



Equality Screening Template

Policy on the use of Social Clauses in Council Contracts

Belfast City Council - Equality Screening Template

The Council has a statutory duty to screen all policies. Please note a policy can be written or unwritten, formal or informal. This includes our strategies, plans, policies, legislative developments; and new ways of working such as – the introduction, change or end of an existing service, grant funding arrangement or facility. Please note a policy can be written or unwritten, formal or informal.

This screening template is designed to help departments consider the likely equality impacts of their proposed decisions on different groups of customers, service users, staff and visitors.

Before carrying out an equality screening exercise it is important that you have received the necessary training. To find out about the training contact – gilmartins@belfastcity.gov.uk or dennisl@belfastcity.gov.uk.

The accompanying [Screening Guidance](#) note provides straightforward advice on how to carry out equality screening exercises. Detailed information about the Section 75 equality duties¹ and what they mean in practice is available on the Equality Commission's website.

The screening template has 4 sections to complete. These are:

Section A - asks you to provide details about the policy / decision that is being screened.

Section B - has 4 key questions that require you to outline the likely impacts on equality groups, and all supporting evidence.

Section C - has 4 key questions in relation to obligations under the Disability Discrimination Order

Section D - is the formal record of the screening decision.

¹ ECNI 'Section 75 of the NI Act 1998: A Guide for Public Authorities' April 2010. www.equalityni.org

Section A

Details about the policy / decision to be screened

Title of policy / decision to be screened:-

Policy on the use of Social Clauses in Council Contracts

Brief description of policy / decision to be screened:-

(Explain - Is this a new, revised or existing policy? Are there financial / legislative / procurement implications?)

The draft policy was developed in 2014 and, after consideration by the Strategic Policy & Resources Committee in September, was released for public consultation on 16th December. The initial screening report was also made available to consultees; the screening report concluded that an EQIA should not be undertaken but that some changes should be made to the draft policy to clarify the desired outcomes in terms of the promotion of equality of opportunity and good relations.

Some changes to the policy were therefore made and were included in the consultation document. For example, clauses were added relating to :

- making equality clauses compulsory in all contracts that include social clauses;
- developing appropriate communications and awareness sessions for recruitment opportunities for disadvantaged and under-represented groups;
- working with the Council and DEL to make use of existing expertise and support mechanisms;
- creating work environments that are respectful and welcoming to all members of the community and so promoting good relations; and
- providing monitoring information.

At the end of the consultation period the policy was further revised to take account of the comments received. Some consultees disagreed with the findings of the

screening process and recommended that an EQIA be undertaken. In accordance with the Council's Equality Scheme (para. 4.14)² the draft policy – including the revisions made as a result of the consultation process – is now being re-screened. This re-screening report will be included in the draft policy as an appendix and the draft policy will then be submitted to the Strategic Policy & Resources Committee for approval. The re-screening report will be published on the Council's website and included in the quarterly screening outcomes report in accordance with standard practice.

Aims and objectives of the policy / decision to be screened:-

(What is the policy trying to achieve?)

The incorporation of social clauses into contracts procured by the public sector has been gathering momentum since 2010. In part this has been facilitated by a change in legislation relating to purchasing. The use of social clauses to deliver significant social and economic benefits is also a key commitment of the NI Executive's Programme for Government 2011-2015.

The Council is committed to the use of social clauses to increase the economic, social and environmental benefit of its procurement spend. This commitment is shown in the Investment Programme and Procurement Strategy. The Investment Programme commits the Council to investing over £150 million in a physical investment programme over a five year period and to ensuring that as many people as possible can avail of the opportunities that these projects will present. The introduction of social clauses into tenders is one of the actions designed to achieve this aim and was initially aimed at giving long term unemployed people opportunities to access the labour market. As the Council's approach to social clauses developed, this was expanded to include other disadvantaged and under-represented groups.

In June 2014 the Council approved a motion to address economic hardship in local communities due to unemployment and welfare changes by increasing the opportunities for real jobs and apprenticeships, especially for the long term unemployed (i.e. those unemployed for more than 12 months).

² Para. 4.14 of the Council's Equality Scheme states that "if a consultee, including the Equality Commission, raises a concern about a screening decision based on supporting evidence, we will review the screening decision."

The aims of the Social Clauses Policy have been developed to encompass all these principles and are as follows:

1. To ensure that directors, commissioners, Council officers and all those engaged in procurement activity consider the opportunity to embed social considerations in a prospective purchase at the outset of the procurement process.
2. To engage with the market and so encourage suppliers to include as much social value within contracts as possible.
3. To ensure that, wherever possible, appropriate social clauses are included in all Council contracts.
4. To ensure that every pound spent on public service provision and procuring goods, works and services reaps maximum economic, social and environmental value and benefit, ultimately resulting in an improved quality of life in Belfast and its communities.

More broadly, the policy is intended to provide a solid foundation for the inclusion of social clauses in contracts. Guidance notes will be developed for staff across the Council, particularly those involved in commissioning, to inform them of when and how to assess the suitability of, integrate (where appropriate), manage and monitor social clauses in Council contracts. The policy includes example social clauses in Appendix 2 and it is the Council's intention to carry out a review of the policy after 18 months of operation to assess the suitability and impact of the clauses used; the review will also provide an opportunity to extend the scope of example social clauses to areas of social value other than jobs.

On whom will the policy / decision impact?

Consider the internal and external impacts (both actual or potential)

- staff - there will be an impact on staff involved in procurement who will be expected to integrate, manage and monitor social clauses in Council contracts.
- service users
- other public sector organisations
- voluntary / community groups / trade unions

✓ others, please specify

The policy will directly impact on staff involved in procurement and contractors delivering contracts which include social clauses. Contractors will be expected, after award of the contract to:

- publicise opportunities available within the supply chain and participate in at least one supplier information day, specifically targeted towards small businesses, social enterprises and voluntary and community organisations;
- develop an Employment Plan showing how they will provide opportunities for the long term unemployed/economically inactive, apprentices, students and trainees and how they will ensure that opportunities are adequately communicated to disadvantaged and under-represented groups; contractors will be expected to liaise with the Council, DEL and organisations identified by the Council to agree the approach to the communication and promotion of employment/placement opportunities and may need to provide capacity building opportunities for disadvantaged and under-represented groups;
- undertake an Equality Assessment and develop an Equality Action Plan setting out how they will initiate/support schemes to promote equality of opportunity; this requirement will be scalable depending on the size of the contract.

Sub-contractors and suppliers may be required to participate in the implementation of the Employment Plan and the Equality Action Plan.

The outcomes of this activity will be social benefits affecting a range of people (as set out in section 6 of the policy):

- creating employment opportunities for disadvantaged and under-represented groups such as the long term unemployed (defined as those being unemployed/economically inactive for a minimum of 12 months), young people, women, people who have a disability, or from a minority ethnic background;
- providing work placements and skills development for young people;
- sustaining/creating apprenticeships;

- promoting essential skills amongst suppliers' existing workforce;
- providing paid placement opportunities for students on a University or College of Further/Higher Education course;
- delivering supply chain events to increase accessibility to supply chain opportunities for SMEs, micro-businesses and social enterprises;
- engagement with local schools/community groups to promote enterprise or careers in key sectors;
- delivering environmental improvements such as waste minimisation and/or recycling schemes, carbon reduction, CEEQUAL or BREEAM etc.;
- identifying and delivering relevant community focused projects;
- identifying and delivering other contributory social benefits that are complementary to the main contract.

Are there linkages to other Agencies/ Departments?

The policy has been developed with reference to the work already done in this area by central government departments especially CPD and DCAL. The Council has also used the work by the Construction Industry Forum (CIFNI) which is considered to be best practice. The policy has been primarily developed by external legal experts in consultation with officers from Economic Development, Policy, Procurement, and Contract Management. In particular, there has been significant input from officers who have experience of working with contractors and the local community on previous council construction contracts. These officers also represent the Council on the Belfast Social Clause Delivery Forum, which includes DEL, NIHE, CIFNI, CPD, Strategic Investment Board (SIB), business representative organisations, community organisations, and training organisations/representatives.

Section B

1. Outline consultation process achieved or planned

(a) Initial consultation

When the draft policy was initially developed, the Council discussed the principles with the NI Social Clause Delivery Forum; this is a body chaired by DEL which meets on a quarterly basis and includes a wide range of public bodies. Officers also considered the experience gained from the Council's main social clause projects to date, the Titanic Signature Project and Girdwood, and the issues were discussed internally through the Policy Officers Group.

The draft policy was presented to the Council's Equality Consultative Forum at an early stage to gain a better understanding of any equality implications.

In addition, the Council's draft Procurement Strategy, which outlined plans to introduce social clauses, was the subject of extensive public consultation in 2014.

(b) Formal consultation

After consideration by the Strategic Policy & Resources Committee in September 2014, the draft policy was released for public consultation on 16th December; the initial screening report was also made available to consultees. Seven written responses were received from:

- Include Youth Equality Commission for Northern Ireland
- Social Enterprise NI
- Participation and the Practice of Rights (PPR) on behalf of Right to Work: Right to Welfare
- South Belfast Partnership Group
- Construction Employers Federation
- Strategic Investment Board

A further three responses were received after the deadline:

- Quarry Products Association NI
- West Belfast Partnership Board
- Department of Employment and Learning (DEL)

The main comments relating to the screening report and equality issues are summarised below, together with notes on the changes to the draft policy that have been made as a result.

- One respondent suggested that job opportunities need to be adequately communicated to disadvantaged and under-represented groups so that they are positively encouraged to apply. Clauses have already been included to achieve this and were strengthened as a result of the initial screening process.
- One respondent provided detailed information to show that care leavers were at a particularly high risk of being unemployed and not in education or training compared to the already higher level for young people more generally. It was suggested that this group could be identified within the target groups (in section 6 of the policy) and clauses amended to direct recruitment/ apprenticeship opportunities through appropriate agencies. The Council considers that the most practical approach to highlighting opportunities for this group is to add a specialised agency (or agencies) to the list that contractors are expected to use when they promote job vacancies and clause B of Appendix 2 of the draft policy has been amended accordingly.
- One respondent felt there would be a greater opportunity if suppliers could be encouraged to promote opportunities as early as possible in the procurement process and to participate in the specification design. This comment was passed on the Council's Procurement and Contract units.
- One respondent suggested that contracts should comply with the equal pay for work of equal value and promote gender equality and that they should address discrimination on other grounds such as age, disability, race, religion and sexual orientation. Clauses have already been added to address these issues as a result of the initial screening process.
- One respondent said that the screening document, as the equality assessment of the policy under consideration, should provide more detail of the Council's consideration of the policy aims and their relevance to the statutory equality and good relations duties. For example, the screening document should assist in the Council's second aim of engaging with the

market, through presenting any assessment of or information on barriers to supplier participation on equality grounds. These points will be considered below as part of the re-screening process.

- One respondent highlighted language (for example “suffer” and “victims”) used in the initial equality screening report and suggested that this could be made more positive. This point has been noted and will be reflected in this re-screening report.
- Two respondents suggested that the policy be subject to a full equality impact assessment (EQIA). The first suggested that the initial screening process should have considered the evidence relating to care leavers that shows that they are a group with a higher than normal need with regard to employment and training. The second provided examples of datasets for the long term unemployed and the economically inactive. Both respondents believed that the Council’s screening process was flawed as it did not consider available relevant data. These points have been taken into account below as part of the re-screening process.

2. Available evidence

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy? Set out all evidence below to help inform your screening assessment. Please note: It is important to record information gathered from a variety of sources such as:

- *Monitoring information*
- *Complaints*
- *Research /surveys*
- *Consultation exercise and other public authorities*

Data sources

As outlined in the initial screening report, the use of social clauses is a fairly new activity and no specific evidence exists in relation to the impact of social clauses on people in different equality categories. The data analysis below focuses on the limited information that is available in relation to some of the people likely to be affected by the policy, i.e. the long term unemployed/economically inactive, apprentices, students and trainees. Although social clauses will affect a much wider range of people (as set out above), it is likely that, in the early stages, the focus will be on clauses which specifically provide job and placement opportunities for these groups and that the majority of the appropriate contracts will relate to investment in the physical environment. As the policy develops, there will potentially be opportunities to widen the scope of social requirements to include benefits in other fields and to obtain more detailed data through monitoring. The Council intends that additional non-job related clauses will be introduced as experience is developed and will encourage contractors to be innovative in their approach.

Appendix 1: Baseline information on the population of the Belfast City Council area (post local government reorganisation in April 2014) and Northern Ireland as a whole is provided in Appendix 1 to this report. This data helps to identify particular groups who are under or over-represented within the categories of people likely to be affected by the policy. Employment and placements will not be restricted by place of residency but it is anticipated that the majority of those who will benefit will be from the Belfast City Council area.

Appendix 2: Information on some of people likely to be affected by the policy is set out in Appendix 2; this data relates to:

- the long term unemployed – defined as those who have been unemployed for 12 months or more;
- the long term economically inactive – defined as those who have been inactive for 12 months or more;
- young people on formally recognised paid apprenticeships – defined as an apprenticeship recognised within the DEL Apprenticeships Programme or a similar scheme;
- students on Higher or Further Education courses on paid work placements;
- Training for Success (TfS) trainees (or trainees on similar programmes) enrolled on trainee placements through DEL contracted training suppliers.

No relevant data is available on potential sub-contractors and suppliers or their workforces at this time, although the draft policy envisages the collection of monitoring information on contracts where social clauses are included which will include information on these groups, with a view to identifying any barriers to participation arising from the inclusion of social clauses in the main contract.

It is possible to source information on equality grounds relating to schools and, to some extent, community groups, but the policy requires contractors to work with local schools and groups and the definition of 'local' will need to be determined for each individual project. The Council intends that each project will be subject to equality screening and data can be sourced at that stage.

Appendices 3 and 4: As outlined above, two organisations who responded to the consultation process provided extensive data which they believed should be considered as part of the screening exercise. PPR provided detailed data on the long term unemployed and the economically inactive from 2011/12; this data is reproduced in Appendix 3 to this report. Include Youth provided data on care leavers (from DHSSPS sources) and the participant profile of their Give and Take employability programme; this data is reproduced in Appendix 4.

The findings from the data are summarised in the table below.

Section 75 category	Details of evidence / information and engagement
Religious belief	<p>(a) Long term unemployed (LTU) People from a Catholic community background represent 63.3% of the LTU compared with 48.3% of the NI population (excluding other religions and none).</p> <p>(b) Long term economically inactive No data available.</p> <p>(c) Apprentices The proportions of current apprentices from Protestant and Catholic community backgrounds generally reflect the proportions in the NI population as a whole.</p> <p>(d) Students No data available.</p> <p>(e) TfS Trainees People from a Catholic community background represent 54.9% of current trainees compared with 48.3% of the NI population (excluding other religions and none).</p>
Political opinion	No data available.
Racial group	<p>(a) Long Term Unemployed (LTU) No current data is available from LFS. Data from the 2011 Census on the unemployed as a whole aged 16-74 shows that the proportion of people from a Black, Mixed or Other ethnic background who were unemployed on Census Day was higher than the proportion within the population as a whole. The proportion of people from a White or Asian ethnic background who were unemployed was lower than the proportion within the population as a whole.</p> <p>(b) Long term economically inactive No data available.</p> <p>(c) Apprentices People of white ethnicity represent 98.8% of apprentices compared with 98.2% of the population of NI. (No breakdown of the remaining 1.2% by ethnicity is available.)</p> <p>(d) Students No data available.</p>

	<p>(e) TfS Trainees</p> <p>People of white ethnicity represent 98.5% of trainees compared with 98.2% of the population of NI. (No breakdown of the remaining 1.5% by ethnicity is available.)</p>
Age	<p>(a) Long term unemployed (LTU)</p> <p>The LFS shows that young people (16-29) represent 47.9% of the LTU compared with 30% of the working age population of NI aged 16-29.</p> <p>(b) Long term economically inactive</p> <p>According to the Employment Support Allowance statistics for the Work Related Activity Group, the age group with the highest level of claims is those aged 45-54.</p> <p>(c) Apprentices</p> <p>Just over 90% of apprentices are aged under 25.</p> <p>(d) Students</p> <p>At NI Higher Education Institutions, just under 85% of full time and 66% of part-time students are aged under 25.</p> <p>At NI Further Education Institutions, just over 70% of students are aged under 25.</p> <p>(e) TfS Trainees</p> <p>Just under 85% of trainees are aged under 18.</p>
Marital status	<p>(a) Long term unemployed (LTU)</p> <p>The LFS shows that just over 70% of the LTU are single compared with 36% of the population of NI; this is probably a reflection of the age profile.</p> <p>(b) Long term economically inactive</p> <p>No data available.</p> <p>(c) Apprentices</p> <p>Data shows that high levels of apprentices are single, which is probably a reflection of the age profile, but the data contains a high level of unknowns.</p> <p>(d) Students</p> <p>No data available.</p> <p>(e) TfS Trainees</p> <p>No data available.</p>
Sexual orientation	No data available.

<p>Men & women generally</p>	<p>(a) Long term unemployed (LTU) The LFS shows that men represent 74% of the LTU compared with 49.5% of the working age population of NI.</p> <p>(b) Long term economically inactive According to the Employment Support Allowance statistics for the Work Related Activity Group, the proportion of men and women claiming for 12 months or more generally reflects the proportions in the working age population.</p> <p>(c) Apprentices Male apprentices represent 66% of the total compared with 49.5% of the working age population of NI.</p> <p>(d) Students Of the 52,260 students enrolled at NI Higher Education Institutes in 2013/14, 57% were female and 43% were male. Females accounted for 83% of enrolments in 'subjects allied to medicine', 70% of those studying 'languages' and 70% of those studying 'education'. Males accounted for 83% of those studying 'engineering & technology', 75% of 'computer science' enrolments and 71% of 'architecture, building & planning' enrolments. In terms of part-time provision at NI Further Education Institutes, there is a fairly even gender split, while males are in the majority (57%) in full-time provision. In 2013/14, females accounted for the vast majority in 'health, public services and care' (84%) and in 'retail and commercial enterprise' enrolments (78%). Male dominated subject areas included 'construction, planning and the built environment' (97%) and 'engineering and manufacturing technologies' (93%).</p> <p>(e) TfS Trainees 68% of trainees are female compared with 50.5% of the working age population of NI.</p>
<p>Disability</p>	<p>(a) Long term unemployed (LTU) The LFS shows that 19% of the LTU are disabled people compared with 17% of the working age population of NI.</p> <p>(b) Long term economically inactive No data available.</p> <p>(c) Apprentices No data available.</p> <p>(d) Students No data available.</p>

	<p>(e) TfS Trainees</p> <p>No data available.</p>
Dependants	<p>(a) Long term unemployed (LTU)</p> <p>The LFS shows that 44% of the LTU have dependent children.</p> <p>(b) Long term economically inactive</p> <p>According to the Employment Support Allowance statistics for the Work Related Activity Group, approximately 25% of long term claimants have dependent children.</p> <p>(c) Apprentices</p> <p>The data on apprentices is unreliable because of the large number classified as 'Not Known'. However, the age range of apprentices suggests that the majority are likely to be single.</p> <p>(d) Students</p> <p>No data available.</p> <p>(e) TfS Trainees</p> <p>The data on trainees is unreliable because of the large number classified as 'Not Known'. However, the age range of trainees suggests that the majority are likely to be single.</p>

3. What is the likely impact (indicate if the policy impact is positive or negative) on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? What is the level of impact?

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
All categories	<p>The Council’s Investment Strategy creates an opportunity to deliver major benefits to all those who live and work in Belfast. The investment of over £150 million in the physical infrastructure of the city over a five year period will deliver significant positive impacts in terms of economic, social and environmental improvements.</p> <p>This policy specifically aims to improve opportunities for disadvantaged people, especially those who are long term unemployed/economically inactive. It is generally accepted that improving access to, and progression within, employment is seen in public policy as a key driver of economic and social wellbeing and presents a key route to improved social mobility and inclusion as well as a route out of poverty³. By reserving a target number of jobs and placements on projects commissioned by the Council for disadvantaged people, there will be a tangible, measurable, positive impact on people across all the equality categories.</p>	Major positive impact across all categories
Religious belief	<p>In numerical terms, it is likely that people from a Catholic community background will benefit more than those from a Protestant community background as they represent the majority of the LTU and trainees. This will assist in addressing current inequalities within the LTU. Contractors will be expected to develop an Equality Action Plan which shows how they will encourage people of different religious beliefs to apply for jobs/placements and how they will ensure that the workplace is welcoming and respectful of people of all religious beliefs.</p>	
Political	<p>No specific information is available on the likely impact on people of different political opinions. Contractors will be expected to develop an</p>	

³ Statement on Key Inequalities in Northern Ireland, ECNI 2007 (p.8)

opinion	Equality Action Plan which shows how they will encourage people of different political opinions to apply for jobs/placements and how they will ensure that the workplace is welcoming and respectful of people of all political opinions.	
Racial group	No specific information is available on the ethnicity of the LTU. However, Census data on the unemployed as a whole aged 16-74 shows that the proportion of people from a Black, Mixed or Other ethnic background who were unemployed on Census Day was higher than the proportion within the population as a whole. Contractors will be expected to develop an Equality Action Plan which shows how they will encourage people from black and minority ethnic (BME) groups to apply for jobs/placements and how they will ensure that people in these groups can access information in appropriate formats.	
Age	Clearly young people will benefit the most from the provision of apprenticeships and placements. The provision of jobs for the LTU will also assist young people, and the inclusion of the long term economically inactive will assist older people, particularly the 45-54 age range. Contractors will be expected to develop an Equality Action Plan which shows how they will encourage people from all age groups to apply for jobs/placements and how they will ensure that communication with these groups is directed through appropriate channels.	
Marital status	Data shows that the majority of the LTU are single. Contractors will be expected to develop an Equality Action Plan which shows how they will encourage people of different marital status to apply for jobs/placements.	
Sexual orientation	No specific information is available on the likely impact on people of different sexual orientations. Nevertheless contractors will be expected to develop an Equality Action Plan which shows how they will encourage people of different sexual orientations to apply for jobs/placements and how they will ensure that the workplace is welcoming and respectful of people of all sexual orientations.	
Men and women	In numerical terms it is likely that men will benefit more than women as they represent the majority	

generally	of the LTU, apprentices and students. In particular, men tend to dominate the disciplines within which jobs, apprenticeships and placements are likely to be offered, given that a large number of the contracts will relate to physical infrastructure projects. However, this will assist in addressing gender inequalities within the LTU, where men are substantially over-represented. Contractors will be expected to develop an Equality Action Plan which shows how they will encourage both men and women to apply for jobs/placements and how they will ensure that the workplace is welcoming and respectful of both men and women.	
Disability	The LFS that 19% of the LTU are disabled people. Contractors will be expected to develop an Equality Action Plan which shows how they will encourage disabled people to apply for jobs/placements and how they will ensure that reasonable adjustments can be made to ensure that disabled people are able to undertake the type of jobs/placements on offer.	
Dependants	The LFS data shows that people with dependent children represent quite a high proportion of the LTU (44%). People in this category often have difficulty balancing home and work life; in particular, research shows that single parents have a higher exit rate from employment than people in any other category ⁴ . Contractors will be expected to develop an Equality Action Plan which shows how they will encourage people with dependants to apply for jobs/placements and how they will ensure sufficient flexibility to allow these people to balance their work and caring responsibilities.	

⁴ Lone Parents Cycling Between Work and Benefits, Department of Work and Pensions, 2004

4.Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

Section 75 category	If Yes, provide details	If No, provide reasons
<p>All categories</p>	<p>The first draft of the policy was aimed at creating employment opportunities for the long term unemployed. As a result of the initial screening, this aim was extended to include all disadvantaged and under-represented groups, such as the long term unemployed/economically inactive, young people, women, disabled people and those from minority ethnic backgrounds.</p> <p>Contractors will be expected, after winning a contract containing social clauses, to develop an Employment Plan setting out their plans, procedures and programme for providing opportunities for the long term unemployed/ economically inactive, apprentices, students and trainees. In particular this will show how the contractor will ensure employment and placement opportunities are adequately communicated to disadvantaged and under-represented groups so that they are positively encouraged to apply. The Council will provide guidance to contractors on these issues and ensure that contractors are put in contact with organisations that specialise in reaching disadvantaged groups. This will provide opportunities to better promote equality of opportunity and tackle some of the existing inequalities across Section 75 equality grounds.</p> <p>In addition, contractors will be expected to undertake an Equality Assessment and provide an Equality Action Plan setting out how they will address inequalities. The detail of this action plan will be scalable depending on the size of the contract and based on advice from Council staff. This will provide a platform for contractors to demonstrate how they will promote opportunities for disadvantaged and under-represented groups. The Equality Assessment will consider industry specific inequalities as well as those within the working population as a whole. For example,</p>	

	<p>contractors involved in construction projects might incorporate into their Equality Action Plan the actions promoted by the Construction Industry Training Board to encourage more women to apply for construction related jobs. This will provide further opportunities to better promote equality of opportunity and address current inequalities, especially as contractors will be encouraged to be innovative in their approach.</p> <p>The Council will provide guidance to contractors on all issues relating to the promotion of equality of opportunity and will ensure that comprehensive monitoring systems are put in place. The Council intends to review the policy after 18 months of operation and the review will provide an opportunity to update the situation with respect to disadvantaged groups. The Council will also carry out a screening exercise for each major project and this process will help to identify and measure current inequalities within the general working population, within the specific industry/industries concerned and within the area local to the project.</p>	
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5. To what extent is the policy likely to impact (positive or negatively) on good relations between people of different religious belief, political opinion or racial group? What is the level of impact?

Good relations category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	Belfast is still a divided city and there may be sensitivities in relation to the employment of people from a particular community background in a specific geographical location. Contractors will be required to ensure that the worksite is welcoming to all (i.e. free from flags and emblems) and that events such as information days and recruitment activities are conducted in neutral or shared spaces wherever possible. Contractors will be provided with extensive guidance on the Council’s approach to promoting good relations.	Minor
Political opinion	As above.	Minor
Racial group	The issues in relation to religious belief and political opinion are also pertinent to ensuring that people from black and minority ethnic backgrounds and migrants are encouraged to apply for jobs and placements and that they are provided with appropriate information to enable them to do so.	Minor

6. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes, provide details	If No, provide reasons
Religious belief	Building relationships across communities is central to the Council’s approach to good relations and contractors will be expected to agree an approach with the Council which ensures that the project is conducted in a manner that is respectful and welcoming to members of all communities. Contractors will be encouraged to be innovative in terms of the actions included in their Equality Action	

	Plan to promote good relations.	
Political opinion	As above.	
Racial group	As above.	

7. Multiple Identities

Provide details of data on the impact of the policy on people with multiple identities.

Specify relevant Section 75 categories concerned.

In their response to the consultation, Include Youth provided evidence relating to the severe challenges faced by young people in finding employment, especially those who are care leavers (see Appendix 4). They pointed out that care leavers have multiple identities that cut across a number of Section 75 grounds and suggested that they should be specifically named as a target group within the policy.

The Council appreciates that there are sub-groups within each equality category who may be particularly disadvantaged, but the data currently available with respect to the long term unemployed, apprentices, students and trainees does not allow for a comprehensive analysis. It will be important to ensure that the monitoring framework for the policy allows for the collection of detailed information on those applying for and being appointed to the jobs and placements which are the subject of the social clauses. This will allow for sub-groups to be identified and targeted in subsequent projects in terms of being encouraged to apply for the opportunities being made available. In developing the guidance for contractors, the Council will pay particular attention to equality monitoring and will, for example, consider the inclusion of a suitable question to capture information on care leavers.

In addition, the Council will ensure that appropriate organisations, such as Include Youth, are included in the list of agencies that contractors will be expected to work with in order to communicate the availability of opportunities.

Section C

Belfast City Council also has legislative obligations to meet under the [Disability Discrimination Order](#) and Questions 8-9 relate to these two areas.

Consideration of Disability Duties

8. Does this proposed policy / decision provide an opportunity for the Council to better promote positive attitudes towards disabled people?

The policy and clauses clearly identify disabled people as disadvantaged and under-represented in employment terms and require contractors to develop a suitable plan for promoting employment opportunities relating to the contract. The clauses also require the contractor to work with the Council and DEL in developing their plan. This will ensure that appropriate communications channels are used and that activities, such as recruitment events, are suitable for disabled people. The presence of disabled people within the workforce on high profile projects should help to raise awareness of the positive contribution disabled people can make and help to reduce prejudice towards disabled people within the workforce and the local community.

9. Does this proposed policy / decision provide an opportunity to actively increase the participation by disabled people in public life?

The DDO envisages that public authorities will encourage disabled people to contribute to public policy decision making and the way in which public services are delivered and to participate in political life. This involvement can be at various levels including community, regional and national.

At this stage the policy does not specifically promote the participation of disabled people in public life. However, this will be one of the issues that contractors will be expected to address within their Equality Action Plan and they will be encouraged to be innovative in their approach. For example, contractors may be able to offer disabled workers an opportunity to influence the working environment, through consultative fora and suggestion schemes. The opportunities to increase the participation by disabled people in public life will be reviewed as part of the planned review after 18 months of implementation of the policy, with a view to identifying new example social clauses.

10. Monitoring Arrangements

Section 75 places a requirement on the Council to have equality monitoring arrangements in place in order to assess the impact of policies and services etc; and to help identify barriers to fair participation and to better promote equality of opportunity.

Outline what data you will collect in the future in order to monitor the impact of this policy / decision on equality, good relations and disability duties.

1. Equality of opportunity

Monitoring is a vital part of the arrangements that the Council will make with contractors to ensure that the aims of the policy are being met. Contractors (and sub-contractors/suppliers, where appropriate) will be expected to carry out monitoring of equality of opportunity to:

- ensure that the Council can fulfil its monitoring responsibilities under Section 75 as set out in its Equality Scheme;
- satisfy the Council that opportunities are being widely publicised and that a wide range of people are aware of the recruitment process.

In particular, contractors will be expected to monitor applicants, appointments and leavers across all equality grounds, taking account of those with multiple identities and sub-groups within each category that may be particularly disadvantaged; arrangements for monitoring should be included in both the Employment Plan and the Equality Action Plan.

The Council will use the monitoring information to determine whether the contractor is meeting the responsibilities outlined in the social clauses and also to identify best practice in terms of promoting equality of opportunity through social clauses. The Council will also monitor, as far as practicable, the companies/organisations who are tendering for contracts including social clauses, to identify whether there are any barriers that potential contractors, sub-contractors and suppliers face in terms of equality of opportunity.

2. Good Relations

Contractors will be expected to include actions to promote good relations within their Equality Action Plan and to report to the Council on the effectiveness of these actions. This may involve qualitative rather than quantitative measures, for example, reflecting how welcoming the working environment is to people from all communities. The Council will use the information to identify best practice in terms of promoting good relations through social clauses.

3. Disability Duties

Contractors will be expected to include actions to promote positive attitudes towards disabled people and encourage their participation in public life within their Equality Action Plan and to report to the Council on the effectiveness of these actions. The Council will use the information to identify best practice in terms of promoting the disability duties through social clauses.

Section D

Formal Record of Screening Decision

Title of Proposed Policy / Decision being screened <u>Policy on the use of Social Clauses in Council Contracts</u>

I can confirm that the proposed policy / decision has been screened for –

X	equality of opportunity and good relations
X	disabilities duties

On the basis of the answers to the screening questions, I recommend that this policy / decision is –

*place an X in the appropriate box below

<input type="checkbox"/>	* <u>Screened In</u> – Necessary to conduct a full EQIA
--------------------------	--

<input type="checkbox"/>	* <u>Screened Out</u> – No EQIA necessary (no impacts) Provide a brief note here to explain how this decision was reached:
--------------------------	--

<input checked="" type="checkbox"/>	* <u>Screened Out - Mitigating Actions</u> (minor impacts) <ul style="list-style-type: none">• Provide a brief note here to explain how this decision was reached: As a result of the initial screening and the subsequent consultation, significant changes have been made to the policy to ensure that all opportunities to promote equality of opportunity and good relations are addressed. The re-screening process has identified further issues to be considered when the guidance for Council officers and contractors is being developed. It is does not appear that an EQIA would provide any additional pertinent information at this stage. However, it will be important to screen individual projects to which social clauses are to be applied to identify key equality and good relations issues in advance and to monitor the effectiveness of all actions taken by contractors to promote equality of opportunity and good relations.
-------------------------------------	--

The Council intends to conduct a major review of the policy after 18 months of implementation and to add new example social clauses at that stage. It will be important to rescreen the policy as part of the review process, in the light of the monitoring information obtained during that period. It will also be important to consider the potential equality and good relations impacts of any widening of the scope of social clauses in the future. In each case the screening process will consider whether there is a need for a full EQIA.

- Explain what mitigating actions and / or policy changes will now be introduced:

Significant changes have already been made to the policy and this re-screening process has not identified any further need for revision. However, once the policy has been approved, the Council will develop guidance for staff and contractors, which will include guidance on maximising opportunities to promote equality of opportunity and good relations. The minor issues identified in this re-screening process will be addressed at that stage. The screening template and data appendices will also be appended to the policy/guidance to provide baseline information and to act as a reminder of the equality objectives that the policy is designed to achieve. Particular attention will be paid to the need for comprehensive monitoring to identify the equality characteristics of those who benefit from the policy on a contract by contract basis. The monitoring information will identify whether the inequalities highlighted by the screening analysis are being addressed through the application of the policy to individual contracts and will identify further examples of disadvantage and under-representation.

Formal Record of Screening Decision (cont)

Screening assessment completed by (Officer level) -

Name: Policy Arc Limited

[REDACTED] Date: 6/11/15

Department/ Job Title: Contact Officer Development Dept. Dr David Purchase

Signature:

Screening decision approved by -

Name: Donal Rogan

[REDACTED] Date: 6 November 2015

Department / Job Title: Head of Contracts, Property & Projects Department

Signature: please insert a scanned image of your signature below

Please save the final version of the completed screening form and forward to the Equality and Diversity Officer – gilmartins@belfastcity.gov.uk or dennisl@belfastcity.gov.uk . The screening form will be placed on the BCC website and a link provided to the Council's Section 75 consultees.

For more information about equality screening contact –

Stella Gilmartin / Lorraine Dennis

Equality & Diversity Officer (*job-share*)

Belfast City Council

City Hall

Belfast

BT1 5GS

Telephone: 028 90270511

gilmartins@belfastcity.gov.uk or dennisl@belfastcity.gov.uk

Appendix 1

DATA ON THE POPULATION OF BELFAST CITY (POST 2015)

TOTAL RESIDENTS: 333,871

TOTAL HOUSEHOLDS: 141,567

Religious belief (religion or religion brought up in)

	Belfast		Northern Ireland	
	No.	%	No.	%
Catholic	163,006	48.82	817,385	45.14
Protestant & other Christian (including Christian related)	141,790	42.47	875,717	48.36
Other religion	5,238	1.57	16,592	0.92
None	23,837	7.14	101,169	5.59

Ethnic group

	Belfast		Northern Ireland	
	No.	%	No.	%
White	322,813	96.69	1,778,449	98.21
Chinese	2,378	0.71	6,303	0.35
Irish Traveller	277	0.08	1,301	0.07
Indian	2,330	0.70	6,198	0.34
Pakistani	258	0.08	1,091	0.06
Bangladeshi	210	0.06	540	0.03
Other Asian	2,032	0.61	4,998	0.28
Black Caribbean	95	0.03	372	0.02
Black African	1,074	0.32	2,345	0.13
Black Other	165	0.05	899	0.05
Mixed	1,599	0.48	6,014	0.33
Other	640	0.19	2,353	0.13

Country of birth

	Belfast		Northern Ireland	
	No.	%	No.	%
Northern Ireland	294,751	88.28	1,608,853	88.84
Great Britain	13,041	3.91	82,724	4.56
Republic of Ireland	6,130	1.84	37,833	2.09
Other EU prior to 2004 expansion	2,241	0.67	9,703	0.54
Other EU after 2004 expansion	6,388	1.91	35,704	1.97
Other	11,320	3.39	36,046	1.99

Note: Eight countries joined the European Union in May 2004: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

Age

	Belfast		Northern Ireland	
	No.	%	No.	%
Under 16	64,217	19.23	379,323	20.95
16-24	50,175	15.03	227,634	12.57
25-44	57,633	28.64	498,046	27.50
45-64	75,621	22.65	442,140	24.42
65-84	41,606	12.46	232,324	12.83
85+	6,620	1.98	31,396	1.73

Working age population

	Belfast		Northern Ireland	
	No.	%	No.	%
16-17	8,976	4.05	51,440	4.40
18-24	41,199	18.61	176,194	15.09
25-29	27,865	12.58	124,099	10.63
30-44	67,767	30.60	373,947	32.02
45-59	60,601	27.37	347,850	29.79
60-64	15,020	6.78	94,290	8.07

Working age population by gender (NI only)

	Male		Female	
	No.	%	No.	%
16-17	26,284	4.55	25,156	4.27
18-24	89,505	15.48	86,689	14.70
25-29	60,795	10.51	63,304	10.74

30-44	182,900	31.63	191,047	32.41
45-59	172,629	29.85	175,221	29.72
60-64	46,180	7.99	48,110	8.16

Marital and civil partnership status

	Belfast		Northern Ireland	
	No.	%	No.	%
Single	122,200	45.32	517,393	36.14
Married	95,921	35.57	680,831	47.56
In a civil partnership	353	0.13	1,243	0.09
Separated	14,415	5.35	56,911	3.98
Divorced /civil partnership dissolved	16,642	6.17	78,074	5.45
Widowed/ surviving partner of civil partnership	20,123	7.46	97,088	6.78

Gender

	Belfast		Northern Ireland	
	No.	%	No.	%
Male	160,242	48.00	887,323	49.00
Female	173,629	52.00	923,540	51.00

Disability

	Belfast		Northern Ireland	
	No.	%	No.	%
Disability / long term health problem	78,465	23.50	374,646	20.69
No disability / long term health problem	255,406	76.50	1,436,217	79.31

Dependents

	Belfast		Northern Ireland	
	No.	%	No.	%
Households with dependent children	42,117	29.75	238,094	33.86
Lone parent households with dependent children	17,036	12.03	63,921	9.09
People providing unpaid care	40,987	12.28	213,980	11.82

Appendix 2

DATA ON PEOPLE LIKELY TO BE AFFECTED BY THE POLICY

1. Long term unemployed (LTU)

It should be noted that there are two official measures of unemployment – the Labour Force Survey (LFS) and the Claimant Count. The two series provide information on different aspects of unemployment, using different definitions and methodologies. The Claimant Count is an administrative data source derived from Jobs and Benefits Offices systems, which record the number of people claiming unemployment related benefits (principally Job Seekers Allowance). The LFS is a sample survey of around 2,800 households annually, carried out by interviewing individuals about their personal circumstances and work.

The source of the data affects the analysis, particularly in relation to the long term unemployment of young people. Over twice as many people are included in the LFS long term unemployment data than in the Claimant Count and these include far more young people. There are several differences between the two data sources but the key factor is that the following groups are not entitled to claim unemployment related benefits but could be looking for and available to start work:

- anyone whose partner works more than 24 hours per week;
- young people under 18 who are looking for work but do not take up the offer of a Youth Training place;
- anyone who has left their job voluntarily;
- people with savings of over £16000.

The policy does not indicate that the term ‘long term unemployed’ applies only to those in receipt of benefit and, indeed, the Council would not wish to restrict access to the job opportunities offered by social clauses unnecessarily; the LFS data has therefore been used as the primary source of information for this re-screening report. The LFS uses the International Labour Organisation (ILO) definition of unemployment which states that the unemployed includes those without a job who were able to start work in the two weeks following their LFS interview and had either looked for work in the four weeks prior to the interview or were waiting to start a job they had already obtained.

Unfortunately the LFS data published by DETI on the long term unemployed does not address all the Section 75 equality grounds. Up to date information is only available by age and gender; however, data on other equality grounds for 2011/12 has been supplied by PPR (see Appendix 3). In relation to ethnicity, data relating to the unemployed as a whole (including short term) has been gathered from the 2011 Census. No data is available on political opinion or sexual orientation grounds.

1.1 Age and gender

	Male	Female	Total
All ages	23,904	8,379	32,283
	74.0%	26.0%	100%

	Under 30	Over 30	All ages
Both sexes	15,420	16,775	32,195
	47.9%	52.1%	100%

Source: Labour Force Survey, DETI Apr-Jun2015

Key points:

Men represent 74% of the LTU compared with 49.5% of the working age population of NI. Young people (16-29) represent 47.9% of the LTU compared with 30% of the working age population of NI aged 16-29.

1.2 Religion of head of household

	Protestant	Catholic	Total
All LTU	11,000	19,000	30,000
	36.7%	63.3%	100%

Source: OFMDFM, 2013

Key points:

People from a Catholic community background represent 63.3% of the LTU compared with 48.3% of the NI population (excluding other religions and none).

1.3 Ethnicity

The 2011 Census provides information on the unemployed by ethnic group. The definition of unemployed refers to those who are economically active unemployed (which means that the definition is similar to that of the LFS.) The information is not available by duration of unemployment (i.e. it includes both the short term and long term unemployed) and relates solely to the situation on Census Day (27 March 2011).

		White	Asian	Black	Mixed	Other
All residents aged 16-74	No	1,292,107	14,112	2,697	2,701	1,803
	%	98.38	1.07	0.21	0.21	0.14
Unemployed aged 16-74	No	64,005	539	335	185	132
	%	98.17	0.83	0.51	0.28	0.20

Key points

The proportion of people from a Black, Mixed or Other ethnic background who were unemployed on Census Day was higher than the proportion within the population as a whole. The proportion of people from a White or Asian ethnic background who were unemployed was lower than the proportion within the population as a whole.

2. Long term economically inactive

The economically inactive are people who are neither in employment nor unemployed on the ILO measure. They include those who are looking after a home, long term sick and disabled people, students and the retired. The latest statistics from the LFS show that approximately 17% of the economically inactive would like to work.

No current data is available from the LFS on the long term economically inactive, but a range of data for 2011/12 has been supplied by PPR (see Appendix 3). This includes data on recipients of Employment and Support Allowance for the Work Related Activity Group (i.e. those for whom work is feasible in the short to medium term); this data includes details of the duration of the claim.

While the LFS does record the ethnicity and nationality of respondents (which can give an indication of racial group) when analysing economically inactive individuals in Northern Ireland the figures fall below the required threshold for usage. No information is therefore available on ethnicity as well as political opinion and sexual orientation grounds.

3. Apprentices

ApprenticeshipsNI is a programme run by the DEL which aims to provide participants with the opportunity to take part in a Level 2/Level 3 Apprenticeship where the apprentice, in paid employment from day one, works towards achieving an industry-approved Level 2/Level 3 Apprenticeship Framework. DEL publishes monitoring information on participants by equality sub-categories. The figures for April 2015 are set out below.

Equality Group	Equality Sub-Categories	Total	Level 2	Level 3		Level not assigned
				Level 2/3	Level 3 Progression	
All	All	6,636	2,938	776	2,916	6
Age	16-19	2,963	1,114	455	1,394	0
	20-24	3,032	1,363	262	1,403	4
	25+	641	461	59	119	2
Sex	Male	4,379	1,819	719	1,838	3
	Female	2,257	1,119	57	1,078	3

Background	Catholic	2,475	1,134	259	1,080	2
	Protestant	2,619	1,141	278	1,198	2
	Other	271	140	16	115	0
	Not Known	1,271	523	223	523	2
Ethnicity	White	6,515	2,878	740	2,891	6
	Non White	80	26	35	19	0
	Not Known	41	34	1	6	0
Dependants	No Dependants	2,152	1,004	248	897	3
	With Dependants	180	101	12	66	1
	Not Known	4,304	1,833	516	1,953	2
Marital Status	Single	3,114	1,424	334	1,351	5
	Married / Cohabiting	96	63	7	26	0
	Widowed/ Separated/ Divorced	25	16	4	5	0
	Not Known	3,401	1,435	431	1,534	1

Key points:

Just over 90% of apprentices are aged under 25. It is therefore to be expected that the majority will be single and have no dependents. The proportion of Catholics and Protestants is generally in line with the proportions in the population as a whole as is the proportion of white apprentices. The key differential is in terms of gender as male apprentices represent 66% of the total compared with 49.5% of the working age population of NI.

4. Students

4.1 Higher Education enrolments 2013-14, DEL data

Of the 52,260 students enrolled at NI HEIs in 2013/14, 57% were female and 43% were male. Females accounted for 83% of enrolments in 'subjects allied to medicine', 70% of those studying 'languages' and 70% of those studying 'education'. Males accounted for 83% of those studying 'engineering & technology', 75% of 'computer science' enrolments and 71% of 'architecture, building & planning' enrolments.

4.2 Further Education enrolments 2013-14, DEL data

In terms of regulated enrolments, in part-time provision there is a fairly even gender split, while males are in the majority (57%) in full-time provision. In 2013-14, females accounted for the vast majority in 'Health, Public Services and Care' (84%) and in 'Retail and Commercial Enterprise' enrolments (78%). Male dominated subject areas included 'Construction, Planning and the Built Environment' (97%) and 'Engineering and Manufacturing Technologies' (93%).

5. Trainees

In September 2007, the DEL introduced the Training for Success (TfS) programme to replace the Jobskills programme for new starts, although existing participants continued to progress within Jobskills. TfS is a programme designed for young people aged 16-17 (or under 22/24 years for those with extended eligibility entitlement) which provides training to give them the tools and skills they need to get a job. The training provides young people with relevant qualifications as well as the required personal and behavioural skills to progress into work. DEL publishes monitoring information on participants by equality sub-categories. The figures for April 2015 are set out below.

Equality Group	Equality Sub-Categories	Total	Skills for Your Life	Skills for Work Level 1	Skills for Work Level 2	Skills for Work Level 3	Option not assigned ⁽²⁾
All	All	5,516	453	1,663	3,369	0	31
Age	16	2,926	247	878	1,798	0	3
	17	2,052	143	607	1,280	0	22
	18	351	24	108	215	0	4
	Over 18	187	39	70	76	0	2
Gender	Male	1,778	278	1,094	2,341	0	25
	Female	3,738	175	569	1,028	0	6
Background	Catholic	2,468	146	761	1,547	0	14
	Protestant	2,027	187	591	1,237	0	12
	Other	253	23	70	160	0	0
	Not Known	768	97	241	425	0	5

Ethnicity	White	5,415	423	1,638	3,324		30
	Non White	84	29	22	32		1
	Not Known	17	1	3	13		0
Dependants	No Dependants	296	28	58	205	0	5
	With Dependants	13	1	3	9	0	0
	Not Known	5,207	424	1,602	3,155	0	26
Marital Status	Single	313	29	69	209	0	6
	Married / Cohabiting	2	0	0	2	0	0
	Widowed/ Separated/ Divorced	3	1	0	2	0	0
	Not Known	5,198	423	1,594	3,156	0	25

Key points:

Almost 97% of TfS trainees are under 19. It is therefore to be expected that the majority will be single and have no dependents, although the data is inconclusive because of the high level who are classified as 'Not Known'. The ethnicity statistics reflect the NI population as a whole. The main differentials are in relation to religion and gender. 55% of trainees come from a Catholic background compared with 48.3% of the NI population (although it should be noted that 14% of total trainees are classified as 'Not Known'). 68% of trainees are female compared with 50.5% of the working age population of NI.

Appendix 3

DATA SUPPLIED BY PPR

1. Long Term Unemployment (Age)

1.1 Job Seekers Allowance Claimants over 12 months by age as at August 2012

Age group	Duration of claim		
	12-23 months LTU	24-35 months LTU	36+ months LTU
18-24	17.0%	14.1%	5.1%
25-34	29.6%	24.4%	20.2%
35-44	23.5%	25.2%	26.4%
45-49	11.6%	15.2%	17.3%
50-54	9.2%	10.1%	14.5%
55-59	6.4%	8.1%	12.3%
60-64	1.8%	3.0%	4.3%
Total	100.0%	100.0%	100.0%

Source: Department of Social Development, data extracted August 2012

1.2 Labour Force Survey 2011

Age	LTU
16-24	31%
25-34	26%
35-49	25%
50-63	*
Total	100%

Source: Labour Force Survey, NISRA

* sample size too small for reliable estimate

2. Long Term Unemployment (Gender)

2.1 Job Seekers Allowance Claimants over 12 months by gender as at August 2012

Gender	Duration of claim		
	12-23 months LTU	24-35 months LTU	36+ months LTU
Female	29.2%	25.7%	15.9%
Male	70.8%	74.4%	84.1%
Total	100.0%	100.0%	100.0%

Source: Department of Social Development, data extracted August 2012

2.2 Labour Force Survey 2011

Gender	LTU
Female	*
Male	82%
Total	100%

Source: Labour Force Survey, NISRA

* sample size too small for reliable estimate

3. Long Term Unemployed (Marital status)

3.1 JSA Claimants over 12 months by marital status as at August 2012

Marital status	Duration of claim		
	12-23 months LTU	24-35 months LTU	36+ months LTU
Not known	0.3%	0.3%	0.3%
Single	68.2%	64.6%	57.1%
Married	9.8%	10.5%	18.6%
Widowed	0.9%	1.1%	1.5%
Divorced	6.4%	8.5%	7.7%
Separated	12.0%	12.2%	11.8%
Cohabiting	2.5%	2.9%	3.1%
Total	100.0%	100.0%	100.0%

Source: Department of Social Development, data extracted August 2012

3.2 Labour Force Survey 2011

Marital status	LTU
Single	72%
Married	28%
Total	100%

Source: Labour Force Survey, NISRA

4. Long Term Unemployed (Disability status)

4.1 Labour Force Survey 2011

Disability status	LTU
Disabled	19%
Not disabled	81%
Total	100%

Source: Labour Force Survey, NISRA

5. Long Term Unemployed (Dependents)

5.1 Labour Force Survey 2011

Dependents status	LTU
Parent	44%
Not a parent	56%
Total	100%

Source: Labour Force Survey, NISRA

*the analysis of 'dependents' is for parents only, aged 16-64, and is based on head or partner of the head of family only

6. Long Term Unemployed (Religious background)

6.1 Labour Force Survey 2011

Religion	LTU
Protestant	39%
Catholic	61%
Total	100%

Source: Labour Force Survey, OFMDFM

7. Economic Inactivity (Age)

7.1 Employment Support Allowance Work Related Activity Group over 12 months by age as at August 2012

Age group	Duration of claim		
	12-23 months	24-35 months	36+ months
Under 18	0.0%	0.0%	0.0%
18-24	9.7%	9.2%	5.9%
25-34	14.2%	12.7%	10.6%
35-44	24.3%	22.1%	18.9%
45-54	30.6%	32.5%	35.3%
55-59	12.2%	14.9%	16.8%
60+	8.9%	8.6%	12.4%
Total	100.0%	100.0%	100.0%

Source: Department of Social Development, data extracted August 2012

7.2 Labour Force Survey 2011

Age	Economically Inactive
16-24	8%
25-34	14%
35-44	20%
45-54	26%

55-64	27%
65 and over	5%
Total	100%

Source: Labour Force Survey, NISRA

8. Economic Inactivity (Gender)

8.1 Employment Support Allowance Work Related Activity Group over 12 months by gender as at August 2012

Gender	Duration of claim		
	12-23 months	24-35 months	36+ months
Female	50.7%	51.2%	53.7%
Male	49.3%	48.8%	46.3%
Total	100.0%	100.0%	100.0%

Source: Department of Social Development, data extracted August 2012

8.2 Labour Force Survey 2011

Gender	Economically Inactive
Female	65%
Male	35%
Total	100%

Source: Labour Force Survey, NISRA

9. Economic Inactivity (Marital status)

9.1 Labour Force Survey 2011

Marital status	Economically Inactive
Single, never married	34%
Married, living with husband/wife	47%
Married, separated from husband/wife	7%
Divorced	9%

Widowed	*
Civil Partner	*
Total	100%

Source: Labour Force Survey, NISRA

*sample size too small for reliable estimate

10. Economic Inactivity (Disability status)

10.1 Labour Force Survey 2011

Disability status	Economically Inactive
Disabled	63%
Not disabled	37%
Total	100%

Source: Labour Force Survey, NISRA

11. Economic Inactivity (Dependent status)

11.1 Employment Support Allowance Work Related Activity Group over 12 months by dependent status as at August 2012

Dependent status	Duration of claim		
	12-23 months	24-35 months	36+ months
Dependent Children	26.0%	24.1%	23.3%
No Dependent Children	74.0%	75.9%	76.7%
Total	100.0%	100.0%	100.0%

Source: Department of Social Development, data extracted August 2012

11.2 Labour Force Survey 2011

Dependants status	Economically Inactive
Parent	44%
Not a parent	56%
Total	100%

Source: Labour Force Survey, NISRA

*the analysis of 'dependants' is for parents only, aged 16-64, and is based on head or partner of the head of family only

12. Economic Inactivity (Religious background)

12.1 Labour Force Survey 2011

Religion	Economically Inactive
Protestant	56%
Catholic	44%
Total	100%

Source: Labour Force Survey, OFMDFM

Appendix 4

DATA SUPPLIED BY INLCUDE YOUTH

1. Give and Take Participant Profile

The Give and Take programme is a pre-vocational employability programme which aims to improve the employability and increase the self-esteem and confidence of vulnerable young people who are not ready to participate in mainstream training and education. It is primarily, though not exclusively, targeted at 16-21 year old care leavers. The profile of programme participants highlights the many and complex problems care leavers as a group tend to experience, all of which act as significant barriers to gaining employment.

Young parent	11%
Learning/physical disability	16%
At risk of involvement/threats from....	18%
At risk of suicide/self harm	30%
Offending background	42%
Alcohol and substance misuse	50%
Experienced abuse/neglect	54%
Unsettled accommodation	55%
Early school leaver	58%
Experience of mental/emotional health ...	61%
Economic and social deprivation	75%
Essential skills difficulties	76%
In care / care background	77%
Unemployed	100%

2. Data from NI Care Leavers Statistical Bulletin 2013-2014 (DHSSPS, January 2015)

Latest DHSSPS statistics show that:

- Just under a quarter (19%) of care leavers had been subject to a Statement of Special Educational Need (SEN) compared with 4% of the general school population
- 12% of the population of 16-18 year old care leavers have a disability compared to 6% of that age group in the general population
- Only 21% of young people from a care background obtained 5 GCSEs (grades A*-C) or higher, compared with 79% of general school leavers
- The proportion of care leavers leaving school with no qualifications was 28%, over 15 times that for the general school population
- 16% of all 19 year olds were parents, compared to 4% of all young people that age
- 23% of 16-18 year olds and 36% of 19 year olds are NEET. This compares unfavorably with 14.8% or 32,000 of all 16-24 year olds for period April-June 2014. It is worth noting that overall levels of youth unemployment in Northern Ireland have remained stubbornly high.