

# Equality and Human Rights Screening Template

## PART 1 - POLICY INFORMATION

### 1.1. Policy Title

**EA Funded Youth Service  
Workforce Development Strategy  
2018-2021**

### 1.2. Description of policy or decision

- *What are you seeking to achieve?*
- *How will you achieve it?*
- *Are there any key constraints?*

The EA recognises the value of the workforce and the importance of having a skilled team of staff and volunteers who can *'inspire, support and challenge all our Children and Young People to be the best that they can be'*. The EA Interim Strategic Plan (2017-2027) highlights the following two central priorities:

- Developing **all our people** to carry out their jobs successfully;
- **Nurturing leadership** across the EA to give clear direction in a dynamic and complex environment.

The purpose of the EA Youth Service Workforce Development Strategy 2018-2021 is therefore to facilitate all managers, youth workers and volunteers to develop the skills, knowledge and motivation to do the best they can, within their various roles for all our children and young people.

The following outcomes are expected to be realised as a result of the EA Youth Service Workforce Development Strategy 2018-2021:

#### **Organisational Outcomes**

- Improved experiences for young people by ensuring staff are appropriately trained, equipped, supported;
- A competent and confident workforce able to deliver a responsive, equitable, safe and developmental service that meets all required quality standards;
- Elevated satisfaction levels with the youth service amongst all stakeholders;
- Improved skills, competencies and capacity of staff resulting from quality training and

multidisciplinary working contexts;

- DE policy direction and EA organisational structures embedded across the youth work environment;
- Enhanced staff engagement, reward and recognition of achievement; maximising the value of the youth service workforce whilst supporting and improving staff well-being.

#### **Management Outcomes**

- Strong leadership and management resulting from management development programmes.
- Improved governance in voluntary sector youth organisations.

#### **Human Resource Outcomes**

- Increased human capital – skills and competencies of staff improved.
- A workforce that is highly engaged and empowered.
- Improved retention of staff and reduced staff turnover.
- Improved staff attendance and decreased absenteeism.
- Staff perform at their optimum level improving efficiency and productivity.

The Strategy and associated action plan may be constrained by available resources.

### **1.3. Who are the main stakeholders impacted? (Internal and external as well as actual and potential)**

The *EA Youth Service Workforce Development Strategy 2018-2021* forms the basis for support, within available resources based on assessed need, over the next 3 years for:

- Voluntary youth organisations;
- Statutory Youth Sector;
- Both comprising managers, professionally qualified staff, part-time staff, volunteers and young adults.

**1.4. Other policies or decisions with a bearing on this policy or decision?**

- *What are they and who owns them?*
- Priorities for Youth
- EA Youth Service Equality and Inclusion Strategy 2018-2021
- Education (NI) Order
- Shared Education
- CRED / CRED Addendum
- Review of Irish medium
- Child Protection/Safeguarding
- Children and Young People's Strategy 2017-27 (awaiting publication)
- Together Building a United Community
- UN Convention on the Rights of the Child
- Pathways to Success (NEETs strategy)
- Code of Practice on Addressing Bureaucracy
- Concordat between the Voluntary and Community Sector and NI government

**PART 2 – EVIDENCE AND MITIGATION****2.1. What information did you use to inform this screening? E.g. census data, Equality Impact Assessments (EQIAs), consultation reports, service level data?**

- Priorities for Youth
- EA Regional Assessment of Need (2017)
- Regional Youth Development Plan 2017-2020
- Practice Development Group Research 2015/16
- EA Statistical and Geographic report of the EA registered youth service (2015)
- NICCY advocacy paper on disability
- Grasping the Nettle; the experiences of gender variant children and transgender youth living in NI. Institute for Conflict Research (2013)
- How disabled people manage in the workplace Joseph Rowntree Foundation 2003
- DE School enrolment bulletin 2016-17
- EA Workforce Profile 5 May 2016
- EA Workforce Statistics 1 January 2017
- NI Population Statistics – Census 2011 NI
- NI School Census Data 2015-16
- Office for National Statistics (ONS) data 2015

EA consulted extensively with both the voluntary and statutory youth work sectors over the course of 2016/2017/2018. The voluntary youth work sector in particular comprises organisations that specifically represent the interests of Section 75 groups as well as those living in rural areas.

None of the written responses to the draft workforce development strategy raised any issue relating to any section 75 grouping being disadvantaged.

## 2.2. Quantitative Data

### What is the profile of the people that are impacted by this policy or decision?

Please provide a statistic breakdown of the people impacted by this policy or decision. Note, if the policy or decision impacts both staff and service users, please provide data on both.

Section 75 Group	Make up of affected groups?																					
Age	<p>➤ EA Regional Assessment of Need (2017 -2020)            ➤ EA Statistical and Geographic report of the EA registered youth service (2015)</p> <p>The age distribution of youth service membership in EA registered groups is</p> <table border="1" data-bbox="357 817 1177 1243"> <thead> <tr> <th>Age</th> <th>n</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>4-8</td> <td>43,267</td> <td>29.5%</td> </tr> <tr> <td>9-13</td> <td>55,735</td> <td>38.0%</td> </tr> <tr> <td>14-18</td> <td>40,224</td> <td>27.4%</td> </tr> <tr> <td>19-21</td> <td>5,188</td> <td>3.5%</td> </tr> <tr> <td>22-25</td> <td>2,258</td> <td>1.5%</td> </tr> <tr> <td>Total</td> <td>146,672</td> <td>100%</td> </tr> </tbody> </table> <p>Evidence shows that children and young people in different age groups tend to participate in different types of provision. The majority of those in the lower age range are mainly involved in uniformed provision. Youth provision for young adults in the upper age ranges tends to focus on increasing leadership capacity, volunteering, employability etc.</p> <p>Youth service membership declines dramatically among the upper age bands and this has historically been the case.</p> <p>EA Workforce Statistics</p> <p>EA workforce profile 5 May 2016 (total staff 34,713 - The total EA workforce can fluctuate due to seasonal variations).</p> <ul style="list-style-type: none"> <li>• 25 and under = 3013 (8.7%)</li> <li>• 26 – 35 = 5505 (15.9%)</li> <li>• 36 – 45 = 7779 (22.4%)</li> <li>• 46 – 55 = 10779 (31.1%)</li> <li>• 56 – 65 = 6262 (18.0%)</li> <li>• 66 and above = 1375 (4.0%)</li> </ul>	Age	n	%	4-8	43,267	29.5%	9-13	55,735	38.0%	14-18	40,224	27.4%	19-21	5,188	3.5%	22-25	2,258	1.5%	Total	146,672	100%
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**Headline EA registered youth service statistics 2015**

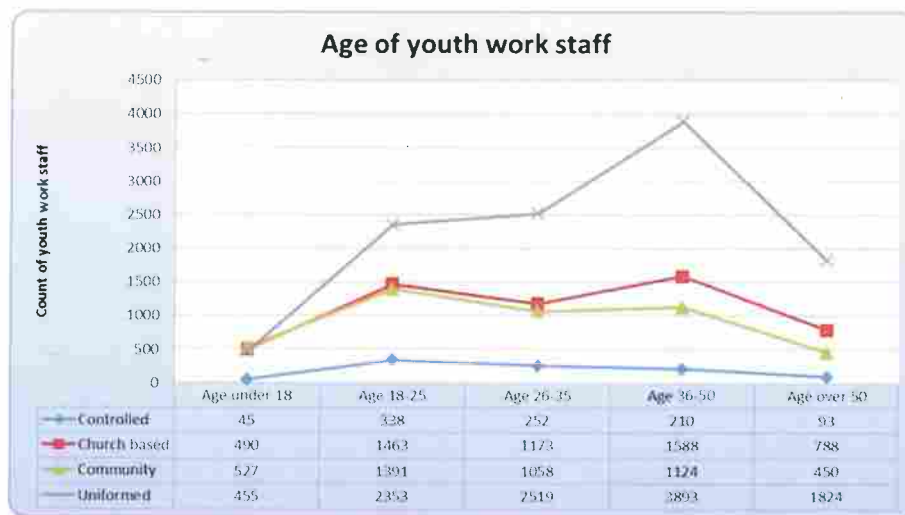
**1. Youth work staff 2015**

**(i) Total counts of youth work staff**

	(n)	%
Volunteers	20,687	91.4%
Paid part-time (EA funded)	1,164	5.1%
Paid part-time (non-EA funded)	444	2.0%
Full-time workers (EA funded)	117	0.5%
Full-time workers (non-EA funded)	169	0.7%
Youth Tutors	25	0.1%
<b>Total</b>	<b>22,606</b>	<b>100%</b>

**(ii) Counts of youth work staff by type of provision**

	Volunteers	Paid P/t		FTW		YT
		EA funded	Other	EA funded	Other	
Controlled	494	545	12	58	1	9
Church based (vol)	5,364	158	78	16	54	0
Community (vol)	3,768	444	289	43	93	15
Uniformed	10,578	0	21	0	17	0
Other	483	17	44	0	4	1
<b>Total</b>	<b>20,687</b>	<b>1,164</b>	<b>444</b>	<b>117</b>	<b>169</b>	<b>25</b>



<p><b>Dependents</b></p>	<ul style="list-style-type: none"> <li>EA Regional Assessment of Need (2017)</li> </ul> <p>The number of youth service members who are young parents or who have caring responsibilities is not monitored by EA Youth Service.</p> <p>Data from the Census (2011) indicates that 12% of the population provided unpaid care, and 34% of households contain dependent children.</p> <p>EA Youth Service does not hold data on the number of staff in its workforce who have dependents.</p>
<p><b>Disability</b></p>	<ul style="list-style-type: none"> <li>NI Census 2011</li> <li>NICCY advocacy paper on disability</li> <li>EA Regional Assessment of Need (2017)</li> <li>EA Statistical and Geographic report of the EA registered youth service (2015)</li> </ul> <p>The percentage of young people recorded with a disability in the Youth Service as a whole is 4.6%.</p> <p>The NI Census found that 21% of the resident population (all ages) has a long term health problem or disability which limited their day to day activities. Government estimates suggest that 26,000 children or 6% have a disability in NI. 8% of boys aged 15 and under were found to have a disability, compared with 4% of girls of the same age.<sup>7</sup></p> <p>22% of pupils in schools have some form of special educational needs.</p> <p><b>EA Workforce Statistics</b></p> <p>EA workforce profile 5 May 2016 (total staff 34,713 - The total EA workforce can fluctuate due to seasonal variations).</p> <ul style="list-style-type: none"> <li>Total people with a disability 1.96%</li> <li>No declaration (did not complete a declaration form) 3.61%</li> <li>No record (did not record a disability on the declaration form) 66.93%</li> <li>No disability (declared no disability on the declaration form) 27.50%</li> </ul> <p>EA Youth Service does not hold data on the number of staff in its workforce who have disabilities.</p>

<p><b>Religious Belief</b></p>	<ul style="list-style-type: none"> <li>• NI Schools Census 2015-16</li> <li>• EA Regional Assessment of Need (2017 - 2020)</li> <li>• EA Statistical and Geographic report of the EA registered youth service (2015)</li> </ul> <p>Youth Service membership of EA registered provision by community background</p> <table border="1"> <thead> <tr> <th></th> <th>(No)</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Protestant</td> <td>90,003</td> <td>62.6%</td> </tr> <tr> <td>Roman Catholic</td> <td>50,203</td> <td>34.9%</td> </tr> <tr> <td>Other</td> <td>3,552</td> <td>2.4%</td> </tr> <tr> <td>TOTAL</td> <td>143,758</td> <td>100%</td> </tr> </tbody> </table> <p>Whilst the majority of youth service members of registered provision are identified as coming from a Protestant background, their membership tends to be concentrated within uniformed and church based provision where the periods of contact are much shorter. Young people from a Catholic background, although less numerous, are more likely to attend a more concentrated type of provision which is characterised by larger unit sizes and longer periods of contact.</p> <p>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><b>EA Workforce Statistics</b></p> <p>Community Background (total staff 31,918 Fair Employment Monitoring Return 1 January 2017)</p> <ul style="list-style-type: none"> <li>• 47.2% Protestant (15,076),</li> <li>• 47.6% Roman Catholic (15,199)</li> <li>• 5.2% whose community background cannot be determined (1,643)</li> </ul> <p>EA Youth Service does not hold data on the belief systems of staff in its workforce.</p>		(No)	%	Protestant	90,003	62.6%	Roman Catholic	50,203	34.9%	Other	3,552	2.4%	TOTAL	143,758	100%
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<p><b>Gender</b></p>	<ul style="list-style-type: none"> <li>• NI Census 2011</li> <li>• EA Regional Assessment of Need (2017)</li> <li>• EA Statistical and Geographic report of the EA registered youth service (2015)</li> <li>• Grasping the Nettle; the experiences of gender variant children and transgender youth living in NI. Institute for Conflict Research (2013)</li> </ul> <p>Overall the gender balance of youth service membership in EA registered groups is very slightly weighted in favour of males, with 50.1% male and 49.9% female.</p> <p>The youth service does not monitor the numbers of young people who are transgender within the membership. Research has shown that in 2013 there were 40-50 young transgender people in N Ireland accessing support services due to gender identity issues and that referrals were increasing. However the report noted</p>															

	<p>that this figure is likely to be an underestimation of those who have experienced gender distress.</p> <p><b>EA Workforce Statistics</b></p> <p>Gender (total staff 31,918 Fair Employment Monitoring Return 1 January 2017)</p> <ul style="list-style-type: none"> <li>• 82.8% female (26,442)</li> <li>• 17.2% male (5,476)</li> </ul> <p>EA Youth Service does not hold data on the gender make-up of staff in its workforce.</p>
<p><b>Marital Status</b></p>	<p>On the basis of age ranges of memberships, the majority of young people within the youth service would be considered single.</p> <p><b>EA Workforce statistics</b></p> <p>EA workforce profile 5 May 2016 (total staff 34,713 - The total EA workforce can fluctuate due to seasonal variations).</p> <ul style="list-style-type: none"> <li>• Civil partner 0.01%</li> <li>• Divorced 1.69%</li> <li>• Married 46.09%</li> <li>• No record 28.29% (did not record marital status on declaration form)</li> <li>• Separated 0.66%</li> <li>• Single 18.44%</li> <li>• Unknown 4.29% (did not complete a declaration form)</li> <li>• Widowed 0.53%</li> </ul> <p>EA Youth Service does not hold data on the marital status of staff in its workforce.</p>
<p><b>Political Opinion</b></p>	<p>The youth service does not hold data on the political opinion of young people – the majority of whom have not reached voting age.</p> <p>EA Youth Service does not hold data on the political opinions of staff in its workforce.</p>
<p><b>Ethnicity</b></p>	<ul style="list-style-type: none"> <li>• NI Schools Census 2015-16</li> <li>• NI Census 2011</li> <li>• EA Regional Assessment of Need (2017)</li> <li>• EA Statistical and Geographic report of the EA registered youth service (2015)</li> </ul>



Ethnic background of young people in EA registered youth groups (2015)

Ethnic group	YS members (no)	% in youth service	Population NI
White	142,458	97.6%	97.7%
Chinese	393	0.3%	0.4%
Asian	767	0.5%	0.8%
Afro-Caribbean	654	0.4%	0.2%
Irish Traveller	495	0.3%	0.1%
Other	1145	0.8%	0.8%
<b>TOTAL</b>	<b>145,912</b>	<b>100%</b>	<b>100%</b>

Travellers and those from Afro-Caribbean ethnic backgrounds are over-represented in the membership of the Youth Service relative to their representation in the youth population, whereas those young people from a Chinese and Asian background have a lesser representation.

Aggregated data about the numbers of newcomer young people (a newcomer pupil is a pupil whose home language is not English or Irish and who may require support in school for this reason) who are involved in the youth service are not currently available. NI School Census data indicates that in 2015-16 there are approximately 13,000 newcomer pupils (3.8%) of the school population.

EA Youth Service does not hold data on the ethnicity of staff in its workforce.

**Sexual Orientation**

- NI Census 2011
- EA Regional Assessment of Need (2017-2020)
- EA Statistical and Geographic report of the EA registered youth service (2015)

The sexual orientation of young people who are members of EA registered provision is not recorded.

The NI population estimate is that 1 in 10 people identify as LGBT&Q. It is estimated the 6-10% of the school population identify as non-heterosexual.

EA Youth Service does not hold data on the sexual orientation of staff in its workforce.

2.3. Qualitative Data

**What are the needs and experiences of the groups that are impacted by this policy or decision?**

*Are there different needs and experiences for any of the equality groups and what equality issues emerge from this?*

Section 75 Group	What are the needs and experiences of the groups as they relate to the policy or decision?
Age	<p>Article 12 of the UN Convention on the Rights of the Child (UNCRC) enshrines participation rights including the right to express opinions and have those opinions taken into account. The DE policy, <i>A Model for Effective Practice</i> has strengthened the participation of young people at the center of youth work and the extent and success of their participation is a major emphasis in any education inspection activity.</p> <p>Through the workforce development strategy the youth service is able to provide young people with the means, the space and the opportunities to participate at local, sub-regional and regional levels. This underpins the actions contained within Priorities for Youth.</p> <p>Equality, inclusion and rights are the cornerstones of the workforce development strategy which enables every individual to fulfil their potential irrespective of whether they are a member of staff or service user.</p> <p>The workforce development strategy will enable staff at all levels to understand how setting a clearer policy for youth work aligned to the DE priorities provides a clear sense of purpose and focus on the added value youth work brings to the holistic education of young people. It enables workers, volunteers and managers to connect not only what they are contributing, but also why their programmes and activities are important, including:</p> <ul style="list-style-type: none"> <li>➤ Helping young people to overcome barriers to learning and engagement;</li> <li>➤ Providing personal and social development opportunities for all young people, but targeted for those who need it most;</li> <li>➤ Helping young people to gain confidence, develop their self-esteem and have high expectations and aspirations for themselves;</li> <li>➤ Helping young people to develop an understanding of, and respect for, the rights, equality and diversity of all without discrimination. The Department’s CRED policy is a key driver in this regard;</li> <li>➤ Providing opportunities for young people to gain additional skills, accreditation and training;</li> <li>➤ Developing young leaders through supported volunteering in a</li> </ul>

	<p>leadership capacity;</p> <ul style="list-style-type: none"> <li>➤ Helping young people to transition effectively into adulthood;</li> <li>➤ Securing outcomes for young people that complement what they learn in school;</li> <li>➤ Providing young people with access to a different or, in many cases, a second opportunity to learn,</li> <li>➤ engage, and improve life chances, using a youth work methodology; and</li> <li>➤ Supporting young people to participate positively and effectively in society.</li> </ul> <p>The DE Priorities for Youth policy states there will be five distinct age bands for EA funded youth work, and the priority age bands for intervention will be 9-13 and 14-18. Different types of training and development programmes are therefore being provided to build the capacity of the workforce to work with all age bands in order to meet their needs.</p>
<p><b>Dependents</b></p>	<p>There is no evidence to suggest different needs/experiences/priorities exist that need to be addressed by this strategy.</p>
<p><b>Disability</b></p>	<ol style="list-style-type: none"> <li>1. 1 in 5 (20%) of the population in NI, 380,000 people have a Disability.</li> <li>2. 14,600 children and young people in Northern Ireland have a disability.</li> <li>3. Negative attitudes and misconceptions are the greatest barrier faced by a person with a disability.</li> <li>4. The number of people in Northern Ireland who use British Sign Language (BSL) as their first language is 3000 and Irish Sign Language (ISL) as their first language is 1000.</li> <li>5. There are approximately 2,500 children and young people with sight loss in Northern Ireland.</li> <li>6. 5% of people with a disability are wheelchair users.</li> <li>7. Out of the 185,000 children and young people accessing youth service across Northern Ireland only between 3.5% are of children and young people with a disability.</li> <li>8. In Northern Ireland there are an estimated 2000 new cases of mild to moderate and severe brain injury every year.</li> </ol> <p>Source: <i>Disability Inclusion Toolkit: Enabling Inclusive Youth Work</i> <b>The Youth Inclusion Hub</b></p> <p>Historically much of the Youth Work provision in Northern Ireland for children and young people who have a disability has been undertaken by disability organisations that have the specialist skills that are assumed necessary. This targeted specialist youth work, whilst important to build individual capacity and advocacy, is generally not</p>

local and often non-existent in rural areas but as a consequence of it being offered, mainstream providers can often avoid responding to the needs of young people with a disability focusing instead on the perceived risks, some real, some perceived. Mainstream youth organisations are generally not well resourced, often with few staff and a high turnover of volunteers and in turn are apprehensive, holding legitimate concerns that they won't know what to do or respond adequately to young people with a disability.

The inclusion of young people with disabilities into mainstream youth provision is about equality, fairness and the right to access opportunities that are available for all young people. These are core youth work values and underpinned in the Department of Education's Community Relations, Equality and Diversity (CRED) policy.

The Regional Assessment of Need has identified particular needs and issues for Young people with disabilities. The Youth Inclusion Hub assert that developing inclusive youth work with disabled young people requires no extra special sets of skills, but in the case of working with children and young people who are deaf this would require learning Sign Language.

The youth service will be proactive through the workforce development strategy and build the capacity of youth work staff to reach out to disabled young people and will help them explore some of the issues and actions they need to take to meet the needs of disabled young people.

*How disabled people manage in the workplace* (Joseph Rowntree Foundation 2003) found that disabled workers used a diverse and often complex range of strategies to survive and/or thrive in the workplace. Key strategies included (in priority order):

- being assertive and direct
- openness about impairment, disability and barriers
- seeking external support (family, medical, benefits)
- use of new technologies to aid communication choices
- information management and targeting (impairment)
- seeking the validation of other disabled people
- seeking flexible working
- getting legal help
- personal development
- using impairment knowledge to get work
- gradual building up of strategies over time.
- There was no 'universal' strategy. What might work for one disabled worker may be unhelpful or risky for another, given the employment context, length of time in a given employment, the human resources and financial environment.
- The gradual introduction of strategies helped workers to survive and thrive, which can be viewed as a strategy in itself.
- Strategies changed over time as employment changed, management styles, personnel movements, corporate priorities

	<p>and impairment changes occurred.</p> <ul style="list-style-type: none"> <li>➤ The use of strategies was perceived by some to contain risks; for example, being too assertive or too sudden in asking for barriers to be removed.</li> </ul> <p>The <i>EA Funded Youth Service Workforce Development Strategy 2018-2021</i> does not specifically address the issue of disability as its focus is predicated on developing the skills, knowledge and attitudes that are required by the workforce to work effectively with young people. Disability issues are addressed proactively by the <i>EA Youth Service Equality and Inclusion Strategy 2018-2021</i> and by EA under a range of HR disability policies and procedures. As such the youth service workforce development strategy is aligned to and underpinned by these.</p> <p>The workforce development strategy will include a range of training and developmental opportunities that will take into consideration the particular circumstances of all individuals in the workforce and the assessed needs of young people.</p> <p>Similarly the 3 Year Action Plan and 1 Year Action Plan contained within the strategy document contains training opportunities specifically aimed to build the capacity of the youth service workforce to address a range of equality issues.</p> <p>A particular focus will be on building the capacity of the workforce to address the issue of mental health which can lead to a wide range of other health issues, leading to disability.</p>
<b>Religious Belief</b>	There is no evidence to suggest different needs/experiences/priorities exist that need to be addressed by this strategy.
<b>Gender</b>	There is no evidence to suggest different needs/experiences/priorities exist that need to be addressed by this strategy.
<b>Marital Status</b>	There is no evidence to suggest different needs/experiences/priorities exist that need to be addressed by this strategy.
<b>Political Opinion</b>	There is no evidence to suggest different needs/experiences/priorities exist that need to be addressed by the strategy.
<b>Ethnicity</b>	<p>The Regional Assessment of Need (2017-2020) has identified particular needs and issues for young people who are newcomers or have English as an additional language, or who are from the Traveller community.</p> <p>EA is currently undertaking research into the needs of newcomer children &amp; young people which will include targeting of services assessed based on the findings of this research as needed, with an emphasis on those most in need of additional support and at risk of achieving poor educational outcomes.</p>
<b>Sexual Orientation</b>	There is no evidence to suggest different needs/experiences/priorities exist that need to be addressed by this strategy.

## 2.4. Policy / Decision changes

**Based on the equality issues that have been identified, what changes (mitigation) can you make to the policy in order to better promote equality of opportunity?**

*In developing the policy or decision, what changes did you make, or do you intend to make to address any equality issues that you identified?*

The issues of equality and inclusion are at the heart of the workforce development strategy and EA is proactive, within existing resources, in ensuring that its workforce development strategy and training & development action plans promote equality of opportunity.

## PART 3 – GOOD RELATIONS

**3.1. Are there any changes to the policy or decision that you would make to better promote good relations?**

GROUP	Impact on Good Relations	Policy / Decision Changes
<b>Religion</b>	The workforce development strategy will have a positive impact in promoting good relations through building the capacity of the workforce to address these issues.	No Change
<b>Ethnicity</b>	The workforce development strategy will actively seek to understand the needs of young people from newcomer communities and will introduce initiatives to address these.	No Change
<b>Political Opinion</b>	A key aspect of the capacity building training offered through the workforce development strategy is the promotion of active citizenship and political education of young people. The youth service actively engages young people in critical conversations that encourages them to reflect on their values and attitudes on a wide range of social issues and facilitates and supports young people to have a voice in society.	No Change

**PART 4 – SCREENING DECISION**

**4.1. How would you categorise the impacts of the policy or decision?**

*Please refer to guidance notes on categorising impacts*

***Please select:***

Major Impact	
Minor Impact	
No Impact	✓

**4.2. Does the policy or decision require a full Equality Impact Assessment?**

***Please select:***

Yes	
No	✓

*Please provide reasons for your decision*

This policy does not require a full EQIA and is not considered to have an adverse differential impact or effect on any Section 75 group. The Workforce Development Strategy will, rather, have a positive impact on S75 groups as it promotes positive attitudes and inclusive practice.

**PART 5 – DISABILITY DUTIES**

**5.1. Does the policy or decision encourage the participation of disabled people in public life? Or is there anything you can do within the policy or decision to encourage participation of disabled people in public life?**

<i>How does the policy encourage the participation of disabled people in public life?</i>	<i>Is there anything further you can do to encourage the participation of disabled people in public life?</i>
<p>The equality and inclusion training contained within the workforce development strategy action plans promotes positive attitudes and inclusive practice to all Section 75 groups including disabled people.</p>	<p>The workforce development strategy is one of numerous aspects of the work of EA that addresses the needs of all Section 75 groups so no further action is required at this time.</p>

**5.2. Does the policy or decision promote positive attitudes towards disabled people? Or is there anything you can do within the policy or decision to promote positive attitudes towards disabled people?**

<i>How does the policy promote positive attitudes towards disabled people?</i>	<i>Is there anything further you can do promote positive attitudes towards disabled?</i>
<p>The equality and inclusion training contained within the workforce development strategy action plans promotes positive attitudes and inclusive practice to all Section 75 groups including disabled people.</p>	<p>The workforce development strategy is one of numerous aspects of the work of EA that addresses the needs of all Section 75 groups however the EA youth service is proactively conducting research into the needs of young people who live in rural areas of Northern Ireland in order to ascertain how it can be more effective in meeting these. It is anticipated that the needs of disabled young people will be captured in this research and the youth service will take action accordingly.</p>



**PART 6 – HUMAN RIGHTS**
**6.1. Are Human Rights Relevant?**

Article		Relevant Yes/No
<b>Article 2:</b>	Right to Life	NO
<b>Article 3:</b>	Right to freedom from torture, inhuman or degrading treatment or punishment	NO
<b>Article 4:</b>	Right to freedom from slavery, servitude & forced compulsory labour.	NO
<b>Article 5:</b>	Right to liberty and security of person.	NO
<b>Article 6:</b>	Right to a fair & public trial in a reasonable time	NO
<b>Article 7:</b>	Right to freedom from retrospective criminal law & no punishment without law	NO
<b>Article 8:</b>	Right to respect for private & family life, home & correspondence.	NO
<b>Article 9:</b>	Right to freedom of thought, conscience & religion.	NO
<b>Article 10:</b>	Right to freedom of expression.	NO
<b>Article 11:</b>	Right to freedom of assembly & association	NO
<b>Article 12:</b>	Right to marry & found a family.	NO
<b>Article 14:</b>	Prohibition of discrimination in the enjoyment of the convention rights	NO
<b>Protocol 1, Article 1</b>	Right to a peaceful enjoyment of possessions & protection of property	NO
<b>Protocol 1, Article 2</b>	Right of access to education	NO

*If you answered 'no' to all human rights considerations, please go to section 7 – monitoring*

**6.2. If you have answered yes to any of the Articles, does the policy or decision have a potential positive impact or does it potentially interfere with anyone’s Human Rights?**

Article number	Positive impact or potential interference?	How?	Any legal issues arise?

**PART 7 – MONITORING**

**7.1. What data will you collect to monitor the impact of the policy in terms of equality of opportunity, disability duties or human rights compliance?**

Section 75	Disability Duties	Human Rights
<p>Data relating to workforce development strategy will be gathered and monitored. The strategy will be monitored on an ongoing basis using :</p> <ul style="list-style-type: none"> <li>➤ Annual registration for all EA regional and local registered youth organisations.</li> </ul>	<p>Data relating to workforce development strategy will be gathered and monitored. The strategy will be monitored on an ongoing basis using :</p> <ul style="list-style-type: none"> <li>➤ Annual registration for all EA regional and local registered youth organisations.</li> </ul>	<p>Data relating to workforce development strategy will be gathered and monitored. The strategy will be monitored on an ongoing basis using :</p> <ul style="list-style-type: none"> <li>➤ Annual registration for all EA regional and local registered youth organisations.</li> </ul>

SIGN OFF

Approved Lead Officer: C. Maugh

Policy Screened by: Michael McAlinden

Date: 27 March 2018

Please note that the template **must be published** as part of the screening process. Please forward the completed template to [equality.unit@eani.org.uk](mailto:equality.unit@eani.org.uk) for publication