



Audit of Inequalities & Action Plan 2013 – 2016

This Waterways Ireland Equality Action plan has been amended following consultation and engagement with our consultees and stakeholders.

Waterways Ireland takes this opportunity to indicate its commitment to the Equality agenda.

This Action Plan is a living document that can be added to and amended as other inequalities are identified on an annual basis.

Alternative Formats

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1 Introduction

This document is presented by Waterways Ireland for public consultation. It reports the outcome of the Audit of Inequalities conducted by Waterways Ireland and the proposed Section 75 Equality Action Plan 2013-16.

Copies of this document are available on Waterways Ireland website and in paper format. Documentation will be made available on request in formats such as Easy Read, Braille, audio formats (CD, mp3 or DAISY), large print or minority languages to meet the needs of those for whom English is not their first language.

Consultation on this document will commence on Friday 17 May 2013 and close on Friday 9 August 2013 at 4.00pm. We intend to also use other consultation methods to seek views and it may be that you will receive further communication from us in due course. We value the contribution of our consultees and hope that you will find time to comment on this document.

2 Background

2.1 The Equality Scheme

2.1.1 What is Section 75?

Section 75 is contained within the Northern Ireland Act 1998. It requires all public authorities, in carrying out their functions, to have due regard to the need to promote equality of opportunity between the nine equality categories of 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. It also requires them to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group.

2.1.2 The Equality Scheme

In its 2010 document entitled *Section 75 of the Northern Ireland Act 1998 – A Guide for Public Authorities* the Equality Commission explains that an Equality Scheme is “a document which outlines a public authority’s arrangements for complying with its Section 75 obligations” (p.84). The guide likewise provides details on the form and key elements of a Scheme. Waterways Ireland Equality Scheme complies with this guidance and is attached for consultation.

2.1.3 Waterways Ireland Requirements

On 1st February 2012 a letter was issued to the Chief Executive of Waterways Ireland advising of the requirement to undertake some preparatory work in advance of the development of Waterways Ireland’s Equality Scheme. This took the form of an ‘Audit of Inequalities’ and the development of an associated Action Plan.

On 1st May 2012 Waterways Ireland received a formal request for submission of an Equality Scheme within 6 months by 1st November 2012. This request was accompanied by a model Scheme to act as a guide and template for completion.

2.2 The Inequalities Audit and Action Plan

In parallel with the development of the Equality Scheme, it was recommended that Waterways Ireland undertake an Audit of Inequalities to establish whether any of the aforementioned Section 75 categories (2.1.1) are, or could be adversely affected or negatively impacted by the activities of Waterways Ireland and, where such inequalities were detected or suspected, to develop an Action Plan to address them.

2.2.1 The Audit

The Equality Commission guidance on Section 75 (2010) recommends that *“public authorities undertake an ‘audit of inequalities’ to inform the development of their plans”* (p.48). *The audit should comprise “a systematic review and analysis of inequalities which exist for service users and those affected by a public authority’s policies”* (p.49).

2.2.2 The Action Plan

The guidance further recommends that public authorities should *develop “an action plan which details action measures relevant to a public authority’s functions, to promote equality of opportunity and good relations and address inequalities for the Section 75 categories.*

The Commission also emphasises the importance of linking equality action planning to corporate and business planning. It advises that *“public authorities link the development of action plans to their corporate planning cycle, in order that equality of opportunity and good relations are incorporated and mainstreamed at a strategic level into the business of the public authority. At an operational level, we recommend that implementation of action plans are included in a public authority’s business planning cycle”* (p.47).

2.3 The Process of Conducting the Audit

2.3.1 Methodology

Recognising the importance of ensuring that the Audit addressed the full range of the organisation's functions and policies Waterways Ireland decided that the process should be driven by an internal team of officers (*henceforth 'the Team'*). To progress this work, therefore, the Chief Executive drew together a team from within Waterways Ireland whose role would be to conduct the consultation process, gather evidence for the Audit, agree the Action Plan and draw up the Equality Scheme.

To support its work. Waterways Ireland also engaged an independent equality advisor to assist in the process. The advisor facilitated the process and managed the timeframe. In addition the team worked with the advisor to review currently recognised equality issues from research particularly in respect of people with disabilities, women, young people, older people, and minority ethnic groups.

- **Workshops with senior staff**

Workshops were held with senior staff to gather evidence specific to their service area including professional experience of staff.

- **Other sources of information used**

Given the highly specialised nature of Waterways Ireland functions the extent to which relevant research literature could be drawn upon to shed light on equality issues relating to our services was limited. Some relevant publications

- Research studies/ working papers/government papers
- Information from internal documents relating to staff profile and human resource policies

Ultimately however, it was the 'on the job experience of staff' that proved key in identifying inequalities and proposing opportunities for promoting equality and good relations.

2.3.2 Undertaking the Audit

The work to conduct the Audit, including gathering evidence and identifying gaps in data, and to develop the plan was undertaken through a series of steps:

- (1) Workshop 1: description of functions
Descriptions of functions were drafted by the Team
- (2) Workshop 2 – auditing
- (3) Workshop 3 – prioritising
- (4) Workshop 4 – action planning.

Regular progress reports were provided to Waterways Ireland Senior Management Team.

3 Who we are and what we do

Waterways Ireland is the largest of the six North/South Implementation Bodies which were established by means of an international treaty made on 8 March 1999 between the British and Irish Governments. This treaty was given domestic effect by means of the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999, and the British-Irish Agreement Act 1999 respectively.

As a Cross Border Body we are responsible to our sponsor Departments, the Department of Culture, Arts and Leisure (DCAL) in Northern Ireland and the Department of Arts, Heritage and the Gaeltacht (DAHG) in Ireland.

The Body operates under the policy direction of the North / South Ministerial Council and the two Governments, and is accountable to the Northern Ireland Assembly and the Houses of the Oireachtas.

The statutory function of Waterways Ireland is to manage, maintain, develop and restore specified inland navigable waterways, principally for recreational purposes.

Waterways Ireland has responsibility for approximately 1,000 km of navigable waterways, comprising;

- the Barrow Navigation
- the Lower Bann Navigation
- the Royal Canal
- the Erne System
- the Shannon-Erne Waterway
- the Grand Canal
- the Shannon Navigation

Waterways Ireland's remit was extended by the North South Ministerial Council in July 2007 to include responsibility for the reconstruction of the Ulster Canal from Upper Lough Erne to Clones and following restoration for its management, maintenance and development principally for recreational purposes.

Waterways Ireland's Mission

"Our mission is to provide a high quality recreational environment centred on the inland waterways in our care, for the benefit of our customers."

Our Core Values

To ensure delivery of our Mission we are committed to achieving excellence in all our activities. We have set high standards for the delivery of our goals and objectives and these are guided by the Core Values of Waterways Ireland.

Our Core Values provide the basis on which we carry out our business activities and how our staff conducts themselves with our customers.

In all our activities we will be guided by;

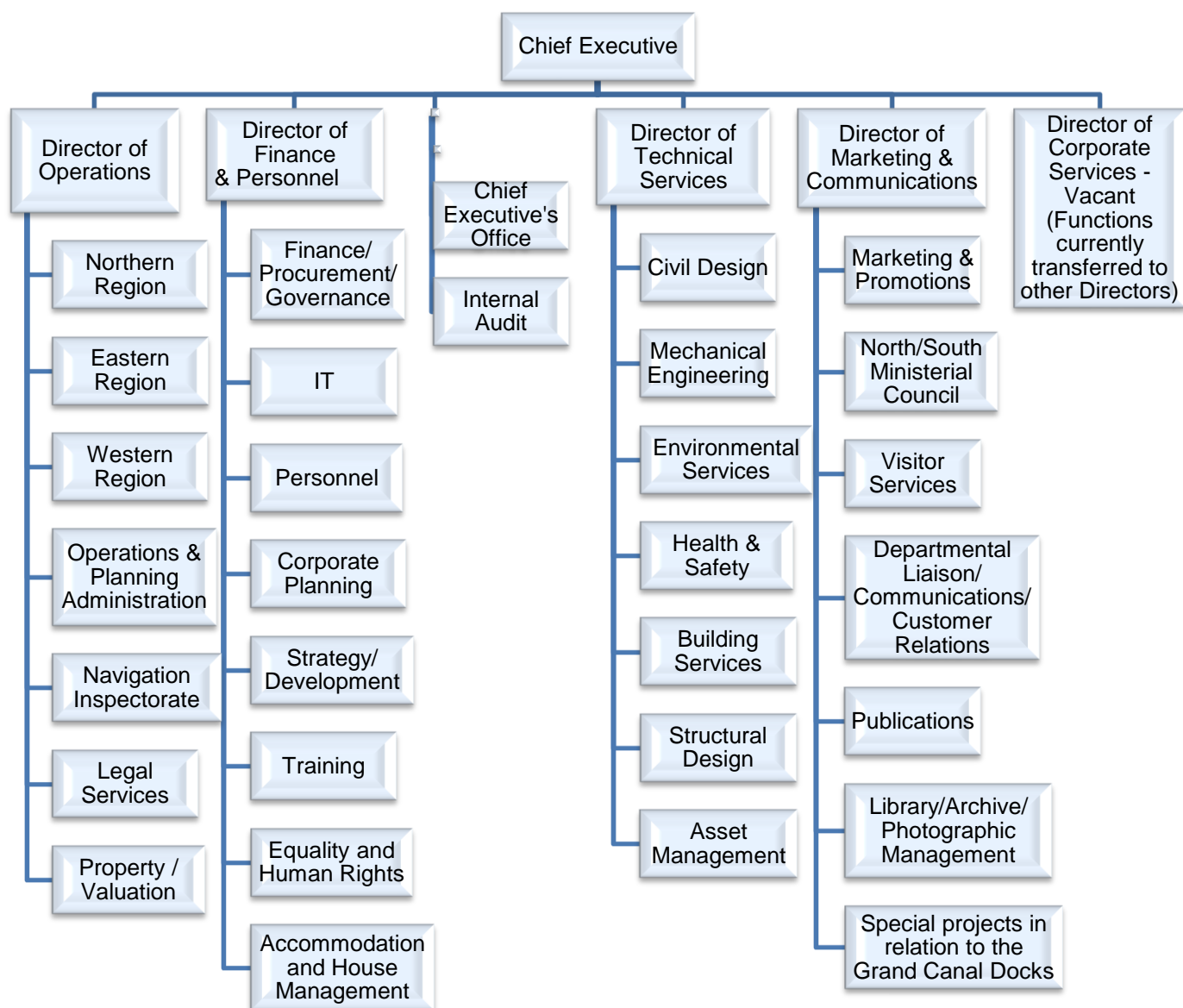
- focusing our services and facilities on our customers;
- our commitment to a culture of excellence;
- being open, accessible and accountable;
- working to the highest levels of integrity, impartiality and business equity;
- promoting fairness, equality of opportunity, mutual respect and good relations;
- ensuring value for money;
- having regard for the waterways heritage and natural environment in all our activities;
- developing our internal and external customer relationships;
- developing our staff; and
- taking reasonable, practical measures to provide a safe environment for our staff and our customers.

The Vision

"Our long term vision is to create an interrelated waterways network which will provide accessible recreational benefits and opportunities for all."

We wish to create facilities and services which will attract and impress visitors from home and aboard, supporting and encouraging the tourism and recreational industries in Northern Ireland and Ireland and promoting sustainable economic growth across the island of Ireland. We seek to protect and enhance the natural environment in and along our waterways for the enjoyment of future generations.

Waterways Ireland Organisational Chart



Staff Numbers

						Total
Professional, Technical and Administration	53	29	5	28	9	124
Operational	257					257
Total	310	29	5	28	9	381

4 Key Equality Considerations

4.1 Introduction

As Section 3 has illustrated, the functions and services delivered by Waterways Ireland are quite focused and specialised and limited.

Waterways Ireland's funding is split 85/15 in relation to the percentage of navigable waterways located in Ireland and Northern Ireland. Therefore 15% of Waterways Ireland's remit and work is located in Northern Ireland and a considerable body of this work is technical and operational in nature. Waterways Ireland's Headquarters for both jurisdictions is based in Northern Ireland. As a consequence there is a limited range of inequalities and equality issues arising than might normally be expected within the work of a public authority in Northern Ireland.

4.2 Equality Considerations by Section 75 category

During the auditing and action planning process a number of equality issues and opportunities for better promoting equality and good relations were identified.

Gender Inequalities

NI Gender Strategy

The [NI Gender Strategy for Northern Ireland \(2006-2016\)](#) sets out the government's priorities to help tackle the causes of gender inequalities; how it is meeting its international commitments under the [UN Convention for the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#) and the actions that are being taken forward to ensure that gender equality is mainstreamed across all aspects of policy development and service delivery.

Gender Statistics

The 2001 Census reported that 49% of the population in Northern Ireland are male and 51% are female. In the quarter April to June 2010 the economic activity rate for working age men was 78.2% and 63.8% for women. The self-employment rate for men in NI was 23% compared with 6% for women.

Gender Inequalities – Male and Female employees

Internal Representation

The breakdown of gender employment roles within Waterways Ireland follows traditional gender work patterns.

Action is needed to encourage female interest and participation in areas currently under-represented such as professional roles and conversely, action is needed to encourage male interest and participation in areas currently under-represented such as secretarial and administrative roles and to work to eliminate those influences that may hinder or limit their involvement.

Gender and Sport

Findings from the 2008/09 [CHS Household survey](#) infer:

- Significantly greater proportion of males than females participating in sport
- Proportions participating in sports reduce with age with considerably less people aged 65 and over taking part in sport.
- The differences in marital status proportions are likely to be due to other factors such as age and dependents.
- No significant difference in proportions of Catholics and Protestants participating in sport.
- Significantly less people with a limiting longstanding illness participate in sport

What are the inequalities or potential inequalities?	Potential Action needed	Source of Evidence
Under-representation in traditional work roles	Waterways Ireland to undertake employment outreach measures to attract women and men applicants to non traditional work roles.	CEDAW NI Gender Strategy 2010 OCPANI report Internal employee data
Low participation in recreation and leisure	Pro-active engagement with women and representative groups to find ways to encourage women's participation in recreation and leisure activities in relation to the use of the waterways.	NI Gender Equality Strategy (2006-16) CHS Household survey 2009
Lack of Accessible services	Provide services to suit the specific needs of women such as providing universal access to our service facilities.	NI Gender Equality Strategy (2006-16)

Inequalities – Dependants

Carers

People with caring responsibilities are more likely to be found among those within the 55-59 age band, approx 1:4 people¹ will have caring responsibilities. In a typical workforce 1:9 male employees and 1:7 female employees will be looking after someone who is sick, disabled or frail². Carers are also more likely to be in lower paid employment, part-time working and less well qualified than other employees³. As the rate of disability rises with age, it is likely that individuals with caring responsibilities may also have their own health concerns to deal with too.

What are the inequalities or potential inequalities?	Potential Action needed	Source of Evidence
Support services for carers	Maintain awareness of the issues impacting on carers in the workplace, including work-life balance policies; practical and emotional support services	Carers UK

¹ [Equalities and Inequalities in Health and Social Care in NI: A statistical overview \(2004\)](#)

² [Carers, Employment and Services. Report number 6, University of Leeds, Yeadle and Buckner \(2007\)](#)

³ [Real Change not Short Change, Time to Deliver for Carers, Carers UK \(2007\)](#)

Inequalities – Children and Young People

Statistics

NI has the youngest population in the UK, with 25%⁴ under 18 years of age. There are over 161,000 rural young people which represents over 27.9% of the total rural population⁵. More than one third of children here live in poverty (c 122,000) and of this total, 44,000 live in severe poverty. According to a recent DSD⁶ report, 31% of children living in the rural west area live in households that are experiencing relative income poverty. The rate of young people not in employment, full-time education or training (NEETS) was 8% here in 2000, and 11% in 2008.

Consultation and Engagement

We are aware that young people in rural areas have expressed disillusionment⁷ with consultation processes, feeling that only lip service has been paid to the idea of giving young people a voice.

Rural Development Programme (NIRDP) 2007-2013

NISRA⁸ consider that there is now a need for an enhanced and maintained effort to actively engage with young people and their representative organisations.

What are the Inequalities or potential inequalities?	Potential Action needed	Source of Evidence
Lack of participation and involvement in decision-making processes	Meet and involve young people in the development of policies and services that impact on their lives Encourage young people to take part in consultations and to tell us their views Provide opportunities for educational activities	NICCY Review of Children's Rights 2008 ECNI Statement on Key Inequalities NI 07
Information and services need to be young person friendly	Proactively provide accessible services and age-appropriate information and promote availability of these to young people and their representative organisations. More use of Plain English, Easyread documents, short summaries, flyers etc. Seek the active involvement of young people in the review of websites. Review the impact of the information and support services we provide for our students and young staff.	NICCY Review of Children's Rights 2008

⁴ Save the Children, What we do in Northern Ireland 2007

⁵ 2001 Census. Rural definition as defined in the 'Report on Settlement Service Classification, NISRA, Relates to those under 18 years of age.

⁶ DSD Households Below Average Income Report 2005-06

⁷ Extract from Youth Council's response to the RDP EQIA in 2007

⁸ As above

Inequalities – Older People

Northern Ireland Pensioners and Poverty

Census figures for 2011 tell us the population in Northern Ireland has increased to 1.811million. The population is aging.

There are over 300,000 people over retirement age (women over 60 and men over 65) living in Northern Ireland. They make up 17% of the population⁹. By 2030 it is expected that the percentage of older people will increase to 24% of the total population¹⁰ and it is also projected that 7% of the population will be over the age of 80, a total of 130,000¹¹ people.

Pensioners here are poorer than in any other part of the UK. Approx 23% of older people in NI are living in poverty, compared to 16% in the UK¹², with 15% of older people in NI living in severe poverty compared with 9% in the UK¹³. And this figure is continuing to rise year on year. The Rural Development Council (RDC) has outlined in its recent report¹⁴ that 33% of pensioners in rural households are experiencing poverty in comparison to 12% in Belfast and urban areas generally.

Caring Responsibilities

People with caring responsibilities for someone who is elderly, sick or disabled are more likely to be found among those within the 55-59 age band, and 2011 Census figures tell us that 40% of households contain at least one person with a long term health problem or disability.

EQIA – PfG Budget and ISNI 2008-2011

The previous overarching [EQIA on the Programme for Government, Budget and Investment Strategy](#) (2008-2011) outlined several aspects that would likely specifically impact on older people living in remote areas or disadvantaged areas.

Many have difficulty accessing the sorts of opportunities that most people in society can often take for granted. Older people also tend to have lower incomes, are more benefit dependent and spend more on necessities than the rest of the population. They also experience other forms of exclusion, such as isolation from friends, relatives, services and facilities and increased fear of crime. Older people, particularly women and those living in isolated or marginalised areas can experience particular difficulties in accessing public services.

Sport

⁹ 2009 Mid-year Population Estimates, NISRA

¹⁰ Population projections for 2030 using a 2008 base, NISRA

¹¹ As above at 7.

¹² DSD (2010) Households Below Average Income Report (2008-09) Belfast, DSD

¹³ Family Resources Survey

¹⁴ Challenging the Rural Idyll: Rural Poverty and Social Exclusion, Priorities for Action, Rural Development Council, 2008

Findings from the DECAL 2008/09 [CHS Household survey](#) infer:
Proportions participating in sports reduce with age with considerably less people aged 65 and over taking part in sport.

What are the Inequalities?	Potential Action needed	Source of Evidence
Access to information and services	Ensure that services; including access to and content of information we provide suits the specific needs of older people.	Age NI, Opportunities for Ageing: Autumn Spending Review Oct 10
Obstacles to participation in recreation/leisure and employment	Provide opportunities for older people and particularly those in isolated rural communities to engage in recreation or leisure activities on or along the waterways.	CHS Household survey 2009

Inequalities – Disability

Rate of Disability

In Northern Ireland, the rate of disability is currently running at over 21% of the population¹⁵ which basically means that one person in every five potentially has a disability that meets the definition of the DDA. In rural areas, there is some evidence¹⁶ to suggest that the rate of disability is closer to 27% with a slightly higher prevalence¹⁷ of sight, hearing and learning disabilities.

Under-representation in decision-making

According to OCPANI annual report only 3% of all appointees to government public appointments were people with disabilities¹⁸. Disabled people in rural areas generally consider that they lack any power or influence to help bring about change within their local communities. To address this, communities and organisations should, according to Leonard Cheshire Disability look to the involvement of disabled people at the heart of the decision making processes¹⁹.

Access to employment, training and education

The employment rate for people without disabilities is 79% which is twice the rate of disabled people (32%) in employment²⁰. Disability Action²¹ has highlighted that people with disabilities continue to experience isolation and exclusion because of the lack of suitable and accessible public transport; the lack of accessible information services and barriers to accessing opportunities for training, employment and education. According to a very recent Labour Force Survey²², people with disabilities are continuing to experience greater difficulties than those without disabilities in securing a place for further and higher education.

Disability Awareness

Our Disability Action Plan sets out a number of specific actions that Waterways Ireland is currently taking forward to address disability inequalities; to increase participation levels and to promote positive attitudes towards people with disabilities.

Accessible information services

More work is needed to ensure that people with disabilities are able to access information to our services and have more accessible services.²³

Improved Signage

Work must continue to ensure that our customers with disabilities are able to access and use our services with improved signage

¹⁵ 2011 Census

¹⁶ 2001-2002 DARD Social Survey

¹⁷ NI Survey of People with Activity Limitations and Disabilities (NISALD)

¹⁸ Leonard Cheshire Disability, Contribution to the RDP EQ report, 2007

¹⁹ Leonard Cheshire Disability, Contribution to the RDP EQ report, 2007

²⁰ ECNI Statement on Key Inequalities 2007

²¹ Disability Action, Disability and Poverty (March 2008)

²² Labour Force Survey April to June 2010

²³ NISRA, Mid-Term Evaluation Report of the RDP (2007-2013) November 2010

What are the inequalities or potential inequalities?	Potential Action needed	Source of Evidence
Obstacles to participation in leisure	<p>Ensure physical accessibility of Waterways Ireland public buildings, including their external facilities; entrance and exit arrangements, and facilities provided inside.</p> <p>Engage with disabled people to identify and remove hidden barriers to full participation in leisure</p> <p>Take action to challenge attitudes, and work to promote inclusive practices and policies for disabled people</p>	<p>DDA 1995</p> <p>CHS Household survey 2009</p> <p>Strategy and action plan for the development of marine tourism and leisure 2007</p>
Lack of accessible information services	<p>More use of Easy reads to accompany longer documents. Accessible and easy-to-use websites. Promote availability of accessible information services and availability of alternative formats.</p> <p>Ensure people with disabilities have equality in how they can access our information services, and in the quality of information services we provide</p>	<p>ECNI formal investigation into the accessibility of Health Information in NI for People with a learning disability (2007)</p> <p>DDA 1995</p> <p>Internal documents Access Audits</p>
Lack of signage	Continue to improve signage across services	Internal Information
Access to hospitality and suitable water points	Work with others to ensure that people with disabilities are not excluded or marginalised and can access the range of services they require	Strategy and action plan for the development of marine tourism and leisure 2007
Invisibility of disabled people in the workforce	<p>Actively promote a positive attitude to encourage and support staff declaring a disability.</p> <p>Successfully achieve the actions set out in our Disability Action Plan 2014 – 2016.</p>	Internal documents

Inequalities – Race and Ethnicity

Statistics

Census figures for 2011 indicate that the percentage of people living in Northern Ireland who were not born here has risen 3% to 11 % of the population. The number of nationals from the EU Accession countries here totalled 2% at 35,700²⁴.

Accessing Services

It is recognised that many migrants face difficulties when accessing public services, such as on housing, employment, benefits, health and consumer rights especially where English is not their first language. While some important information services may be available in a wide range of languages, this service is limited, and for many government services is provided more as a welcoming gesture. Some migrants have also faced varying degrees of racism, prejudice and hostility. Census figures for 2011 indicate that 6.8 % of people born in EU accession countries reside in Dungannon.

Rural areas are becoming increasingly diverse, populated more frequently by communities who are no longer simply concentrated in urban areas. There are significant numbers of migrant workers within farming and fishing industries and those employed in food production plants, many of whom also have families living in rural areas. However, there will also be many people living in small rural areas who may be the only ones from a particular ethnic background within their community.

What are the Inequalities?	Potential Action needed	Source of Evidence
Language and communication barriers	Offer to provide language translations of other information when asked to do so.	Internal documents
Under-representation in decision-making processes	Increased engagement with organisations representing the interests of people from minority ethnic backgrounds. Seek opportunities to raise awareness of vacancies and encourage applications from minority ethnic applicants	2010 OCPANI report

²⁴ NISRA, (2012) Census figures

Inequalities – Political Opinion and Religious Belief

Statistics

The 2011 Census reported on Religion and Religion Brought up in, 45 per cent of the population were either Catholic or brought up as Catholic, while 48 per cent belonged to or were brought up in Protestant, Other Christian or Christian-related denominations.

Internal documents reveal that there is a current under representation of staff from the Protestant community.

Out of a total of 86, 29 are from the Protestant community and 54 from the Roman Catholic community.

What are the Inequalities?	Potential Action needed	Source of Evidence
Underrepresentation of employees from the Protestant community	Affirmative action required to attract a wider applicant pool from the Protestant community	Internal Documents

Inequalities – Sexual Orientation

LGB Statistics

While there is limited data available on the likely numbers of lesbian, gay or bisexual (LGB) persons in NI, some local research information available. CoSO²⁵ outlines that according to figures from DTI, 6% of the population are lesbian or gay; although this figure does not include those people who identify as bisexual. A figure of 10% of population being lesbian gay or bisexual (LGB) is generally accepted as a reasonable estimate. This means that approximately 170,000 people in Northern Ireland are likely to identify as lesbian, gay or bisexual.

CoSO advise that many LGB people experience unfair treatment, discrimination and abuse within their workplace, community and in wider society. CoSO estimate that approx 23% of LGB are 'not out' in their workplace for fear of discrimination and prejudice.

The Rainbow Project conducted research on experiences of LGB in the workplace in N.Ireland. Through Our Eyes research²⁶ recommends organisations regardless of their size take positive actions addressing LGB issues in the workplace.

What are the Inequalities?	Potential Action needed	Source of Evidence
Lack of Awareness and Discrimination	<p>Raise awareness of LGB issues and the support services available with staff.</p> <p>Raise awareness of the appropriate policies and the disciplinary procedures in place to deal effectively with actions of discrimination or harassment.</p>	<p>COSO An Acceptable Prejudice 2003</p> <p>Rainbow Project - Through Our Eyes 2011</p>

Conclusions

The Team considered the range of issues arising from the Audit of Inequalities and as a result agreed to develop an action plan.

²⁵ [Council on Sexual Orientation, An Acceptable Prejudice, 2003](#)

²⁶ The Rainbow Project ,Through Our Eyes , March 2011

Data, Research Reports and Publications

NI Census of Population –2011<http://www.nisranew.nisra.gov.uk/census>
Continuous Household Survey 2009/10
<http://www.csu.nisra.gov.uk/survey.asp29.htm>

Continuous Household Survey

¹ Young Peoples Behaviour and Attitudes Survey

¹ Sport and Physical Activity Participation Survey

¹ [Waterways Ireland Disability Action Plan \(2010-2013\)](#)

CoSO an Acceptable Prejudice 2003

Rainbow Project Through Our Eyes March 2011

The Northern Ireland Life and Times Survey 2009 <http://www.ark.ac.uk/nilt/2009/>

The Expenditure and Food Survey – <http://www.csu.nisra.gov.uk/survey.asp3.htm>

However, NISRA Central Survey Unit (link above) does not produce publications for the more recent EFS. This is a UK wide report that includes NI:

<http://www.statistics.gov.uk/statbase/product.asp?vlnk=361>

Households Below Average Income 2008-09

http://www.dsdni.gov.uk/index/stats_and_research/stats-publications/stats-family-resource/households/publications-hbai-2007-8.htm

The next HBAI report, for 2008-09, will be published 24 August 2010

Family Resources Survey NI 2008-09

http://www.dsdni.gov.uk/index/stats_and_research/stats-publications/stats-family-resource/family_resources/statistics_and_research-frs0708.htm

The next FRS, for 2008-09, will be published on 24 August 2010

Northern Ireland Crime Survey 2008/09

<http://www.nio.gov.uk/index/nio-publication/stats-and-research-publications.htm?keyword=Northern+Ireland+Crime+Survey&startDay=01&startMonth=3&startYear=2003&endDay=31&endMonth=11&endYear=2010&category=&CALLBACK=1&submitbutton.x=10&submitbutton.y=14>

NI Programme for Government 2008-2022

<http://www.northernireland.gov.uk/pfgfinal.pdf>

Labour Force Survey

http://www.detini.gov.uk/january_-_march_2010.pdf

Labour Force Survey Religion Report Updated 2008

http://www.ofmdfmni.gov.uk/2007_labour_force_survey_religion_report_pdf_621kb_-_2.pdf

Women in Northern Ireland 2009

http://www.detini.gov.uk/women_in_ni_september_09_stats.pdf

Child and Family Poverty in NI

<http://www.ofmdfmi.gov.uk/childandfamilypoverty2006.pdf>

Equality Commission Guidance April 2010

<http://www.equalityni.org/archive/word/S75GuideforPublicAuthoritiesApril2010.doc>

Indicators of Equality and Diversity in NI

<http://www.ofmdfmi.gov.uk/index/equality/equalityresearch/research-publications/publications/publication-az.htm#anc-i>

Equality Commission Statement on Key Equalities in NI (2007)

[http://www.equalityni.org/archive/pdf/Keyinequalities\(F\)1107.pdf](http://www.equalityni.org/archive/pdf/Keyinequalities(F)1107.pdf)

Equality and Inequalities in Health and Social Care in NI

http://www.dhsspsni.gov.uk/index/stats_research/stats-equality/stats-inequalities.htm

UN Convention on the Rights of Persons with Disabilities

<http://www.un.org/disabilities/convention/conventionfull.shtml>

NI Survey of People with Activity Limitations and Disabilities (NISALD) 2007

<http://www.csu.nisra.gov.uk/survey.asp12.htm>

Office of the Commissioner for Public Appointments NI (OCPANI) Annual Reports

<http://www.publicappointmentsni.org/index/publication.htm>

5. Equality Action Plan

The following draft action plan has been developed using the findings of the Audit of Inequalities completed in April 2013. The Action Plan is set out by function as this is reflective of Waterways Irelands desire to mainstreaming equality throughout the organisation. For each function, the action plan sets out the inequality identified, the proposed action required, the expected outcome, performance indicator, timescale and monitoring and reporting process.

The Audit of Inequalities identified a number of inequalities outside of Waterways Irelands functions and control. The Action Plan covers those inequalities which fall within Waterways Ireland function as a North South Implementation Body to manage, maintain, develop and restore specified inland navigable waterways, principally for recreational purposes.

Responsibility for the delivery of the action plan lies with the senior management team.

Waterways Irelands Action Plan 2013-2016 is attached at Appendix A.

6. Monitoring and Review Process

The Action Plan will be monitored on a quarterly basis by the senior management team, co-opting the HR Manager. The senior management team will review the progress in implementing previously agreed actions together with consideration of any new developments in the intervening period. Where appropriate, the action plan will be revised to reflect any new developments, consultations, the outcome of any new Equality Impact Assessments or any additional information not previously available.

The action plan has been aligned with Waterways Ireland corporate planning cycle.

Waterways Ireland will prepare an annual report on progress made over the previous year. This report will form part of the Annual Review of Progress on Section 75 implementation which is sent to the Equality Commission. This report will also be made available on the equality section of our Waterways Ireland website.

The collation of information on progress will allow for regular and ongoing review of the initial action plan to ensure that it remains effective and relevant to Waterways Ireland functions. Any changes or amendments to the action plan will be reported to the Equality Commission.

Appendix A

Equality Action Plan 2013 – 2016

Function	Inequality identified	Action Required	Expected Outcome	Performance Indicator	Timescale	Monitoring and Evaluation
Strategy &Policy	Need for equality screening process All 9 groups Including Duties 1 and 2 of Section 75	Complete timely and thorough equality screening exercises of all new policies	Integration of Section 75 duties into all planning and decision making processes	Equality screening completed	March 2014	Annual Reports
Strategy &Policy	Need for mainstreaming of Equality and Good Relations across divisions All 9 groups Including Duties 1 and 2 of Section 75	Develop and incorporate equality and good relations targets for all aspects of the divisions	Equality and Good Relations linked to Business plans	Completed Business plans	March 2014	Completed business plans
Strategy &Policy	Regular reporting procedures All 9 groups	Monitor and regularly report on progress of this Action Plan	Improved awareness of understanding of inequalities and potential impact of decision making on	Equality data collected	March 2014	Annual report completed

	Including Duties 1 and 2 of Section 75		each section 75 category			
Strategy &Policy	Regular review the audit of inequalities and action plan All 9 groups Including Duties 1 and 2 of Section 75	Review issues identified on an annual basis and develop actions to address them as required	Improved awareness of understanding of inequalities and potential impact of decision making on each section 75 category	Completed annual reports	March 2014	Annual reports
Strategy &Policy	Need to improve monitoring information across organisation and in relation to the audit of inequalities All 9 groups Including Duties 1 and 2 of Section 75	Review monitoring system across all services/ divisions	Awareness of gaps in monitoring system	Completed monitoring review	March 2015	Monitoring sets
Strategy &Policy	Need to improve good relations All Groups	Conduct staff survey	Promote good relations	Increased positive response from staff on good relations	March 2015	Staff monitoring sets

Strategy & Policy	Gaps in consultation and engagement for Section 75 groups All Groups	Review consultation and engagement systems across all services	Awareness of gaps within consultation and engagements processes	Increased engagement with consultees and stakeholders	March	Participation and Engagement Returns
HR Recruitment	Underrepresentation of some groups in recruitment and selection Groups: Gender Religion Disability Including Duties 1 and 2 of Section 75	Positive targeting of underrepresented Groups as required by the ECNI	Increase in applicants from underrepresented groups	%applicants applying from underrepresented groups	March 2016	Applicant and appointee dataset
HR Training & Strategy & Policy	Need for Staff Training on Equality and Good Relations agenda All 9 groups Including Duties 1 and 2 of Section 75	Comprehensive equality and good relation training for all staff.	Awareness of the need to promote equality of opportunity and good relations	100%staff completed Equality and good relations training	March 2016	Training data and evaluations held by HR

HR Training & Strategy & Policy	Need for Staff Training on Disability Agenda	Disability Equality training	Improved awareness and understanding of disability equality issues	100% staff completed Disability Equality training	March 2014	Training data and evaluations held by HR
Marketing & Communication	Obstacles to participation in leisure Groups : Age Gender Disability	Undertake research on low participation among some groups	Identification of reasons for low participation among groups	Development of a marketing dataset for underrepresented groups	March 2015	Dataset of reasons
Communication & IT	Access to information Groups : Disability	Review of Website to meet WAI – AA for accessibility	Website communications more accessible to those with impairments	Website is operational conforms to AA standards and reviewed regularly		Record of complaints & comments
Marketing & Communication	Promotion of positive attitudes Group: Disability Age Race Gender Including Duties 1 and 2 of Section 75	Inclusion of diverse images in publications	More acceptable and accessible Diverse imagery	Representation of diverse imagery	March 2016	Monitoring of images on publications

