BELFAST AGENDA (COMMUNITY PLAN) 2017-2021

Equality Impact Assessment at a Strategic Level

Final Report
Contents

1. Background ............................................................................................................. 3
2. Overview and Executive Summary ................................................................. 8
3. Definition of the aims of the policy ................................................................. 8
4. Analysis of available data and research ..................................................... 12
   Religious belief/ Political opinion ................................................................. 14
   Racial group ................................................................................................. 16
   Age ................................................................................................................ 19
   Marital Status/Civil Partnerships ................................................................. 22
   Sexual Orientation ....................................................................................... 22
   Gender ......................................................................................................... 24
   Disability ..................................................................................................... 26
   Dependents ................................................................................................. 28
   Multiple Identities ..................................................................................... 28
5. Analysis of actual and potential impacts ................................................... 31
6. Consideration of measures ........................................................................ 38
8. Further Steps .....................................................................................................
1. **Background**

1.1 Section 75 of the Northern Ireland Act 1998 requires all public authorities, in carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity between –

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- men and women generally;
- persons with a disability and persons without; and
- persons with dependants and persons without.

1.2 In addition, without prejudice to the above obligation, public authorities must, in carrying out their functions relating to Northern Ireland, have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

1.3 The Disability Discrimination (NI) Order 2006 introduced new duties requiring all public authorities in carrying out their functions relating to Northern Ireland, to have due regard to the need to –

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life.

1.4 The Local Government Act (Northern Ireland) 2014 in setting out the duty of community planning, explicitly notes that the reference to improving the social wellbeing of a district includes promoting equality of opportunity in accordance with Section 75 of the Northern Ireland Act 1998 and, without prejudice to this, having regard to the desirability of promoting good relations.

1.5 In developing the Belfast Agenda, Belfast City Council and its community planning partners have ensured that these obligations are met to the fullest possible extent and that the promotion of equality of opportunity is at the core of the strategy. The EQIA report sets out how Belfast City Council and its partners intend to promote equality of opportunity and good relations through the implementation of the Belfast Agenda over the period 2017-2021.
1.6 The EQIA was conducted at a strategic level addressing the Belfast Agenda in a holistic way and does not include details of the equality impacts of every individual element within the community plan. The issues identified in this EQIA will act as a guide to the Community Planning partners when they are developing projects/programmes under the Belfast Agenda; but each project/programme will be subject to separate equality assessment under the Northern Ireland Act 1998 as appropriate.

1.7 It should be noted that Belfast City Council has developed a new equality action plan which was developed as the result of an audit of key inequalities in Belfast carried out in 2015. Many of the findings of the Audit of Inequalities are relevant to this EQIA. The Equality Action Plan outlines how the council will address key inequalities to create a city in which people love to live, learn, invest, work and visit. Copies of the equality action plan can be accessed on the Council’s website at: www.belfastcity.gov.uk/equality

1.8 The purpose of this EQIA is to –

- consider the potential equality and good relations impacts of the Belfast Agenda at a strategic level focusing on the key inequalities which this first community plan can help to reduce;

- provide an outline analysis of data and research on current major inequalities experienced by people in the Section 75 groups in relation to the key commitments under the Belfast Agenda.

- establish the positive equality impacts which the Belfast Agenda can make in order to provide guidance to the council and its community planning partners for the development and implementation of individual programmes and projects.

1.9 In carrying out this EQIA the Council has followed the guidance of the Equality Commission on the practical conduct of impact assessments (2005).

1.10 In line with the Council’s Equality Scheme, a 12 week consultation period applied to the consultation on the draft EQIA.

1.11 All Equality Scheme consultees were notified of the availability of the draft EQIA report and invited to comment. The report was made available on the
Council’s website and comments were also invited from any individual with an interest in the proposals. Comments were accepted in any format.

1.12 As part of the consultation on the draft Belfast Agenda itself, respondents were also directed to the EQIA survey or were encouraged to provide other final comments.
2. Overview and Executive Summary

1.1 The Local Government Act (Northern Ireland) 2014 introduced the new statutory duty of community planning which placed a requirement on local councils as the lead partner, responsible for initiating, maintaining, facilitating and participating in community planning for its district.

1.2 The council is to work with its community planning partners to identify long term objectives and actions for improving the social, economic and environmental wellbeing of its district. This is to be published as the district’s community plan.

1.3 The commitments set out in the council’s equality scheme are to be applied in the development, implementation, monitoring and reviewing of the community plan.

1.4 The Belfast Agenda is the name of Belfast’s first community plan. It is a high level framework outlining how the council and its community planning partners will work collaboratively to deliver an ambitious and inclusive vision that will create a better quality of life for all citizens in Belfast.

1.5 A wide range of partners were involved in the development of the draft Belfast Agenda over the past eighteen months. These include partners who were named in legislation (the ‘statutory community planning partners’), the Northern Ireland government departments and partners including representatives from Belfast’s universities, Belfast Met, the business community and the community and voluntary sector.

1.6 In addition to the council, Belfast has 13 statutory community planning partners. These include:

- Belfast Health and Social Care Trust
- Council for Catholic Maintained Schools
- Education Authority
- Health and Social Care Board
- Invest NI
- Libraries NI
- Northern Ireland Fire and Rescue Service
1.7 In drafting this EQIA, data and research were collated to determine the likely impact on the nine section 75 equality groups. This involved analysing a range of quantitative information including statistics on the NINIS website such as the 2011 Census, demography statistics, survey results and other data. A range of qualitative data sources was also used including research and feedback from those engaged in pre-consultation events targeted specifically at seldom-heard groups. Belfast City Council hosted a number of engagement sessions with groups representing the section 75 categories to help develop the plan. We welcome information regarding other data sources which may be relevant.

1.8 The council, along with its community planning partners, must make arrangements for monitoring the community plan and publish a public statement at least once every 2 years on its progress. The community plan must be reviewed every 4 years and amended as necessary.
3. **Definition of the aims of the policy**

3.1 The Belfast Agenda is the name of Belfast’s first community plan. The draft plan is a high level framework outlining how the council and its community planning partners will work collaboratively to deliver an ambitious and inclusive vision that will create a better quality of life for all citizens in Belfast.

3.2 This new vision for Belfast states:

> ‘Belfast will be a city re-imagined. A great place to live for everyone. It will energise and drive a successful economy where everyone can reach their potential. Beautiful, well connected and culturally vibrant, it will be a city shared and loved by its people and admired around the world. It will be a producer of and magnet for talent, investment, innovation and creativity - a compassionate place where people create value and are valued.’

3.3 To achieve this vision for the city the draft Belfast Agenda outlines five long-term outcomes or ‘conditions of wellbeing’. These aspirations were identified following the Belfast Conversation, a city-wide engagement process held in 2015. Partners have committed to work towards these outcomes:

- Everyone in Belfast benefits from a thriving and prosperous economy
- Belfast is a welcoming, safe, fair and inclusive city for all
- Everyone in Belfast fulfils their potential
- Everyone in Belfast experiences good health and wellbeing
- Belfast is a vibrant, attractive, connected and environmentally friendly city

3.4 The council and its community planning partners have identified four overarching, challenging ambitions that in being realised will ensure progress on these outcomes. By 2035:

- Our city is home to an additional 70,000 new residents.
- Our urban economy supports 50,000 more jobs.
- There will be a 50% reduction in the life expectancy gap between the most and least deprived neighbourhoods.
- Every young person leaving school has a destination that fulfils their potential.
3.5 In addition to the long term aspirations to improve the outcomes and wellbeing of citizens in Belfast, the Belfast Agenda identifies the medium-term priority areas that the council and its community planning partners believe should be the focus of collaborative efforts over the next four years (2017-2021).

3.6 Of overarching importance is the need to drive forward ‘inclusive growth’. This is not just about economic growth but about the benefits of growth to ensure that all people in Belfast have the best life chances no matter where they were born or where they live.

3.7 Four broad priority areas have been identified to deliver this inclusive growth ambition. For each priority area the Belfast Agenda:
- describes the need for each of the priority areas;
- outlines the key focus areas for work;
- identifies the ambition and stretch goals for the priority;
- highlights examples of high level workstreams that will begin to build; momentum and get us started in addressing these priorities.

3.8 The four priorities are:

i. **Growing the economy** - creating jobs and investment in the city. The council and its community planning partners will:

   - Create employment and opportunity
   - Attract investment into Belfast
   - Foster business growth in Belfast
   - Strengthen business relationships and make it easy to do business
   - Maximise the impact of the city region
   - Increase tourism spend
   - Reduce economic inequalities

ii. **Living here** - creating a great city and neighbourhood living experience. The council and its community planning partners will:

   - Improve neighbourhoods
   - Improve the city living experience
   - Improve community relations
   - Reduce life inequalities
- Enable active, healthy and empowered citizens
- Provide fit-for purpose city services
- Support and care for people who face multiple challenges
- Support our young people and older people

iii. **City development** - creating the right infrastructure and regenerating our city. The council and its community planning partners will:

- Promote and position the city to compete
- Develop the city’s infrastructure and improve connectivity locally, nationally and internationally
- Drive the physical and cultural regeneration of the city centre
- Deliver key strategic physical projects and policies
- Attract more tourists
- Protect and enhance our environment and built heritage

iv. **Working and learning** - supporting growth and connecting people to opportunities. The council and its community planning partners will:

- Address educational inequalities and increase skills attainment
- Address barriers to employment at structural and personal level
- Enhance and increase the skill levels of our residents and attract and retain even more skilled people
- Match people and skills to opportunities across Belfast
- Reduce poverty and economic inactivity

3.9 Under each of the priority areas the Belfast Agenda highlights a wide range of workstreams which will together deliver the desired outcomes. However this list of initiatives is not exhaustive and will be subject to continual review and prioritisation over the next four years by the council and its community planning partners.

3.10 The workstreams highlighted are at different stages of development; with some being initial concept ideas requiring significant development work and some already in progress. Each programme or project within these workstreams will be subject to equality screening at the appropriate time when all relevant information to conduct a full analysis is available. Where,
appropriate, further EQIAs will be carried out in relation to these individual programmes or projects.

3.11 The council and its community planning partners have agreed a set of shared values which underpin the Belfast Agenda and have influenced how it has been shaped and will be implemented:

- A focus on outcomes for people
- Partnerships for collaborative gain
- Equality and Good Relations
- Inclusiveness, care and compassion
- Sustainable development and respect for our environment
- Resilience for the future
- Innovative, people-centred design and delivery
- Decisions driven by evidence

3.12 Given the strategic focus of the draft Belfast Agenda 2017-2021, the equality impacts of individual workstreams are not specifically considered as part of this EQIA. The workstreams highlighted in the draft Belfast Agenda are at varying stages of development; with some being initial concept ideas requiring significant development work and some already in progress. Each programme or project within these workstreams will continue to be subject to equality screening in line with the council’s Equality Scheme and in accordance with the criteria set out in the guidance produced by the Equality Commission.
4. **Analysis of available data and research**

4.1 This EQIA has been carried out utilising a wide range of both quantitative and qualitative data, from sources both within and external to the Council. Key references are included as footnotes to the text. Much of the general research relates to Northern Ireland as a whole but is also pertinent to Belfast.

4.2 The analysis is presented under the headings of the nine Section 75 equality categories. However, these headings simply provide a framework; it is acknowledged that the effects of the Belfast Agenda will be different for each individual person and will not necessarily relate to a specific Section 75 characteristic.

4.3 As noted in Section 3, the Belfast Agenda identifies five long-term outcomes and four medium-term priority areas of commitment:

- Everyone in Belfast benefits from a thriving and prosperous economy
- Belfast is a welcoming, safe, fair and inclusive city for all
- Everyone in Belfast fulfils their potential
- Everyone in Belfast experiences good health and wellbeing
- Belfast is a vibrant, attractive, connected and environmentally friendly city

Priority Areas:

i. Growing the economy - creating jobs and investment in the city.
ii. Living here - creating a great city and neighbourhood living experience.
iii. City development - creating the right infrastructure and regenerating our city.
iv. Working and learning - supporting growth and connecting people to opportunities.

4.4 Recognising the strategic level of the Belfast Agenda, the analysis within this EQIA focuses on the potential impact of the Belfast Agenda across these identified outcomes and priority areas.

4.5 The council and its community planning partners believe that delivering the priorities indicated in the Belfast Agenda, through the implementation of key workstreams, is likely to have a positive impact on all Section 75 groups, both directly and indirectly by contributing to the economic, social and environmental wellbeing of the city and all its citizens. The ambition of
inclusive growth will bring the potential for increased prosperity and benefits to all residents. The council and its community planning partners believe that the Belfast Agenda will not have specific adverse impacts for any Section 75 group but should, in fact, have a positive impact and help address a number of key inequalities.

4.6 The main purpose of this EQIA is to ensure that, in identifying and taking forward the priorities under the Belfast Agenda, the council and its community planning partners give due regard to the need to promote equality of opportunity by addressing inequalities within and between Section 75 groups. It is therefore important to identify clearly the key inequalities which the Belfast Agenda has the potential to address.
Religious belief/Political opinion

4.7 In 2015, the council boundary extended as a result of local government reform and the census data shows that 49 per cent of the usual residents were from a Catholic community background compared with 42 per cent from a Protestant or other Christian related background.¹

4.8 In the last local government election held on 22 May 2014, 31.8% of first preference votes were cast for Sinn Féin (SF), 20.8% for the Democratic Unionist Party (DUP), 12.5% for the Alliance Party, 10.9% for the Social, Democratic and Labour Party (SDLP), 9.8% for the Ulster Unionist Party (UUP), 7.1% for the Progressive Unionist Party (PUP), 2.88% for Traditional Unionist Voice (TUV), 2.53% for the Green Party, and 1.69% for the People before Profit Alliance. A total of 60 councillors were elected to Belfast City Council. The table below provides an overview of the number of councillors by each political party.

<table>
<thead>
<tr>
<th>Political Party</th>
<th>Number of councillors elected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sinn Féin</td>
<td>19</td>
</tr>
<tr>
<td>Democratic Unionist Party</td>
<td>13</td>
</tr>
<tr>
<td>Alliance Party</td>
<td>8</td>
</tr>
<tr>
<td>Social Democratic and Labour Party</td>
<td>7</td>
</tr>
<tr>
<td>Ulster Unionist Party</td>
<td>7</td>
</tr>
<tr>
<td>Progressive Unionist Party</td>
<td>3</td>
</tr>
<tr>
<td>Traditional Unionist Voice</td>
<td>1</td>
</tr>
<tr>
<td>Green Party</td>
<td>1</td>
</tr>
<tr>
<td>People before Profit Alliance</td>
<td>1</td>
</tr>
</tbody>
</table>

4.9 The Department for Social Development’s “Households Below Average Income” (HBAI) reports use data collected from the Family Resources Survey in Northern Ireland. In 2013-14 the survey showed that in Northern Ireland 23% of Catholics and 20% of Protestants lived in relative poverty before housing costs. After Housing Costs those who considered themselves to be

‘no religion’ recorded the highest levels of relative poverty, at 28%, compared to 19% of Protestants and 23% of Catholics.\(^2\)

4.10 The draft Equality Commission NI report “Key Inequalities in Housing and Communities in NI” notes that “although Northern Ireland saw a decrease in residential segregation, across all sectors, between 2001 and 2011, it is still the case that segregated housing markets in Northern Ireland lead to differing experiences of waiting lists for social housing, with a particular impact upon households which have a Catholic or Other religion household reference person (HRP).”\(^3\) The same draft ECNI report also notes that significant and specific data gaps remain across a number of themes in relation to a number of equality grounds.

4.11 The Labour Force Survey religion report 2014 indicates a convergence in the unemployment rate between Protestants and Catholics at the Northern Ireland level, with the rate standing 6% and 8% respectively.\(^4\)

4.12 Taken from the 2011 Census, across Northern Ireland as a whole, the percentage of economically active people broken down by religion does not show any significant variance – 65% of both Catholics and Protestants were recorded as economically active.\(^5\)

4.13 School leaver data for Northern Ireland from the Department of Education shows that there is an attainment gap in that Catholic school leavers perform better than those from a Protestant background, despite patterns of socio-economic background running in the other direction.\(^6\)

4.14 Department of Education statistics from 2013/14 show that a higher proportion of school leavers from a Catholic background go on to higher education (45.7%) compared with those from a Protestant background (37.8%). Conversely, Protestant school leavers were more inclined to go on to further education (41.1%) in comparison with Catholic school leavers (30.3%).\(^7\)

4.15 Analysing Census information on the highest level of qualification of the Belfast population by religion shows that 60% of those from a Catholic

---

2 Households Below Average Income, , NI Statistics & Research Agency 2013/14
2 Key inequalities in Housing and Communities, Northern Ireland (Draft), Equality Commission 2016
5 Northern Ireland Peace Monitoring Report, Number Three, Paul Nolan, March 2014,
6 Destination of school leavers by gender and religion of pupil 2013/2014, Department of Education
background are skilled to Level 2 compared with 55% of those from a Protestant background.8

4.16 The most recent census information showed that 76.7% Catholics in Belfast considered themselves to be in good or very good health compared to 71.3% who identified as Protestant or other Christian.9

4.17 The PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police” shows that in 2014/15 there were 647 incidents with a sectarian motivation recorded in Belfast, an increase of 73 incidents from the previous year. The Bulletin also reports that there were 424 recorded crimes with a sectarian motivation in Belfast, an increase of 14 crimes from the previous year. This represents almost 41% of all recorded crimes with a sectarian motivation across N Ireland in 2014/15.10

4.18 Marginally fewer Protestants (32%) participated in sport than Catholic adults (35%).11

4.19 Marginally fewer Catholic adults (31%) than Protestant adults (34%) participated in arts activities. Both were less likely to participate in the arts than adults with other/no religion (51%).12

Racial group

4.20 Country of birth statistics taken from the last census in 2011, show that 6.55% of all usual residents were born outside the UK and Ireland. Almost a third of this group (2.1% of all residents) were born in Middle East & Asia.13

4.21 It is recognised that people from a minority ethnic background may have more difficulties accessing public services, particularly if English is not their first language. Census data from 2011 shows that for 4.34% of the Belfast

---

10 PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police”, 2015
11 Sport and Physical Activity Survey, Belfast LGD Report, Sport NI, 2010
12 Engagement in culture, arts and leisure by adults in Northern Ireland: analysis by section 75 groups,, DCAL, 2013/14
population (aged 3+) English was not their main language, a higher proportion than the Northern Ireland average (3.14%).

4.22 The Traveller community makes up 0.08% of the population of Belfast (267 people). Inequalities between the Traveller community and the wider population are an enduring issue:

- Research into Travellers’ education needs reveals education disadvantage with 58% of Traveller children leaving school with no qualifications. In comparison, 0.8% of all school leavers in Northern Ireland left school in 2013/14 with no formal qualifications.
- Life expectancy for Travellers is around 20% lower than average. Only 10 per cent of Travellers live to be 40 years old and only one per cent live to be over 65;
- At a Northern Ireland level, the 2011 census identified that 69% of those from an Irish Traveller ethnic background are economically inactive.

4.23 Issues and risk factors for disease and ill health are more prevalent in certain nationalities and cultures:

- Diabetes is more prevalent in Asian and black ethnic groups (12.4% and 8.4% respectively) compared to Northern Ireland population (5.4%);
- People of African-Caribbean origin have a lower prevalence of coronary heart disease compared to the white population; but a higher prevalence of and mortality from hypertension and stroke.

4.24 The recent census identified that in Northern Ireland, 79.4% of those who identified as white reported they were in good or very good health. Other ethnic communities such as Asian (90%), Black (90.4%) or Mixed (92.6%) identified significantly higher self-reporting of good or very good health. The only exception was the Irish Traveller community, only 66.3% reported they

---

17 School leavers - 2013/14 statistical bulletin, Department for Education
18 Inequalities in health and wellbeing: working together for change, Good Practice Guide 4, Promoting health and wellbeing in black and minority ethnic (BME) groups, including Travellers and migrant workers, Public Health Agency, 2010
20 Inequalities in health and wellbeing: working together for change, Good Practice Guide 4, Promoting health and wellbeing in black and minority ethnic (BME) groups, including Travellers and migrant workers, Public Health Agency
21 Inequalities in health and wellbeing: working together for change, Good Practice Guide 4, Promoting health and wellbeing in black and minority ethnic (BME) groups, including Travellers and migrant workers, Public Health Agency
were in good or very good health.22

4.25 The 2011 Census data shows that 59% of BME people aged from 16 – 74 in Northern Ireland are in employment (fulltime, part-time, self-employed), slightly higher than the 57.6% of the whole 16-74 population.

4.26 The PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police” shows that in 2014/15 there were 671 incidents with a racist motivation recorded in Belfast, an increase of 203 incidents from the previous year. This represents 49.5% of all incidents with a racist motivation recorded in N Ireland in 2014/ 15. The Bulletin also reports that there were 487 recorded crimes with a racist motivation in Belfast, an increase of 147 recorded crimes from the previous year. This represents 52.9% of all recorded crimes with a racist motivation across N Ireland in 2014/ 15.23

4.27 Draft Equality Commission research for Northern Ireland also comments on the accommodation needs of Irish Travellers, migrant workers and minority ethnic people.24

4.28 Draft Equality Commission research25 notes at the Northern Ireland level that migrant workers are often subject to tied accommodation with poor conditions and overcrowding. And that the homes of minority ethnic people and migrant groups may be vulnerable to racial attacks.

4.29 While white people are more likely than BME people to cycle for health and recreation, there are no differences between the groups in relation to walking or taking part in sport more generally.26

4.30 In the UK participation rates in a number of cultural activities were lower for those from black and minority ethnic (BME) groups than for respondents from the white group. In the 12 months prior to being interviewed, adults from BME groups compared with the white group were less likely to have: visited a heritage site (57.0% compared to 74.4%); engaged with the arts (68.0% compared to 78.2%); visited a museum or gallery (43.4% compared to 52.9%). However, adults from black and minority ethnic (BME) groups had higher rates

23 PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police”, 2015
24 Key inequalities in housing and communities, (draft) Northern Ireland, Equality Commission 2016
25 Key inequalities in housing communities,(draft) Northern Ireland, Equality Commission 2016
26 Adult participation in sport Analysis of the Taking Part Survey Helen Jones, Peter Millward (Knight, Kavanagh and Page) and Babatunde Buraimo (University Of Central Lancashire) August 2011
of library attendance then adults from the white group (45.5% compared to 33.6%).

Age

4.31 The age profile of Belfast is similar to that of the wider region. Almost one in five residents (19.23%) are aged under 16, slightly lower than the Northern Ireland average (20.95%). The working age population (aged 16-64 years) make up two-thirds (66.32%) of all Belfast residents. Older people (aged 65+) currently account for 14.44% of the Belfast population.

4.32 The NI Health Minister’s recent 10 year vision for Health & Social Care, ‘Health and Wellbeing 2026: Delivering Together’, identifies that our society is getting older: people are living longer, often with long-term health conditions, and we are having fewer children. Estimates indicate that by 2026, for the first time, there will be more over 65s than under 16s. By 2039, the population aged 65 and over will have increased by 74% compared to the position in 2014. This will mean that one in four people will be aged 65 and over. Similarly, the population aged 85 and over will increase by 157% over the same period, which will see their share of the population increase from 1.9% to 4.4%.

4.33 Much research exists which shows that participation levels in sport and physical recreation reduces significantly with age. Young People in Sport in Northern Ireland reported that 68% of Belfast P7 pupils participated in organised sport outside school. However, this figure reduces to 50% by the time pupils reach 16 years old.

4.34 The Sport and Physical Activity Survey (SAPAS) 2010 identified that 36% of Belfast adults participated in at least 30 minutes of moderate intensity sport in the last 7 days. However this figure is reduced to 18% of the population for older people (aged 50 or older). Older people are also less likely to be members of a sports club (17% compared to all adults – 24%).

---

27 Taking Part 2014/15 Quarter 1 Statistical Release (DCMS) October 2014
29 Health and Wellbeing 2026 - Delivering Together, Department of Health, 2016
30 Young People & Sport in Northern Ireland Analysis by district Council Area, Evidence from the 2015 Young Life and Times and Kids Life and Times Survey, Sport NI
31 Sport and Physical Activity Survey (SAPAS), Sport NI, 2010
4.35 Young adults aged 16-24 years were the age group more likely to participate in arts activities than all other age groups. Adults aged 16-24 were more likely to attend the arts than adults aged 65 and over. From 25-34 years to 65 years and over, the proportion of adults who attended arts events decreased significantly between each consecutive ten year age band.32

4.36 The most recent Health Survey Northern Ireland (HSNI) identified that 60% of adults were either overweight (34%) or obese (26%) and 25% of children were assessed as either overweight (16%) or obese (9%). 33

4.37 Research in Great Britain suggests that 20% of children have a mental health problem in any given year, and about 10% at any one time. The UK also came bottom of the rank for children’s wellbeing compared with North America and 18 European countries and 24th out of 29 European countries in more recent survey. 34

4.38 The DSD Households Below Average Income (HBAI) for 2013/14 reports that 23% of children in Northern Ireland were in poverty in 2013/14, approximately 101,000 children. This is an increase from 20% the previous year and represents the first increase since 2009/10.35

4.39 The HBAI for 2013/14 also reports that 21% of people of pensionable age were living in poverty in 2013/14 (approximately 63,000 people). This is an increase from 20% the previous year.35

4.40 The 2011 Census data records the economic activity of usual residents in Belfast by age (16 – 74). 8.4% of those aged 16 – 24 are registered unemployed, higher than the 5.6% of the total of those aged 16 – 74.36

4.41 The vast majority of 16 – 24 year olds are students either full-time (38%) or part-time (53%). 36 In the UK a recent survey found that 45% of full-time students reported having a part-time job, including a third of students now

---

32 Engagement in culture, arts and leisure by adults in Northern Ireland: analysis by section 75 groups, 2013/14
33 Health Survey (NI): First Results 2015/16, Department of Health, 2016
34 No health without mental health: A cross- Government mental health outcomes strategy for people of all ages, Dept of Health, 2011 referenced in Improving the Mental Health of Northern Ireland’s Children and Young People: Priorities for Research, QUB, 2011
35 Households Below Average Income (HBAI) for 2013/14, Dept for Social Development, 2015
working part-time during term. Significantly, 13% of students now hold down full-time jobs (either during term, holidays or both).37

4.42 In relation to those aged over 65 (48,226), the Census 2011 data shows that 6% are economically active. The majority (85%) are economically inactive due to retirement.36

4.43 In relation to crime, in 2015/16 there were 3,935 domestic abuse crimes recorded in Belfast. Of those, 503 (12.8%) were crimes in which the victim was under 18. Across N Ireland, there were 2,186 domestic abuse crimes where the victim is under 18, meaning that 23% of all domestic abuse crimes in N Ireland where the victim is under 18 occurred in Belfast.38

4.44 For victims under 18, the majority of crimes (89%) were victims of violence against the person offences, or victims of sexual offences. Of victims aged 65 or over, the majority of crimes (79%) were victims of theft, burglary or of criminal damage.39

4.45 In the 2014 BCC Residents Survey, 15.7% of respondents over 60 felt they were unsafe after dark in their local area. This compares to the average of all respondents, of which 10.6% felt unsafe in their local area after dark. In contrast only 3.2% respondents aged 60+ felt unsafe during the daytime in their local area.40

4.46 With reference to feeling safe in the city centre, 6.9% of respondents over 60 felt unsafe in the city centre during the day, slightly above the average for all respondents of 5.9%. When asked if they felt safe in the city centre after dark, 22.7% of respondents aged over 60 said they felt unsafe whereas the average for all respondents who felt unsafe in the city centre after dark was 18.1%.40

4.47 Equality Commission research41 notes that in general older people are more likely to have inadequate non-decent housing conditions than younger age groups.

---

37 Endsleigh’s 2014 Student Survey, NUS Services, 2014
40 Belfast City Council Residents Survey, Social Market Research, 2015
41 Key inequalities in housing, Northern Ireland, Equality Commission 2016
**Marital Status/Civil Partnerships**

4.48 Just over one third (35.6%) of all usual residents in Belfast (aged 16+) are married – a relatively low proportion when compared with the Northern Ireland average (47.6%). Belfast has a higher percentage (45.3%) of residents who are single when compared with the Northern Ireland average (36.1%). There is also a higher than average proportion of people in Belfast who are separated (5.4% compared to 4% NI average) and divorced (6.2% to 5.5% NI average).42

4.49 Belfast also has 353 residents (0.1%) who are in a registered same-sex civil partnership, almost a third of all such partnerships in Northern Ireland. 42

4.50 A Section 75 Analysis of Mortality Patterns in Northern Ireland 2003-2007, published in 2012 report found that the life expectancy of those who were married was higher than the Northern Ireland average. Married men (79.6 years) and women (83.8 years) was on average higher than the overall life expectancy among males (77.5 years) and females (81.9) aged 16+. Divorcees have lower life expectancy on average than those who are married and this effect was more pronounced among men (73.3 years). Female divorcees had a life expectancy of 80.9 years.43

4.51 Evidence from 2003 showed that divorced and separated people have the highest risk of poverty while married or co-habiting households have the lowest.44

**Sexual Orientation**

4.52 Several UK and NI based studies have attempted to quantify the number of people who identify as LGB. Estimates for LGB population range from 0.3-10% using different sources. A commonly used estimate of LGB people in the

---

44 Poverty and Social Exclusion in NI, Democratic Dialogue, 2003
UK, accepted by Stonewall UK, is approximately 5-7% of the population. 45

4.53 A growing body of research indicates that LGB young people are more likely than their heterosexual peers to experience bullying, exclusion and intimidation in the educational institution. This can lead to higher rates of depression, suicidal ideation, self-harm and other risk-taking behaviours amongst LGB&T young people.46 Young LGB people are 5 times more likely to be medicated for depression, 2.5 times more likely to self-harm and 3 times more likely to attempt suicide than their heterosexual counterparts. Further to this 28.6% of young same sex attracted men showed signs of a mental health problem compared to 10.2% of those who were attracted to the opposite sex.47

4.54 One of the key issues for LGB people is the promotion of community safety across the city to reduce both homophobic hate crime incidents and fear of crime. Research by the Rainbow Project in 2009 found that 21% of gay and bisexual males and 18% of LGB females had been victim of one or more homophobic hate crimes or incidents in the previous three years and 30% of these incidents resulted in physical injury. In addition, 13% of LGB people felt that harassment/attacks on people because of their sexual orientation in their neighbourhood was a problem.48

4.55 The PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police” shows that in 2014/15 there 126 incidents with a homophobic motivation recorded in Belfast, an increase of 11 incidents (9.6% increase) from the previous year. This represents 37.7% of all incidents with a homophobic motivation recorded in N Ireland in 2014/15 (334). The Bulletin also reports that there were 82 recorded crimes with a homophobic motivation in Belfast, an increase of 9 recorded crimes (or 12%) from the previous year. This represents 39.2% of all recorded crimes with a homophobic motivation across N Ireland in 2014/15 (209 recorded crimes in NI with a homophobic motivation).49

45 Through Our Eyes, The Housing and Homeless Experience of Lesbian, Gay, Bisexual and Trans people in Northern Ireland, NIHE, 2015
46 OUTstanding in your field: Exploring the needs of LGB&T people in rural Northern Ireland, The Rainbow Project, 2016
48 Through Our Eyes: Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland, The Rainbow Project, 2009
49 PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police”, August 2015
4.56 Equality Commission research\textsuperscript{50} for Northern Ireland notes that lesbian, gay and bisexual (LGB) people can feel harassed and unsafe in their own homes and neighbourhoods.

**Gender**

4.57 Belfast has a higher female population (52% of all residents), slightly higher than the Northern Ireland average of 51%. The difference is largest in the over 65 population, where 59.3% of all residents are female.\textsuperscript{51}

4.58 Belfast experiences the lowest life expectancy levels within Northern Ireland for both males (75.7 years) and females (81.0 years). The gender gap is also greater within Belfast (5.3 years) when compared to the Northern Ireland average (4.3 years).\textsuperscript{52}

4.59 Almost one quarter of females reported some form of long-term health problem or disability that limited their day-to-day activities, whereas only 1 in 5 males reported a similar health problem.\textsuperscript{53}

4.60 The Sport and Physical Activity Survey (SAPAS) 2010 reported that 46% of men compared to 27% among women participated for at least 30 minutes with moderate intensity in the last seven days across Belfast Northern Ireland. The difference between the genders is even more extreme in Belfast than in Northern Ireland as a whole (43% of males compared to 31% of females). This difference is particularly striking in young age groups (16-29 year olds: 71% of men participate compared to 40% of women) and among people aged 50+ (25% men compared to 13% women). The same report found that men in Belfast are more than twice as likely as women to join a club in which they can participate in sport (34% compared to 16%).\textsuperscript{54}

4.61 According to the 2011 census data, there were 245,963 residents living in Belfast aged 16-74. Of these, 130,121 (52.9%) were employed (full-time, part-time or self-employed). When broken down by gender, 55% of males aged 16-74 were employed and 51% of females aged 16-74 were employed. In relation to full-time employment 34.7% of all residents were in full-time employment; 41.3% of all males and 28.4% of all females were in full-time employment.

\textsuperscript{50} Key inequalities in housing, Northern Ireland, Equality Commission 2016
\textsuperscript{52} Vital Statistics: Life Expectancy for areas within Northern Ireland 2011-2013, NISRA, October 2015
\textsuperscript{53} Census of Population, NI Statistics & Research Agency, 2011
\textsuperscript{54} Sport and Physical Activity Survey (SAPAS), Sport NI, 2010
employment. In relation to part time employment, 12.9% of all people living in Belfast aged 16-74 were employed part time. Broken down by gender, 5.7% of males and 19.6% of females were in part-time employment.\(^{53}\)

4.62 Young males demonstrate a high rate of unemployment – 11.6% of 16-24 year males were classed as unemployed in the 2011 census; whereas 5.2% of females were classed as unemployed.\(^{53}\)

4.63 In relation to earnings, the NISRA publication ‘Women in Northern Ireland’ reports that, in N Ireland at April 2014, the median gross weekly wage for full-time females in NI was £444.40 while for full-time males the figure was £460.50.\(^{55}\)

4.64 The PSNI most recent annual bulletin for trends in Domestic Abuse Incidents and Crimes recorded by the police (published 14 October 2016) shows an increase in both the number of incidents recorded and crimes reported in Belfast. The incidents with a domestic abuse motivation by Belfast policing district for 2015/16 was 7,613, an increase of 547 incidents (7.7%) from the previous year. In relation to the number of recorded crimes with a domestic abuse motivation, the number for Belfast has increased by 12.3% in the last year to 3,935.\(^{56}\) While the PSNI do not break report the number victims by gender, the NI Peace Monitoring Report (Number Three) cites that women are twice as likely as men to be victims of domestic abuse.\(^{57}\)

4.65 The PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police” shows that in 2014/15 there 10 incidents with a transphobic motivation recorded in Belfast, an increase of 1 incident (11.1% increase) from the previous year. This represents 47.6% of all incidents with a transphobic motivation recorded in N Ireland in 2014/15 (21). The Bulletin also reports that there were 6 recorded crimes with a transphobic motivation in Belfast, an increase of 5 recorded crimes (or 500%) from the previous year. This represents 75% of all recorded crimes with a transphobic motivation across N Ireland in 2014/15 (8 recorded crimes in NI with a homophobic motivation).\(^{58}\)

\(^{55}\) Women in Northern Ireland, NI Statistics & Research Agency, 2015


\(^{57}\) Northern Ireland Peace Monitoring Report, Number Three, Paul Nolan, March 2014

\(^{58}\) PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police”, August 2015
Disability

4.66 Census figures show that almost one quarter (23%) of Belfast residents have a long-term health problem or disability which affects their day to day activities. This is a higher proportion than the Northern Ireland average (20.1%). Over one-third of Belfast residents reported that they had a long-term condition (defined as a condition which has lasted, or is expected to last, at least 12 months). The most common conditions were mobility or dexterity difficulty (39% of all those affected), pain or discomfort (34%), shortness of breath or difficulty breathing (31%) and emotional, psychological or mental health condition (23%).\(^{59}\)

4.67 People with disabilities are regarded as an under-represented group in terms of sports participation. This is evidenced in the Sport and Physical Activity Survey (SAPAS) 2010 which identified that 36% of Belfast adults participated in at least 30 minutes of moderate intensity sport in the last 7 days. People with disabilities are significantly less likely to participate in sport with 14% having participated for at least half an hour (moderate intensity) in the last seven days compared to 19% in Northern Ireland overall.\(^{60}\)

4.68 In addition, people with disabilities in Belfast are significantly less likely than average to be members of sports clubs (14% compared to 24% for all adults). Furthermore, slightly less than half of people with disabilities (46%) are satisfied with sports’ provision in the local area which is significantly less than the Belfast average (62%). Levels of satisfaction increase if people with disabilities participate in sport (52%) but are still lower than among those without a disability (69%).\(^{60}\)

4.69 DCAL’s Engagement in culture, arts and leisure by adults in Northern Ireland: Analysis by Section 75 groups Annual Report (2013-14) found that there was no difference in arts participation in relation to disability within Northern Ireland. However, a lower proportion of adults who have a disability attended arts events and visited a national museum than adults who do not have a disability.\(^{61}\)

---

\(^{60}\) Sport and Physical Activity Survey (SAPAS), Sport NI, 2010
\(^{61}\) Engagement in culture, arts and leisure by adults in Northern Ireland: Analysis by Section 75 groups Annual Report (2013-14), DCAL
4.70 2011 census data for NI indicates that 9.25% of households in Northern Ireland with a dependent child have one or more persons with a long term health problem or a disability and 31.04% of households without a dependent child have one or more persons with a long term health problem or a disability.\(^{62}\)

4.71 According to DSD report Households Below Average Income 2013-14 (published 3 September 2015), one quarter of individuals living in a family where someone is disabled were living in relative poverty. People with multiple disabilities are at the greatest risk of poverty (47%) compared with those with a single disability (38%) and those without a disability (21%). \(^{63}\)

4.72 According to the Disability Action report Hard At Work, 33% of people with disabilities are in employment – less than half the rate of people without disabilities. \(^{64}\)

4.73 According to the 2011 Census, there were 47,957 residents aged 16-74 whose day-to-day activities are limited. 19% of these are in employment and 81% are not in employment. \(^{62}\)

4.74 People with a limiting long-term illness (LLTI) are reported as having a lower life expectancy (Male 70.0, Female 75.3) than those without a LLTI (Male 81.5, Female 86.9). \(^{65}\)

4.75 The PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police” shows that in 2014/15 there 46 incidents with a disability motivation recorded in Belfast, an increase of 1 incident (2.2% increase) from the previous year. This represents 33.3% of all incidents with a disability motivation recorded in N Ireland in 2014/15 (138). The Bulletin also reports that there were 29 recorded crimes with a disability motivation in Belfast, a reduction of 1 recorded crimes (or 3.3%) from the previous year. This represents 38.2% of all recorded crimes with a disability motivation across N Ireland in 2014/15 (76 recorded crimes in NI with a disability motivation). \(^{66}\)

---


\(^{63}\) Households Below Average Income 2013/14, DSD, 2015

\(^{64}\) Hard at Work, Disability Action, 2016

\(^{65}\) Section 75 Analysis of Mortality Patterns in Northern Ireland 2003-2007, DHSSPS, NI Health & Social Care Inequalities Monitoring System, January 2012

\(^{66}\) PSNI Annual Bulletin “Trends in Hate Motivated Incidents and Crimes Recorded by the Police”, August 2015
4.76 Equality Commission research\(^{67}\) notes that those with a learning disability or mental health problems are not always afforded an opportunity to live independently. And that many people with disabilities live in homes that are not adequate to meet their disability related needs.

**Dependants**

4.77 The Belfast City Council Residents Survey 2014, reported that 32.3% of the population have dependants or caring responsibilities.\(^{68}\) The 2011 Census shows that 28.58% of households in Belfast include dependent children, compared with the Northern Ireland average of 33.86%.\(^{62}\)

4.78 An analysis of Census information regarding lone parent households with dependent children shows that in half of all such households (50.77%), the lone parent is not in employment. In 32.94% of households, the lone parent works on a part-time basis and in 16.29% of households, the lone parent is in full-time employment.\(^{69}\)

4.79 As of February 2015, a total of 14,750 people in Belfast claimed Carer's Allowance, a non-contributory benefit for people who look after a severely disabled person for at least 35 hours a week. A larger proportion of these carers were female (62%) compared with males (38%).\(^{70}\)

4.80 The DSD Households Below Average Income (HBAI) survey for 2013/14 reports that of all family types, couples without children had the lowest risk of being in relative poverty. The family type with the highest proportion of individuals living in relative poverty was single adults with children (30%).\(^{71}\)

**Multiple Identities**

4.81 The ‘cumulative impact’ of multiple problems affecting particular groups indicates the need for effective collaboration and co-ordination of mitigating

\(^{67}\) Key inequalities in housing, Northern Ireland, Equality Commission 2016  
\(^{68}\) Belfast City Council Residents Survey, Social Market Research, 2015  
\(^{70}\) Carers Allowance Claimants, DSD (via NINIS website)  
\(^{71}\) Households Below Average Income 2013/14, DSD, 2015
measures across the council and its community planning partners. The workstreams outlined in the Belfast Agenda can only be successfully delivered in partnership with other public, private and community and voluntary sector bodies.

4.82 In many instances there is an important spatial dimension to these issues. For example, areas of multiple deprivation suffer from a concentration of problems and outcomes which may reflect the cumulative impact of multiple inequalities as evidenced by health and lifestyle indicators. Deprived areas have lower life expectancy, worse health outcomes, suffer from increased morbidity and mortality, have substantially higher levels of teenage pregnancy than the region’s average and perform less well in terms of educational outcomes.

4.83 Multiple deprivation is a particular issue in Belfast. The Northern Ireland Multiple Deprivation Measure 2010 identifies small area concentrations of multiple deprivation. This uses information on seven types of domains of deprivation covering income deprivation; employment deprivation; health deprivation and disability; education, skills and training deprivation; proximity to services; the living environment as well as crime and disorder.

4.84 According to the 2010 Multiple Deprivation Measure (MDM) 46% of the population of Belfast live in the most deprived Super Output Areas in Northern Ireland and 8 out of the 10 most deprived wards in Northern Ireland lie within the city’s boundaries. However deprivation levels in Belfast vary considerably with the city also having some of the least deprived wards in Northern Ireland. The majority of these deprived areas are situated in the west and north of Belfast.72

4.85 Seven out of 10 most deprived wards in Northern Ireland in terms of health deprivation are in Belfast. There are pockets of health inequalities across the city and the gap in life expectancy is not reducing between the most affluent areas and the most deprived.

4.86 There is significant educational inequalities across the city with a 33% gap in educational attainment between those who are entitled to free school meals and those who aren’t. (Educational attainment refers to the achievement of 5 GCSEs A*-C, including English and maths).

---

72 Northern Ireland Multiple Deprivation Measure, NISRA, 2010
5. Analysis of actual and potential impacts

5.1 Having established the key inequalities for people in each of the Section 75 categories in relation to the main areas on which the Belfast Agenda will have an impact, the next step in the EQIA process is to consider whether the differential impacts are likely to be beneficial or adverse.

Overall impacts

5.2 The Council and its community planning partners believe the Belfast Agenda will benefit all Belfast residents, irrespective of their religious belief or political opinion. The vision for Belfast is that it will be a great place to live for everyone and that all people will benefit from the outcomes, ambitions and priorities identified in the Belfast Agenda.

5.3 The implementation of the Belfast Agenda aims to significantly improve the long-term outcomes of all residents in Belfast. In the medium term its focus on inclusive growth will make an important contribution in terms of supporting the recovery of the local economy and is likely to have a positive impact on all citizens including Section 75 groups. This will be both directly and indirectly, by contributing to economic growth and social progress. A more competitive economy in Belfast will bring the potential for increased prosperity to all residents. The council and its community planning partners believe that the Belfast Agenda will not have specific adverse impacts for any Section 75 group but the analysis of available data and research shows that there are a number of key inequalities which this first city community plan may help to address.

5.4 The main purpose of this EQIA is to ensure that, in identifying and taking forward the priorities and workstreams under the Belfast Agenda, the Council and its Community Planning Partners give due regard to the need to promote equality of opportunity by addressing inequalities within and between Section 75 groups. It is therefore important to identify clearly the key inequalities which the Belfast Agenda has the potential to address. The following paragraphs therefore summarise the key inequalities which will need to be taken into account as the implementation of the Belfast Agenda progresses.
Religious belief / political opinion

5.5 The data indicated that overall there is a similar experience between two main communities in Belfast in terms of economic activity, highest level qualifications and participation in sports & arts. Data suggest a difference in educational attainment: school leaver data indicates that Catholic school leavers perform better than Protestant school leavers.

5.6 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address life inequalities in the city, in particular there are specific commitments to: address educational inequalities.

Racial group

5.7 The Belfast Agenda should be beneficial to all residents in Belfast regardless of racial group or country or origin. The data suggests there are some key inequalities that the Belfast Agenda priorities should help to address, notably:

- Travellers are at a greater risk than any other minority ethnic group of poverty, multiple deprivation and exclusion. This group experiences significantly marked health inequalities and their general health and life expectancy are lower than for any other groups. Educational attainment and economic activity is also significantly below other groups.
- Safety: the data suggests racist crimes have been increasing. In 2014/15 there were 671 incidents with a racist motivation recorded in Belfast, an increase of 203 incidents from the previous year.

5.8 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address life inequalities, in particular there are specific commitments to: address educational inequalities and improve community relations.

Age
5.9 The Belfast Agenda should be beneficial to all residents in Belfast in all age groups. The data suggests there are some key inequalities that the Belfast Agenda priorities should help to address, notably:

- Economic inactivity and opportunities for good jobs reduced in younger people. 8.4% of those aged 16 – 24 are registered unemployed, higher than the 5.6% of the total of those aged 16 – 74.
- Those of pensionable age are at significant risk of poverty with 21% of pensioners living in poverty in 2013/14.
- Physical activity and participation in sport declines with age, with older age groups nearly 50% less likely than all adults to undertake moderate activity.

5.10 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address life inequalities, in particular there are specific commitments to: reduce poverty and economic inactivity; enable active, healthy and empowered citizens; support our younger and older people.

**Marital Status/Civil Partnerships**

5.11 The Belfast Agenda should be beneficial to all residents in Belfast regardless of marital status. The data suggests there are some key inequalities that the Belfast Agenda priorities should help to address, notably:

- Divorced and separated people have the highest risk of poverty while married or co-habiting households have the lowest.
- Married people have higher life expectancy than divorced or single people.

5.12 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address life inequalities, in particular there are specific commitments to: reduce poverty and economic inactivity.

**Sexual orientation**

5.13 The Belfast Agenda should be beneficial to all residents in Belfast regardless of sexual orientation. There is a lack of robust statistical data in Northern Ireland and within Belfast however, existing data sources suggest there are some key inequalities that the Belfast Agenda priorities should help to address, notably:
- Safety: data suggests that there has been an increase in homophobic crime and that LGB people identify that the promotion of community safety and the reduction of homophobic hate crime (including bullying in schools) and fear of crime should be addressed.
- Mental wellbeing: data suggests that LGB people have disproportionate higher rates of depression, suicide ideation, self-harming, risk-taking behaviours etc.

5.14 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address life inequalities, in particular there are specific commitments to: improve neighbourhoods; improve community relations; enable active, healthy and empowered citizens.

**Gender**

5.15 The Belfast Agenda should be beneficial to all residents in Belfast regardless of marital status. The data suggests there are some key inequalities that the Belfast Agenda priorities should help to address, notably:

- Health inequalities: Belfast experiences the lowest life expectancy levels within Northern Ireland for both males (75.7 years) and females (81.0 years). The gender gap is also greater within Belfast (5.3 years) when compared to the Northern Ireland average (4.3 years).
- Economic activity: women continue to be less well connected to the labour market than men in terms of the rates of economic activity, employment and entrepreneurial activity.
- Participation in sport: there is a significant difference between the participation of men and women in physical activity and sport. Most strikingly in younger age groups with over 70% of young men (16-29 year olds) participating in recommended weekly physical activity compared to 40% of young women.

5.16 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address life inequalities, in particular there are specific commitments to: reduce poverty and economic inactivity; improve community relations; enable active, healthy and empowered citizens.
Disability

5.17 The council and its community planning partners are committed to ensuring that, as far as possible, the Belfast Agenda takes full account of the needs of people with disabilities. The Belfast Agenda should be beneficial to all residents in Belfast, both people with disabilities and people without.

5.18 However, the data suggests there are some key inequalities for people with disabilities that the Belfast Agenda priorities should help to address, notably:

- Poverty: People with multiple disabilities are at the greatest risk of poverty (47%) compared with those with a single disability (38%) and those without a disability (21%). 30% of individuals living in a household with one or more disabled adults live below the poverty line compared to 21% of individuals in the population as a whole.
- Employment: the employment rate for people with disabilities is significantly lower than those without a disability
- Participation in sports: people with disabilities are significantly less likely to participate in sport or physical activity or belong to sports clubs compared to the population as a whole in Belfast.
- Health: People with a limiting long-term illness are reported as having a lower life expectancy (Male 70.0, Female 75.3) than those without a LLTI (Male 81.5, Female 86.9).
- Safety: Hate crime continues to be an issue for people who have a disability.

5.19 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address life inequalities, in particular there are specific commitments to: reduce life inequalities; reduce poverty and economic inactivity; improve community relations; enable active, healthy and empowered citizens; improve neighbourhoods.

Dependants

5.20 Almost a third of the Belfast population report they have dependants or caring responsibilities. The Belfast Agenda should be beneficial to all residents in Belfast both people with dependants and people without. The data suggests
there are some key inequalities that the Belfast Agenda priorities should help to address, notably:

- Poverty: Single parents are at greater risk of economic disadvantage than other household types; 39% of people living in a lone parent household are living in relative poverty.
- Employment: The proportion of lone parents in full or part-time employment is well below the average (approximately 49%), with female lone parents at the highest risk of poverty. Additional barriers to employment include access to affordable childcare and continuation of benefits once in employment.

5.21 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address life inequalities, in particular there are specific commitments to: reduce poverty and economic inactivity; support and care for people who face multiple challenges; support our young and older people.

**Multiple Identities**

5.22 The Belfast Agenda should be beneficial to all residents of Belfast including those who are affected by inequalities across multiple identities. The data suggests there are some key inequalities that the Belfast Agenda priorities should help to address, notably:

- According to the 2010 Multiple Deprivation Measure (MDM) 46% of the population of Belfast live in the most deprived Super Output Areas in Northern Ireland and eight out of the ten most deprived wards in Northern Ireland lie within the city’s boundaries. The Northern Ireland Multiple Deprivation Measure 2010 uses information on seven types of domains of deprivation including income deprivation; employment deprivation; health deprivation and disability; education, skills and training deprivation; proximity to services; the living environment as well as crime and disorder).

5.23 The priorities in the Belfast Agenda and its corresponding workstreams will seek to address these multiple inequalities, in particular there are specific commitments to: reduce life inequalities; reduce poverty and economic inactivity; address educational inequalities and increase skills attainment;
support and care for people who face multiple challenges; support our young and older people.

Feedback from EQIA

5.24 Feedback from the EQIA consultation processes highlighted the importance of building equality implications into the implementation of the Belfast Agenda. The ability to achieve our desired ambitions will be dependent on a greater understanding of inequalities at the programming and operational level to ensure that programmes have the desired positive impact and do not result in a negative impact on others.

5.25 The importance of evidence and information to inform planning and decision making was also highlighted. Whilst the need for more detailed analysis and understanding of equality impacts at the programming level was seen as essential, further attention on inequalities at the population level was also required. For example, that relevant indicators are not only tracked in aggregate but also for the impact on individuals from each of the Section 75 grounds. This was seen as particularly relevant in relation to improving wellbeing, educational achievement and inclusive growth where the need for a better understand of inequalities at the population level should be used to drive specific and targeted interventions.

5.26 Equality implications in relation to housing need and availability were highlighted, specifically in relation to north Belfast. This will be considered within the housing workstream under the Living Here priority.

5.27 Equally important was the need to measure the positive impact of the Belfast Agenda on people and to ensure that pro-active steps are taken to achieve the desired impact for all people.
6. Consideration of measures

6.1 The delivery of the Belfast Agenda by the council and its community planning partners is expected to have a positive impact on all Section 75 groups, both directly and indirectly, by contributing to economic growth and social progress. It is anticipated, however, that some workstreams will likely have a significant differential impact on a number of Section 75 groups in a positive manner through addressing recognised need and examples of these are highlighted below.

- Establish a Belfast Economic Forum to develop and deliver an integrated, sustainable approach to inclusive economic growth and investment across the city and the city-region
- Develop an integrated and inclusive growth approach
- Design and deliver a fully integrated, inter-agency approach to neighbourhood regeneration
- Design and deliver a fully integrated, inter-agency approach to early intervention, including early years support and family programmes
- Deliver a city and neighbourhood Community Safety programme
- Ensure an age-friendly Belfast
- Design and deliver a Belfast City Shared Space, Peace IV and Interfaces programme(s)
- Maximise the impact of local assets and investment
- Deliver an integrated cultural and arts strategy
- Design and deliver an integrated city programme to address health inequalities, including enhancing mental wellbeing and reducing social isolation
- Supporting children and young people to fulfil their potential
- Develop an integrated city transport plan
- A city energy programme
- Increase the supply of mixed tenure housing
- Deliver an integrated approach to employment and skills
- Deliver a ‘Belfast Works’ employability programme
- Deliver an integrated city programme to address educational inequalities
- Establish a city pledge for our young people and a commitment to being a learning city

**Further action**

6.2 The Belfast Agenda has at its core the aim of improving the wellbeing of all Belfast citizens. It has the potential to not only promote equality of opportunity and good relations but to tackle barriers and address issues of exclusion and marginalisation.

6.3 However, this potential will only be realised where the delivery of identified workstreams is subject to, and informed by, due consideration of the inequalities that need to be addressed. It is a pre-requisite that each programme of work will be subject to equality screening at the appropriate time when all relevant information to conduct a full analysis is available. Where, appropriate, further EQIAs will be carried out in relation to these individual programmes.

6.4 As part of the governance arrangements for the Belfast Agenda, four boards will be established to oversee the strategic development and implementation of the Belfast Agenda. Aligned to the four pillars within the Belfast Agenda, these boards will be responsible for ensuring the overall delivery of the agreed outcomes and for ensuring that the wider ambition of inclusive growth is realised. Relevant equality implications and emerging data will brought to the boards where appropriate to support ongoing scrutiny and the embedding of equality within the Belfast Agenda implementation process.

6.5 In response to the feedback received, we have also committed to look more thoroughly at equality monitoring of the population indicators. As part of the Belfast Agenda data development agenda, we are continuing to work with our community planning partners to improve how data is accessed and utilised across the city. This will include consideration of data at a lower geographical level and for Section 75 groups.
7. Monitoring and Review

7.1 The implementation plan for the Belfast Agenda will include a monitoring and evaluation framework and appropriate performance indicators. When this framework is developed, due attention will be paid to the need to monitor the equality impacts of the programmes as part of the Belfast Agenda in order to find out the effect on the relevant groups and sub-groups within the equality categories.

7.2 The results of ongoing monitoring of the equality impacts will be reviewed on an annual basis and included in the annual review on progress to the Equality Commission. This review will be published on the Council’s website. This will complete Step 7 of the EQIA process.

7.3 If the monitoring and analysis of results over a two year period show that there has been a greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the council and its community planning partners will take steps to achieve better outcomes for the relevant equality groups.