

Equality Impact Assessment

1. Defining the aims of the policy

This *Strategic Direction (SD)* is a high-level document which sets out the main objectives of Foras na Gaeilge as an organisation and which covers the areas of life we have recognised as priorities to promote the Irish language throughout the island. It is a foundation stone of the organisation's corporate and strategic planning.

There are four main strategic objectives in the *SD* which encompass all Foras na Gaeilge work both external and internal.

- Language ability
- Language use
- Language attitudes
- Organisational governance

Foras na Gaeilge itself is responsible for implementing this *SD*, based on the resources both governments provide it. An annual budget is agreed with the two sponsoring departments, the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media in the South and the Department for Communities in the North.

As per our legislative functions, Foras na Gaeilge wish to influence as much as possible the public to promote the Irish language. This *SD* will have an impact on everyone, in light of our role as an all-island organisation responsible for promoting Irish. Among the stakeholders most important to us are the Irish language community, people that would like to increase their knowledge of Irish and people who are sympathetic or curious about the language.

Under Section 75 of the Northern Ireland Act 1998, we have a responsibility to promote equality of opportunity and good relations and it is as a result of those provisions that we undertook this Equality Impact Assessment. By doing that, we want to ensure that we influence in a more effective way other communities that are not as engaged in the Irish language, especially minority groups and others mentioned in this appendix.

The *SD* is an integral part of Foras na Gaeilge corporate planning. The organisation's main strategic objectives are set out for 5 years and it is on these that the Corporate Plan, the Business Plan and the Annual Report are based. In all those documents, an account is given of the progress of the aims and further detailed information is made available on the resources and budget to support their implementation.

Foras na Gaeilge depends on the two sponsoring departments for its annual budget, but for years that budget is not sufficient to achieve all of the organisation's objectives. Foras na Gaeilge is conducting high-level discussions on this question with the departments on an

ongoing basis to ensure that the organisation has adequate resources to achieve its objectives.

As a result of the screening process of the first draft of the *SD*, it was decided for these following reasons that there would be a need for an Equality Impact Assessment to be carried out on it:

- Promotion of equality is part of it.
- It has an impact on a large number of people.
- This is a strategic document for which a significant budget will be required to implement it.
- The consultation process of the *SD* provides an opportunity to collect further evidence on equality and make recommendations.

We followed the advice given in the document *Section 75 of the Northern Ireland Act 1998: Practical Guidance on Equality Impact Assessment* of the Equality Commission for Northern Ireland as this assessment was being carried out. A series of meetings was organised with the Commission also to discuss the approach and to clarify aspects of the process.

2. Analysis of details and research

Foras na Gaeilge used quantitative and qualitative evidence to prepare this section. We have a relationship with the Northern Ireland Statistics and Research Agency (NISRA) and as part of this assessment, census details were sought on knowledge of Irish among the equality categories. We are responsible for the main research project on the view of the public of the Irish language which is run every 10 years and part of this assessment was based on that information from the 2015 report, the latest version available.

Different questions are asked in the census about ability in Irish and various linguistic skills. For the sake of simplicity and to facilitate comparison with all the equality categories, we decided to focus on the general figure which shows some ability in Irish. This includes all people who said they had some skill in Irish (speech, writing, understanding or reading) or a mixture of these skills. In 2021, **12.4% of the public (228,600 people)** in the North said they had some ability in Irish and that is the comparison base used in this assessment.

2.1 Equality categories

2.1.1 Religious belief

Religious belief includes Protestants and Catholics and representatives of other religions, for example Hindus, Jews, Muslims etc. People without a religious belief are included as well.

2.1.2 Political opinion

Political opinion includes unionists, nationalists and members or supporters of political parties. No question is asked in the census about political opinion, but people are asked about national identity (British, Irish, Northern Irish etc.). Although there is a certain

correlation between political opinion and identity, caution is required since one is not an exact representation of the other.

2.1.3 Racial group

Racial group includes white, Irish Travellers, black Africans, Indians, Chinese etc, or people who have mixed ethnicity.

2.1.4 Age

Age cohorts must be used to get a more detailed understanding of the change in ability and use of language during a person's lifetime. For example, in light of the influence the education system has on children's ability in Irish, children of school age and older people must be distinguished. There is often a falling away in ability in people's Irish after people leave school at 18 years of age, but the ability increases again if they marry or if they enter a long-term relationship with a partner later in life. Therefore, to get a more accurate representation of age, we have decided here to adhere to the choice of '7 categories (A)' of NISRA (0-15, 16-24, 25-34, 35-44, 45-54, 55-64, 65+).

2.1.5 Marital status

This includes married people, unmarried people, people in civil partnerships, divorced or separated people and widows and widowers.

2.1.6 Sexual orientation

This includes gay people, queer people, lesbians, bisexual people and heterosexual people.

2.1.7 Gender

'Men' and 'women' are the categories NISRA report on and 'sex' are what those categories are called. As regards equality, it is better to refer to gender, which includes men, women, transgender people, intersex people etc.

2.1.8 Disability

Disability includes people with a disability as defined in *Disability Discrimination Act 1995*.

2.1.9 Dependants

Dependants includes people who have a primary responsibility for childcare, the care of a person with a disability and the care of a dependant elderly person. Only a question about people who have dependent children or not is asked in the census.

2.2 Sources of information

As regards quantitative sources, the census statistics are very valuable to give an insight into the Irish language ability of the different equality categories in comparison with the entire census. Therefore, the 2021 Northern Ireland Census is the main source on which this assessment is based. NISRA were asked to do a special tabulation which would include the correlations between the information on Irish and the different equality categories. By doing that, Foras na Gaeilge aimed to get a representation of the ability in Irish claimed by people

in the different categories. Further details will be sought from NISRA during this consultation if necessary.

As regards the qualitative sources, Foras na Gaeilge will work through our own contacts with community groups that have already been in existence for a long time and we will seek advice from the Equality Commission for Northern Ireland to recognise more appropriate groups.

2.3 Data collection

Screening was already carried out on statistics from the 2021 Northern Ireland census and a detailed examination was carried out as well of the Foras na Gaeilge research report *Attitudes towards the Irish Language on the Island of Ireland (2015)*. As part of that consultation programme, a short survey about the *SD* was put online and people were invited to complete it and/or make a submission. An analysis was carried out of academic publications as well to provide further information on the context and senior management of Foras na Gaeilge were consulted as regards the internal experience of the organisation on dealing with the public in the North for 25 years.

3. Equality assessment

Based on our broad experience of people in the North and on research we carried out for this assessment, Foras na Gaeilge recognises that there is a need for extra measures to be taken in the case of **3** of the equality categories to improve their relationship with the Irish language and through that, to promote equality of opportunity and good relations: (a) religious belief, (b) political opinion and (c) racial group. As a result of measures that we already have in place, we believe that our work does not have a harmful impact on those groups and that there is no direct or indirect discrimination involved. Nevertheless, in light of the nature of society in the North and conflicts that follow questions of language and identity, we recognise that there is need to make extra efforts to promote Irish in a considerate and careful way among those groups that feel that it has nothing to do with them. We are steadfast in our opinion that the Irish language is a positive inclusive force which belongs to all, and we wish to fulfil our duty as regards promoting the language in every part of the public and in every corner of the island.

Here below we describe the assessment carried out on each of the equality categories. Under section 4, we explain the extra mitigation measures we have stated in the *SD* which we hope will tackle that negative differentiated impact visible from our research. It is with an open mind that we undertake this assessment, and we look forward to receiving worthwhile, constructive recommendations from the target groups which will help us to implement our mission and vision.

3.1 Religious belief

Census statistics from 2021 show the following separation by religion: Catholic (42.3%), Presbyterian (16.6%), Church of Ireland (11.5%) Methodist (2.3%), other Christian religions (6.9%); other religions (1.3%). 17.4% of the population said that they had no religion, a significant increase from 2011.

The Irish language ability of Catholics is much greater than that of Protestants. 24.9% of Catholics said that they could speak Irish in comparison to 1.0% of Presbyterians, 1.3% of members of the Church of Ireland, 1.2% of Methodists and 2.5% of other Christian religions. This is so as a result of political conflicts, especially since the time of the Troubles, from when Irish was strongly associated with the Catholic population and a gap grew between it and the Protestant population. People who have another religion (7.0%), people who have no religion (6.6%) and people who didn't answer the question (11.8%) have a greater ability in Irish, but it is the difference between Catholics and Protestants which most demonstrates differentiation.

The following was written about religious matters, Irish language abilities and a view of it in the research report *Public Opinion of the Irish Language* (2015):

In Northern Ireland the frequency of speaking Irish was much higher among Catholics (25 per cent) than Protestants (2 per cent) (p. 66).

In Northern Ireland, a consistent view was recorded across all the demographic groups except in the areas of education and religion. Those who had a high level of education had a much more positive view of the language, as had people of a Catholic background (44 per cent 'strongly in favour'). Support for the language was smaller among respondents from a Protestant background (4 per cent 'strongly in favour') and there was a greater chance that they would report that they did not have a strong opinion one way or another (55 per cent) towards the language. There was only a small number of Protestants who had a negative view towards the language (9 per cent 'sort of against'; 19 per cent 'strongly against') (p. 78).

The conclusion Foras na Gaeilge draws from this information is that there is much work yet to be done to promote Irish among Protestants. We also recognise that there are

possibilities for growth to be noted in the case of the other religions and in the case of people without religion.

3.2 Political opinion

No question is asked about a person's political opinion in the census, and data from other questions cannot be used as representative variants. There is some correlation between political opinion and national identity, a variable examined in the census, but one must be careful about drawing a conclusion from these statistics since they are not the same as expressing a political opinion. Recognising this, we use census statistics on national identity in this section as well as information from opinion polls carried out in recent years.

In the 2021 census, 814,600 people or 42.8% of the population identified with the British identity only or along with other national identities. That was a fall from 48.4% in 2011. 634,600 people or 33.3% of the population identified with the Irish identity only or along with other national identities. This was a rise from 28.4% in 2011. 598,800 people (31.5%) chose the Northern Irish identity only or along with other national identities. This was a rise from 29.4% in 2011.

The percentage of people who have a British identity and who have an ability in Irish (1.3%) is much smaller than the people who have an Irish identity and who have fluent Irish (33%). The percentage of people who chose British and Northern Irish and who speak Irish is tiny (0.8%) but much greater is the percentage of people who chose Irish and Northern Irish (22.6%). There is more of a chance that people who chose the Northern Irish identity only (7%) will have knowledge of Irish, but it is the contrast between an Irish identity and a British identity which most demonstrates a differentiation.

Respondents of the *Northern Ireland Life and Times Survey* are asked (a) who they vote for and (b) which political identity they identify with. Since no question is asked about Irish in the *NILT* however, no information is available about the correlation between linguistic ability and political opinion. However, some relevant information is available from opinion polls carried out in recent years, for example:

- An opinion poll by LucidTalk in 2017 showed that the majority of DUP voters supported the party's position against a language act for Irish for which there was a

campaign underway at the time. 65.6% of DUP voters fully supported the party's position along with 49.7% of voters of other unionist parties. 90% of nationalist voters said that Sinn Féin was right to push for an Irish language act and 68% believed that Sinn Féin was right not to return to the Executive without an agreement reached on an Irish language act.¹

- An all-island opinion poll by Kantar published in the *Belfast Telegraph*, *Sunday Life*, *Irish Independent* and *Sunday Independent* in 2021 showed that 29% of the public in the North thought that Irish was important. 47% of the respondents in the North believed that Irish was not important. The opinion poll showed that most of the support came from people who had an Irish identity, from people who had a nationalist or republican background and from people who were in favour of a united Ireland. A majority of the people who did not support a united Ireland, people who had a British identity or who belonged to the unionist or loyalist communities believed that Irish was not important.²

A feature article published when the campaign for an act was underway in 2020 shows the reasons for the unionist opposition:

Political unionism for many years has had an uncomfortable relationship with Irish and its speakers. The idea of an Irish Language Act is controversial is because language is at the heart of culture and identity.

As if to underline the point, senior Orangeman Rev. Mervyn Gibson reiterated the Orange Order's opposition to a standalone act this week saying it would be unacceptable to his organisation's members.

He was quoted by the BBC as saying he was concerned an act would be used to "further the Irish identity in a way that puts it above the British identity".³

The conclusion Foras na Gaeilge draws from this information is that there is much work yet to be done to promote Irish among who have a British identity and/or who imagine themselves as unionists, compared with people who have an Irish identity and/or imagine themselves as nationalists. For the sake of simplicity, we use the Protestant/unionist/loyalist

¹ <https://www.northernslant.com/what-do-people-think-about-an-irish-language-act-results-from-lucidtalks-latest-poll/>

² <https://www.belfasttelegraph.co.uk/news/republic-of-ireland/centenary-poll-suggests-only-29-of-people-in-northern-ireland-consider-irish-language-to-be-important/40375679.html>

³ <https://www.irishtimes.com/news/ireland/irish-news/explainer-breaking-the-deadlock-over-an-irish-language-act-1.4135275>

(PUL) label in this document, although a general term like that conceals the great variety in those populations and the complex relationships between them. We also recognise that there are possibilities for growth in the results that are associated with other religions and especially among people with no religion/who did not answer the question.

3.3 Racial group

The 2021 census showed a large increase in the diversity of the population of the north between 2011 and 2021. This was connected with the variables ethnic group, principal language, country of birth and type of passport in possession of the respondent. We considered the variables ethnic group and country of birth only in this section.

On the day of the census, 65,600 people, or 3.4% of the population, said they belonged to an ethnic minority group, twice the percentage in 2011. As regards country of birth which gives us an insight into patterns of inward migration, in 2021 256,900 people, or 13.5% of the population, were born outside of the North. 124,300 people or 6.5% of the population were born outside of the United Kingdom and Ireland.

According to census data from 2021, knowledge of Irish is stronger among white people (12.7%), higher than many other ethnic groups: Indians (3.6%), Chinese (3.9%), Philippines (5.1%), Pakistanis (4.6%), Arabs (3.6%), other Asians (5.3%), black Africans (6.5%) and other black people (8.8%). 8.1% of people who have a mixed ethnicity and 14.7% of people who have other ethnicities speak Irish. There is no significant difference between the average figure and the results in respect of Travellers (12.8%) or Roma (13.3%). Although these last results especially look exceptional, it has to be considered that these percentages are based on very small populations.

As regards countries of birth outside of Ireland and the United Kingdom, knowledge of Irish is much weaker than the average figure for the most part: EU countries (7.1%); non-EU countries (5%); Africa (4.4%); the Middle East and Asia (4.4%); North and South America and the Caribbean (10.4%).

The conclusion Foras na Gaeilge draws from this information is that there is much work yet to be done to promote Irish among people of other ethnic backgrounds other than white and among immigrants who were born outside of Ireland and the United Kingdom.

3.4 Age

The 2021 census shows that the population of the north is reducing. There was a greater increase in the number of people above 65 than in the number of children 0-14. This has implications for all aspects of societal planning, including linguistic matters.

As regards the Irish language, there is not a significant difference between the average figure and the ability in Irish in different age cohorts, rather than that the youngest band is the strongest and the eldest band is the weakest, as would be expected in light of the role of the education system: (0-15: 15.6%; 25-34: 14.5%; 35-44: 14.3%; 45-54: 12.5%; 55-64: 11.8%; 65+: 9.1%). The differences in the South are more significant as per the age cohorts.

An insight into the speaking of Irish among different age cohorts is given in the research *Attitudes Towards the Irish Language on the Island of Ireland* (2015):

More Irish was spoken by people in the 35-54 age group (15 per cent) rather than those in the 18-34 age group (13 per cent) or 55+ (9 per cent) Along the same lines as the results in the Republic of Ireland, the respondents who had a high level of education were the most often to speak Irish (p. 66).

The conclusion Foras na Gaeilge draws from this information is that it is unlikely that the policy will have a negative differentiating impact on people according to age cohort. We recognise, however, that there will be significant differences based on religion or national identity and we will carry out further research on these during this consultation.

3.5 Marital status

According to the 2021 census there were 693,000 adults (46%) married or in a civil partnership. There were 577,000 single adults (38%). The statistics show that there has been a fall in the percentages of married people and an increase in the number of single or divorced/widowed people in the last 50 years, along the same lines as a similar change in Britain during the same period.

There is no significant difference between the census data as regards the information on Irish and people who have different marriage statuses (single people: 14.4%; married people: 12.1%; people in civil partnerships: 13.7%; separated people: 13.4%; divorced people: 9.7%; widows and widowers: 8.7%).

The conclusion Foras na Gaeilge draws from this information is that it is unlikely that this policy will have a negative differential impact on people as regards marital status.

3.6 Sexual orientation

In the 2021 census, 31,600 people or 2.1% of the population said that they identified with a lesbian, gay, bisexual, or other sexual orientation. There was nearly twice that percentage in Belfast. 1.36 million or 90% of the public said that they were heterosexual.

Of the people that said that they had a sexual orientation other than heterosexual, 5,641 of them or 17.8% reported that they had knowledge of Irish, well above the average figure.

The conclusion Foras na Gaeilge draws from this information is that it is unlikely that this policy will have a negative differential impact on people as regards sexual orientation.

3.7 Gender

NISRA only uses the categories 'men' and 'women' in regard to this question. There were 967,000 females and 936,100 males in Northern Ireland on the day of the census in 2021. For every 100 females there were 96.8 males.

There is not a significant difference between the average figure for Irish language ability and the percentage of women who speak Irish (12.6%) nor the percentage of men (12.3%).

The conclusion Foras na Gaeilge draws from this information is that it is unlikely that this policy will have a negative differential impact on people as regards gender.

3.8 Disability

The 2021 survey shows that 463,000 people (24.3%) had a long-term limiting health problem or disability. There is a greater chance that this would be so in the case of people over 40 years of age and especially people over 65.

There is not a significant difference between the average figure and the proportion of people who have a disability (people whose daily activity is greatly limited: 9.8%; people who are somewhat limited: 10.7%; people who are not limited: 13.2%).

The conclusion Foras na Gaeilge draws from this information is that it is unlikely that this policy will have a negative impact as regards disability.

3.9 Dependants

Only one question is asked about this theme in the census. It concerns dependent children in families and not the care of adults.

Based on the census data, there is not a significant difference between the average figure as regards Irish language ability and the percentage of people who do not have dependent children (11.7%) and the percentage of people who have dependent children (13.4%).

The conclusion Foras na Gaeilge draws from this information is that it is unlikely that this policy will have a negative impact on people as regards dependants.

4. Measures to mitigate a negative impact and alternative measures to promote equality of opportunity

The questions on p. 30 of the *Practical Guidance on Equality Impact Assessment* were included when we were making a decision on the various ways to tackle the negative impact on different groups and/or measures that would improve equality of opportunity for those groups. Consideration was also given to the need for particular measures to ensure that the policy is effective for those groups.

There is much work to be done by Foras na Gaeilge on an ongoing basis to mitigate a differentiating impact in the categories that we have recognised as priorities. In this section

we describe the measures that are in place already and the extra measures we intend to develop during the lifetime of this *SD*. As regards governance of the organisation, Foras na Gaeilge, in partnership with the Ulster-Scots Agency, is engaged in a review of the *Language Body Equality Scheme*. In 2024, the whole staff of Foras na Gaeilge were given awareness training on equality, which includes employees in the Belfast office, and this will be intensified in the future.

4.1 Religious belief

Foras na Gaeilge has significant measures in place already to tackle the differentiation between the Irish language ability of the Protestant community and the Catholic community:

- As part of our duty to promote good relations between people of different religions, Foras na Gaeilge has been providing significant funding for a couple of years for East Belfast Mission and Naíscoil na Seolta, two pioneering Irish language projects that cater to the PUL community in east Belfast.
- We provide funding for groups that are very active in providing classes and activities aimed at the PUL community.
- There are broadcasters from the PUL community to be heard on Raidió Fáilte in Belfast, a station we give significant funding to, and which groups of learners from the PUL community visit often.

This support above will be continued during the period of this *Strategic Direction* and deeper links will be fostered with the PUL community through a significant new measure:

- Foras na Gaeilge has made a change to the management structure to ensure that the links with the PUL community are strengthened further. From 2023 the Deputy Chief Executive, who is based in the Belfast office, has responsibility for that relationship. This is a high-level demonstration of the importance of this question for Foras na Gaeilge and the efforts we are making to mitigate the differentiation in Irish language ability between the two main communities.
- Foras na Gaeilge cooperates with the Ulster-Scots Agency, which is part of the Language Body. The Agency promotes the Ulster-Scots language and culture for which many in the PUL community feel an affinity. During the period of this *SD*, we will increase that cooperation and will seize opportunities to develop joint projects which will increase mutual understanding between both communities.

4.2 Political opinion

See what is written above as regards religious belief. We are carrying out the same measures to mitigate the differentiation between the Irish language ability of people who have different political opinions/different national identities.

As well as this, Foras na Gaeilge senior management are active meeting with political representatives of all the parties at different levels to find opportunities to raise awareness and investigate possible cooperation. This work will continue during the lifetime of this *SD*.

4.3 Racial group

Foras na Gaeilge has significant measures in place already to tackle the differentiation between the Irish language ability in connection with race and/or immigrants:

- Foras na Gaeilge supports the Céad Míle Fáilte (hundred thousand welcomes) project which aims to help people who have arrived in Ireland from different countries to learn Irish. During the lifetime of this *SD*, Foras na Gaeilge will seek to add to the resources available to support Irish language groups in the community to better cater for immigrants and other minority groups.
- In the review of the teaching of Irish to adults recommended in this *SD*, we will ensure that learners who do not have an Irish background will be particularly catered for, so that more people will have easier access to the language. We will ensure as well that syllabus and learning resources will be adapted to diversity among learners.
- Based on good practice in other countries, Foras na Gaeilge will develop awareness campaigns in the media which will show immigrants who have learned Irish.
- We will continue with our policy of supporting diversity on social media accounts under our care, by ensuring that racial diversity is shown and that cultural events in connection with minority communities in Ireland are supported.
- In our schemes we will ask applicants to show how they will support the promotion of equality between races in the work that Foras na Gaeilge funds and those answers will be considered as applications are assessed.

4.4 Age

We are not recommending a mitigation measure in respect of this. Foras na Gaeilge is taking measures already to identify different age cohorts:

- We will continue with our policy to support diversity in the social media accounts that are under our care, by ensuring that difference in age is shown on them.
- In our schemes we will ask applicants to show how they will support the promotion of age equality in the work that Foras na Gaeilge funds and those answers will be considered as applications are assessed.

4.5 Marital status

We are not recommending a mitigation measure in respect of this.

4.6 Sexual orientation

We are not recommending an extra mitigation measure in respect of this. Foras na Gaeilge already has measures in place to promote equality in respect of sexual orientation:

- In 2022, the Terminology Committee advised the editors of the second edition of the *Foclóir Aiteach* (queer dictionary) which was published that year. The Committee approved nearly 60 new terms to be used in that edition. Ongoing work is being done in this area to develop appropriate terms in partnership with a representative group from the LGBTQ+ community.
- We will continue with our policy of supporting diversity on social media accounts under our care, by ensuring that diversity in respect of sexual orientation is shown in material we publish and cultural events of the LGBTQ+ community will be supported.
- In our schemes we will ask applicants to show how they will support the promotion of equality in respect of sexual orientation in the work that Foras na Gaeilge funds and those answers will be considered as applications are assessed.

4.7 Gender

We are not recommending an extra mitigation measure in respect of gender matters. Foras na Gaeilge is taking measures already in this area:

- The lexicography staff are very mindful of equality when sample sentences are being devised. In the editorial handbook, it is recommended to be mindful of usage and of the frequency of pronouns *he, she, they* etc. and to be careful about stereotyping.
- We will continue with our policy to support diversity in social media accounts that are under our care, by ensuring that difference in gender is shown in images we publish.
- In our schemes we will ask applicants to show how they will support the promotion of gender diversity in the work that Foras na Gaeilge funds and those answers will be considered as applications are considered.

4.8 Disability

We are not recommending any mitigation measures in respect of people with disability. Foras na Gaeilge is taking measures already in this area:

- We will continue with our policy to support diversity in social media accounts that are under our care, by ensuring that people with disabilities are shown in material that is published.
- In our schemes we will ask applicants to show how they will support the promotion of equality in respect of disability in the work that Foras na Gaeilge funds and those answers will be considered as applications are assessed.

We will strengthen our work in respect of disability during the lifetime of this *SD* by developing an Action Plan on Disability in accordance with the duties that will be set out in our reviewed Equality Scheme.

4.9 Dependants

We are not recommending any mitigation measures in respect of people who have or do not have dependants. Foras na Gaeilge is taking measures already in this area:

- We will continue with our policy to support diversity in social media accounts that are under our care, by ensuring that diversity in respect of dependents is shown in material that is published.
- In our schemes we will ask applicants to show how they will support the promotion of equality in respect of people who have or do not have dependents in the work that Foras na Gaeilge funds and those answers will be considered as applications are assessed.

5. Consultation

As part of this consultation process, the public in general have an opportunity to express opinions about the *SD*. People are invited to complete a short survey and/or present us with a submission. We will issue a press release about the process, and carry out publicity in the media and social media.

Foras na Gaeilge recognises, however, that there is a need for extra measures to ensure that the equality measures stated in this assessment are achieved and that we have a responsibility to ensure that effective communication is carried out with them as part of the consultations. To that end, we intend to take measures such as the following, depending on feedback during the consultation and on resources being available:

- Representative organisations will be informed that they can complete the survey and/or make a submission.
- Face to face meetings will be organised with representative organisations to get a better understanding of their wishes in respect of the *SD*.
- Advertisements in media/social media will be aimed at the equality categories.
- We will make the *TS* available in various accessible formats.
- We will ensure that we carry out effective communication about the *SD* with young people and people with disabilities.