending into instability, crisis and decline.	Evaluation at this stage is not possible.	The Department has completed an evaluation of the 3 tranches of AaR included in the pilot programme and a final evaluation is due to be completed in 2016.

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12	Segregation in housing and communities reduces choice, represent inefficient housing allocations and a waste of public resources as it reduces the resources available for affordable housing and ultimately adds to polarisation between communities.	12a - Deliver at least 30 Public Realm Schemes to improve landscapes in public areas to promote private sector investment in towns and cities across Northern Ireland.	The Public Realm target was part of the Programme for Government and as such has been progressed in line with the PFG Period of Comprehensive Spending Review 2011-15.	Deliver at least 30 Public Realm Schemes.	57 Public Realm Schemes have been delivered since 2011.	Public realm schemes are monitored via Post Project Evaluations (PPEs).