

Education Authority

Policy Title	EA Strategic Plan 2017-2027
Policy Reference Number (if applicable)	N/A
Policy Owner	The Chief Executive and SMT - EA
Owning Department	Chief Executives Department
Policy Author	Mrs Clare Duffield – Director of Human Resources
Policy Aim	<p>The EA Strategic Plan 2017- 2027 details our Vision, Mission, Values and future strategic priorities over the next 10 years. The Strategic Plan is a high level document, which identifies the areas of work that we must take forward to progress towards the achievement of the strategic priorities and recognises the context in which we will do this.</p> <p>The Strategic Plan will be supported by a 3 year Corporate Plan and annual business plans to enable the EA to incorporate new priorities and challenges that may arise and work with DE colleagues and the wider public sector to implement the emerging Programme for Government.</p>
Related Policies	<ul style="list-style-type: none"> • Shared Education Policy • EA Draft Area Plan • DE Resource Allocation Plans • DE Corporate Goals • Children and Young Peoples Strategy (2017-2027) • The Sustainable School Policy • Every School a Good School (ESaGS) • EA Equality Scheme • Programme for Government • SEN Framework • Priorities for Youth
Date of Screening (Section 75)	8 June 2017
Approved by (name of Committee)	N/A
Date of Approval	N/A
Date Approved by Board	29 June 2017
Implementation Date	September 2017
Date of Review	April 2020

POLICY SCREENING TEMPLATE

PART 1 - POLICY INFORMATION

A. Policy Details

Name of Policy:

EA Strategic Plan 2017-2027

Is it an existing, revised or new policy?

New

What does it seek to achieve? (Intended Aims and Outcomes)

The EA Strategic Plan 2017-2027 details the Vision, Mission, Values and strategic priorities over the next 10 years.

This Strategic Plan sets out our vision '*to inspire, challenge and support all our Children and Young People to be the best that they can be*'. It provides a performance framework for our work for the next ten years and showcases how we will develop and monitor our services to schools, teachers, parents, young people and children as we progress towards our goal of improving educational achievement for all children and young people.

Are there any Section 75 categories which might be expected to benefit from the policy?
If so, briefly explain how:

The 10-year Strategic Plan sets out a framework for the activities of the Authority, which will guide us through a period of significant change. It also demonstrates how we will carry out our core business and achieve our Strategic Priorities over this period.

The Principles of our Strategic Plan include promoting child-centered education, taking account of the needs of our stakeholders, being accessible and user-friendly and meeting the needs of schools, staff and Board Members.

At this time there are no specific Section 75 categories which might be expected to benefit from the policy, rather It is envisaged that this plan will assist the EA to bring parity of access and more consistency for service provision across NI.

Who initiated/wrote the policy?

EA SMT in conjunction with the Corporate Services Team

Who owns and who implements the policy?

The Chief Executive and the SMT

B. Implementation Factors

Are there any factors that could contribute to/detract from the intended aim/outcome of the policy?

If YES, are they:

Financial

Legislative

Other

C. Main Stakeholders Affected

Who are the internal and external stakeholders (actual and potential) the policy will impact upon?

Staff

Service Users (Parents, Pupils & Schools)

Other public sector organisations

Voluntary/community/trade unions

Other, please specify: Boards of Governors

D. Other Policies with a Bearing on this Policy

What are these policies, please list:

- Shared Education Policy
- EA Draft Area Plan
- DE Resource Allocation Plans
- DE Corporate Goals
- Children and Young Peoples Strategy (2017-2027)
- The Sustainable School Policy
- Every School a Good School (ESaGS)
- EA Equality Scheme
- Programme for Government
- SEN Framework
- Priorities for Youth

Who is the policy lead/owner: Mrs Clare Duffield – Director of Human Resources

E. Available Evidence

What evidence/information (quantitative/qualitative) have you gathered to inform this policy? Specify details for each of the Section 75 groups

1. Meetings – with the EA Board, the Chief Executive and Directors

2. Engagement Sessions with Key Education Partners, Trade Unions School Principals and Young People
3. NI School Census 2015/16
4. Statistics and information from the Human Resources Directorate
5. Northern Ireland Statistics and Research Agency (NISRA)
6. Office for National Statistics (ONS)
7. A public consultation on the EA draft Strategic Plan 2017-2027 commenced on 3 April 2017 and closed on 30 May 2017.

During the Public Consultation comments were received relating to a number of the Section 75 Categories as follows:

1. Religious Belief

A minority of respondents believed that there should be a clearer acknowledgement of the importance of helping children and young people to develop socially, morally and spiritually as well as intellectually within the Plan.

2. Political Opinion

A minority of respondents believed that there should be a reference to working in partnership with Trade Unions included in the Plan.

3. Age

A minority of respondents would welcome more reference to early year's provision in the Plan and to the need to meet the learning needs of children and young people at an early stage in their development.

4. Disability

A significant minority of respondents who commented considered that there is a need for children with additional needs and challenges to have access to the necessary support and resources to ensure that EA's vision is achieved.

Consideration must be given to children and young people with disabilities as they may require more support; that specialised training must be provided for staff working with young people with autism, learning disabilities and mental health issues.

Section 75 Category	Details of Evidence/Information
Religious belief	<p>NI School Census data indicates that in 2015/16: The NI Schools' Census for 2015-16 revealed that out of a total school population of 324,255: Catholic pupils account for 51% of places while Protestants make up 37%. The other 12% are pupils of other Christian denominations, non-Christian, no religion and whose religion has not been disclosed.</p> <p>EA Workforce statistics Community Background (total staff 31,367 Fair Employment Monitoring Return 1 Jan 2016) 47.4% Protestant (14,872), 47.1% Roman Catholic (14,775) 5.5% whose community background cannot be determined (1,720)</p> <p>Teaching workforce statistics Data not available for Teaching Staff as Article 71 of the Fair Employment and Treatment (NI) Order 1998 makes schools exempt from the requirement to monitor the community background of their teaching staff.</p>
Political opinion	Data not available
Racial group	<p>NI School Census data indicates that in 2015/16:</p> <ul style="list-style-type: none"> • There are approximately 12,500 pupils in schools in Northern Ireland recorded as “non-white”, and this represents 3.7% of the school population. • There is also a rise year-on-year in the number of pupils whose first language is not English. In 2015/16, there are more than 80 first languages spoken by pupils, with Polish and Lithuanian being the most common behind English. • As such, there has been an increase in the number and proportion of newcomer pupils in schools in Northern Ireland. A newcomer pupil is one who has enrolled in a school but who does not have the satisfactory language skills to participate fully in the school curriculum. In 2015/16, there are approximately almost 13,000 newcomer pupils accounting for 3.8% of the school population. <p>EA Workforce Statistics Data incomplete (optional element of Equality Opportunities Monitoring Questionnaire).</p> <p>The Northern Ireland Census 2011 revealed that 1.8% of the usual population of Northern Ireland belonged to minority ethnic groups, more than double the proportion in 2001 (0.8%). There may be added difficulty for those with language barriers.</p>
Age	<p>DE School enrolment bulletin 2016/17 There are 171,615 pupils in primary schools (years 1-7), and this continues to</p>

	<p>increase even though there are fewer primary schools year on year. This equates to 55% of the overall pupils.</p> <p>In total 140,417 pupils are enrolled in post-primary schools. This equates to 45% of the overall pupils. (<i>Total 312032</i>)</p> <p>EA Workforce statistics <i>EA workforce profile 5 May 2016 (total staff 34,713 - The total EA workforce can fluctuate due to seasonal variations).</i></p> <p>25 and under = 3013 (8.7%) 26 – 35 = 5505 (15.9%) 36 – 45 = 7779 (22.4%) 46 – 55 = 10779 (31.1%) 56 – 65 = 6262 (18.0%) 66 and above = 1375 (4.0%)</p> <p>Teaching Workforce statistics Figures by age range for 2015/2016: 24 and under = 365 (1.8%) 25 to 29 = 1943 (9.8%) 30 to 34 = 3185 (16.1%) 35 to 39 = 3562 (18.0%) 40 to 44 = 3367 (17.0%) 45 to 49 = 2963 (14.9%) 50 to 54 = 2188 (11.0%) 55 to 59 = 1766 (8.9%) 60 and above = 505 (2.5%) Total = 19,844 (DE stats: Teacher Workforce Statistics in Grant-Aided Schools in Northern Ireland)</p>
Marital status	<p>EA Workforce statistics <i>EA workforce profile 5 May 2016 (total staff 34,713 - The total EA workforce can fluctuate due to seasonal variations).</i></p> <p>Civil partner 0.01% Divorced 1.69% Married 46.09% No record 28.29% (did not record marital status on declaration form) Separated 0.66% Single 18.44% Unknown 4.29% (did not complete a declaration form) Widowed 0.53%</p>
Sexual orientation	<p>Data not collected.</p> <p>Little information is available on employment opportunities for those who identify as Lesbian, Gay or Bi-sexual in Northern Ireland due to a lack of monitoring of this equality group.</p> <p>Office for National Statistics (ONS) data 2015 (published October 2016) indicates that in NI an estimated 0.8% of the population are Gay or Lesbian; 1.1% Bisexual; 0.3% Other; 3.7% don't know or refused to answer the question.</p>

	<p>The Shout Report, published by Rainbow stated that, “an analysis of the 2001 Census indicates that between 2% and 10% of the population may be lesbian, gay or bisexual.”</p>
Gender	<p>NI School Census data 2015/16 indicates that: 90,667 Males / 87,555 Females in primary schools 70,052 Males/ 71,060 Females in post primary schools Overall totals 160,719 males / 158,615 females - broadly equitable.</p> <p>EA Workforce Statistics Gender (total staff 31,367 Fair Employment Monitoring Return 1 Jan 2016) 82.7% female (25,946) 17.3% male (5,421)</p> <p>Teaching Workforce Statistics Male – 4,610 (23%) Female – 15,234 (77%) The proportion of teachers working in schools, who are male, has been declining over the past five years. Most notable is the absence of male teachers in nursery schools. 57.2% of all principals are female and 42.8% are male. The number of principals in all school phases, who are male, has declined since 2014/15.</p>
Disability	<p>NI School Census data indicates that in 2015-16, 22% of pupils in schools have some form of special educational needs. In total, 74,760 pupils in schools have some form of special educational needs. Of this, more than 16,500, or 4.9% of pupils, have a statement of special educational needs</p> <p>Approximately 5,200 pupils are enrolled in 39 dedicated special schools. In addition to this, more than 1,700 are educated in learning support centres in primary and post-primary schools across 88 schools.</p> <p>Pupils with special educational needs are increasingly being educated in mainstream schools rather than special schools. In 2015/16 the corresponding figures equate to 29.9% and 7.2% respectively.</p> <p>EA Workforce Statistics <i>EA workforce profile 5 May 2016 (total staff 34,713 - The total EA workforce can fluctuate due to seasonal variations).</i> Total people with a disability 1.96% No declaration (did not complete a declaration form) 3.61% No record (did not record a disability on the declaration form) 66.93% No disability (declared no disability on the declaration form) 27.50%</p> <p>The Northern Ireland Census found that just over one in five of the resident population (21%) had a long-term health problem or disability which limited their day-to-day activities.</p> <p>More than one person in five (300,000) people in Northern Ireland has a disability. The incidence of disability in Northern Ireland has traditionally been higher than Great Britain Persons with limiting long term illness 20.36% in Northern Ireland.</p>

	Among those of working age, 30% of those with a work-limiting disability are working. A further 15% lack, but want, paid work but 55% do not want paid work. (The Poverty Site / Labour Force Survey 2011).
Dependents	<p>Data from the 2011 NI census indicates that 12% of the population provided unpaid care, around a quarter of whom did so for 50 or more hours per week. 34% of households contain dependent children.</p> <p>NI Population Statistics – Census 2011 NI</p> <ol style="list-style-type: none"> 11.81% (213, 863) of the usually resident population provide unpaid care to family members, friends, neighbours or others because of long-term physical or mental ill – health/disabilities or problems related to old age. 3.11% (56, 318) provided 50 hours care or more. 33.86% (238, 129) of households contained dependent children. 40.29% (283, 350) contained a least one person with a long – term health problem or a disability.

NI populations statistics provided by NISRA from 2011 Census

EA workforce statistics - employment monitoring information.

DE stats - Teacher Workforce Statistics in Grant-Aided Schools in Northern Ireland 2015/16 (DE website)

DE stats – Annual enrolments are grant-aided school in Northern Ireland 2016/17 and 2015/16 – NI School Census 2015/16 and 2016/17 (DE website)

F. Needs, Experiences and Priorities

Based on the information in the preceding table, what are the different needs, experiences and priorities of each of the following categories in relation to this particular policy? Specify details for each of the Section 75 groups.

The EA acknowledges that the needs, experiences and priorities of groups within each Section 75 category may vary significantly relating to the work which stems from this Strategic Plan and that a high level screening of this kind may not take account of all the needs of all the Section 75 groups. The EA is committed as per its Equality Scheme, to screening all associated processes, procedures, plans and strategies as they are taken forward, including annual business plans as they are formulated.

Section 75 Category	Details of Needs/Experiences/Priorities
Religious belief	There is no evidence at this stage to indicate different needs, experiences or priorities.
Political opinion	Data on political opinion is not gathered.
Racial group	There is no evidence at this stage to indicate different needs, experiences or priorities.
Age	There is no evidence at this stage to indicate different needs, experiences or priorities.
Marital status	There is no evidence at this stage to indicate different needs, experiences or priorities.
Sexual orientation	There is no evidence at this stage to indicate different needs, experiences or priorities.

	experiences or priorities.
Gender	As data suggests the gender divide is broadly equitable, there is no evidence at this stage to indicate different needs, experiences or priorities.
Disability	There is no evidence at this stage to indicate different needs, experiences or priorities.
Dependents	There is no evidence at this stage to indicate different needs, experiences or priorities.

A. What is the likely impact on equality of opportunity for those affected by this policy, for each one of the Section 75 equality categories?

Section 75 Category	Details of Policy Impact	Level of Impact? None/Minor/Major ¹
Religious belief		Minor positive impact. It will bring parity of access and more consistency for service provision across NI.
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Gender		
Disability		
Dependants		

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

Section 75 Category	If Yes, provide details	If No, provide details
Religious belief		None identified
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		

¹ The terms 'none/minor/major' are explained at pages 9 - 12

Gender	
Disability	
Dependants	

C. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Good Relations Category	Details of Policy Impact	Level of Impact? None/Minor/Major
Religious belief		None identified
Political opinion		
Racial group		

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

The EA Strategic Plan seeks to respond to demographic changes in NI; outlines our contribution to bringing communities together; recognises the impact of legislative and technological changes on how we work; promotes the development of a Children and Young People’s Strategy (2017-2027), outlines our efforts to: promote a more tolerant and equal society; bridge the existing attainment gap; review systems of evaluation and assessment to improve the quality, equity and efficiency of school education; realise the benefits of effective partnering; make the best use of our resources and ensure that we listen to our children and young people in influencing all that we do.

Good Relations Category	If Yes, provide details	If No, provide details
Religious belief	Yes (see above)	
Political opinion	Yes (see above)	
Racial group	Yes (see above)	

E. Multiple Identity

People can and do fall into more than one Section 75 category. Taking this into consideration are there any potential impacts of the policy on people with multiple identities? (e.g. disabled minority ethnic people, disabled women, young Protestant men and young LGBT people)

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Section 75 Category
Details of data on the impact of the policy on people with multiple identities
It is possible that some of the work taken forward under the outcomes set out in the Strategic Plan may impact on people with multiple identities. EA recognises that the needs and experiences of people with multiple identities will vary across our work. In our commitment to ensuring that potential impacts are considered and mitigated, EA will screen policies and strategies individually to ensure that the potential impacts of each policy or strategy are considered fully in that context.

F. Disability Duties

i) Does this policy provide an opportunity to promote positive attitudes towards disabled people?

Yes No

If yes, please elaborate:

ii) Are there any barriers in this policy that may discourage positive attitudes towards disabled people?

N/a

iii) Does this policy provide an opportunity to encourage disabled people to participate in public life?

Yes No

If yes, please elaborate:

N/a

iv) Are there any barriers in this policy that may discourage disabled people from participating in public life?

N/a

PART 3 - SCREENING DECISION

A. Policy does not require an EQIA (*In favour of 'None'*)

In this situation you must provide details of the reason for this decision

This policy is a high level Strategic Plan which sets the focus and direction for the Authority over the next 10 years.

In light of the available evidence, there are no obvious adverse impacts on any Section 75 category; therefore this policy is screened out and does not require an EQIA.

The outworking of this plan will however, lead to more detailed and localised service delivery plans. Individual plans, procedures, processes, strategies and policies arising out of the Strategic Plan will be equality screened as they are developed and taken forward.

The Authority recognises that the needs, experiences and priorities of groups within each Section 75 category may vary substantially and specific needs may need addressed to ensure that all people can experience the intended positive impact from this Strategic Plan.

B. Policy has minor equality impacts which can be mitigated/provided by an alternative policy and therefore does not require an EQIA (*In favour of 'Minor'*)

In this situation you must provide details of the reason for this decision together with the proposed changes/amendments for alternative policy to be introduced

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C. Policy requires an EQIA (*In favour of 'Major'*)

Please provide details of the reason for this decision

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D. Timetabling and Prioritising

If option C has been selected under Screening Decision, then complete the following table: On a scale of 1 - 3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority Criterion	Rating (1 - 3)
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Effect on equality of opportunity and good relations	
Social Need	
Effect on people's daily lives	

E. Is the Policy affected by the Best Value Programme?

Yes No

If yes, please elaborate:

F. Is the policy affected by the timetable established by other relevant statutory agencies in relation to common functions?

Yes No

If yes, please elaborate:

The outworking's of this Strategic Plan will link with and will complement DE corporate goals and the emerging Programme for Government outcomes

G. What is the scale of expenditure incurred by the policy?

It is not possible to accurately quantify the scale of expenditure incurred by the implementation of the Strategic Plan. However all the plans and future work streams emanating from this plan will be fully costed and resourced from specific budget allocations.

PART 4 – MONITORING

Effective monitoring will help identify any future adverse impact arising from the policy which may lead the Board to conduct an equality impact assessment, as well as help with future planning and policy development.

The ECNI recommends that where a policy has been amended or an alternative policy introduced, the public authority should monitor more broadly for adverse impact.

See: ECNI. Monitoring Guidance for use by Public Authorities (July 2007) Pages 9 - 10, paragraphs 2.13 - 2.20

A. What data are required to ensure effective monitoring of the equality impact(s) of this policy?

Monitoring data will be identified through screening of work streams emanating from the Strategic Plan.

B. Who is responsible for monitoring and reporting on the implementation of this policy?

The EA Board, Chief Executive and SMT

PART 5 - DATA PROTECTION REVIEW/SELF ASSESSMENT PROTOCOL

A. Has appropriate legal advice been given due consideration?

Yes No Not applicable

B. Has due consideration been given to information security in relation to this policy?

Yes No Not applicable

PART 6 - HUMAN RIGHTS AUDIT OF POLICY

Does this policy touch on any of the European Convention on Human Rights (ECHR) as incorporated in the Human Rights Act 1998? (See 'Convention Check List' at page 26)

Yes

No

If Yes: Complete ECHR Checklist/Form A and attach to this report

PART 7 - APPROVAL AND AUTHORISATION

Screened by:

Name/Job Title: Carol Johnston, Corporate Development Officer, EA

Name/Job Title: Tony Wilson, Head of CMSU, EA

Name/Job Title: Cathy Lavery, Interim Equality Officer, EA

Date: 08 June 2017

Approved by:

Name/Job Title: Clare Duffield, Director of Human Resources, EA

Date: June 2017

Note: The screening template, which should be completed for each policy screened, should be submitted to the Senior Management Team for 'sign off' and approval. (The Senior Manager, with responsibility for the specific area, will normally 'sign off' and approve the screening template).

A copy of the completed screening template and any other associated documentation should be forwarded to the Regional Equality Unit, in order that the process can be completed. The Regional Equality Unit will also make the completed screening template available on request and in alternative formats.

EUROPEAN CONVENTION ON HUMAN RIGHTS CHECKLIST

Policy Title: As above

Department: As above

Policy audited by: As above

Date audited: As above

SECTION 1

The Screening Panel must consider the European Convention on Human Rights Checklist set out below and must be satisfied that the policy does not interfere (unless justified by a legitimate, necessary and/or proportionate aim) with any of the rights listed.

Article		Relevant Yes/No
Article 2:	Every person's life shall be protected by law.	No
Article 3:	No one shall be subjected to torture or to inhuman or degrading treatment or punishment.	No
Article 4:	No one shall be subjected to slavery or forced labour.	No
Article 5:	Everyone shall have the right to liberty and security of person.	No
Article 6:	Everyone is entitled to a fair and public hearing when facing a criminal charge or where their civil rights are at stake.	No
Article 7:	No one shall be subject to retrospective criminal offence or penalty.	No
Article 8:	Everyone has the right to respect for their private and family life, their home and correspondence.	No
Article 9:	Everyone has the freedom of thought, conscience and religion.	No
Article 10:	Everyone has the right to freedom of expression.	No
Article 11:	Everyone has the right to freedom of peaceful assembly, to form and to join trade unions and to associate with others.	No
Article 12:	Everyone has the right to marry and to found a family.	No
Article 13:	The right to an effective remedy (not part of UK Human Rights Act).	No
Article 14:	The rights contained in the Convention shall be secured without discrimination on any grounds such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.	No
Protocol 1, Article 1	Everyone is entitled to peaceful enjoyment of his or her possessions. No one shall be deprived of his or her possessions without compensation.	No

Protocol 1, Article 2	No person shall be denied the right to education. The State shall respect the right of parents to ensure the education of their children in conformity with their religious and philosophical convictions.	No
Protocol 1, Article 3	Everyone has the right to participate in free elections conducted with a secret ballot.	No

If you have answered Yes to any of the questions in Section 1, please complete Section 2
SECTION 2

A. With which Human Right(s) does the policy aim or decisions/actions taken within the policy interfere or limit?

B. Who would be a potential victim in such interference or limitation?

C. How would interference occur under this policy? (Cite action/inaction etc.)

D. Is such an action prescribed by law, bye-laws, regulations, guidance etc.? (Cite basis)

E. Does such an action pursue a legitimate aim? (Cite aim)

F. How is the interference necessary, proportionate and reasonable in pursuing the legitimate aim?

G. Could the policy result in people being treated differently in relation to any of the Convention Rights? Article 14 does not allow discrimination in the exercise of any of the other Convention Rights. (Equality issues. Cite article affected. Describe how people are treated differently? Identify is this justifiable?)

Legal Advice Sought

Yes

NO