



Department for  
**Communities**  
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An Roinn  
**Pobal**

Department für  
**Commonities**

**EQUALITY**

**INCLUSION**

**DfC Equality Action Plan  
2019 - 2022**

**FAIRNESS**

Economic inactivity and unemployment			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
<p>1. To invest approximately £11.5m and support approximately 3,100 people with health conditions and/or disabilities through Employability Programmes:</p> <ul style="list-style-type: none"> <li>• Employment Support (400)</li> <li>• Access to Work (900)</li> <li>• Workable (900)</li> <li>• Condition Management Programme (900)</li> </ul>	31 March 2022	<ul style="list-style-type: none"> <li>• <b>Young people</b> (18-24 year olds) have the lowest working age employment rates and the highest rates of unemployment and economic inactivity</li> <li>• <b>Men</b> may be subject to particular health problems leading to higher rates of morbidity and mortality associated with poverty</li> <li>• <b>Women</b> may experience barriers to employment and economic participation</li> <li>• <b>People with a disability</b> and/or health conditions may experience barriers of economic participation, social isolation and poverty</li> <li>• <b>People with dependents</b> or caring responsibilities may be more likely to be economically inactive and unable to access the labour market</li> <li>• <b>People from an ethnic minority background</b> may experience greater impacts associated with poverty as a result of less developed social and economic networks and poorer job security</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• People with disabilities</li> <li>• Racial group</li> <li>• People with Dependents</li> </ul>

Economic inactivity and unemployment			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
2. Through 'Local Works' agenda, we will work with 11 district councils, which presents the opportunity for central and local government to work together, to bring fresh co-ordinated responses to better matching local supply and demand issues, pooling resources and tailoring solutions to address specific issues at a local level.	31 March 2020	<ul style="list-style-type: none"> <li>• <b>Young people</b> (18-24 year olds) have the lowest working age employment rates and the highest rates of unemployment and economic inactivity</li> <li>• <b>Men</b> may be subject to particular health problems leading to higher rates of morbidity and mortality associated with poverty</li> <li>• <b>Women</b> may experience barriers to employment and economic participation.</li> <li>• <b>People with a disability</b> and/or health conditions may experience barriers of economic participation, social isolation and poverty</li> <li>• <b>People with dependents</b> or caring responsibilities may be more likely to be economically inactive and unable to access the labour market</li> <li>• <b>People from an ethnic minority background</b> may experience greater impacts associated with poverty as a result of less developed social and economic networks and poorer job security</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• People with dependents</li> <li>• Racial group</li> </ul>

Economic inactivity and unemployment			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
<p>3. To have invested approximately £6.5m to support benefit claimants, including those who have health conditions and/or disabilities towards and where appropriate, into sustained employment through the Steps 2 Success Employment Programme.</p> <ul style="list-style-type: none"> <li>• Jobseeker's Allowance 18 – 24 (1,324 participants)</li> <li>• Jobseeker's Allowance 25+ (2,276 participants)</li> <li>• Jobseeker's Allowance Early Entry (32 participants)</li> <li>• Employment and Support Allowance Work Related Activity Group (686 participants)</li> <li>• Voluntary (90 participants)</li> </ul>	31 March 2021	<ul style="list-style-type: none"> <li>• <b>Young people</b> (18-24 year olds) have the lowest working age employment rates and the highest rates of unemployment and economic inactivity</li> <li>• <b>Men</b> may be subject to particular health problems leading to higher rates of morbidity and mortality associated with poverty</li> <li>• <b>Women</b> may experience barriers to employment and economic participation</li> <li>• <b>People with a disability</b> and/or health conditions may experience barriers of economic participation, social isolation and poverty</li> <li>• <b>People with dependents</b> or caring responsibilities may be more likely to be economically inactive and unable to access the labour market</li> <li>• <b>People from an ethnic minority background</b> may experience greater impacts associated with poverty as a result of less developed social and economic networks and poorer job security</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• People with disabilities</li> <li>• Racial group</li> <li>• People with dependants</li> </ul>

Economic inactivity and unemployment			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
4. To provide accredited British Sign Language (BSL) courses to Deaf young people and children of deaf adults to provide the necessary qualifications for potential pathway to employment as BSL tutors.	31 March 2021	<ul style="list-style-type: none"> <li>• <b>Young people</b> (18-24 year olds) have the lowest working age employment rates and the highest rates of unemployment and economic inactivity</li> <li>• <b>People with a disability</b> and/or health conditions may experience barriers of economic participation, social isolation and poverty</li> <li>• <b>Older people</b> may experience social isolation and income poverty</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> </ul>

Poverty and Disadvantage			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
5. To roll out the Social Supermarket model across Northern Ireland to deliver a sustainable, holistic approach to tackling food insecurity.	31 March 2022	<ul style="list-style-type: none"> <li>• <b>Children</b> are more likely to be living in poverty</li> <li>• <b>People with a disability</b> and/or health conditions may experience barriers of economic participation, social isolation and poverty</li> <li>• <b>Older people</b> may experience social isolation and income poverty</li> <li>• <b>People from an ethnic minority background</b> may experience greater impacts associated with poverty as a result of less developed social and economic networks and poorer job security</li> <li>• <b>People with dependents</b> are more likely to experience high levels of poverty</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• People with disabilities</li> <li>• Race</li> </ul>

Poverty and Disadvantage			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
6. By 31 March 2021 to provide approximately £6bn of assistance through a suite of social security benefits to individuals and families in our society that require financial support.	31 March 2021	<ul style="list-style-type: none"> <li>• <b>Men</b> may be subject to particular health problems leading to higher rates of morbidity and mortality associated with poverty</li> <li>• <b>People with a disability</b> and/or health conditions may experience barriers of economic participation, social isolation and poverty</li> <li>• <b>Older people</b> may experience social isolation and income poverty</li> <li>• High levels of poverty are more likely to be experienced by <b>people with disabilities, people with dependents</b> and <b>older people</b></li> </ul>	<ul style="list-style-type: none"> <li>• People with disabilities</li> <li>• People with dependents</li> <li>• Gender</li> </ul>

Poverty and Disadvantage			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
7. Make the Call Wraparound to connect with 30,000 customers to ensure they are receiving the benefits and support to which they are entitled.	31 March 2021	<ul style="list-style-type: none"> <li><b>Older people</b> may experience social isolation and income poverty</li> <li>High levels of poverty are more likely to be experienced by <b>people with disabilities, people with dependents</b> and <b>older people</b></li> </ul>	<ul style="list-style-type: none"> <li>Age</li> <li>Dependents</li> <li>People with a disability</li> </ul>
Poverty and Disadvantage			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
8. To deliver a Child Maintenance Service to: <ul style="list-style-type: none"> <li>Ensure 9 out of 10 parents are paying their child maintenance</li> <li>To have at least 85% of applications proceeding to payments within 12 weeks.</li> <li>To achieve monetary value of error rates less than 1% on Child Maintenance Assessments</li> </ul>	31 March 2021	<ul style="list-style-type: none"> <li><b>Children</b> are more likely to be living in poverty</li> <li><b>Women</b> may experience barriers to employment and economic participation</li> <li><b>People with dependents</b> or caring responsibilities may be more likely to be economically inactive and unable to access the labour market</li> </ul>	<ul style="list-style-type: none"> <li>Age</li> <li>People with dependents</li> <li>Gender</li> </ul>



Area Based Deprivation			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
9. Invest in 15 capital projects across 36 Neighbourhood Renewal areas to help create attractive, safe, sustainable environments in the most deprived neighbourhoods.	31 March 2021	<ul style="list-style-type: none"> <li>• <b>People with a disability</b> and/or health conditions may experience barriers of economic participation, social isolation and poverty</li> <li>• <b>Women</b> may experience barriers to employment and economic participation</li> <li>• <b>People with dependents</b> or caring responsibilities may be more likely to be economically inactive and unable to access the labour market</li> <li>• <b>People from an ethnic minority background</b> may experience greater impacts associated with poverty as a result of less developed social and economic networks and poorer job security</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Religion</li> <li>• People with disabilities</li> <li>• People with dependents</li> <li>• Race</li> <li>• Gender</li> </ul>

Area Based Deprivation			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
10. Through the People and Place strategy to invest in and support at least 300 revenue projects across 65 geographically deprived areas targeting 16% of the NI population (circa 290,000):	31 March 2021	<ul style="list-style-type: none"> <li>• People and Place comprises Area Based Interventions. The projects aim to develop confident communities and to improve on a broad range of economic and social outcomes for the residents of those areas. The composition of the areas, and the interventions supported, target groups/ cohorts that include representation from across S75 categories. It is broadly recognised that those living in areas of highest social deprivation are more likely than the rest of NI to suffer from:</li> <li>• <b>Disability</b> and/or long term health inequalities;</li> <li>• Lower level of educational and skills attainment; and</li> <li>• Higher levels of economic inactivity</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Religion</li> <li>• People with dependents</li> <li>• People with disabilities</li> <li>• Race</li> <li>• Gender</li> </ul>

Good Relations			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
11. Continue to rollout delivery of the TBUC Uniting Communities Programme into new areas across 2020-22. Uniting Communities uses sport and creativity to build good relations between young people from different community backgrounds.	31 March 2022	<ul style="list-style-type: none"> <li><b>Young people</b> (18-24 year olds) have the lowest working age employment rates and the highest rates of unemployment and economic inactivity</li> <li><b>Religion</b> is subject to geographical variation, as are patterns of deprivation</li> </ul>	<ul style="list-style-type: none"> <li>Age</li> <li>Religion</li> <li>Political opinion</li> </ul>
Good Relations			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
12. To create 10 new shared neighbourhoods developments.	30/09/2019  Draft PfG 2016-2021 period	<ul style="list-style-type: none"> <li><b>Good Relations</b> - each shared neighbourhood is supported through the development and delivery of a five-year Good Relations Plan which aims to promote good relations between the new shared neighbourhood residents and residents from surrounding communities (many of which are single-identity communities) within a five-mile radius of the new shared schemes.</li> </ul>	<ul style="list-style-type: none"> <li>Religion</li> <li>Political Opinion</li> </ul>

Good Relations			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
13. To develop 800 new social homes as shared housing 'Housing for All' throughout the period of the Draft PfG 2016-2021 (approx. 200 starts per annum). All schemes will be selected from the Social Housing Development Programme.	31 March 2021	<ul style="list-style-type: none"> <li><b>Good Relations</b> – each shared neighbourhood is supported through the development and delivery of a five-year Good Relations Plan which aims to promote good relations between the new shared neighbourhood residents and residents from surrounding communities (many of which are single-identity communities) within a five-mile radius of the new shared schemes.</li> </ul>	<ul style="list-style-type: none"> <li>Religion</li> <li>Political Opinion</li> </ul>

Sports & Arts			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
14. To deliver at least 6 percentage points increase in participation in sport and physical recreation among older people (Aged 50 and over, 2009/10: 23%).	31 March 2021	<ul style="list-style-type: none"> <li><b>Older adults (over 45)</b> lower levels of participation</li> </ul>	<ul style="list-style-type: none"> <li>Age</li> <li>Gender</li> </ul>
Sports & Arts			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
15. To deliver at least 6 percentage points increase in participation in sport and physical recreation among people with a disability (2009/10: 16%).	31 March 2021	<ul style="list-style-type: none"> <li><b>People with a disability</b> - lower levels of participation</li> </ul>	<ul style="list-style-type: none"> <li>Disability</li> </ul>
Sports & Arts			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
16. To deliver at least 6 percentage points increase in participation in women's participation rates in sport and physical recreation (2009/10: 32%).	31 March 2021	<ul style="list-style-type: none"> <li><b>Women's</b> participation in sport</li> </ul>	<ul style="list-style-type: none"> <li>Age</li> <li>Gender</li> </ul>

Sports & Arts			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
17. To continue the promotion of disability inclusion and the improvement of life experiences, health and well-being of people living with physical, sensory and learning disabilities through participation in sport and physical activities through Sport (Active Living: No Limits and Special Olympics).	31 March 2021	<ul style="list-style-type: none"> <li>The percentage of <b>people with disabilities</b> participating in sport and recreation</li> <li>More <b>disabled people</b> participating in sport and physical activity</li> <li>Improved access to a wider selection of venues and facilities covering a range of physical disabilities</li> </ul>	<ul style="list-style-type: none"> <li>Disability</li> </ul>
Sports & Arts			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
18. To improve access to arts and cultural venues across N Ireland through the delivery of the DfC Access and Inclusion Capital Programme.	31 March 2021	<ul style="list-style-type: none"> <li><b>People with a disability</b> in terms of access to sport and recreational activities and venues</li> </ul>	<ul style="list-style-type: none"> <li>Gender</li> <li>Disability</li> </ul>

Housing			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
19. To develop and publish a response to the Fundamental Review of Social Housing Allocations consultation presenting findings and next steps where possible.	31 March 2020	<ul style="list-style-type: none"> <li><b>Religious Belief</b> - On average Catholic household reference person applicants for social housing continue to experience the longest waiting times</li> </ul>	<ul style="list-style-type: none"> <li>Religion</li> <li>Political Opinion</li> </ul>
Housing			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
20. To produce an updated version of the Design Guide for Travellers Sites in Northern Ireland.	31 March 2021	<ul style="list-style-type: none"> <li><b>Racial Group</b> Access to appropriate accommodation for Irish Travellers is limited.</li> </ul>	<ul style="list-style-type: none"> <li>Race</li> </ul>

Housing			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
<p>21. To progress the Supporting People Programme to provide support to vulnerable people to live independently,</p> <ul style="list-style-type: none"> <li>overseeing the delivery of the Supporting People Programme by NIHE;</li> <li>implementing the DfC led recommendations from the Review of Supporting People</li> </ul>	31 March 2022	<ul style="list-style-type: none"> <li><b>People with a disability</b> may need extra support to live independently</li> <li><b>Older People</b> may need extra support to live independently</li> </ul>	<ul style="list-style-type: none"> <li>Age</li> <li>Disability</li> </ul>
22. To increase the number of wheelchair design standard homes built by the Housing Association sector through the Social Housing Development Programme.	By end of current draft PfG incrementally increase the number of wheelchair design standard home to equate to 10% of the Social Housing Development Programme new build general need units.	<ul style="list-style-type: none"> <li><b>People with a disability</b> - having to wait longer on the social housing waiting list to be offered a home that met their needs.</li> </ul>	<ul style="list-style-type: none"> <li>Disability</li> </ul>



Public Appointments			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
<p>23. To ensure the boards of our Arms Length Bodies reflect the rich diversity of our society by drawing members from the widest talent pools through:</p> <ul style="list-style-type: none"> <li>Guaranteed Interview Scheme for those with a disability</li> <li>Engagement with disability and women's representative groups to raise awareness</li> <li>Provide offer of reasonable support to help public appointees carry out their duties, as well as being offered support for interviews</li> <li>Provide offer of reasonable support to help public appointees carry out their duties, as well as being offered support for interviews</li> <li>Appointment of a diversity champion on each selection panel</li> <li>Implementation of a five-year cross-departmental diversity strategy for public appointments</li> </ul>	<p>31 March 2021 for all appointees in post, with equality reflected both in board membership and at chair level</p>	<ul style="list-style-type: none"> <li><b>Women, young people, people with a disability and ethnic minorities</b> are under represented</li> </ul>	<ul style="list-style-type: none"> <li>Age</li> <li>Gender</li> <li>People with a disability</li> <li>Race</li> </ul>

Community Empowerment			
Action	Timeframe/ Target	Inequalities Identified	S75 Categories affected
24. Increase the participation and influence of women in community development through delivery of the <b>Women Involved in Community Transformation</b> (WICT) programme. WICT is a 4 year programme, phase 3 commences in 19/20.	<p>31 March 2020 - 500 women will engage in WICT</p> <p>31 March 2021 - To have 75% showing improvement in locus of control, self-efficacy and well-being.</p>	<ul style="list-style-type: none"> <li><b>Women's</b> under-representation in community development and leadership roles in public decision-making</li> </ul>	<ul style="list-style-type: none"> <li>Gender</li> </ul>



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