

Section 75 Action Plan: Updated Actions for 2016/17

Section 75 Category	Inequalities identified	action	measure	outcome	timescale
Religious Belief	<p>Under-representation of Protestants in administrative and junior management grades in the NICS compared to the NI labour market.</p> <p>Under-representation of Protestants and Catholics in some grades in the Professional and Specialist groups in the NICS compared to the NI labour market.</p>	Use of positive action advertising statements to encourage applications from under-represented groups.	<p>Workforce equal opportunities monitoring and Review of Fair Participation in the NICS (the "Article 55 Review").</p> <p>The next review of fair participation by Protestants and Roman Catholics will be completed by March 2017 and will show the impact of the NICS Voluntary Exit scheme on the profile of the workforce.</p>	Reduction in degree of measured under-representation.	Ongoing.
Age	<p>Take-up of housing benefits and rate relief.</p> <p>Access to Government Services via electronic means.</p>	<p>Continue outreach activity and updating of literature.</p> <p>Continuation of Digital Inclusion Programme activities, including</p>	<p>Continued uptake in benefit.</p> <p>Reduction of barriers to citizen access to online public services.</p>	<p>Benefit reaches those vulnerable groups entitled to financial assistance.</p> <p>These digital inclusion activities will provide improved access</p>	<p>Ongoing.</p> <p>Ongoing.</p>

		<p>continuation of Silver Surfers' day, Get Online Weeks and continued liaison with the Libraries Network, and similar initiatives with other organisations to encourage digital participation. Intergenerational Programmes have been delivered by LGNI on behalf of Go ON NI.</p>		<p>to services (government and other) for those groups currently less able to avail of them via the web channel.</p> <p>Year on year increase.</p>	
Marital Status	<p>Law in NI treats unmarried fathers differently from married and unmarried mothers.</p> <p>Equal marriage – the law on marriage does not permit same sex marriage.</p>	<p>Consider amendments to current laws.</p> <p>The Minister of Finance has asked officials to commence work on an Equal Marriage Bill.</p>	<p>Take forward recommendations emerging from The Lord Chief Justice Review.</p> <p>Conduct initial consultation on change.</p>	<p>Equality of treatment.</p> <p>Marriage Equality Bill prepared.</p>	<p>Ongoing.</p> <p>Ongoing.</p>

Sexual Orientation	Data gaps.	Information on sexual orientation is collected from applicants and appointees.	Workforce Equal Opps monitoring.	More reliable data to help inform policy making.	Ongoing.
Disability	Access to information	<p>Continue outreach activity and updating of literature.</p> <p>Continuation of Digital Inclusion Programme activities, including continuation of Silver Surfers' day, Get Online Weeks and continued liaison with the Libraries Network, and similar initiatives with other organisations to encourage digital participation.</p> <p>Connectability to continue throughout 2016 as part of the</p>	<p>Continued uptake of benefit.</p> <p>Reduction of barriers to citizen access to online public services.</p>	<p>Benefit reaches those vulnerable groups entitled to financial assistance.</p> <p>Increased skills to assist with social inclusion.</p>	Ongoing.

		<p>DoF Go ON NI programme. Specific IT sessions arranged for the MS Society and the Orchardville Society through the Digital Assist remit. Support to continue for a pilot project “Breezie – Bridging the Digital Divide” provision of specialist software for those in Sheltered Housing Accommodation and those with early onset dementia.</p>			
Dependants	Take-up of housing benefit and rate relief.	Continue outreach activity and updating of literature.	Continued uptake.	Benefit reaches those vulnerable groups entitled to financial assistance.	Ongoing.
Gender	Under-representation of males/females in some	Use of positive action advertising	Workforce equal opportunities monitoring and Review of	Reduction in degree of	Ongoing.

	occupational groups/grade levels in the NICS compared to the NI labour market.	statements to encourage applications from under-represented group.	Gender representation in the NICS. The next review into the gender profile of the NICS workforce will be completed by March 2017 and will show the impact of the NICS Voluntary Exit scheme on the profile of the workforce.	measured under-representation.	
Racial Group	Data gaps	Information on place of birth is needed to allow more detailed analysis of ethnic background. This is collected from applicants and appointees.	Workforce equal opportunities monitoring.	More reliable data to help inform policy making.	Ongoing.