

Equality Screening - Inclusive Growth Strategy



The council has a statutory duty to screen. 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. Detailed information about the Section 75 equality duties and what they mean in practice is available on the Equality Commission's website¹.

The screening is laid out in 4 sections to complete. These are:

Section A - provides details about the policy / decision that is being screened

Section B – gives information on the consultation process, supporting evidence gathered and likely impacts on all equality groups.

Section C - obligations under the Disability Discrimination Order

Section D - formal record of the screening decision.

¹ <http://www.equalityni.org/archive/pdf/S75GuideforPublicAuthoritiesApril2010.pdf>

Section A

Details about the policy / decision to be screened

1. Title of policy / decision to be screened:-

Draft Inclusive Growth Strategy

2. Brief description of policy / decision to be screened:-

This is a new strategy for Belfast City Council.

Inclusive growth is broad based economic growth that enables the widest range of people and places to both contribute to and benefit from economic success. The Belfast Agenda has inclusive growth as a key priority and Elected Members expressed their desire to embed inclusive growth within the decision-making process of council and as a result a draft Inclusive Growth Strategy was developed. The strategy focuses on what we can do as a corporate body and civic leader to improve access to economic opportunity across the city for all residents. It also outlines how we will encourage / support other organisations, especially key anchor institutions, to adopt a similar approach to drive the inclusive growth agenda across the city.

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

The draft Inclusive Growth Strategy is a series of high level corporate commitments to help drive the inclusive growth agenda both across the organisation and with anchor institutions across Belfast.

The overall aim of the strategy is to:

“Connect all residents with economic growth to create vibrant communities where everyone has the opportunity and aspiration to succeed”

The strategy builds on best practice research carried out by JRF and OECD on poverty and inclusive growth in cities both across the UK and internationally and will:

- Focus on what we can do organisationally to help move the cohorts (see below) identified in the definition of Inclusive Growth out of economic poverty;
- Be used as a call to action for the city, asking other organisations, especially anchor institutions, to adopt a similar approach;
- Set out a policy framework designed to deliver improved outcomes for Belfast citizens and communities and encourage multi-agency collaboration.

The strategy is in response to the fact that, whilst Belfast is a city that presents many opportunities both economically and socially, inequality, as with many large cities, is still an unacceptable feature of the current model of growth.

Initially this draft strategy has identified four specific cohorts to focus inclusive growth activity on :

- Workless residents
- Residents with low skills levels
- In work, low earning individuals
- Young people not in education, employment or training (NEET)

An underpinning commitment as part of this strategy will be to ensure robust governance and measurement and in particular we will:

- refine and build our evidence base
- monitor how many people we have been able to support across our target groups
- ensure that as part of our commitment to equality, diversity and inclusion we gather evidence, where possible, with respect to Section 75 groups throughout the implementation of the strategy and its associated programmes of work
- pay particular attention to the make-up of the identified 4 cohorts in relation to Section 75 groups and monitor to ensure that, by focusing resources and activities on these 4 groups initially, we are not inadvertently minimizing equality of opportunity for any of the section 75 groups

However, it is worth noting that, as outlined in the evidence section of this document, many Section 75 groups may well be reflected within the four cohorts due to the fact that they often face multiple barriers, particularly in relation to accessing, participating and progressing in the labour market.

The information gathered from the consultation on this draft screening will allow us to gather as much information and feedback as possible to enable a final decision to be taken with regard to the likely equality impact considerations and enable us to take appropriate follow up action.

4. On whom will the policy / decision impact?

Staff	YES
Service users	YES
Other public sector organizations	YES
Voluntary / community groups / trade unions	YES
Others, please specify	YES (key businesses and anchor institutions across Belfast)

5. Are there linkages to other Agencies/ Departments?

This strategy is linked to a number of national, regional and local policy agendas including:

- Belfast Agenda
- Belfast Region City Deal (BRCD)
- Draft Belfast Local Development Plan (2035)
- BCC Corporate Plan – 2019 – 2023
- Belfast Employability and Skills Framework (2015 – 2025)
- Draft Programme for Government (2016 – 2021)

Section B

Information on the consultation process, supporting evidence gathered and likely impacts for equality and good relations

6. Outline consultation process planned or achieved

As this is a draft strategy reflecting the aspirations of elected Members, consultation to date has been mainly with Elected Members, CMT, chief officers and relevant senior council officers. One to one interviews with Party Group Leaders, Committee Chairs and Chief Officers were held to discuss the issues in depth and to clarify aspirations. Independent expertise was also procured (Metro Dynamics) to help develop the initial draft strategy and decision making framework. Metro Dynamics also carried out an initial analysis of key strategies and relevant socio-economic data.

It is now our intention to carry out extensive consultation over a 12 week period, commencing on the 1st November 20p19. This will include targeted consultation with Section 75 groups, an online consultation (using our corporate citizen space platform), communication to our council consultee AA list and face-to-face targeted engagement with representative groups. The information from this consultation will enable us to develop a final draft strategy and update our equality screening.

7. Available evidence

What evidence / information (both qualitative and quantitative) have you gathered to inform this policy?

Section 75 category	Details of evidence/information and engagement
All	<p><u>Contextual information – Importance of inclusive economic growth</u></p> <p>The Equality Commission NI state their understanding of the importance of addressing inequalities relating to employment as:</p> <p><i>“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 poverty.”</i></p> <p>The Joseph Rowntree Foundation reinforce this in recent research where they state that the risk of poverty is much lower for</p>

	<p>working-age adults in households where one or more people are in paid employment. Northern Ireland has higher worklessness and lower employment than elsewhere, and the proportion of people in poverty in workless households has increased slightly over time, in contrast with the UK as a whole. This suggests that the employment rate continues to be a major factor affecting poverty rates in Northern Ireland, and that raising the employment rate could lead to falls in poverty. Best practice research and supporting evidences suggests that participation in the labour market and the sustainability of employment will be experienced differently by individuals; this can depend upon a person's characteristics or identities in equality terms. Accordingly, this screening aims to highlight possible differences/barriers in accessing economic opportunities across the equality grounds. This in-depth understanding will also help inform the further development of the final Inclusive Growth Strategy.</p> <p>However, an important caveat is that there remain significant and specific data gaps across a number of themes in relation to a number of equality groups. In addition, there is a lack of data disaggregation. These gaps obviously limit our ability to make conclusions and is an important reminder of the importance of gathering monitoring information throughout the implementation of the strategy and its associated work strands/programmes.</p>
Religious belief	<p>The 2011 census shows that in Belfast 48.8% of the Belfast population belonged to the Roman Catholic religion and 42.5% belonged a 'Protestant and Other Christian (including Christian related)' religion. 1.6% belonged to or were brought up in other religions and 7.1% belonged to or were brought up in no religion.</p> <p>Data from the Equality Commission shows that, by 2015 the composition of the monitored workforce in Northern Ireland had moved to 52% Protestant, 48% Catholic (excluding others) (<i>ECNI Monitoring Report No. 26</i>). In the words of the Commission, while members of the Protestant community continue to comprise the majority of the monitored workforce, representation by the Roman Catholic community has continued to increase. For a seventh consecutive year, the Roman Catholic community [52.9%] comprised a greater proportion of applicants than the Protestant community [47.1%]. Members of the Roman Catholic community comprised 50.9% of leavers from the monitored workforce and members of the Protestant community comprised 49.1% of leavers.</p> <p>The community background compositions in the public and private sectors, and in the full-time workforces, are reflective of the overall Northern Ireland workforce position. However, in respect to the part-time workforce overall and within both the private and public sectors, the compositions have a greater share of employees from those of the Roman Catholic community than the overall workforce figures.</p> <p>In 2015, members from the Protestant community accounted for a greater proportion of employees in the manufacturing (53.4%) and service (52.5%) sectors, while members of the Roman Catholic community accounted for a larger proportion of employees in the construction sector (55.7%).</p>

<p>Political opinion</p>	<p>The Labour Force Survey does not record the political opinion of respondents. As such, there is no available data on how this Section 75 consideration interacts with inclusive growth. In terms of political opinion, in the last Belfast City Council election (May 2019), results by political party were as follows:</p> <table border="1" data-bbox="398 319 1232 681"> <thead> <tr> <th>Party</th> <th>No of Councillors</th> </tr> </thead> <tbody> <tr> <td>Sinn Fein</td> <td>18</td> </tr> <tr> <td>Democratic Unionist Party</td> <td>15</td> </tr> <tr> <td>Alliance Party</td> <td>10</td> </tr> <tr> <td>Social, Democratic and Labour Party</td> <td>6</td> </tr> <tr> <td>Green Party</td> <td>4</td> </tr> <tr> <td>People Before Profit</td> <td>3</td> </tr> <tr> <td>Ulster Unionist Party</td> <td>2</td> </tr> <tr> <td>Progressive Unionist Party</td> <td>2</td> </tr> </tbody> </table>	Party	No of Councillors	Sinn Fein	18	Democratic Unionist Party	15	Alliance Party	10	Social, Democratic and Labour Party	6	Green Party	4	People Before Profit	3	Ulster Unionist Party	2	Progressive Unionist Party	2
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<p>Racial group</p>	<p>96.69% of the population of Belfast are white. The main minority ethnic groups in Belfast are Chinese (0.71%), Indian (0.70%), Other Asian (0.61%), Mixed (0.48%), Black African (0.32%), Irish Travellers (0.08%) and Pakistani (0.08%). In addition, migrant workers from the A2 and A8 European Union Accession countries represented 2.1% of population. However, it is widely recognised whilst the Census data is the most accurate dataset available on ethnic minorities in Northern Ireland, it is still likely to be an underestimation of the numbers of ethnic minority population. As a consequence of low, or unknown numbers, little data is available on minority ethnic groups with regard to employment in Northern Ireland.</p> <p>Recent research commissioned by NICEM outlined a number of barriers to employment for minority ethnic groups which include:</p> <ul style="list-style-type: none"> - Work experience with overseas employers being discounted - Voluntary work abroad not being taken into account as “ experience” - The importance placed on references by NI employers - The need for better English language ability - The reliance on job application forms – which is something that many people are unused to - Difficulties with employment agencies that have no capacity to translate documentation needed to support applications <p>Recognition of qualifications is an issue for migrant workers and refugees progressing in employment. In addition, inadequate language proficiency is a major barrier for migrant workers qualifying for and participating in employment, particularly where the</p>																		

standard of English proficiency for particular professions is set very high.

People from minority ethnic groups and migrant workers are found to be subject to prejudice and discrimination in employment, which can impact on the ability of minority ethnic groups and migrant workers to participate in employment, sustain employment and progress in employment. Prejudicial attitudes have been expressed toward Irish Travellers, migrant workers and minority ethnic groups.

Research indicates that Irish Travellers are less likely to be in employment and more likely to be economically inactive than all other ethnic groups. Travellers Voices for Change identified priorities for change among the Irish Traveller population as:

- Improved access to education and better educational outcomes
- A higher standard of accommodation and improved conditions on sites
- An end to racism and discrimination
- Better access to employment opportunities, particularly for young people

Migrant workers, particularly those from Eastern European countries, are subject to industrial and occupational segregation, with migrant workers over-represented in low paid, low status jobs, and in low-paid industry sectors. Many migrant workers who are agency workers are confined to temporary or irregular work, including zero hour contracts.

Age

The age profile of Belfast is outlined in the table below.

Figure 1: Age Structure of Population 2016

	All persons	Persons 0-14 years	Persons 15-29 years	Persons 30-44 years	Persons 45-59 years	Persons 60-74 years	Persons 75+ years
N. Ireland	1,862,137	365,605 (19.6%)	361,163 (19.4%)	363,545 (19.5%)	377,149 (20.3%)	262,979 (14.1%)	131,696 (7.07%)
Belfast LGD	339,579	63,231 (18.6%)	78,074 (23.0%)	68,750 (20.2%)	64,028 (18.9%)	41,598 (12.2%)	23,898 (7.04%)

According to NISRA, the average (median) age in Northern Ireland increased from 34 years to 37 years between the 2001 and 2011 Censuses. Over the same period, the share of the population represented by children aged under 16 years fell from 24 per cent to 21 per cent, while the proportion of people aged 65 years and over rose from 13 per cent to 15 per cent.

The tables below, extracted from data within the most recent Labour Force Statistics March 2019, outlines the picture of those

who are economically inactive or in employment by age and by gender within Northern Ireland.

Economically inactive by age and gender

	Male (%)	Female (%)	All Persons (%)
16-24	20.6	13.2	16.4
25-34	4.2	7.5	6.1
35-44	3.9	7.8	6.1
45-54	7.1	9.3	8.4
55-64	16.7	16.1	16.4
65+	47.5	46.1	46.7
All 16+	251,000	329,000	580,000

Employment by age and gender

Age group (5 year intervals)	Male (%)	Female (%)	All persons (%)
16-19	2.6	3.4	3.0
20-24	8.3	8.8	8.5
25-29	11.4	11.2	11.3
30-34	12.6	12.4	12.5
35-39	12.1	11.6	11.9
40-44	10.9	11.4	11.1
45-49	11.2	12.0	11.6
50-54	12.0	12.0	12.0
55-59	8.5	9.1	8.8
60-64	6.2	5.7	6.0
65+	4.1	2.4	3.3
All 16+	450,000	412,000	862,000

Analysis of Labour Force Survey (LFS) data carried out by Raeside *et al.* (2014) found that at nearly all time points between 2006 and 2012 those aged 18 – 24 years had the highest rates of unemployment (as defined by the International Labour

	<p>Organisation ILO definitions) compared to those aged 25 years old and older. Youth unemployment can be associated with lifelong problems, such as worklessness, poverty, limited employment opportunities, low wages, lower average life satisfaction and ill health.</p> <p>The Northern Ireland Equality Commission's research on age-related issues and attitudes (2008) found that respondents felt the main work-related barriers affecting younger people in Northern Ireland at the time of the survey were: getting a job, meeting the essential criteria when applying for a job, national minimum wage rates, and job insecurity. In addition, an analysis of LFS data over the period 2012 to 2016, found that those aged 18-24 years old experienced higher rates of economic inactivity compared to 25-49 year olds. However, it should be noted that younger people between 18-24 years old may be students (in third level or further education) and/or on government training schemes and therefore, may be more likely to be classed as economically inactive rather than be classed as in employment.</p> <p>Employability skills such as team working, planning/organisation, problem solving and communication are seen as a particular gap with work experience and attitude seen as a frequent obstacle for young job seekers. For younger people in particular, the higher the qualification level the higher the economic activity rate.</p> <p>The 2011 Census indicated that almost a third of the adult population had no qualifications (30.4% compared to 23.2% in the UK). Of this group with no qualifications, those aged 16-44 had just a 36% employment rate. Over 25's lack general technical skills and there are a large number of people aged over 40 who have been affected by the decline of heavy primary industry and manufacturing and have been unable to move back into employment with limited skill sets.</p> <p>Older people, aged 50-64 years also experience age-related inequalities in relation to participation in employment. This age group is less likely to be in employment and more likely to be economically inactive than those aged 25-49 years old. For older people, the main work-related barriers were viewed to be: difficulty in getting a job, being made redundant, and job insecurity. However, it is important to note that increases in economic inactivity among this age group may be linked to the rising retirement age, long-term sickness and/or the provision of informal care (for children as well as older and/or disabled relatives). It is also worth noting that according to Census 2011, the proportion of people who are in poor health or who have a disability increases with age, which may impact on their ability to participate in and/or sustain employment.</p>
<p>Marital status</p>	<p>As figures for the new council boundaries are not available, the 2011 census figures have been used in relation to marital status. A relatively high percentage of Belfast residents are single at 45.32% compared with the NI average of 36.14%. There are fewer married people aged 16 + compared with the NI average of 45.56%.</p> <p>Belfast has the second highest proportion of lone parent households (12%). Lone parents are considered at greater risk of</p>

	<p>economic disadvantage than other household types with an estimated 39% of people living in a lone parent household, living in relative poverty. Affordable childcare is an important consideration for low income groups trying to get back into employment, particularly lone parents requiring childcare.</p>																													
<p>Sexual orientation</p>	<p>There are currently no or limited statistics that monitor the sexual orientation of the population in Northern Ireland. Therefore, there is little background or contextual data is available on lesbian, gay and bisexual people. However, in 2014 the Integrated Household Survey (ONS), as part of its sexual identity project, indicated that in Northern Ireland 1.6% of respondents identified as lesbian, gay or bisexual, while 0.3% identified their sexual orientation as “other”, 4.0% did not know or refused to answer while 1.2% did not respond to the question.</p> <p>A commonly used estimate of LGBT people in the UK, accepted by Stonewall UK, is approximately 5-7% of the population.</p> <p>Given the lack of monitoring of this equality group in official statistics, there is little information available on the economic opportunities of lesbian, gay and bisexual (LGB) individuals in Northern Ireland. However, the recent ECNI report, Inequalities in Employment, clearly identifies that lesbian, gay and bisexual employees are subject to prejudicial attitudes in the workplace and that these prejudicial attitudes may impact their ability to participate in employment, sustain employment and progress in employment. Of various issues faced by those from the lesbian, gay and bisexual community in Northern Ireland, homophobic harassment at work features significantly.</p>																													
<p>Men and women generally</p>	<p>The usually resident population in Belfast is broadly 50/50 men and women as shown in the table below from 2016:</p> <table border="1" data-bbox="477 884 1025 999"> <thead> <tr> <th></th> <th>Belfast LGD</th> <th>N. Ireland</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>48.4%</td> <td>49.15%</td> </tr> <tr> <td>Female</td> <td>51.6%</td> <td>50.85%</td> </tr> </tbody> </table> <p>The labour market in Northern Ireland, as elsewhere, continues to be segregated by gender as outlined in the table below:</p> <p>Employment by sex and Local Government District, ages 16 - 64</p> <table border="1" data-bbox="405 1137 1995 1257"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Numbers</th> <th colspan="3">Rates (%)</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>All Persons</th> <th>Male (%)</th> <th>Female (%)</th> <th>All Persons (%)</th> </tr> </thead> <tbody> <tr> <td>Belfast</td> <td>76,000</td> <td>70,000</td> <td>146,000</td> <td>66.4</td> <td>62.5</td> <td>64.5</td> </tr> </tbody> </table> <p>The Equality Commission’s analysis of LFS data over the period 2012 to 2016, which considered the Census 2011 and NISRA’s 2015 population estimates, found that, at all-time points between 2012 and 2016, women were underrepresented in employment compared to men. In addition, those women who were not in employment between 2006 and 2016 were most</p>		Belfast LGD	N. Ireland	Male	48.4%	49.15%	Female	51.6%	50.85%		Numbers			Rates (%)			Male	Female	All Persons	Male (%)	Female (%)	All Persons (%)	Belfast	76,000	70,000	146,000	66.4	62.5	64.5
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often economically inactive. The table below outlines economic activity by sex in NI

Economic inactivity by sex – 16 – 64 across NI

	Numbers			Rates (%)		
	Male	Female	All Persons	Male (%)	Female (%)	All Persons (%)
Jan-Mar 2018	138,000	187,000	325,000	23.9	31.6	27.8
Jan-Mar 2019	132,000	177,000	309,000	22.8	30.1	26.5

Notable differences in female representation in the full-time and part-time workforces continue to be observed, with part-time workforces being more female (65.8% of the private sector and 76.1% of the public sector). The table below shows the reasons why females were working part-time:

Females working part-time by reason, 16+

Rationale	Numbers	Rate (%)
Student	21,000	14.1
Sick/Disabled	*	*
Could not find full-time job	15,000	10.5
Did not want full-time job	106,000	72.5
Total	146,000	100

Source: Labour Force Survey, January-March 2019

It is generally accepted that it is women who are at the detrimental end of the gender pay gap. This pay gap is often considered to be largely ‘down to women’s concentration in part-time work’, their ‘disproportionate responsibility for unpaid caring’ and the reality that ‘many of the sectors women work in, like retail and care, offer predominantly low-paid, part-time work’. Women working part-time are also at risk of low pay and precarious employment, as many part-time jobs are typically associated with the minimum wage and atypical contracts. Working part-time is, for many, a choice; evidenced by NISRA’s (2016) finding that nearly three quarters of women who worked part-time did not want a full-time job. However, the reasons for not wanting a part-time job may be due to the barriers to participation in the labour market that women face, particularly in relation to caregiving and should be considered when creating economic opportunities.

A baseline study in 2013 analysed several key characteristics of the economically inactive within Northern Ireland e.g. by age, gender, location and level of education, which highlighted different trends for men and women. Whilst there were more men than women in the long-term sickness and disability category, women accounted for the vast majority of those with family commitments. The research highlighted the importance of job interventions being flexible in order to consider gender issues.

In addition, research indicates that often when female-generated income is being spent on childcare, paid work may not be seen as worthwhile. This is especially an issue in Northern Ireland, where it is reported that the ‘average weekly (childcare) costs consume 43% of the median net weekly earning’, and after housing costs, is ‘the largest monthly outgoing for families, exceeding grocery bills, heating, transport and other household costs’. Low-skilled and low-paid jobs often do not allow women to afford paid childcare and may offer lower levels of flexibility to accommodate caregiving.

The above statistic reinforces the impact that dependency status often has with regards to women and employment and in relation to why they are often more constrained in the labour market due to caring responsibilities. Research by the Northern Ireland Executive has found that ‘economic activity rates are lower amongst working age females the more dependent children they have’. Therefore, it is likely that economic inactivity and dependency status interact

Women also experience industrial and occupational segregation in employment. Women are under-represented in industries associated with Science, Technology, Engineering and Mathematics (STEM) such as Manufacturing, Transport and Communication, Energy and Water and Construction. The Science, Technology and Engineering Business Group (2013) cite that ‘in the Northern Ireland economy, high level STEM posts currently constitute over 11% of the workforce, with men outnumbering women by nearly 3 to 1’.

Females are also more likely to be working in the public sector (both full-time and part-time). The figure below shows employment by industry sector by gender across Northern Ireland.

Employment by industry section, 16+	Male (%)	Female (%)	All persons (%)
Agriculture, forestry and fishing	4.5	*	2.8
Energy and water	3.0	*	1.9
Manufacturing	15.7	5.9	11.0
Construction	13.7	*	8.1
Distribution, hotels and restaurants	14.2	18.0	16.0
Transport and communication	9.9	3.4	6.8
Banking and finance	16.3	12.5	14.5
Public administration, education and health	16.9	49.1	32.3
Other services	5.7	7.4	6.5
All in employment¹	394,000	361,000	756,000

Further, men are more likely to enter into apprenticeships and there is a gender balance in certain types of apprenticeships: for

example, women are under-represented in apprenticeships in STEM related areas. Stereotyping and bias within our culture and particularly within male-dominated engineering and technology sectors, has been cited as one factor presenting barriers for women within these industries.

Women remain the largest under-represented group when it comes to enterprise in Northern Ireland. As the table show below in March 2019 there were almost 3 times as many men in self employment as women.

Self Employment by sex – 16+ across NI

	Male	Female	All Persons	Male (%)	Female (%)	All Persons (%)
Jan-Mar 2019	96,000	34,000	131,000	21.4	8.4	15.1

Whilst men were less likely than women to be economically inactive, Raeside *et al.* (2014) and the Commission’s analysis of LFS data from 2006 to 2016 found that men were more likely to be ILO unemployed than women. This is considered an emergent inequality. Unemployment figures for young men are a particular concern, especially if they translate into long term unemployment. As mentioned above there are more men than women in the long-term sickness and disability category.

There are currently no or limited statistics in relation to the transgender community, however research points to the fact that trans people face prejudice and hostility in employment and are less likely to be open about their gender identity in the workplace, which may affect trans people participating in and sustaining employment.

Disability

There is a persistent employment gap between people with and without disabilities, with those with a disability much less likely to be employed. Belfast’s disability-related benefit claimant level is above the Northern Ireland average of 13.9%. 16.6% of all residents in Belfast are in receipt of at least one disability-related benefit. According to surveys, the employment rate among those with a disability remains low, at around one third, in comparison with 79% for those without. Employment among those with mental ill-health or learning difficulties is especially low (estimated at around 1 in 5). The Bamford Review of Mental Health and Learning Disability (2007) has set a Northern Ireland target of 50% to be in full-time employment.

Employment among disabled people is strikingly lower in Northern Ireland than in other parts of the UK. Only 35% of working-age disabled people in Northern Ireland are employed, compared to 42% in Scotland, 47% in Wales and 50% in England (JRF 2018 Poverty Study). In Northern Ireland, 27% of disabled people are in poverty compared to 19% of non-disabled people (JRF Poverty study).

The lower employment rate of those with a disability is supported by the identification of a higher rate of economic inactivity for disabled people. Both Raeside *et al.* (2014) and the Commission, found that between 2006 and 2016, those with a disability consistently had higher rates of economic inactivity than those without a disability. This was also evidenced in the Census

2011, which found that nearly three quarters (73.6%) of those with a limiting long-term illness were economically inactive at the time of the census, compared to a fifth (20.7%) of those who did not have a limiting long-term illness. The table below shows the percentages of those who were economically inactive by reason with the category of sick/disabled accounting for 32%

Economic Inactivity by reason, 16-64 Northern Ireland

	Wants a job (%)	Does not want a job (%)	All persons (%)
Student	*	31.7	27.1
Family/Home	32.3	19.8	22.2
Retired	*	12.9	10.7
Sick/Disabled	47.3	28.2	32.0
Other	*	7.4	8.0

People with disabilities are more likely to be in part-time employment than those without disabilities. In the UK, research has associated part-time work with low pay, the low wage economy, fragmented and unsocial hours and a higher risk of poverty.

In addition, people with disabilities face wider barriers such as access to transport, the physical environment and limited support in employment, all of which can impact on their ability to participate in employment. In 2016, a report by Disability Action on employment and disability revealed that the key challenges faced by people with disabilities at work included; access to reasonable adjustments, fears over sickness absence, pressure to work beyond their capacity, fear of losing their jobs, poor communication with employers and stress in the workplace. These barriers can impact on the ability of disabled people to participate in and sustain employment. Various research reports have estimated that between 20% and 50% of people with a disability feel that they faced discrimination in employment.

Dependants

A “dependent child” is defined as 0-15 or aged 16-18 who is a full-time student and living in a family with his or her parent(s) or grandparent(s) (Census 2011). In both Northern Ireland and Belfast, the proportion of households (including lone parent households) with dependent children has declined since 1981.

Figure 4: Percentage of Households with Dependent Children – 1981, 2011 & 2016 Households	N. Ireland	Belfast
% with dependent children 1981	45.98%	37.30%
% with dependent children 2011	33.85%	29.74%
% with dependent children 2016*	29.61%	27.61%

Raeside *et al.* (2014) found that:

- Lone parents had the lowest rates of employment compared to each of the other dependency status groups considered
- Lone parents with dependent children have much higher rates of economic inactivity than those who have no dependents and those who are married or co-habiting with dependent children
- Lone parents with dependent children were more likely to work part time than the other dependency groups - over half (51.1%) of lone parents with dependent children were in part-time employment, compared to around a quarter (24.1%) of married or co-habiting parents with dependent children and 15.2% of those with no dependent children. While part-time working is one of a number of means by which women, lone parents, and carers balance employment with caring responsibilities, it can negatively influence progression in employment and there is also at risk of low pay and precarious employment, as many part-time jobs are often associated with the minimum wage and atypical contracts.

In summary, lone parents with dependents experience barriers to their participation in employment, with a lower employment rate and a higher economic inactivity rate, particularly for women who constitute the majority of lone parents. Many of the same barriers to the participation of women in the Northern Ireland labour market are applicable to lone parent women. Similarly, those who are carers and provide unpaid care to dependents that are not children are likely to face similar issues in employment to those with childcare responsibilities.

Additional barriers to employment for those with dependents include access to affordable childcare and continuation of benefits once in employment. Childcare and family friendly/flexible policies are often recommended to support women's participation in employment and integrate them into the labour market.

In addition, attitudinal barriers to carers from employers and work colleagues also represent a barrier to employment. These factors can result in some carers giving up work, the consequence of which is negative impacts on their finances, health and wellbeing. As the population continues to age so there is a growing need to recognise caring responsibilities for elderly relatives among employees.

The group with the highest poverty throughout the last decade in Belfast is lone parents (40% in 2013/16). Analysis for the UK as a whole suggests that, although poverty rates for lone parents have fallen over time, the rate has slowed in recent years and there are signs that it is starting to rise again.

8. 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?

All - The draft Inclusive Growth Strategy has the potential to bring about more inclusive economic growth to Belfast citizens and to show civic leadership in encouraging other key institutions across the city to adopt similar inclusive growth practices.

The screening has revealed that it is likely that the draft Inclusive Growth Strategy commitments will have a positive impact upon all S75 groups, as part of the wider population. The research outlined above, evidences that it is likely that each of the identified four cohorts to whom initial resources/focus will be provided, will comprise a large number of the Section 75 groups, due to the fact that they often face multiple barriers, including in relation to accessing economic growth opportunities. It is a commitment of the strategy to ensure as much evidence gathering as possible in relation to the implementation of the strategy once finalised and approved. The delivery of the strategy will ensure that emerging projects accommodate the needs of particular groups and identities and are mindful of many of the barriers highlighted earlier.

Section 75 category	Likely impact?	Level of impact? Minor/Major/None
Religious belief	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all residents, irrespective of their religious belief.</p> <p>Equality information will be monitored and reviewed on a programme basis and further screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed.</p>	Minor +
Political opinion	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all residents, irrespective of their political opinion.</p> <p>Equality information will be monitored and reviewed on a programme basis and further</p>	Minor +

	<p>screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed.</p>	
Racial group	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all residents, irrespective of their racial group.</p> <p>Equality information will be monitored and reviewed on a programme basis and further screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed</p>	Minor +
Age	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all residents, irrespective of their age.</p> <p>Equality information will be monitored and reviewed on a programme basis and further screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed</p>	Minor +
Marital status	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all residents, irrespective of their marital status.</p> <p>Equality information will be monitored and reviewed on a programme basis and further screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed</p>	Minor +

Sexual orientation	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all residents, irrespective of their sexual orientation.</p> <p>Equality information will be monitored and reviewed on a programme basis and further screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed</p>	Minor +
Men and women generally	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all residents, irrespective of their gender.</p> <p>Equality information will be monitored and reviewed on a programme basis and further screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed</p>	Minor +
Disability	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all residents, irrespective of whether they have a disability or not.</p> <p>Equality information will be monitored and reviewed on a programme basis and further screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed</p>	Minor +
Dependants	<p>At this early stage of the development of the inclusive growth strategy, there is nothing inherent in the principles underpinning the strategy or the commitments to indicate an adverse impact on one or more of the Section 75 groups. Instead, the strategy is inherently inclusive and aimed at bringing about inclusive economic growth to all</p>	Minor +

	<p>residents, irrespective of whether they have dependants.</p> <p>Equality information will be monitored and reviewed on a programme basis and further screenings/EQIA's will be carried out as and when appropriate as the strategy is developed and programmes of work designed</p>	
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9. 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
Religious belief	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	
Political opinion	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	
Racial group	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	

Age	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	
Marital status	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	
Sexual orientation	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	
Men and women generally	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	
Disability	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	

Dependants	The draft Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. Targeted interventions initially to the four cohorts aim to provide a greater focus on helping these groups of citizens gain and participate fully in economic growth. As highlighted earlier, it is likely that many of the Section 75 groups are currently reflected in these cohorts and therefore targeted inclusive growth interventions should benefit them.	
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10. 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	The development and implementation of an Inclusive Growth Strategy for Belfast City Council, with the aim of creating an inclusive economy, where no one is left behind is likely to create an environment where good relations will flourish	Minor +
Political opinion	The development and implementation of an Inclusive Growth Strategy for Belfast City Council, with the aim of creating an inclusive economy, where no one is left behind is likely to create an environment where good relations will flourish	Minor +
Racial group	The development and implementation of an Inclusive Growth Strategy for Belfast City Council, with the aim of creating an inclusive economy, where no one is left behind is likely to create an environment where good relations will flourish	Minor +

11. 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	<p>The BCC Inclusive Growth Strategy aspires to promote equality of opportunity and good relations through a programme of targeted support/investment focused initially on economic growth</p> <p>We commit to monitor/evaluate the uptake and outcomes to ensure that all identities/communities have access to information and can participate</p>	
Political opinion	<p>The BCC Inclusive Growth Strategy aspires to promote equality of opportunity and good relations through a programme of targeted support/investment focused initially on economic growth</p> <p>We commit to monitor/evaluate the uptake and outcomes to ensure that all communities/identities have access to information and can participate</p>	
Racial group	<p>The BCC Inclusive Growth Strategy aspires to promote equality of opportunity and good relations through a programme of targeted support/investment focused initially on economic growth</p> <p>We commit to monitor/evaluate the uptake and outcomes to ensure that all identities/communities have access to information and can participate.</p>	

Section C. Consideration of Disability Duties

Belfast City Council also has legislative obligations to meet under the **Disability Discrimination Order**

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

The high level commitments in the Inclusive Growth Strategy focus on inclusive economic growth for all citizens, including for those with a disability. We will work with appropriate representative organisations and create a culture of on-going consultation and feedback to ensure we are promoting positive attitudes and increasing participation as much as possible. In addition we commit to making information available in alternative formats as applicable and to creating a Citizen Summary. We will gather feedback from representative organisations.

As the council develops the programmes of work and projects in more detail within the strategy we will seek input from people who are directly affected to ensure their needs are being met.

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

The high level commitments in the Inclusive Growth Strategy focus on inclusive economic growth for all citizens, including for those with a disability. We will work with appropriate representative organisations and create a culture of on-going consultation and feedback to ensure we are promoting positive attitudes and increasing participation as much as possible. In addition we commit to making information available in alternative formats as applicable and to creating a Citizen Summary. We will gather feedback from representative organisations.

As the council develops the programmes of work and projects in more detail within the strategy we will seek input from people who are directly affected to ensure their needs are being met.

14. Multiple Identities (Provide details of data on the impact of the policy with multiple identities)

As stated earlier it is envisaged that the strategy will bring about advantages to Belfast citizens irrespective of their identity. There are no particular circumstances where two or more identities may act together to increase the likelihood of an adverse impact through the Inclusive Growth Strategy, although a combination of circumstances (eg age, disability, dependents) may increase the extent of the marginalisation experienced by groups and individuals.

15. Monitoring Arrangements

Section 75 places a requirement 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.

Equality	Good Relations	Disability Duties
<p>It is a commitment of the strategy to ensure as much evidence as possible is gathered around the outcomes and impact, including around section 75 groups, particularly throughout the implementation process. The delivery of the strategy will ensure that emerging projects accommodate the needs of particular groups and identities and are mindful of many of the barriers highlighted earlier.</p> <p>Belfast City Council will ensure that all those involved in the delivery of the programmes of work developed under the strategy will continue to meet statutory duties to promote equality of opportunity and good relations under Section 75. For example it is anticipated that programmes of work flowing out of the Inclusive Growth Strategy will be subject to scrutiny through screening and EQIA as and when necessary.</p>		

Section D: Formal Record of Screening Decision

Draft Inclusive Growth Strategy

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: **Decision deferred**

As highlighted earlier in this document, we are deferring the final decision in relation to the outcome of this comprehensive screening to allow for consultation feedback, including feedback from Section 75 groups. Once this consultation is complete, the feedback will be used, if applicable, to update the screening and take a decision as to the screening outcome.

***Screened In** – Necessary to conduct a full EQIA

***Screened Out** – No EQIA necessary (no impacts)
Provide a brief note here to explain how this decision was reached: Deferred

*** Screened Out - Mitigating Actions** (minor impacts)
Provide a brief note here to explain how this decision was reached: Deferred
Explain what mitigating actions and / or policy changes will now be introduced: Deferrd

Formal Record of Screening Decision *(cont)*

Screening assessment completed by (Officer level) -

Name: Clare Hutchinson

Date:01.11.19

Department : City and Organisational Strategy

Signature: Clare Hutchinson

Screening decision approved by -

Name: Christine Robinson

Date:01.11.19

Department City and Organisational Strategy

Signature: Christine Robinson