Review of Public Administration in Northern Ireland

An Updated Consideration of Equality, Social Need, Good Relations, Human Rights and Rural Issues

November 2005

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1. EXECUTIVE SUMMARY

This document sets out an updated high level consideration of the potential equality, social need, good relations, rural, and human rights issues pertinent to the Review of Public Administration (RPA).

The Approach to Assessment

Since its launch in June 2002, the RPA has proactively woven equality, social need, good relations, human rights and rural considerations into both the development of the proposals and in the way in which the Review has been conducted.

The Equality Impact Assessment process is one based on data availability, evidence, consultation and engagement with key stakeholders, assessment of impacts and consideration of mitigating measures or alternative policies. In the case of high level strategies this is a not a single event, rather it requires a much more integrated and iterative process.

The RPA has therefore been informed by extensive engagement, research (Appendix 2-3) and two public consultations. The approach used, in line with Equality Commission for NI seven stages, is set out on Page 7 of this document**.** Rather than carrying out a "point in time" EQIA, the seven stages of EQIA have been woven into every level and every stage of the strategic development process and the policies developed from it. Such an

approach not only ensures that impacts can be identified but also ensures that equality permeates all aspects of the process.

Consideration of current data and research

Decisions have been made based on extensive consultation, engagements and research and examination of responses to the 'Further Consultation', which closed on 30 September 2005.

RPA research has examined the scale of councils needed for modern service delivery. The review team took into account a considerable range of factors that affect our daily lives including, equality, social need, population spreads and where people live and work. Independent research was commissioned on the property wealth base of areas, population, socio and economic issues, and local identity.

Assessment of Impacts

No direct adverse impacts have been identified, however research and feedback from the 'Further Consultation' has reinforced the three key equality issues as access to services, particularly for those who are most vulnerable and rural communities, participation and diversity in public life and public sector employment. These issues will need to be robustly monitored during implementation

Mitigation and Alternative Policies

There are clear expectations that the decisions will lead to improved accessibility to public services, particularly for those most vulnerable in society and rural communities. It is also expected that there will be improvements in the diversity of people who participate in public life and fair treatment for staff.

Opportunities exist to improve the way we do business, using innovative approaches such as One-Stop Shops and modern technology. Common boundaries between Local Government and other service providers create opportunities to simplify arrangements and encourage collaborative working.

Community planning will be a key strategic responsibility for strong local government, working in close partnership with other key agencies within their area, including the community, voluntary and private sectors, common boundaries will facilitate joined-up approaches to meet local needs.

Local government will also have a key role in the development of a tolerant and trusting society which embraces diversity. Through community planning the opportunity exists to promote 'good relations', address poverty and develop normal civic society.

A Public Service Commission will be established to ensure consistency of approach and to formulate guiding principles which will apply to all sectors.

Monitoring

RPA implementation will be a shared responsibility across Government. Ministers and senior management will provide the leadership to ensure its effective implementation.

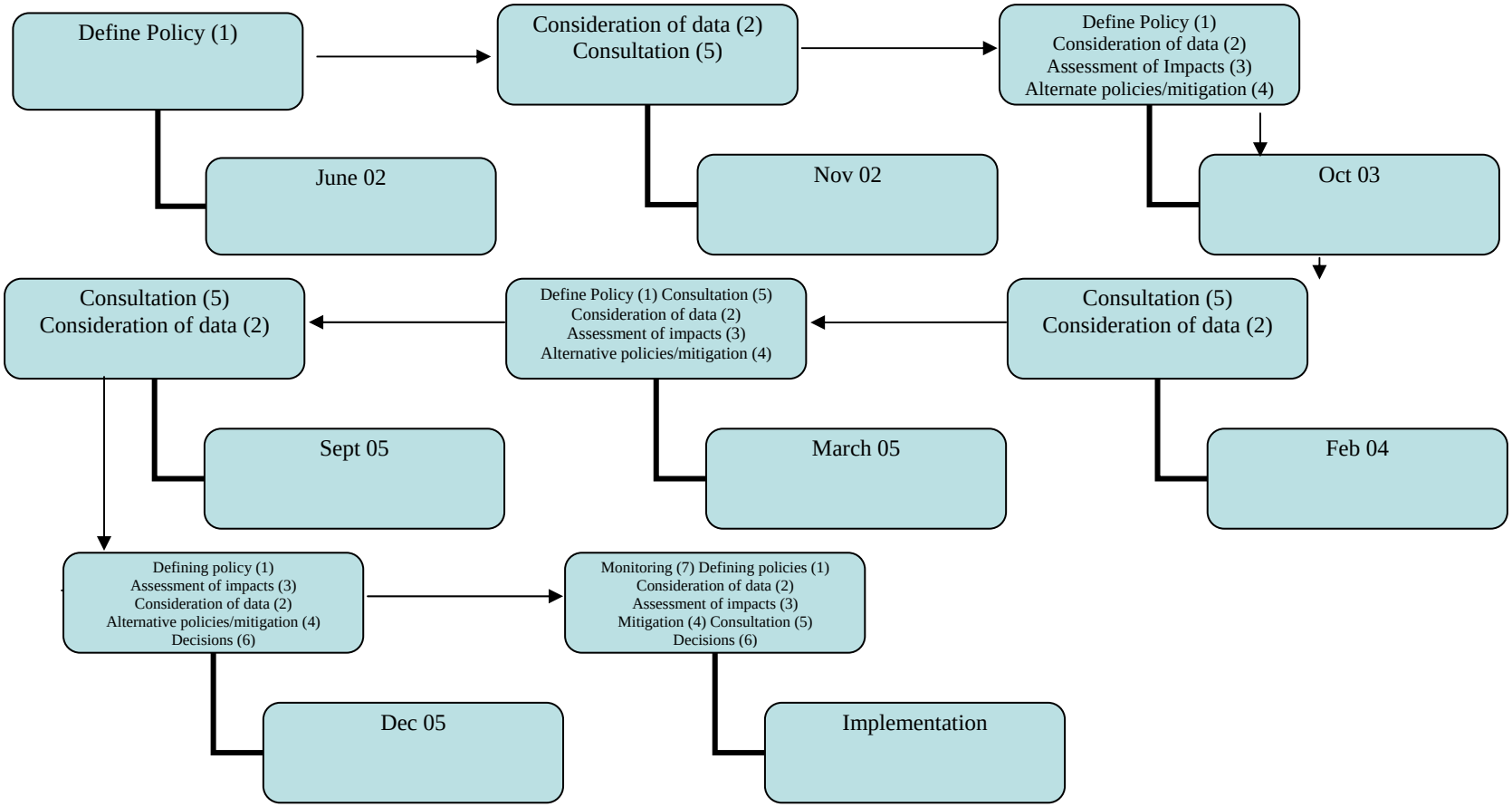
Equality, social need, good relations, human rights and rural issues will continue to permeate all aspects of the implementation process.

The approach adopted by the RPA presents an opportunity to weave the thread of equality throughout the policy development process. The approach used so far will be developed as the basis for further assessment throughout implementation.

The approach will contain three elements: firstly there will be individual sectoral equality impact assessments as appropriate; secondly, these will consider each of the three key issues identified in this assessment – access to services, participation in public life, and employment patterns; and thirdly there will continue to be an overarching cross-sectoral analysis of key issues.

Baseline equality monitoring data will be continue to be collated to ensure that the impact of the review can be monitored across the 9 categories in relation to both employment and service provision.

REVIEW OF PUBLIC ADMINISTRATION: EQUALITY ANALYSIS
MODEL OF EQIA STAGES



The staged EQIA approach has also been used throughout to assess social need and rural issues and opportunities to promote good relations.

2. BACKGROUND

The purpose of this paper is to set out a high level consideration of the potential equality, social need, good relations, rural, and human rights issues pertinent to the Review of Public Administration. This consideration has informed Government's decisions and will form part of the baseline for future monitoring of impacts. The document also sets out a strategy for ensuring that equality permeates all aspects of the implementation of these high level decisions.

Arising from Section 75 of the Northern Ireland Act, public authorities have a statutory obligation, in carrying out their functions, to have due regard to the need to promote equality of opportunity between persons of different religious belief, political opinion, racial group, age, marital status and sexual orientation, as well as men and women, people who do and do not have a disability and people who do and do not have dependents. They also have a duty to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

3. DEFINING THE AIMS OF THE POLICY

The Review of Public Administration (RPA) is the most significant examination of the public sector in Northern Ireland. It is a comprehensive and strategic examination of all parts of the public sector in Northern Ireland including the administration of health, social services, education, housing, local government and quangos.

The approach to assessment

From the outset equality has been a key building block for the Review, it is a central plank in the Terms of Reference (Appendix 1). Government has understood for some time that equality considerations for high level strategies are a challenge. The EQIA process is one based on data availability, evidence, consultation and engagement with key stakeholders, assessment of impacts and consideration of mitigating measures or alternative policies. In the case of high level strategies this is a not a single event, rather it requires a much more integrated and iterative process. Rather than carrying out a "point in time" EQIA, the seven stages of EQIA are woven into every level and every stage of the strategic development process and the policies developed from it. Such an approach not only ensures that impacts can be identified but also ensures that equality permeates all aspects of the process. The approach is set out on Page 7.

Since its launch in June 2002, the RPA has proactively woven equality, social need, good relations, human rights and rural

considerations into both the development of the proposals and in the way in which the Review has been conducted.

The RPA has been informed by a very extensive process of research (Appendix 2 and 3), consultation and engagement. Equality considerations have been a key component of the research programme and approach to consultation.

As part of the first formal consultation from October 2003 – February 2004, views were specifically sought on the equality, human rights, New TSN and rural issues that needed to be considered. The RPA established an Equality Advisory group within OFMDFM to help guide the initial consideration of equality issues and also met with the Equality Commission at key stages and received very helpful guidance and advice throughout the development of the process. The RPA 'Further Consultation' was published on 22 March 2005, containing detailed information and an initial consideration of equality, social need, good relations and rural issues. Views were sought on these issues.

The RPA 'Further Consultation' document set out a range of proposals for a two-tier model of public administration.

A considerable amount of research and statistical information, as well as contributions from engagement and consultation with key stakeholders, was gathered to inform the policy throughout the course of the RPA. RPA research and summaries of key issues raised through engagement and consultation is published on the website (www.rpani.gov.uk).

The initial equality considerations took account of a wide range of quantitative and qualitative information. In particular, detailed statistical information on equality and social need indicators was provided for each of the nine illustrative local government options. This information is set out in Appendix 2.

The extensive research programme has been used to collect considerable baseline information on key Section 75 information throughout the Review. The focus group work in particular has collected views from typically hard to reach groups – people with disabilities, older people, young people, those from Lesbian, Gay, Bisexual and Transgendered communities and ethnic minority communities.

The RPA team acknowledges that the development of a model of public administration does not happen in a vacuum of public policy. As such, a range of significant strategies were also considered including 'A Shared Future'[1], Proposals for an Anti-Poverty Strategy to replace New TSN,[2] the Race Equality Strategy,[3] the Gender Strategy,[4] the Children and Young People's Strategy[5] and proposals for development of rural development policy[6].

The initial equality consideration highlighted issues of access to services, public sector employment and participation in public life

[1] A Shared Future: Policy and Strategic Framework for Good Relations in Northern Ireland, OFMDFM, March 2005.
[2] Towards an Anti-Poverty Strategy: New TSN – A Consultation Document Phase 2, OFMDFM.
[3] A Racial Equality Strategy for Northern Ireland, OFMDFM, July 2005.
[4] Gender Matters: A consultation document towards a cross-departmental strategic framework to promote gender equality for women and men 2005-2015, OFMDFM, September 2004.
[5] Making it r wrld 2. Consultation on a draft strategy for Children and Young People in Northern Ireland, OFMDFM, November 2004.
[6] Study on Rural Policy Final Report, January 2005.

and further highlighted the potential that the proposed model could have on improving access to services and participation in public life.

During the 'Further Consultation' , which closed on 30 September 2005, the team participated in over 80 different consultation engagements and meetings reaching over 300 groups and approximately 1000 individuals_In recognition of the relatively low response from the voluntary and community sector, rural communities and Section 75 groups to the RPA initial consultation the 'Further Consultation' specifically targeted these sectors.

The aims were to ensure that those affected by the RPA had the opportunity to give us their views, to encourage equality related groups and individuals to play an active part in the consultation process and to obtain the views of groups who can be hard to reach, such as people with disabilities, older people, children and young people and people in rural communities.

In particular, four consultation events on community planning were facilitated by Community Technical Aid, and the team engaged with the Older People's Policy Forum and the Government and Voluntary and Community Sector Joint Forum.

To obtain the views of minority ethnic people and groups the team engaged with the Chinese Welfare Association and supported NICEM and the Multi-Cultural Resource Centre in co-hosting a consultation event for the black and ethnic minority sector on the Review.

Disability Action was supported to hold a series of consultations with people with disabilities on the proposals contained in the Consultation Document. In order to reach a broad geographical spread of consultees three events were held in Belfast and one in Derry. Disability Action also commissioned Mencap and the Royal National Institute for the Deaf to facilitate one consultation exercise each for their constituents as the problems/challenges faced by people with learning/mental/sensory disabilities can differ.

In recognition of the long-term impact of the review the team commissioned consultation events specifically aimed at young people and groups representing children's interests, facilitated by Children in Northern Ireland and the Northern Ireland Youth Forum.

In line with rural proofing guidelines rural groups were also formally targeted. To facilitate this the team asked the Rural Community Network to organise a consultation event to consider the potential rural impact of the RPA proposals which attracted approximately 40 people from rural representative groups. The team also spoke at a number of other events organised by groups representing rural communities, including the Rural Women's Network, the Rural Development Council and the Rural Stakeholder Forum. The team also engaged QUB Institute of Governance to run a roundtable event on the implications of the Review for women.

The substantial engagement process involving these and other groups culminated in a significant conference, "Pathways to

Access and Participation", in which they were able to share their views with others. This led to improvements in both the number and quality of responses received. The conference report and all of the consultation responses are available on the RPA website at www.rpani.gov.uk.

The team also commissioned further independent research through focus group discussions with the general public. Four of the focus groups were specifically aimed at gathering the views of hard to reach groups including individuals from ethnic minorities, those with disabilities, older people and those of different sexual orientation.

With a view to complementing the qualitative focus group discussions, questions were also asked in the July 2005 Omnibus Survey. This survey is representative of the general population in Northern Ireland.

Key messages from 'Further Consultation'.

A total of 1032 responses were received from organisations in the public, private and voluntary and community sectors and from private individuals.

The 'Further Consultation' reinforced the key equality issues of access to services, public sector employment and participation in public life.

Many of the responses reflected a need to ensure that new arrangements placed equality, social need and good relations at the centre of policy and service development and monitoring.

The responses reflected widespread support for many of the RPA proposals including a substantial reduction in the number of councils, HPSS and education bodies. Of those who expressed a preference for the number of councils 63% preferred 7 and 18% preferred 15. Preference was expressed for one, rather than two, educational bodies. Within the Health and Personal Social Services (HPSS) sector there was a preference for 5 agencies, but there was recognition that, in order to operate effective community planning, 7 agencies might be better. This view was reflected by other sectors.

There was widespread support for the principle of common boundaries– political parties and local councils do not view 1:1 coterminosity as essential, most other responses view 1:1 coterminosity as essential to promote integration of service delivery. There was considerable support from the health and social services sector for coterminosity with local councils and education.

Responses reflected significant enthusiasm for community planning with many viewing it as a real opportunity to deliver more effective integrated services locally in genuine partnership with a range of providers.

There was considerable support across all sectors for a model of partnership working and the opportunities this could provide for more effective delivery of public services. There was also a strong call for true and genuine partnerships with voluntary, community and private sectors and an acknowledgement of the role they can play in engaging with and advocating on behalf of their communities.

Consultation responses highlighted the need to encourage participation of those who are most likely to be affected by decisions on policy and service delivery. In particular, responses reflected a need to engage more effectively with those who are marginalised or disadvantaged, in decisions that affect services in their area. Specifically people called for steps to be taken to ensure that the voices of children and young people, older people, women, people with disabilities, people of different sexual orientation and ethnic minorities are heard.

Views across all sectors supported a formal system of governance to ensure fairness and the promotion of high ethical standards. There was considerable support for statutory governance arrangements within local government.

In terms of managing the change, substantial submissions were received that focussed on the potential impact on staff with support, across sectors, calls for the establishment of a Pubic Services Commission to oversee this element of change.

4. CONSIDERATION OF CURRENT DATA AND RESEARCH

The consideration of equality, social need, good relations and rural issues has taken account of a wide range of qualitative and quantitative information, including the census of population, administrative data, engagements and responses to both formal consultation exercises which included questions on equality, good relations, human rights, social need and rural issues.

To illustrate, updated detailed quantitative data on Section 75 categories and social need indicators are included in Appendix 2 (Tables 2-21). Recognising the limitations of the Noble indicators to these considerations, advice was sought from NISRA on what information should be included in the analysis for social need. The following variables were agreed as a good set of indicators for social need: employment, qualifications, tenure, socio-economic grouping, various benefit uptake and lone parents.

The programme of independent research gathered a substantial amount of data on the views of the general public and others on aspects of public administration and service delivery. In particular, the research has proactively sought the views from Section 75 categories. The programme of independent research also included extensive analysis on the distribution of the underlying property wealth base in Northern Ireland, as well as the geographical pattern of employment. In addition, a wide range of relevant research from other sectors was also used.

The engagements and consultations with key stakeholders have also been important sources that informed the development of the policy and these equality considerations. Similarly, information contained in other research reports, particularly the 'Barriers to Access to Essential Services'[7] report and the NISRA work on the statistical classification of settlements[8], have been important in informing the review. Information contained in other Strategy documents has also proved very helpful in informing the analysis of the review team.

Details of all the information considered and its coverage of Section 75 categories can be found in Table 1, Appendix 2. Generally the quality of the information used in these considerations was good. Nonetheless, there are limitations to the use of the data, not least as a result of significant gaps in information on some of the Section 75 categories, most notably in relation to sexual orientation and people with dependants. Research commissioned by the review team, particularly those projects that sought people's views, aimed to address such gaps where possible.

Evenness of the Rating Base

A research project was commissioned to examine the distribution of the property wealth base across Northern Ireland. This research compared the current net annual value (NAV) and capital value

[7] Barriers to Access to Essential Services, Independent Research Solutions, December 2001.
[8] Report of the Inter-Departmental Urban-Rural Definition Group, NISRA, February 2005.

rating bases of 25 different configurations of between five and 16 local government areas, using existing local government districts as building blocks, and one of 15 areas based on parliamentary constituency boundaries. A sample of over 30,000 house sales over the period 2002 to July 2004, reflecting the housing market in Northern Ireland, was used as the basis for the analysis.

The Coefficient of Variation (COV) is a statistical measure of central tendency or evenness. It is the ratio of mean to the standard deviation and in the context of this research, gave an objective measure of ranking each of the scenarios. The lower the COV, the better a scenario performed.

Domestic property wealth base[9]

On the basis of a capital values system for determining property wealth, splitting Northern Ireland into fewer than seven areas produces a significant shortfall in the domestic property wealth base in the south-west.

[9] 'Investigation into the Relative Domestic Property Wealthbase'. Dr. W McCluskey, Dr. J Lim and P Davis 2005

Table 1: Ranking of Scenarios According to COV

Scenario	Mean	St Dev	COV	Rank
8b	12.50	3.708	0.297	1
7d	14.29	4.845	0.339	2
8c	12.50	4.425	0.354	3
9c	11.11	4.257	0.383	4
9b	11.11	4.257	0.383	5
5b	20.00	8.181	0.409	6
10	10.00	4.292	0.429	7
7a	14.29	6.142	0.430	8
7c	14.29	6.548	0.458	9
7b	14.29	6.565	0.460	10
7b1	14.29	6.660	0.467	11
5c	20.00	9.475	0.474	12
11	9.09	4.505	0.496	13
6b	16.67	8.327	0.499	14
9a	11.11	5.659	0.509	15
6c	16.67	8.677	0.521	16
6a	16.67	8.732	0.524	17
8a	12.50	6.548	0.524	18
15	6.67	3.622	0.543	19
5a	20.00	10.970	0.548	20
12	8.33	4.590	0.551	21
14	7.14	4.065	0.569	22
13	7.69	4.414	0.574	23
16	6.25	3.656	0.585	24
26 DC's	**3.85**	**3.565**	**0.927**	**25**

(Scenarios are as detailed within the report on the distribution of the regional rate and the relative domestic property wealth base)

Similarly, dividing Northern Ireland into a larger number of areas (more than 10) does not improve the spread of the distribution of the property wealth base (Table 1).

The option based on the 15 parliamentary constituency areas was analysed separately. The covariance for this scenario was 0.667

which, with reference to Table 1, would only perform better than the current 26 district council scenario and would be considerably worse than any of the 24 other scenarios.

Two configurations – one based on seven local government areas and one based on eight - provided the most even distribution of property wealth, with all of the configurations of 7 in the top half. The maps of these configurations are shown in the report as 7d and 8b.

Regional rate – domestic and non-domestic[10]

When the non-domestic rates revenue is included in the analysis, the research showed that the larger the number of areas, the less even the distribution of the property tax base. The most even distribution of property wealth, based on the proposed capital value system, is provided by two of the five area configurations (5b and 5c) followed by 7d and 8b.

[10] 'Impact on and Distribution of the Regional Rate'. Dr. W McCluskey, Dr. J Lim and P Davis 2005

Table 2: Domestic and Non-Domestic regional Rate Contribution Based on Proposed Rating System

Scenario	Mean	St Dev	COV	Rank
5b	20.00	7.33	0.37	1
5c	20.00	8.27	0.41	2
7d	14.29	6.44	0.45	3
8b	12.50	6.09	0.49	4
7b	14.29	7.15	0.50	5
7b1	14.29	7.22	0.51	6
6b	16.67	8.42	0.51	7
7c	14.29	7.28	0.51	8
5a	20.00	10.21	0.51	9
6c	16.67	8.58	0.52	10
8c	12.50	6.69	0.54	11
6a	16.67	9.20	0.55	12
7a	14.29	7.95	0.56	13
9c	11.11	6.41	0.58	14
9b	11.11	6.45	0.58	15
9a	11.11	7.04	0.63	16
10	10.00	6.42	0.64	17
8a	12.50	8.47	0.68	18
11	9.09	6.47	0.71	19
12	8.33	6.43	0.77	20
13	7.69	6.28	0.82	21
16	6.25	5.77	0.82	22
14	7.14	6.03	0.84	23
15	6.67	5.82	0.87	24

(Scenarios are as detailed within the report on the distribution of the regional rate and the relative domestic property wealth base)

All of the configurations of more than eight areas fall in the bottom half of the rankings on evenness of spread of the underlying wealth base.

Summary

Configurations 7d and 8b appear to present the best options providing the most even distribution of the underlying property wealth base.

Population and Compactness[11]

Research was commissioned to model a variety of options for amalgamating the current local government districts (LGDs) into between five and 15 illustrative new local government areas. In addition, a configuration of 15 areas based on parliamentary constituency boundaries was also included in the analysis. These new areas were analysed objectively against the following criteria:

- a range of maximum populations of 100,000, 150,000, 200,000, 250,000 and 300,000;
- evenness of population;
- geographical compactness; and
- inclusion of both the home **and** workplace of as many people as possible.

Over one million possible configurations of between five and 15 areas
were generated by the researchers. A number of these configurations were ranked according to the criteria mentioned above. Selecting the optimum configurations using these criteria is not straightforward since many which rank highly against one

[11] 'Identification of New Administrative Zones Using Districts as a Base'. Chris Lloyd 2005.

criterion score badly on another. However, the research has demonstrated that configurations of 6 or 7 areas would be optimal given the socio-economic population, infrastructure and natural geography of Northern Ireland.

The research concluded that the case for either 6 or 7 zones can be made and, of the outputs generated, the zones represented by maps 6D1 and 7D2 seem most suitable given the criteria outlined in the report.

Statistical Analysis

Analysis of 7, 11 and 15 New Councils

Further consideration has now been given to the analysis on the proposed configurations of new council models. The purpose of this analysis was to determine which of the 9 illustrative options contained within the RPA 'Further Consultation' document would reduce the differentials of a number of equality and social need indicators the most, when compared to the Northern Ireland population profile.

Having obtained professional advice from the Northern Ireland Statistics and Research Agency (NISRA), the methodology adopted for this further analysis is based on measuring how 'different' each model is when tested against the equivalent baseline population proportions i.e. the Northern Ireland population profile.

Statistical Model

Overall, each of the 9 illustrative options was compared against the baseline of the Northern Ireland population profile. This meant that for every new council area within each illustrative option, every equality and social need indicator was compared against the equivalent Northern Ireland indicator and the resulting ‘difference‘ calculated.

In total this meant that 8 equality and 9 social need indicators were tested for differences against the baseline in each of the 9 illustrative options.

The ‘differences’ were then summed for each configuration of 7, 11 and 15illustrative Council are, the results of which are provided in Table 2.

The analyses show clearly that the more council areas there are, the greater the variation between them and the Northern Ireland population profile, in terms of the indicators for both equality and social need.

In particular, the analysis indicates that the illustrative configurations of the 7-council model provides the least difference in terms of equality and social need measures, when compared to the Northern Ireland average.

Table 3: Equality and Social Need - Sums of Differences

Equality		Social Need	
Option	**Sum of Differences**	**Option**	**Sum of Differences**
7c	0.78	7a	0.06
7a	0.81	7b	0.08
7b	0.81	7c	0.08
11c	1.37	11c	0.11
11b	1.83	11a	0.12
11a	1.83	11b	0.13
15b	2.60	15c	0.16
15c	2.62	15b	0.16
15a	2.91	15a	0.19
26	**4.71**	**26**	**0.37**

(Options are as detailed in the RPA Further Consultation document)

It also shows clearly that the parliamentary model (15a) provides the most difference in terms of equality and social need measures, when compared to the Northern Ireland average.

Summary

The research undertaken by the University of Ulster (Rating research) and Queen's University Belfast (Administrative Zones), separately and independently concluded that the same configuration of 7 councils was one of the optimum models for providing evenness of the wealth base and evenness of population, geographical compactness and inclusion of both the home **and** workplace of as many people as possible. This model was included as one of the three illustrative models of 7 councils in the RPA Further Consultation document as 7c.

Both the research and the statistical analyses on equality and social need provides substantial support, over other models, for a

7-council configuration, in particular the research suggests 7c as the optimum within this.

Local Identity.[12]

The option of 7 councils has consistently been challenged by councils and the majority of the main political parties as too few to conserve local identity.

To explore this further, the review team commissioned two research projects (both quantitative and qualitative), which sought the views of the public and elected representatives, to gain a better understanding of what local identity means and the extent of its importance for council boundaries. The research covered a range of ideas around local identity, including what it means to people, through how it influenced their ideas on the size of local government and to what extent it mattered in the delivery of local services.

Many people felt that "local" related to where they felt most comfortable and relaxed, where places and people were familiar, often with family links. In rural areas, this sense of locality centred around the local village (82%). For people who lived in larger urban areas, many had an affinity with their town or city (81%) but they also had a strong identity with their neighbourhood (79%). Elected representatives identified strongly with the wards they represented.

[12] Findings from focus group research on Local Identity

An analysis of patterns of service usage indicated that convenience is a stronger factor than locality. This is particularly true in towns and cities, where services are more readily available. In rural areas, most people had considerable loyalty for local services, however, many conducted their daily lives outside of their local area, not necessarily through choice but because of convenience, value for money and variety, and because services may not be available locally.

Strong links between local participation and local identity were found, although the majority of people (54%) had not participated in local activities. Elected representatives agreed that there was little input to policy decisions by citizens, but pointed to the limited range of responsibilities that local councils had as a reason for the lack of engagement. Generally, people wanted better access to councillors and more information about what councils and councillors actually do. However, while many people want to know what councils do (48%), they are nonetheless content for councils to simply get on with their business.

People were also clear that having an enhanced range of services delivered by the local council would have a very positive effect on local identity. There was a feeling that local councillors would be more able to respond to citizens' needs and would also be much more clearly accountable for the services they delivered. However, people also wanted reassurances about access to the services delivered by councils, particularly for those who feel vulnerable and those who live in rural communities.

Overall, the research showed that most people felt that their sense of local identity was not related to their council area. People wanted a greater range of accessible and efficient services delivered by fewer councils. There was a strong feeling that councillors should consult their constituents about policy and services, and they should be held to account for the decisions they make and the services they deliver.

Greater participation in the decisions which affected areas would greatly enhance a sense of local identity, but this was a secondary issue. Local identity was more a “matter of the heart than the head” and no one was willing to pay more to maintain it at the expense of less efficient local services.

Most people felt the key issue was not the number of councils but the quality of services they provide. However, there was widespread support for fewer councils and councillors. While some elected representatives reflected concerns about the impact of such a reduction on local identity, the general public were less concerned. Most people opted for somewhere between eight and 13 councils, but this was based more on a feeling for what seemed the right number rather than on any strong rationale. The number of councils suggested by elected representatives ranged between eight and 26.

5. ASSESSMENT OF IMPACTS

The initial equality consideration highlighted issues of access to services, participation and diversity in public life and public sector employment as those requiring monitoring. Feedback from the 'Further Consultation' reinforces these as key issues and the need for robust governance arrangements as important equality related issues for implementation.

Responses to the 'Further Consultation' have also reinforced the importance of mainstreaming equality, social need, good relations and rural issues into all aspects of policy development, legislation and service delivery. The need to encourage participation of those who are most likely to be affected by decisions on policy and service delivery was widely acknowledged, particularly those who are most vulnerable and people in rural communities.

Of those who expressed a preference, the advocates for a 7 Council model outnumbered the advocates for a 15 Council model by more than 3:1. Almost all of the submissions in support of 15 Councils were made by Political Parties and Local Government.

Having examined all available data, the following is a summary of the key issues that will need to be taken into consideration during implementation.

Access to public services

There was a strong call for access at times and places that meet the needs of users, taking account of the particular needs of the most vulnerable and those living in rural areas. There was a recognition across all sectors that common boundaries would assist in the integration and co-ordination of services and would simplify access to information and services.

Responses stressed the need for standards for service delivery and conduct, to ensure quality of service delivery across Northern Ireland and robust governance arrangements to ensure fairness and transparency of decision making.

In addition to Councils' responsibilities under section 75, consultees viewed community planning as a real opportunity for local government to have lead responsibility for the delivery of key government strategies such as 'A Shared Future', the Children and Young People's strategy, the Anti-Poverty Strategy, the Race Equality Strategy and the Gender Strategy at local level.

Evidence reviewed to date suggests that there are certain equality groups who currently face barriers to accessing services, particularly those who are most vulnerable and those who live in rural areas.

Over half (57%) of all respondents to RPA related questions in the July 2005 Omnibus survey reported that access to public services could be improved, if better information on the services that are

available was provided. Just under half (48%) thought that better information on how to access public services should be provided, while 47% thought that better use could be made of existing facilities e.g. post offices, schools etc. Only 17% of respondents thought that improving the range of services delivered electronically would improve access to public services.[13]

Assessment by Section 75 Group

Gender

Research shows that women feel that they have much less influence than men on decisions on public services[14], and they also feel that public services do not keep them well informed[15].

Marital Status

There is no direct evidence available from RPA attitudinal research on differences in the accessibility of services between people of differing marital status.

Religious Belief

Research points to concerns among people of different religious belief that ability to access services is influenced by religious background[16].

[13] RPA Research Bulletin 6 – NI Omnibus Survey – July 2005
[14] Findings from Focus group Research with general Public, Page 32.
[15] Research Bulletin 3, page 6.

Political Opinion

There is no direct evidence available from RPA attitudinal research on differences in the accessibility of services between people of differing political opinion.

Age

RPA research provides evidence that older people have strongly held views about the difficulty that they can experience in accessing services and the standard of services that they receive[17]. Others also feel that older people would have difficulty in accessing services and are treated less well in the provision of public services[18].

The ability to travel is fundamental to older people in accessing public services. Ownership or use of a car or vehicle declines with age as does the use of public transport[19].

Older people and people with disabilities make up a significant proportion of the Northern Ireland population and they face a number of barriers when trying to make use of the transport system. Women use public transport more than men to access services and employment[20].

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[16] Barriers to Access to Essential services, Independent Research Solutions, Page 48. Findings from Focus Group research with General Public, Page 33.
[17] Findings from Focus Group Research with General Public, page 33.
[18] Research Bulletin 4, Page 4, Table 4. Public Staff Focus groups, page 114.
[19] The Northern Ireland Life and Times survey (1999)
[20] Accessible Transport Strategy –DRD, Equality Impact Assessment April 2005

We are living in an ageing society. The proportion of those of pensionable age has increased from 12% in 1951 to 16% in 2001. Population projections suggest that this trend is expected to continue. The number of people of pensionable age is projected to increase from 275,000 in 2004 to 372,000 by 2019, an increase of about 97,000 people or 35.2%[21].

Research shows that the North East, Coleraine, Moyle, Ballymoney, Ballymena and Larne areas have a marked older population with many other areas demonstrating a younger population. There is also a pattern of a marked older population within Fermanagh and parts of Dungannon, Belfast, Ards, North Down and East Lisburn.[22]

Research has highlighted the lack of appropriate, accessible information for young people on a range of public services which they wished to access and the lack of awareness among public service providers of the rights of children to access these services.[23]

Research on youth work in Northern Ireland indicated that youth work tends to be particularly targeted at young people who are marginalised or excluded. The practice of 'youth work' is primarily with those young people who 'don't fit into' something or 'are

[21] NISRA Northern Ireland Abstract of Statistics 2005.
[22] A Picture of Rural Change, Rural Development Council 2003
[23] Children's Rights in N.I., Research commissioned by NICCY, Queens University, Pages 23-27.

causing problems' to someone or are having difficulties that mainstream society cannot deal with effectively.[24]

Consultation with young people suggested that many are not aware of the range of services available to them and that services that they may need, for example contraception and STD clinics are not available at times when they would most need them, for example, as at weekends. Many were not aware of the services provided by Councils and did not feel that councilors had made much of an effort to engage directly with young people about the services they need[25].

Groups representing children's interests welcomed the recent appointment of a Children's Minister in Northern Ireland as a positive advance which offers potential for co-ordinating cross-cutting action for children and young people across government.

They highlighted the current bureaucracy and fragmentation of Children's services and welcomed the ethos of community planning as a framework which can pave the way for agencies to work together to provide better public services in a manner that ensures that people and communities are genuinely engaged in the decisions made on public services that affect them.

They stressed that the opportunity to develop a system of public administration that can support the implementation and delivery of

[24] DE Research Briefing: The nature of youth work in Northern Ireland: Purpose, contribution and challenges 2005
[25] Northern Ireland Youth Forum RPA Young People's Response, September 2005.

the over-arching Children and Young People's Strategy for Northern Ireland should be grasped[26].

People with Disabilities

Research provides some evidence that people with a disability experience a variety of difficulties in accessing public services[27]. Others also felt that disabled people experience difficulty in accessing services and that they are less well treated in the provision of public services[28].

Research has drawn attention to the inequalities experienced by people with a learning disability in accessing the same range of opportunities as other people in Northern Ireland. Many children are unable to access mainstream play and leisure activities and people with a learning disability do not have the same opportunities in employment, further education, leisure, social life and personal relationships. [29]

During the 'Further Consultation', people with disabilities said that a high priority for them would be a 'One Stop Shop' system where people could go to get any problems sorted. Feedback suggested that at present they encounter staff in public bodies who are not aware of the services available nor are they able to sign-post callers to another body.

[26] Children in Northern Ireland (CINI) Response to the RPA Further Consultation September 2005.
[27] Findings from Focus group research with General public, page 36.
[28] Research Bulletin 4, Page 4, Table 4. Public Sector Staff Focus Groups, page 115.
[29] Equal Lives – Review of Policy and Services for People with a learning disability, The Review of Mental Health and Learning Disability.

They also argued that communication between the local Councils, HPSS, Education Bodies and other service providers across Northern Ireland needs to be improved dramatically and felt that proposals for community planning may assist with this.

To ensure full community participation and local engagement, people with disabilities felt that the new councils should ensure that both staff and elected officials have Disability Awareness Training, incorporating Deaf Awareness, all buildings should be accessible and sign language interpreters should be readily available.

They stressed that proposed changes to Health Services should be carried out in a way that makes services for people with disabilities readily available to all no matter where they live.

They also wanted assurances that the recommendations of the Mental Health and Learning Disability Review would be factored into the new arrangements[30].

People from Ethnic Minority Backgrounds

Evidence from research indicates that people from different racial groups experience a variety of difficulties in accessing public services, many of which are language related.[31]

[30] Disability Action Report of Consultation Exercises carried out with People with Disabilities on the RPA, August 2005.
[31] Findings from Focus Group research with General Public.

The two major issues of concern for migrant workers in engaging with the various statutory bodies were in terms of information - often in regard to basic knowledge about access and rights to services, and t he provision of interpreter services.[32]

Research has identified the need for public sector organisations and voluntary organisations to work together in new and imaginative ways to address the problems faced by minority ethnic people.[33]

Recent research published by the Department of Education indicates that attending a mainstream post-primary school alongside settled pupils was what most Traveller pupils preferred. This was due to the opportunity this gave them to socialise in school with a wider circle of friends. Five of the seven Traveller parents interviewed indicated that their children did not socialise with settled children outside of school hours. [34]

Nine out of ten teachers felt that all school children need to be offered more opportunities to learn about minority ethnic groups and this could help dissolve boundaries between ethnic groups, enabling settled pupils to become more understanding of Traveller culture.

Traveller Support Groups referred to the Northern Ireland Curriculum as having an adverse effect on Traveller pupils'

[32] Migrant Workers in Northern Ireland, Institute of Conflict Research (2004).
[33] 'Race and Racism in Northern Ireland: A Review of the Research Evidence". Paul Connolly (2002).
[34] DE Research Briefing: Traveller children's experiences in mainstream Post-primary schools in Northern Ireland: A qualitative study 2005

participation in education at post-primary level. It was perceived as being irrelevant to the vocational and cultural aspirations of the Traveller community.

During consultation with minority ethnic groups the position of asylum seekers as non-citizens was raised and although it was acknowledged that this is a reserved matter people felt that access to information and services needs consideration.

In respect of local identity it was felt that there is a lack of recognition of the growing numbers of ethnic minority communities now living in Northern Ireland and a resistance to change within the emerging culture. People felt that the opportunity should be taken to ensure that the new arrangements proactively promote good relations and the delivery of Government's Race Strategy[35].

People of differing Sexual Orientation

There is some evidence that gay, lesbian, bisexual and transgendered people experience a variety of difficulties in accessing public services. In particular, research examining access to essential services reported that members of these groups felt that their sexual orientation was a barrier to accessing services[36].

There was a limited response from groups representing people of different sexual orientation, however those who did respond strongly argued for robust safeguards, underpinned by an ethos to

[35] Northern Ireland Council for Ethnic Minorities, Multi-Cultural Resource Centre, Consultation Report, September 2005.

[36] Barriers to Access to essential Services, Independent research Solutions, Page 47.

promote equality, human rights and social inclusion, as well as safeguards to ensure fair treatment and consideration of minority groups and disadvantaged communities In the absence of such safeguards, they had concerns that the devolving of powers to local councils had the potential to be detrimental to the Lesbian, Gay, Bisexual and Transgendered community. [37]

People with or without Dependants

There is no direct evidence available from RPA attitudinal research on differences in the accessibility of services between people with or without dependants. However, recent research published by OFMDFM on the Poverty and Social Exclusion Project indicates that 2-3 times as many lone parent households as other households with children did not use the public services listed, as they could not afford them.[38]

Assessment by Social Need

It is widely known that significant differences exist in terms of both the levels of deprivation and wealth in Northern Ireland. For example, the NISRA report 'The Northern Ireland Multiple Deprivation Measure 2005' states that:

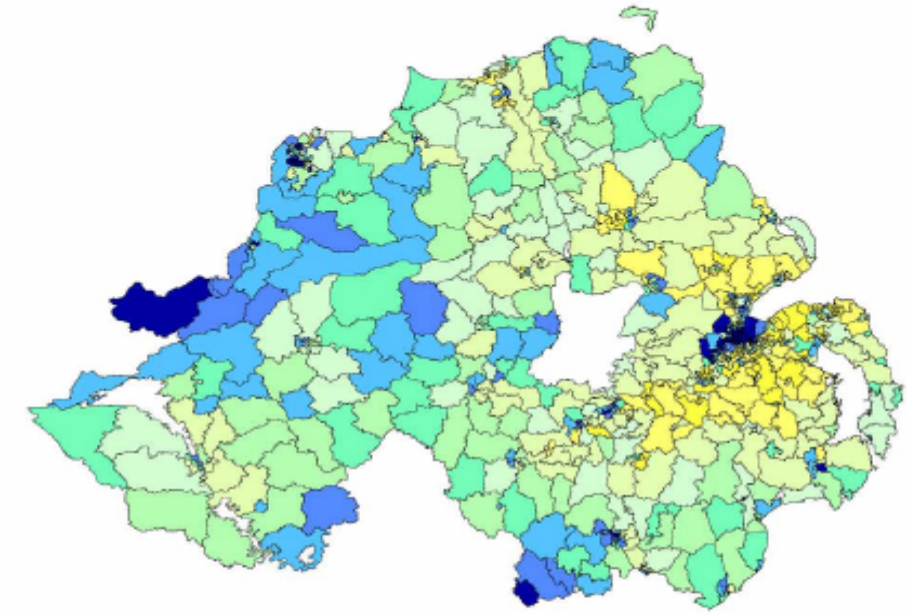
'The most deprived parts of Northern Ireland are areas within the Whiterock, Shankill, Falls and Crumlin wards in the north and west of Belfast City Council Area. Urban parts of Derry, Craigavon,

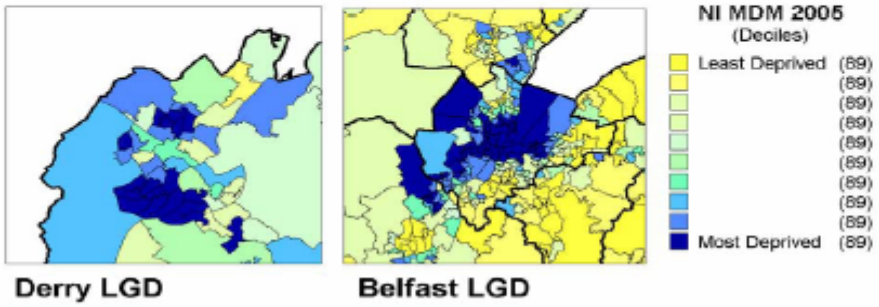
[37] RPA Submission on behalf of Carafriend Belfast, September 2005.
[38] OFMDFM Bulletin 1, February 2005, page 8.

Strabane and Lisburn Local Government Districts also feature among the fifty most deprived areas within Northern Ireland. Looking at the most deprived 100 areas brings in some rural areas such as Crossmaglen and Castlederg.

At the other end of the scale, the least deprived parts of Northern Ireland are to be found in North Down, Castlereagh and the Jordanstown area of Newtownabbey'.

Northern Ireland Multiple Deprivation Measure 2005





In addition, findings from recent research on the relative domestic property wealth base, published by the review team, indicate that: "In relation to domestic property wealth the province tends to be dominated by Belfast City Council, with this area having some 18.65% of the total domestic property wealth."[39]

Evidence from a variety of surveys suggests changing patterns of social need in Northern Ireland. In particular, they point to the fact that the groups at most risk of poverty are made up of lone parents, people with disabilities and working households on low incomes. In addition certain groups, particularly women, children, households looking after children with disabilities and young households are over represented in terms of having low income and lacking basic necessities.[40]

In terms of access indicators, travel times to all types of HPSS facilities are shorter on average in deprived areas than in Northern Ireland as a whole by at most 5 minutes. However, when need is taken into consideration travel times to all health and social services facilities except for Maternity Units, Opticians, Day Centres and Nursing Homes are longer in deprived areas than in Northern Ireland as a whole .

Health outcomes in deprived areas are generally worse than in Northern Ireland overall. The gap in life expectancy between males in deprived areas and males in Northern Ireland overall has increased from 3.1 years in 1999-2001 to 3.2 years in 2000-2002.

[39] Investigation into the relative domestic property wealth base: Main Findings Report, Page 4.
[40] New TSN – the way forward. Towards an anti-poverty strategy, Page 9.

Lung cancer rates for all persons are 57% higher in deprived areas than in Northern Ireland overall. A person aged under 75 living in a deprived area is 34% more likely to die, than a similar person in Northern Ireland overall. The teenage birth rate in deprived areas is 71% higher than in Northern Ireland as a whole.[41]

Nearly all schools provide Out of School Hours Learning (OOSHL) activities, predominantly after school but also at lunchtime and during weekends and holidays. A wide range of activities is provided with the most popular being sport, arts and maths/ICT.[42]

The same research showed that schools run activities mainly in order to provide enrichment and raise motivation; other reasons include promoting inclusion, engagement of parents and the community and raising school performance. Nearly two-thirds of pupils reported attending activities in the survey week.

Consultation responses reinforced access to services as a key issue for those who are most marginalised. Community planning was welcomed as a mechanism by which Local Government, in partnership with other service providers including the community and voluntary sectors, could take the lead in developing an integrated plan to tackle poverty at local level.

[41] Health and Social Care Inequalities Monitoring System: First Update Bulletin, DHSSPS 2004.
[42] DE Research Briefing: Out of school hours learning provision and school improvement in Northern Ireland 2004

Assessment by Good Relations

The Government acknowledges that Northern Ireland remains deeply divided, despite measurable progress. Statistics from the NISRA 'Report of the Inter-Departmental Urban-Rural Definition Group' indicate that:

"The community background of settlement populations range from those such as Crossmaglen, Dunloy and Cushendall, where over 95% of the population have a Catholic community background, through settlements such as Carryduff, Gilford and Moneymore where the two main communities are relatively balanced in population share, to settlements such as Bushmills, Cullybackey and Portavogie where over 95% of the population have a Protestant community background."

and that:

"Just over half of settlements (57%) have a community background composition that is predominantly (at least 75%) Catholic or predominantly Protestant."

In recent times, Belfast has been characterised by persistent low-level sectarian violence. This violence has been a recurring feature, especially in North Belfast where such inter communal conflict ranges from abusive banter, escalating to stone throwing and full scale rioting.[43] The involvement of young people in this violence has been prominent.

[43] Jarman, N & O'Halloran, C, (2002). Peacelines or Battlefields. Institute for Conflict Research

With a view to helping address this situation, the Belfast Education and Library Board (BELB) requested the Department of Education (DE) to provide additional funding for diversionary activities for the summer period of 2002.

Research evaluating the effectiveness of the diversionary activities indicated that a high percentage of respondents (88%) stated that the additional diversionary funding has made a difference towards easing apparent conflict and rioting.

The lack of coordination, among summerscheme providers or interface funding bodies, would appear to be a major problem. If a recognised forum of policy makers, funders, youth workers and young people is established the major problems of interface violence might be addressed more strategically.

A number of respondents indicate that a broader range of development activities such as personal development programmes and citizenship education and more prolonged community relations activity is what is required for longer term development and more effectiveness in undermining sectarianism, intolerance and prejudice.

Consultation responses emphasised the opportunity to promote good relations within the new arrangements and felt that delivery of ‘A Shared Future’ should be core responsibility of Local Government.

Rural Issues

Research shows that those who live in rural communities experience difficulties in accessing public services and have identified public transport as a particular barrier. [44]

The key issues for older people living in rural communities can be grouped around fear of crime and issues of personal safety, access to services, transport/mobility, isolation and support and health and care issues.[45]

We know that access times to all types of health facilities are longer from rural areas than non-rural areas. [46]

Organisations representing rural interests welcomed the opportunity to develop new ways of working, particularly the concept of 'One-Stop Shops'. They felt that there was a need to build on the existing rural infrastructure and be more creative about how existing buildings are used. They were less concerned about numbers, more about quality services, access, fairness and trust. They emphasised the need to promote good relations in the context of a divided society.[47]

[44] Barriers to Access to Essential Services, Independent Research Solutions, Page 40.
[45] Ageing and Rural Poverty – Rural Community Network, 2004.
[46] [46] Equality and Inequalities in Health and Social Care in Northern Ireland, A Statistical Overview, DHSSPS, 2004.

[47] Rural Community Network: Rural Consultation and Response, May 2005.

Employment issues

Responses to the RPA 'Further Consultation' highlighted the importance of staff in managing the change and the importance of protecting staff rights in the process.

It was stressed that equality and fair treatment must permeate all aspects of the change and that proposals should be subject to a full equality impact assessment.

There was a strong call for a Public Services Commission to lead the changes in relation to staffing including keeping staff informed of the change process.

It is likely that the re-organisation of the HPSS, Education and local government sectors will impact on the number and nature of jobs and may also impact on the location of some jobs. The impact will be identified as implementation progresses.

The review team had previously undertaken a data collection exercise aimed at collecting relevant Section 75 data on individuals employed within the local government, education and HPSS sectors. Unfortunately, due to varying levels of data coverage and definitional issues across sectors, the information gathered was not robust enough to use in an overarching equality analysis. Advice was sought from the Equality Commission on the nature of employment data that would be appropriate to use.

Two main sources of data have been used to assess the possible impact that the RPA proposals and options may have on the public sector workforce.

The first of these is the Labour Force Survey (LFS), which is a sample survey that provides estimates of the total labour force in Northern Ireland, using internationally agreed concepts and definitions. The LFS estimates the number of people in employment in Northern Ireland. It defines employment as those people aged 16 and over who did at least one hour's paid work in the reference week (either as an employee or self-employed); those who had a job which they were temporarily away from (on holiday for example); those participating in government training and employment programmes; and those doing unpaid family work. The classification of employees as full-time or part-time is on the basis of self-assessment.

The second source is the data published in the Equality Commission for Northern Ireland (ECNI) Monitoring Report which relates specifically to workforce composition within monitored employment and not to all employments in Northern Ireland. Those not monitored include: self-employed, those on government training schemes, the unemployed, school teachers and those working in concerns with 10 or less employees. Monitoring covers approximately 72% of employee jobs, and, with the exception of teachers all in the public sector.

In total, over 200,000 people are employed in the public sector in Northern Ireland. Of these, 31,000 are in the Northern Ireland Civil

Service, 68,000 in the HPSS, 50,000 in Education and 10,000 in Local Government.

The implementation of the RPA decisions is likely to impact on the number and nature of jobs will be unaffected, however some staff may work for a new employer. However, a large number of staff across the public sector are likely to be affected by the changes that emerge. These changes will mainly affect administrative staff and senior managers in the local government, education, and HPSS sectors as well as those civil servants whose functions will transfer to local government.

Analysis by Section 75 Category

Gender

Whilst women make up more than 50% of the population and hold the majority of jobs in the public sector (61%) men hold a higher proportion of senior posts. For example, 22% of males are employed in managerial and professional posts, compared to 15% of females.[48] Conversely, over a quarter of females (26%) are employed in administrative and secretarial posts compared to 10% of males.[49]

[48] Appendix 1, Tables 22 and 23
[49] Appendix 1, Table 24.

Employees in local government account for 6%[50] of all public sector employees while health accounts for 34%[51] and Education for 19%[52].

Males account for 59% of all local government posts[53], with 41% female. However, there are currently no female Chief Executives, 54% of Councils in Northern Ireland have no women in their top two staff posts, and there are only 20 women (14%) among the 144 first and second tier posts in local government[54].

Some 44% of full-time females working in local government are employed in administrative and secretarial posts compared with 3% of males in full-time employment. (Note: detailed figures for part-time staff in local government are not currently available.)[55]

While women hold 82% of all posts in Health[56], 34% of males employed in the Health sector are employed in managerial and professional posts compared to 11% of females. 15% of females are employed in clerical and secretarial posts compared with 8% of males.[57]

Whilst females account for 77% of all posts in Education, males employed in the Education sector account for 34% of managerial and professional posts compared to 16% of females. 15% of

[50] Appendix 1, Table 32.
[51] Appendix 1, Table 26.
[52] Appendix 1 Table 29.
[53] Appendix 1, Table 32.
[54] Bronagh Hinds Queens University Belfast Institute of Governance – Presentation at RPA Equality Conference, September 2005.
[55] Appendix 1, Table 33.
[56] Appendix 1, Table 26.
[57] Appendix 1, Table 27.

female full-time employees in the education sector were employed in clerical and secretarial jobs compared to less than 5% of males[58]. Over 40% of all women employed in Education work part-time.

Religious Belief

In terms of religion, Protestants comprise around 55% of the public sector workforce and Catholics around 40%. Protestant women comprise around 32% and Catholic women around 26% of the total public sector workforce.[59]

While Protestants hold a higher number of jobs in the public sector workforce than Catholics, the pattern does not differ significantly. For example, similar proportions of both Protestants and Catholics hold managerial and professional posts. Over a fifth (22%) of Catholics are employed in clerical and secretarial posts, compared to 19% of Protestants. [60]

Protestants account for 59% of the total workforce in local government, with Catholics holding 36% of the posts. Whilst Protestants hold the higher numbers of posts, similar proportions of both Protestants and Catholics are employed across each of the nine Standard Occupational groups.[61]

[58] Appendix 1, Table 30.
[59] Appendix 1, Table 23.
[60] Appendix 1, Table 25.
[61] Appendix 1, Table 32.

Protestants account for 49% of all posts in the HPSS sector and Catholics 44%.[62] Similar proportions of both Protestants and Catholics hold managerial and professional posts. 13% of Catholics are employed in clerical and secretarial posts, compared to 16% of Protestants.[63]

In the Education sector, Protestants hold 51% of all posts and Catholics 45%.[64] There are no substantial differences in the proportions of Protestants and Catholics employed across any of the nine Standard Occupational Classifications.[65]

Recent research published by the Equality Commission[66] suggests the following:

'There has been a substantial improvement in the employment profile of Catholics, most marked in the public sector but not confined to it. Catholics are now well represented in managerial, professional and senior administrative posts. There are some areas of under-representation such as local government and security but the overall picture is a positive one.'

'Catholics are still more likely than Protestants to be unemployed. As unemployment levels have fallen, lack of employment is a contributory factor to disadvantage and poverty, but not its main determinant.'

[62] Appendix 1, Table 26.
[63] Appendix 1, Table 28.
[64] Appendix 1, Table 29.
[65] Appendix 1, Table 31.
[66] 'Fair Employment in Northern Ireland: A Generation On' Bob Osborne and Ian Shuttleworth, 2004.

'There are emerging areas of Protestant under-representation in the public sector, most notably in health and education. This is evident at many levels including professional and managerial.'

People from Minority Ethnic Backgrounds

Employment data on racial groups is limited. However, the data that is available indicates that the overwhelming majority of employees in the public sector in Northern Ireland are white. For example, a NICS survey conducted in 1999 estimates that 0.1% (32) of employees are from an ethnic minority background.[67]

People with Disabilities

Employment data in respect of disability is limited. This is compounded by the fact that, where evidence is available, definitions of disability vary. However, results from the NICS survey indicate that 1,152 (5.1%) respondents declared that they had a disability.[68]

Other Section 75 Categories

There is no direct evidence from employment data in respect of marital status, people with dependents and age. Similarly, there is

[67] Eighth Report of the Equal Opportunities Unit 2003.
[68] Eighth Report of the Equal Opportunities Unit 2003.

no information on political opinion or sexual orientation from available employment data.

Summary

As stated earlier, it is likely that the re-organisation of the Health, Education and Local Government sectors will impact on the number and nature of jobs and may impact on the location of some jobs. It is likely that senior management and those in administrative positions will be most affected.

As geographical boundaries are established, and further consideration on the number of jobs and location of jobs, more detailed assessments will be made. These considerations will be subject to separate equality impact assessments.

The future location of public sector jobs is likely to be a key equality issue during implementation. In circumstances where convenience or otherwise of public transport are an issue then decisions are likely to impact young staff, women, those with a disability and those with dependents to a greater extent than other groups of staff.

In terms of existing civil servants, Workplace 2010 may impact on aspects of job location. The first phase primarily involves the refurbishment of properties on their existing sites. There will therefore be little or no change to the profile of civil service job

location, however a full Equality Impact Assessment will be carried out during the procurement stage.[69]

Participation in Public Life

Two main equality issues have been raised in relation to the diversity in participation in public life. First, a reduction in the number of public bodies, and therefore Boards, could impact on the participation of women in public life; the second issue relates to possible impacts that nomination of councillors to Boards may have on the important aim of improving diversity.

Consultation responses highlighted the need to encourage participation of those who are most likely to be affected by decisions on policy and service delivery. In particular, responses reflected a need to engage more effectively with those who are marginalised or disadvantaged, in decisions that affect services in their area. Specifically people called for steps to be taken to ensure that the voices of children and young people, older people, women, people with disabilities, people of different sexual orientation and ethnic minorities are heard.

There was also a strong call for true and genuine partnerships with voluntary, community and private sectors and an acknowledgement of the role they can play in engaging with and advocating on behalf of their communities and contributing to sustainable communities.

[69] WORKPLACE 2010 The Strategic Development Plan for the Northern Ireland Civil Service Estate *S ponsored by Department of Finance & Personnel and the Strategic Investment Board* October 2004

Responses also stressed the need to ensure diversity in public life by encouraging the participation of under-represented groups, particularly women, minority ethnic communities and people with disabilities, in public life.

Political Representatives

In terms of the diversity of Northern Ireland politicians, women comprise 16.7% of the Northern Ireland Assembly, an increase on the 1998 figure of 13%; and are 33.3% of MEPs. Women representatives form 24.4% of the UK representation to the European Parliament; 19.7% to the Westminster Parliament and 26.1% of the Cabinet; 39.5% of the Scottish Parliament and 27% of the Cabinet; 50% of the Wales Assembly and 55% of the Cabinet. In the Republic of Ireland women are 38% of MEPs, 13% of Dáil Éireann and 17.5% of the Cabinet.[70]

Following the 2005 local government election in Northern Ireland women hold 22% of council seats i.e. 127 of the 582 places. This figure has increased at each of the last three local government elections, from 14% in 1997 to 19% in 2001 and 22% in 2005.

Prior to the 2001 local government election three councils in Northern Ireland were without women members; this is no longer the case. In 2005 a few councils substantially improved their number of women councillors; for example, the number of women on Fermanagh council increased from one to six. Newtownabbey council leads the field with 44% women members, closely followed

[70] [70] Figures from the UK Women and Equality Unit, www.womenandequalityunit.gov.uk/public_life;

by Moyle with 40%; and three councils – Castlereagh, Armagh and Belfast – have over 30%. However, this is far from the normal pattern. The majority of councils have less than 20% women councillors, with five – Strabane, Ards, Antrim, Larne and Cookstown – having only one or two women members.

Concern exists that the RPA could further reduce the opportunities for women's participation in public life as a result of the reduction in the number of councils and boards.[71]

The 2002 Northern Ireland Life and Times Survey found that the public supports more women in the political arena:

- 57% of people in Northern Ireland believe that things would improve if there were more women in politics;
- 57% of men and 66% of women believe that more women should be elected to the Assembly and to Parliament;
- 74% of men and 83% of women say either they would have more confidence in a woman representing their interests or that it would make no difference if it was a man or a woman; (the percentage of women preferring a women to represent their interests has almost doubled to 30%);
- 74% of people believe that political parties should be either *required* or *encouraged* to put forward a proportion of women candidates.

The survey also found women's attributes more closely matched those that people desired in their politicians as they were viewed as 'approachable, compromising, honest and level-headed'. [72]

[71] Women and the RPA, Queens University Belfast Institute of Governance, September 2005.

Analysis by Section 75 Category

Although in comparison to 2003/2004 there have been some small improvements, statistics clearly show that women, people under 40, people from a minority ethnic background and people with disabilities are currently underrepresented on many public bodies.[73]

Current statistics indicate that there is an imbalance in diversity in public appointments in Northern Ireland. It has been noted, however, that those appointed are in proportion to those who apply, which may indicate that the main problem lies in attracting a more diverse pool of applicants.[74]

Gender

Of the 2073 public appointments held, 68% were held by men and 32% by women.

In 2004/2005, 65% of all public appointments made went to men and 35% went to women, compared to 69% and 31% in 2003/2004.

48 chairpersons were appointed in year, 60% of which were men and 40% were women.

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[72] Galligan Y, Dowds L, *Women's Hour,* ARK Northern Ireland Social and Political Archive, Research Update Number 26, February 2004, www.ark.ac.uk

[73] Public Appointments in Northern Ireland. Annual Report October 2005.

[74] Report of the Short Term Working Group on Diversity in Public Appointments, OCPANI, July 2005.

Concerns include not just the numerical under-representation of women but the fact that women have been more likely to be appointed to 'soft issues' boards, such as education and health, and men to 'hard issues' boards. They are also much less likely to be appointed to the chair of a board and to posts attracting remuneration; in 2003/04 only 26% of chairs appointed were women. Despite changes in advertising practices insufficient women are coming forward for appointment as Board Members. In the opinion of some 'This indicates a chill factor in relation to women applicants' which must be tackled by more accessible, transparent and helpful processes.[75]

Religious Background

It remains difficult to draw firm conclusions from the figures on community background because of the continuing high number classified as "not known", particularly in respect of appointments to advisory bodies and tribunals. In 2004/05 the figures for those appointees whose community background was known (ie, excluding the "not known" category), show that 46% were from the Protestant community, 41% were from the Roman Catholic community and 13% were from neither/not known backgrounds. This compares with 54%, 41% and 6% respectively for 2003/2004.

In 2004/2005, 34% of all public appointments went to persons from the Protestant community and 31% went to persons from the

[75] Women and the RPA, QUB Institute of Governance, September 2005

Roman Catholic community. This compares with 44% and 33% respectively in 2003/2004.

Of the 48 chairpersons appointed in year, 35% were from the Protestant community and 21% from the Roman Catholic community. The figures in 2003/2004 were 48% and 30% respectively. Of the 283 board members appointed in year, 34% were from the Protestant community and 33% from the Roman Catholic community. These compare to 43% and 34% respectively in 2003/2004[76].

Marital status

There is no available information to assess the impact of marital status on public appointments.

Political Opinon

The figures indicate that 8% of those appointed during the period declared political activity. This compares with 10% in the previous reporting period[77].

People with Disabilities

In 2004-05 5 (4%) of those appointed declared themselves to be disabled; in percentage terms this has remained constant since 2002/03[78].

[76] Public Appointments in Northern Ireland. Annual Report October 2005.
[77] Public Appointments in Northern Ireland. Annual Report October 2005.

Ethnic Minority Groups

Of the 929 applications received during 2004-05, 0.4% came from the ethnic minority communities in Northern Ireland. In 2004-05 one member appointed was from a minority ethnic group, following two years where no such appointments were made.

Age

The largest age group for all appointments was 40-49 and accounted for 31% of the total. The next largest group was those aged 50-59, they accounted for 27% of the total. Appointments of those aged over 60 accounted for 20% of the total while people aged 39 and under made up 5% of total appointments. 3% of appointments were aged under 30. The remaining 14% is made up of those whose ages were not recorded.

The largest age group for all applicants was 50-59 and accounted for 32% of the total applications. The next largest group was those aged 60 and over, they also accounted for 32% of the total. Applicants aged between 40-49 accounted for 22% of the total while candidates aged 39 and under made up 12% of total applications. The remaining 2% is made up of those whose ages were not recorded. As with appointments made, the age distribution of applicants differs only slightly from 2003/2004[79].

Research indicates that children and young people do not have a say in decisions which affect their lives because of the absence of

[78] Public Appointments in Northern Ireland. Annual Report October 2005.
[79] Public Appointments in Northern Ireland. Annual Report October 2005.

structures to encourage children's participation in government or to filter their opinions or ideas into government.[80]

When we consulted with young people there was a strong view that young people should be consulted more and that they want to be part of decision making processes in their local communities and society in general. Most popular consultation methods were youth forums and visits of representatives to schools colleges and youth clubs. The most unpopular were the local press and surveys. It is perhaps worth noting that the most popular methods are those that involve human interaction whereas the least popular are print based and more formal.

The vast majority of young people consulted expressed a strong sense of disconnection from councils and elected representatives. They seemed to be ignorant of what councils or councillors do. Many of the young people consulted believed that councillors had shown no interest in young people and their needs.[81]

People of different Sexual Orientation

Feedback from focus group participants would suggest that there is concern amongst gay, bisexual and transgender individuals LGBT about approaching elected representatives as regards their needs and having their views considered.[82]

[80] Children's Rights in N.I., Research commissioned by NICCY, Queens University, Pages 28-40.
[81] RPA Focus Group Research 2005.
[82] Final Report–Views on Key Aspects of Proposals in Relation to the RPA. Research and Evaluation Services, Page 62

Political Representation

There is currently a high number of political nominees in public bodies (35%). The working group on Diversity in Public Appointments was concerned that proposals to increase the number of nominees, particularly political nominees, may have a detrimental effect on the diversity of public bodies.[83]

[83] Report of the Short Term Working Group on Diversity in Public Appointments, OCPANI, July 2005.

6. MITIGATION AND ALTERNATIVE POLICIES

Access to public services, diversity in public life, and public sector employment are the key cross-cutting themes to emerge from the analysis.

Access to public services

The review provides an opportunity to provide services in a more accessible, innovative, fair, efficient and effective way that meets the needs of all local people and listens to all voices. It is expected that the new structures will be designed in a way that improves the efficiency, and quality of all services for all service users, irrespective of their status or location. This will be particularly important for those who are most vulnerable and those living in rural areas.

Analysis of consultation responses indicates that there is very strong support for the creation of common boundaries, in order to facilitate co-operation between public services in delivering cross-cutting policies. Responses also highlighted that this would simplify structures and would be more easily understood by service users.

In addition, responses stressed that common boundaries would provide greater opportunities to share common services, using innovations such as one-stop shops, ICT and would support collaboration and partnership working with the Community,

Voluntary and Private Sectors to more effectively meet identified needs.

Responses viewed community planning as a real opportunity to integrate the delivery of key government strategies such as 'A Shared Future', the Children and Young People's strategy, the Anti-Poverty Strategy, the Race Equality Strategy and the Gender Strategy at local level and many advocated a rights-based approach to the deign and delivery of services for children and young people.

In terms of Health and Social Services, the commitment to a patient-centred service; improved performance management driving through improved service delivery; service planning at local level; greater integration across secondary, primary and community care to improve integrated treatment plans for service users; and a powerful advocacy voice for service users demonstrate the intention to improve access for all across all health and personal social services. There was considerable support from the health and social services sector for coterminosity with local councils and education.

It is therefore anticipated that the implementation of decisions on the RPA will have a positive impact in respect of access to services.

While the new arrangements will have impacts on all those living in Northern Ireland, they will clearly impact on the lives of our children and young people.

The new framework will set the conditions for the 10-year Strategy for Children and Young People, which will be launched next year.

Through implementation of the strategy we will deliver improved health, education, safety, economic and good citizenship outcomes for all children and young people in Northern Ireland. This will be more achievable within the context of coherent, efficient and effective public services.

In taking forward implementation, other high level strategies will have particular relevance, including 'A Shared Future', the Anti-Poverty Strategy, the Race Strategy, the Regional Health Strategy, Investing in Health, the Regional Development Strategy, the Regional Transportation Strategy, the Accessible Transport Strategy and the Rural Development Strategy.

With increased powers, comes increased responsibilities. The promotion of equality, human rights and good relations will be at the centre of those new arrangements. These are integral to the delivery of quality public services.

Employment

It is also anticipated that there will be an impact on employment, particularly for public sector women administrators and men in senior management positions. The roll-out should ensure that the issues will be rigorously monitored throughout implementation.

An independent advisory Public Services Commission will be established to ensure consistency of approach and to formulate guiding principles which will apply to all sectors.

In terms of the future location of public sector offices, Section 75 monitoring should be a key consideration in determining the location of public sector jobs. Considerations should take account of accessibility by public transport to mitigate any adverse impact on women and people with dependents since, as a group, they are more likely than men or people with dependents to work on a part-time or other flexible working pattern.

Participation in Public Life

Concerns have been raised that a reduction in public bodies may reduce the opportunities to become involved in public life. There is a clear expectation that the RPA should be used to encourage increased diversity by seeking to encourage the participation of under-represented groups in public life, especially representation on public bodies.

Community Planning was positively received as a mechanism to facilitate meaningful community engagement and effective partnership working at the local level. It was also viewed as an opportunity to move beyond consultation to participation. It provides the potential to ensure that policy and decision making takes account of local needs and does not become remote from communities.

Guidance provided by the Office of the Commissioner for Public Appointments, particularly the recommendations of the Working Group on Diversity in Public Appointments should form a key part of considerations in taking forward decisions.

Social need

OFMDFM will shortly be publishing an Anti-Poverty strategy to replace New TSN. Through Community Planning the opportunity exists for Local Government to play a lead role in developing an integrated plan to tackle poverty at local level. They will also have a role in building sustainable communities and ensuring that the voices of those who are disadvantaged and rural communities are heard.

Good Relations

The promotion of good relations is an issue that has been fully taken into account in the development of the model. Stronger local government will have an important role in the development of 'good relations' and in helping to address poverty in their area. local government having a critical role in the development of a tolerant and trusting society which embraces diversity.

At the core of A Shared Future is the policy of promoting sharing over separation and the creation of a society where different groups live together, not just side by side.

The local administration arrangements will ensure that good relations actions are earthed in the needs of local communities.

As part of the outworking of the RPA mechanisms and procedures will be established that will enable Northern Ireland to become a society where the promotion and protection of shared space, shared education, shared communities and shared public services are standard government policy and practice.

Stronger local government will be at the heart of building the economic and social well-being of communities. Through community planning the opportunity exists to promote 'good relations', address poverty and develop normal civic society through the delivery of key Government strategies including 'A Shared Future', the Children and Young Peoples' Strategy, Anti-Poverty Strategy, Race Strategy, Gender Strategy and Older People's Strategy.

Rural Issues

Accessible services are of key importance to those living in rural areas. The RPA offers a one-off opportunity to encourage public bodies to adopt new ways of working. New organisations should seek to work in partnership with the community, voluntary and private sectors to deliver citizen-centred services, in a way that meets the needs of service users. Equally they should co-operate to the fullest extent and use shared-service centres when

appropriate. It will also be important that the rural community voice is heard through the community planning process.

Human Rights

The European Convention on Human Rights was incorporated in UK in the form of the Human Rights Act (2000). The European Convention on Human Rights was incorporated in UK law in the form of the Human Rights Act (2000). The Articles and Protocols of that convention have been taken into account in developing this policy. Government has signed up to a number of international commitments on women's access to power and decision-making. In 2004 the UN Commission on the Status of Women examined women's equal participation in conflict prevention, resolution and post-conflict peace-building; and in 2005 it reviewed governments' implementation of the Bejing Platform for Action. The Platform built upon the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), ratified by the UK Government in 1986.

CEDAW states that governments 'commit themselves to positive action to advance the equality of women in decision-making'. UN Resolution 1325 calls for measures to be implemented to advance the equality of women to participate on an equal basis in decision making, including the task of post conflict resolution.

The Gender Equality Framework Strategy, due to be published shortly, will be followed by a Gender Equality Action Plan, which will identify government priorities and bring together the activities

of the Northern Ireland departments to give a wider picture of what the Government is doing to tackle gender inequality and to promote gender equality.

Government is also a signatory to the United Nations Convention of the Rights of the Child. In particular there are requirements that children shall not be discriminated against and shall have equal access to protection, all decisions taken which affect children's lives should be taken in the child's best interests and children have the right to have their voices heard in all matters concerning them.

Implementation of the RPA provides opportunities to create collaborative structures and cultures, through community planning, through which Local Government can take the lead in developing local approaches to contribute to Government's commitments.

Advice will continue to be sought from the Human Rights Commission during implementation.

Governance Arrangements

Devolving powers and responsibilities) with, of course, the necessary *'checks and balances'* provides greater opportunities for local political, civic and community leadership.

That local leadership model will be required to take responsibility to build a shared, tolerant and inclusive society and to engage with and accommodate the creation of a society free of violence, the

threat of violence, and intimidation, a society based on fairness, respect for each other as different, but recognizing and accepting our interdependence.

The new arrangements will be underpinned by statutory checks and balances as to how councils conduct their business and come to decisions. There is a need to ensure that the new arrangements are fair and equitable, and that they command confidence among the political parties and their constituents.

7. MONITORING

Equality, good relations, social need and rural issues are at the heart of how the review has been conducted and the development of the proposals. An innovative integrated and iterative approach to assessment has ensured that key issues of concern across the government and the wider public sector have been highlighted. Equality information has been gathered and analysis undertaken throughout the process and this in turn has been used to further develop the approach for the Review and further enhance baseline information on potential impacts.

RPA implementation will be a shared responsibility across Government and the public sector. Ministers and senior management will provide the leadership to ensure its effective implementation.

Equality, social need, good relations, human rights and rural issues will continue to permeate all aspects of the implementation process. This will involve mainstreaming equality and implementing positive action measures in the proposals for new structures, redeployment and employment opportunities, service delivery and community planning processes and plans.

OFMDFM will provide advice to the relevant sectors, including local government, to ensure that responsibilities for promoting equality and tackling social exclusion are reflected within the new organisations' governance arrangements.

The approach to be taken during implementation will contain three elements: firstly there will be individual sectoral equality impact assessments as appropriate; secondly, these will consider each of the three key issues identified in this assessment – access to services, participation in public life, and employment patterns; and thirdly there will continue to be an overarching cross-sectoral analysis of key issues.

Such a model provides opportunities to co-ordinate sectoral equality assessments and strategic cross-sectoral analysis as appropriate.

Baseline equality monitoring data will be continue to be collated to ensure that the impact of the review can be monitored across the 9 categories in relation to both employment and service provision. However, to rectify definitional problems that have been experienced, standardized data collection systems must be developed, implemented and managed to ensure robust data is available to ensure that monitoring can progress. Supplemental analysis of social need and rural issues will also form part of an integrated approach. This will enable analysis of what needs to be done at a both strategic and local level and will also inform future policy development.

It is proposed that strategic elements of the RPA implementation will be reported in the OFMDFM Annual Report and the sectors will report progress on their RPA commitments in their individual report to the Equality Commission.

APPENDIX 1

TERMS OF REFERENCE FOR THE REVIEW

TERMS OF REFERENCE AND PARAMETERS FOR THE REVIEW OF PUBLIC ADMINISTRATION

PRE-AMBLE

Following the 1998 Agreement, and the subsequent establishment of the institutions of the devolved government, it was decided that there should be a review of all other aspects of public administration in Northern Ireland. The purpose of this review is to develop a system of public administration which fully meets the needs of the people in Northern Ireland.

The Executive recognises the valuable contribution made by all those who have been involved in ensuring the delivery of high quality public services over the past 30 years or so. It recognises the need to maintain a dedicated, professional public service, ensuring that the public sector continues to attract and retain quality staff in order to continue to deliver high quality services.

The review will be carried out in phases by a mulit-disciplinary team of officials working alongside independent experts, reporting to the Executive. The review will also take account of other relevant reviews, and the Executive will ensure that all decisions on these are taken in a co-ordinated manner.

An interim report is expected in the Spring of 2003, following an initial phase which will involve the identification of needs and expectations, draw on best practice from here and elsewhere, and involve all key stakeholders through extensive consultation. This will be a highly participative and fully inclusive process, and consultation will be a key feature.

Final recommendations including costs of a preferred model are expected by the end of 2003.

TERMS OF REFERENCE

"In line with the political agreement of 18 December 1998, which sets out policy responsibilities, and reflecting the Executive's vision as described in the Programme for Government, to review the existing arrangements for the accountability, development, administration and delivery of public services in Northern Ireland, and to bring forward options for reform which are consistent with the arrangements and principles of the Belfast Agreement, within an appropriate framework of political and financial accountability."

CHARACTERISTICS OF PUBLIC ADMINISTRATION IN NORTHERN IRELAND

The system of public administration should enable the effective implementation of the values and priorities that are set out in the Programme for Government. It should, in particular, seek to fulfil the following characteristics:

- **Democratic Accountability**
- **Community responsiveness and partnership working**
- **Cross-community concerns**
- **Equality and Human Rights (including equity of access)**
- **Subsidiarity**
- **Quality of Service**
- **Co-ordination and Integration of services**
- **Scope of the public sector**
- **Efficiency and effectiveness**
- **Innovation and business organization**

The Terms of Reference set out the characteristics which will underpin the Review. This Annex provides some further detail about these characteristics along with suggested parameters. These are designed to inform the Review and those who wish to contribute to it. They do not, however, constitute a detailed remit for the Review team and do not prevent the Review from examining other issues.

Democratic Accountability

The Review should consider the appropriate democratic oversight of public services, ensuring that elected representatives, both locally and regionally, can play their full role. That role includes decision making about services within their area of responsibility and holding to account, on behalf of the public, those delivering other services. The relationship between the different tiers of government, and their respective roles in the context of devolution should be clarified.

Community responsiveness

There is, additionally, the wider issue on a community level of how responsive services are to local needs and variations in those needs. Lessons from the voluntary/community sector, and in particular the various partnership arrangements involved in administering EU and other funding, should be examined for best practice.

Cross-community concerns

The review should take into account, both in the way it carries out its consultation and in its proposals, the concerns of communities which are in a minority in differing parts of Northern Ireland, particularly in terms of the input they can make to the delivery and accountability of services and ensuring proper protection

Equality and Human Rights (including equity of access)

It will be essential to ensure that the provision and delivery of services are provided fairly to all throughout Northern Ireland and the review should examine issues of equity of access to services and the upholding of human rights. It should also ensure that section 75 and TSN policies are fully considered and that the opportunities to decentralise services, and related employment opportunities, are also examined. The Review itself will be conducted in a manner consistent with equality and human rights legislation and policies.

Subsidiarity

The principle of subsidiarity should also be examined. In particular, consideration needs to be given to which services are best developed, overseen and delivered at local level, sub-regional and regional levels. The extent to which politicians at the different levels influence policy decisions, and give political direction on the delivery of services also needs to be examined. The role of social partners will be considered. Consideration should also be given to the co-ordination of policy-making and service delivery.

Quality of Service

Citizens have the right to expect a certain quality of service (as well as a particular level of service in their areas). While it is important to ensure that service are delivered as efficiently and effectively as possible, this must be done to certain quality standards. In this the impact of information technology should also be considered, along with alternative ways of delivering services – e.g. one-stop shops, partnership working etc.

Co-ordination and Integration of services

In many instances there needs to be co-operation between different types of services to deliver cross-cutting policies. This is an important aspect of the Programme for Government, and any future system should take this into account. In considering sub-regional or local service delivery mechanisms it may therefore be sensible to examine the potential of creating the same geographical units for the organisation of functions and how far this might allow better co-ordination, including services provided on a cross-border basis. Many individual services are delivered not only at regional but also at sub-regional and even local levels. Thus, for example, in education a number of central departments are involved while Boards act at sub-regional level. An integrated approach to a review, which examines the connections between different levels of government in the development and implementation of services, has value. An integrated approach also needs to examine how best we can facilitate the essential interconnection between key public services such as social services, housing and education. It will also be necessary to review the different advisory and related services that support those public services.

Scope of the public sector

We will wish to consider the appropriateness of services being delivered from the public purse, the method of delivery and how to ensure this represents value for money. In addition, the role of the private sector, and the community/voluntary sector in contributing to better public services should be considered, including how business techniques can be harnessed and the scope for increased exchange of personnel and expertise between the public and other sectors. We also need to consider how best to tap into the expertise and experience of individuals in civic society.

Efficiency and effectiveness

We need to consider the best use of our budget and ensure that any re-organisation creates the most effective and efficient services to the public, avoiding duplication and enabling managerial and bureaucratic expenditure to be minimised while the maximum resources are spent on front line services. The balance between the number of units delivering services (for example, there are currently 26 local councils but five Education and Library Boards) and the potential efficiency of a more centralised or a more decentralised structure will also need to be explored. We also need to examine issues of professional accountability, ensuring that appropriate professional expertise is also applied to the direction and delivery of services;

Innovation and business organisation

We need to be forward-looking, examining not just what people want now, but what their needs will be in 5 and 10 years time. Opportunities from new technology need to be addressed as well as better ways of delivering services including one-stop shops and the potential location of services in different areas. High quality, appropriately skilled staff should be retained and attracted to provide better, more modern services, taking advantage of the opportunities posed by new technologies and taking account of rising public expectations.

SUGGESTED PARAMETERS TO INFORM THOSE CONDUCTING THE REVIEW

Within the overall terms of reference the review team might examine the following issues**:**

DELIVERY OF SERVICES

Definition of Services

- What services are provided, by whom, how and where?
- Which functions/services should be delivered by the public sector?
- Which should not be delivered by the public sector?

Co-ordination and Integration

- Are there some services where the inter-connection with other key public services is essential?
- How can we best facilitate the inter-connection between key public services?

Subsidiarity

- Should powers/functions currently with public bodies be transferred to local or central government?
- Should functions be transferred between other layers of government?
- Which services should be delivered at the regional level and which at sub-regional?
- How many layers are required?

Customer Service

- Where should points of contact with the public be located?
- What is the scope for the re-alignment of boundaries for services delivered at the regional / sub-regional level?
- What does the customer expect in terms of quality of service and can this be balanced against cost effectiveness?

Equality

- How are New TSN and section 75 implications to be taken into account?
- How are impact assessments to be carried out?
- What are the options for/ implications of decentralising public sector jobs?
- How can service delivery be effectively rural proofed?
- What actions need to be taken to ensure equity of access to services?

ACCOUNTABILITY ISSUES

- Who should/can be held accountable for different services?
- What should be the role of elected representatives in the delivery of services at local level?
- What is the role of Next Steps Agencies?
- What is the future role of non-elected people who can bring expertise and experience to the delivery of particular services?
- What should be the relationship between local government and the new institutions established under the Belfast Agreement (particularly the relationship with the Assembly/the Executive/central government/ cross-border implementation bodies/the Civic Forum)?
- Are there services which should be delivered outside the sphere of influence of elected representatives?
- What should be the role of the community/voluntary sector and social partnership in the way government operates?
- Should non-elected boards have a scrutiny role to ensure the responsiveness of elected bodies, hold them accountable and ensure party politics does not adversely influence the delivery of services?
- What redress is there for individuals?

PERFORMANCE ISSUES

- What are the ongoing reviews of various aspects of the public sector?
- What level of performance and value for money of the various bodies in meeting their business objectives has been achieved?
- What is best practice in terms of existing co-operation and partnership between different levels of administration and between different organisations, e.g. between councils?
- What mechanisms are there/should there be to ensure equality and mutual respect in public sector administration and service delivery?

New Technology and Innovation

- What lessons can be drawn from systems of public administration in other jurisdictions?
- What scope is there for modernising government (e.g. one-stop shops, greater use of IT and advances in telecommunications)?
- Is the public sector equipped to adapt to future innovations?

Monitoring and Assessment

- How is the future performance of the public sector to be assessed?

LEGAL ISSUES

- What are the legal implications of /legislation needed to implement proposed changes?

FINANCIAL ISSUES

- Are there any financial implications, including possible costs and the scope for efficiency; or improving the methods of calculating rates/levies?

NORTH/SOUTH AND EAST/WEST DIMENSION

- Are there practical areas for co-operation on the island of Ireland or with other regions of these islands?
- Are there useful lessons to be learnt from the organisation of public administration on these islands?

SCOPE OF THE REVIEW OF PUBLIC ADMINISTRATION

The following is an indicative list of bodies that might fall within the remit of the review of Public Administration. The list has been compiled using information provided by departments on public bodies that fall within their areas of responsibility. There may be other bodies, not listed here, which come to light once the Review gets underway and the Review team decides to include in the Review. Therefore this should not be taken as a definitive list of organisations to be covered by the Review. It will be for the Review team, in conjunction with the Executive and independent experts, to decide on the final scope of the Review.

OFMDFM - Office of the First Minister and Deputy First Minister

Northern Ireland Economic Council
Northern Ireland Economic Research Centre
Planning Appeals Commission
Water Appeals Commission
Statute Law Committee

DRD - Department Of Regional Development

Water Service
Roads Service
Ministerial Advisory Boards (For Roads & Water Service)
Northern Ireland Water Council
Northern Ireland Holding Company
Trust Ports

DCAL - Department Of Culture, Arts and Leisure

Public Record Office for Northern Ireland
Ordinance Survey
The Arts Council of Northern Ireland
The Sports Council for Northern Ireland
Northern Ireland Museums Council
Museums & Galleries of Northern Ireland
The Fisheries Conservancy Board for Northern Ireland
The Northern Ireland Events Company

DSD - Department Of Social Development

Laganside Corporation
Northern Ireland Housing Executive
Charities Advisory Committee
Disability Living Allowance Advisory Board for Northern Ireland
Office of the President of Appeals Tribunals
Housing Benefit Review Board
Rent Assessment Panel
Registered Housing Associations (40)

DEL - Department Of Employment And Learning

Enterprise Ulster
Labour Relations Agency
Ulster Supported Employment Limited
Construction Industry Training Board
Learning & Skills Advisory Board
Northern Ireland Higher Education Council
Fair Employment Tribunal
Northern Ireland Industrial Court

DFP - Department Of Finance And Personnel

Northern Ireland Building Regulations Advisory Committee
Statistics Advisory Committee
Law Reform Advisory Committee
Lay Observer

DE - Department Of Education

Council for Catholic Maintained Schools
Youth Council for Northern Ireland
Northern Ireland Council for the Curriculum, Examinations & Assessment
The General Teaching Council for Northern Ireland
Northern Ireland Council for Integrated Education
Comhairle na Gaelscolaiochta
Belfast Education & Library Board
North Eastern Education & Library Board
South Eastern Education & Library Board
Southern Education & Library Board
Western Education & Library Board
Staff Commission for Education & Library Board

DOE - Department Of Environment

Driver & Vehicle Licensing Northern Ireland
Driver & Vehicle Testing Agency
Environment & Heritage Service
Planning Service
Local Government Staff Commission
Northern Ireland Local Government Officers Superannuation Committee
The Northern Ireland Review Body (Driver, Operator & Vehicle Licensing)
Council for Nature Conservation and the Countryside
Historic Monuments Council
Historic Buildings Council
Waste Management Advisory Board

District Councils (26)

Antrim Borough Council
Ards Borough Council
Armagh District Council
Ballymena Borough Council
Ballymoney Borough Council
Banbridge District Council
Belfast City Council
Carrickfergus Borough Council
Castlereagh Borough Council
Coleraine Borough Council
Cookstown District Council
Craigavon Borough Council
Derry City Council
Down District Council
Dungannon & South Tyrone Borough Council
Fermanagh District Council
Larne Borough Council
Limavady Borough Council
Lisburn Borough Council
Magherafelt District Council
Moyle District Council
Newry & Mourne District Council
Newtownabbey Borough Council
North Down Borough Council
Omagh District Council
Strabane District Council

DARD - Department Of Agriculture And Rural Development

Rivers Agency
The Forest Service

Northern Ireland Fishery Harbour Authority
Livestock & Meat Commission for Northern Ireland
Agricultural Research Institute of Northern Ireland
Pig Production Development Committee
Agricultural Wages Board
Drainage Council for Northern Ireland
The Rural Development Council
Independent Appeals Procedure for Farm Subsidies
DARD College Advisory Boards

DETI Department of Trade & Investment

Invest Northern Ireland
General Consumer Council for Northern Ireland
Health & Safety Executive for Northern Ireland
The Northern Ireland Tourist Board

DHSSPS - Department Of Health, Social Service And Public Safety

The Royal Group of Hospitals & Dental Hospital HSS Trust
The Northern Ireland Ambulance Service HSS Trust
Mater Infirmorum Hospital HSS Trust
Altnagelvin Hospitals HSS Trust
Armagh & Dungannon HSS Trust
Belfast City Hospital HSS Trust
Causeway HSS Trust
Craigavon Area Hospital Trust HSS Trust
Craigavon & Banbridge Community HSS Trust
Down Lisburn HSS Trust
Foyle HSS Trust
Green Park HSS Trust
Homefirst HSS Trust
South & East Belfast HSS Trust
North & West Belfast HSS Trust
Newry & Mourne HSS Trust
Sperrin Lakeland HSS Trust
Ulster Community & Hospitals HSS Trust
United hospitals HSS Trust
Fire Authority for Northern Ireland
Mental Health Commission for Northern Ireland
Northern Ireland Practice and Education Council for Nursing and Midwifery
Northern Ireland Council for Postgraduate Medical & Dental Education
Distinction & Meritorious Service Awards Committee
Poisons Board
Mental Health Review Tribunal for Northern Ireland
Registered Homes Tribunals
Tribunal Under Schedule II To The Health & Personal Social Services (NI) Order 1972
Eastern Health & Social Service Board

Northern Health & Social Service Board
Southern Health & Social Service Board
Western Health & Social Service Board
Health & Social Services Councils
Northern Ireland Blood Transfusion Services Agency
Northern Ireland Central Services Agency
Northern Ireland Guardian Ad Litem Agency
Northern Ireland Health Promotion Agency
Northern Ireland Regional Medical Physics Agency
Central Advisory Committees
Speciality Advisory Committees

APPENDIX 2

EQUALITY AND SOCIAL NEED DATA

Issues to note

The following points should be read in conjunction with Tables 2-34 contained in this appendix.

Equality

Data on religious belief, gender, marital status, dependants, ethnic group and age are sourced from Census 2001.

Information collected on the number of people claiming Disability Living Allowance has been used as a proxy measure for disability.

The profile of the number of seats won at the Local Government elections in May 2005 has been used as a proxy measure for political opinion in 8 of the 9 models. The profile of the number of seats won at the Assembly elections in November 2003 has been used as a proxy measure for political opinion in the model based on Parliamentary Constituency boundaries. For the analysis of political opinion, the Alliance party has been included in the category 'Other'.

Information, including proxy data, is not currently available for sexual orientation.

'Other Christian', as defined in the Census, is included in the category 'Protestant'.

Social Need

Data on lone parents, employment, tenure and socio-economic grouping are sourced from Census 2001. Data on job seekers' allowance, child benefit and income support are sourced from DSD (2001).

SEG1 and SEG5 are socio-economic groupings. SEG1 includes higher managerial and professional occupations and SEG 5 includes lower supervisory and technical occupations. All SEG groupings are listed below:

1. Higher managerial and professional occupations
2. Lower managerial and professional occupations
3. Intermediate occupations
4. Small employers and own account workers
5. Lower supervisory and technical occupations
6. Semi-routine occupations
7. Routine occupations
8. Never worked and long-term unemployed

Employment

Tables 22-34 are a sample of data gathered from the Equality Commission for Northern Ireland (ECNI) Monitoring Report No.14: A Profile on the Northern Ireland Workforce.

ECNI use Standard Occupational Classification (SOC) for the analyses of employment. All SOC groupings are listed below:

1. Managers and administrators
2. Professional occupations
3. Associate professional and technical occupations
4. Clerical and secretarial occupations
5. Craft and skilled manual occupations
6. Personal and protective service occupations
7. Sales occupations
8. Plant and machine operatives
9. Other occupations

General

In the analysis for Parliamentary Constituency boundaries, Belfast combines North, South, East and West Belfast constituencies.

All percentages in Tables 2-21 are calculated using totals for each combination of councils. Calculation of percentages in Tables 22-34 are indicated by the 100%. Percentages have not been calculated in Table 35 due to the high proportion of small numbers.

Percentages may not sum to 100% due to rounding errors.

Table 1 - Information availability matrix

Data Source	Gender	Marital Status	Religion	Dependents	Disability	Age	Political Opinion	Racial Group	Sexual Orientation	Geographical Identifier
Attitudinal research (Omnibus Surveys)	Yes	No	Yes	No	No	Yes	No	No	No	Belfast, East & West of NI
- Satisfaction with services										
- Uncertainty re: responsibility for services										
- Most important factors when accessing services										
- Importance & usefulness of councils/councillors										
- Preferred methods of accessing services										
- Improvements in public services										
- Awareness of QUANGOs/NDPBs										
- Roles of community/voluntary/private sectors										
- Responsiveness of public services										
- Local Identity										
Focus Groups 1	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	None
- Democratic accountability										
- Access to services/information										
- General equality issues										
- Human rights										
- Involvement in decision making										
Focus Groups 2	Yes	No	Yes	No	No	Yes	No	No	No	None
- Understanding about public services										
- Entitlement										
- Accountability										
- Role and performance of councils										
- Improving public services (access/information)										
- Roles of community/voluntary/private sectors										
- Views on the appointments process										
Focus Groups 3 (Staff)	Yes	No	No	No	No	Yes	No	No	No	None
- Access to services/information										
- Urban/rural differences										
- General equality issues										
- Contact with customers										
- Provision of services										
- Impartiality										
Structured Interviews	Yes	No	No	No	Yes	Yes	No	Yes	No	No
- Democratic accountability										
- Equality, Human Rights and New TSN										
- Quality of Service										
- Co-ordination of Services										
- Scope of Public Sector and Partnership Working										
- Modernisation and Value for Money										

Local Identity: Focus Groups with General Public	No	No	No	No	Yes	No	No	Yes	Yes	DC
- geographical identity										
- wider community identity										
- local governance										
Local Identity: Structured Interviews with Elected Representatives	No	No	No	No	No	No	Yes	No	No	DC
- geographical identity										
- wider community identity										
- local governance										
Census 2001	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Ward, DC, PC & EA
NISRA Census 2001: Travel to work	Yes	No	Yes	Yes	No	Yes	No	Yes	No	Ward, DC, PC & EA
RPA Pre-Consultation exercise	Yes	No	Yes	No	Yes	Yes	No	Yes	No	DC
RPA Consultation exercise	Yes	No	No	No	Yes	Yes	Yes	No	No	DC
RPA Mapping exercise	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Ward, DC, PC & EA
Public Appointments Annual Report 2003/04	Yes	No	Yes	No	Yes	Yes	No	Yes	No	None
ECNI: A Profile of the Northern Ireland Workforce	Yes	No	Yes	No	No	No	No	No	No	None
NICS: Eighth Report of the Equal Opportunities Unit	Yes	No	Yes	No	Yes	No	No	Yes	No	None
DETI: Labour Force Survey	Yes	No	No	No	No	No	No	No	No	None
Rating Review Mapping Exercise	No	No	No	No	No	No	No	No	No	DC
Administrative Zones Mapping Exercise	No	No	No	No	No	No	No	No	No	DC
Barriers to Essential Services (OFMDFM)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Urban/Rural
Researching Lesbian, Gay, Bisexual and Transgender Issues in Northern Ireland (OFMDFM)	No	No	No	No	No	No	No	No	Yes	None
Lone Parent Households in NI (OFMDFM)	No	No	No	Yes	No	No	No	No	No	None
Other Equality Impact Assessments	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No	None
A Shared Future Consultation (OFMDFM)	No	No	Yes	No	No	No	Yes	Yes	No	None
Ageing in an Inclusive Society (OFMDFM)	No	No	No	No	No	Yes	No	No	No	None
Multiple Deprivation Measure 2001	No	No	No	No	No	No	No	No	No	Ward
Report of the Inter-Departmental Urban/Rural Definition Group	No	No	No	No	No	No	No	No	No	Urban/Rural
Gender Matters (OFMDFM)	Yes	No	No	No	No	No	No	No	No	No
NICS Review of Office Accommodation	No	No	No	No	No	No	No	No	No	No
A Guide to Rural Proofing (DARD)	No	No	No	No	No	No	No	No	No	Urban/Rural
Study of Rural Proofing (DARD)	No	No	No	No	No	No	No	No	No	Urban/Rural DC
A Picture of Rural Change	No	No	No	No	No	No	No	No	No	Urban/Rural
An Accessible Transport Strategy for Northern Ireland	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	NI
Towards an Anti-Poverty Strategy (OFMDFM)	Yes	No	Yes	Yes	Yes	Yes	No	No	No	None

DC – District Council
PC – Parliamentary Constituency
EA – Enumeration Area

Equality

Table 2: Current 26 City and District Councils – Section 75 data (%)

Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Antrim	35	47	18	58	32	11	50	40	42	58	39
Ards	10	69	21	83	4	13	49	51	40	60	34
Armagh	45	45	9	50	50	0	50	50	42	58	40
Ballymena	19	68	13	79	17	4	49	51	41	59	35
Ballymoney	30	59	11	63	31	6	50	50	42	58	38
Banbridge	29	59	13	71	24	6	50	50	40	60	37
Belfast	42	40	18	49	43	8	47	53	55	45	30
Carrickfergus	6	70	23	71	0	29	48	52	40	60	36
Castlereagh	16	65	19	74	9	17	48	52	40	60	32
Coleraine	24	60	15	77	18	5	48	52	45	55	35
Cookstown	55	38	7	38	63	0	50	50	43	57	42
Craigavon	42	47	12	58	38	4	49	51	43	57	38
Derry	71	21	8	20	80	0	49	51	48	52	44
Down	57	29	14	30	65	4	50	50	44	56	40
Dungannon	57	35	8	41	59	0	49	51	44	56	40
Fermanagh	56	36	8	39	61	0	50	50	45	55	38
Larne	22	62	16	60	13	27	49	51	42	58	33
Limavady	53	36	11	40	60	0	51	49	44	56	43
Lisburn	30	54	16	67	23	10	49	51	42	58	39
Magherafelt	62	32	6	38	63	0	50	50	44	56	42
Moyle	57	34	10	33	47	20	49	51	45	55	36
Newry & Mourne	76	16	8	17	73	10	50	50	44	56	42
Newtownabbey	17	64	18	76	8	16	48	52	41	59	34
North Down	10	64	26	64	0	36	48	52	41	59	31
Omagh	65	26	9	29	62	10	50	50	46	54	42
Strabane	63	31	6	31	63	6	50	50	45	55	42
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Table 2 cont.

Councils	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Antrim	99	0	0	0	0	0	0	36	54	11	7
Ards	99	0	0	0	0	0	0	32	54	14	6
Armagh	100	0	0	0	0	0	0	38	50	12	8
Ballymena	99	0	0	0	0	0	0	33	52	14	5
Ballymoney	100	0	0	0	0	0	0	35	51	14	7
Banbridge	100	0	0	0	0	0	0	35	52	13	7
Belfast	100	0	0	0	0	0	0	37	48	15	11
Carrickfergus	99	0	0	0	0	0	0	34	53	13	6
Castlereagh	99	0	0	0	0	1	0	31	53	16	6
Coleraine	99	0	0	0	0	0	0	35	51	14	5
Cookstown	100	0	0	0	0	0	0	39	49	11	10
Craigavon	99	0	0	0	0	0	0	36	51	13	10
Derry	99	0	0	0	0	0	0	41	49	10	11
Down	99	0	0	0	0	0	0	37	50	13	8
Dungannon	99	0	0	0	0	0	0	38	49	12	10
Fermanagh	99	0	0	0	0	0	0	36	50	14	6
Larne	100	0	0	0	0	0	0	32	53	15	6
Limavady	99	0	0	0	0	0	0	39	51	10	7
Lisburn	99	0	0	0	0	0	0	36	52	12	7
Magherafelt	99	0	0	0	0	0	0	39	49	11	6
Moyle	100	0	0	0	0	0	0	35	50	14	7
Newry & Mourne	99	0	0	0	0	0	0	40	49	12	9
Newtownabbey	99	0	0	0	0	0	0	33	52	14	7
North Down	99	0	0	0	0	0	0	31	53	16	5
Omagh	99	0	0	0	0	0	0	39	49	12	10
Strabane	100	0	0	0	0	0	0	39	50	12	12
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 3: Current 26 City and District Councils – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Antrim	7	1	63	3	39	71	18	6	10	2	18	10
Ards	6	1	61	3	39	74	17	6	10	3	17	10
Armagh	6	2	57	4	44	77	13	5	8	3	18	13
Ballymena	7	1	62	3	45	74	16	5	10	2	18	11
Ballymoney	7	1	58	4	49	73	19	4	9	3	18	13
Banbridge	5	1	62	3	42	76	15	6	9	2	18	10
Belfast	11	2	48	5	42	56	26	7	8	5	17	21
Carrickfergus	8	1	62	3	38	75	17	6	11	2	18	9
Castlereagh	6	1	62	3	36	78	17	10	8	2	17	8
Coleraine	7	2	55	4	40	69	17	6	8	4	17	12
Cookstown	7	1	53	3	48	76	13	4	8	2	19	17
Craigavon	8	1	57	4	46	69	18	5	11	3	19	14
Derry	13	3	48	7	44	61	26	5	9	6	21	21
Down	7	1	59	4	38	74	15	6	8	3	19	12
Dungannon	7	1	55	4	45	74	14	5	8	3	19	18
Fermanagh	6	2	56	5	45	74	14	4	8	4	17	15
Larne	6	1	60	4	42	74	15	5	12	3	17	11
Limavady	7	2	56	5	47	70	18	4	9	4	19	14
Lisburn	9	1	60	3	37	71	20	7	8	2	19	12
Magherafelt	6	1	59	3	44	75	14	4	9	2	18	14
Moyle	8	2	52	5	45	68	19	4	8	5	18	16
Newry & Mourne	8	2	52	5	44	74	15	4	8	4	20	18
Newtownabbey	7	1	60	3	39	75	18	7	10	2	17	10
North Down	6	1	61	3	31	79	11	9	8	2	16	8
Omagh	8	2	55	5	43	72	15	4	7	4	19	16
Strabane	9	2	49	6	54	67	22	3	9	5	20	20
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Equality **Option 7A**

Table 4: Option 7A – Section 75 data (%)

Combination of District Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast and Castlereagh	37	45	18	57	32	11	47	53	52	48	31
Newtownabbey, Carrickfergus and Antrim	20	61	19	69	13	18	49	51	41	59	36
Derry, Limavady and Strabane	66	26	8	28	70	2	49	51	47	53	44
Down, North Down, Ards and Lisburn	26	55	19	61	23	16	49	51	42	58	36
Fermanagh, Dungannon, Cookstown, Magherafelt and Omagh	59	33	8	37	61	2	50	50	44	56	41
Coleraine, Ballymena, Ballymoney, Larne and Moyle	26	61	14	65	24	11	49	51	43	57	35
Armagh, Banbridge, Craigavon and Newry & Mourne	52	38	10	45	49	5	50	50	43	57	40
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Combination of District Councils	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast and Castlereagh	99	0	0	0	0	1	0	36	49	16	10
Newtownabbey, Carrickfergus and Antrim	99	0	0	0	0	0	0	34	53	13	7
Derry, Limavady and Strabane	99	0	0	0	0	0	0	40	50	10	10
Down, North Down, Ards and Lisburn	99	0	0	0	0	0	0	34	52	14	6
Fermanagh, Dungannon, Cookstown, Magherafelt and Omagh	99	0	0	0	0	0	0	38	49	12	8
Coleraine, Ballymena, Ballymoney, Larne and Moyle	99	0	0	0	0	0	0	34	52	14	6
Armagh, Banbridge, Craigavon and Newry & Mourne	99	0	0	0	0	0	0	37	50	12	9
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 5: Option 7A – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualification	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast and Castlereagh	10	2	51	5	41	60	24	8	8	4	17	19
Newtownabbey, Carrickfergus and Antrim	7	1	61	3	39	74	17	6	10	2	18	10
Derry, Limavady and Strabane	11	3	50	6	47	64	24	4	9	5	20	20
Down, North Down, Ards and Lisburn	7	1	60	3	36	74	16	7	9	3	18	10
Fermanagh, Dungannon, Cookstown, Magherafelt and Omagh	7	2	55	4	45	74	14	4	8	3	18	16
Coleraine, Ballymena, Ballymoney, Larne and Moyle	7	1	58	4	43	72	17	5	9	3	17	12
Armagh, Banbridge, Craigavon and Newry & Mourne	7	2	56	4	44	73	15	5	9	3	19	15
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 6: Option 7B – Section 75 data (%)

Combination of District Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast	42	40	18	49	43	8	47	53	55	45	30
Newtownabbey, Carrickfergus and Antrim	20	61	19	69	13	18	49	51	41	59	36
Derry, Limavady, Magherafelt and Strabane	65	27	8	30	69	1	50	50	46	54	43
Down, North Down, Ards, Lisburn and Castlereagh	24	56	19	64	20	16	49	51	41	59	35
Fermanagh, Dungannon, Cookstown and Omagh	58	34	8	37	61	2	50	50	45	55	40
Coleraine, Ballymena, Ballymoney, Larne and Moyle	26	61	14	65	24	11	49	51	43	57	35
Armagh, Banbridge, Craigavon and Newry & Mourne	52	38	10	45	49	5	50	50	43	57	40
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Combination of District Councils	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast	99	0	0	0	0	0	0	37	48	15	11
Newtownabbey, Carrickfergus and Antrim	99	0	0	0	0	0	0	34	53	13	7
Derry, Limavady, Magherafelt and Strabane	99	0	0	0	0	0	0	40	50	10	10
Down, North Down, Ards, Lisburn and Castlereagh	99	0	0	0	0	0	0	34	52	14	6
Fermanagh, Dungannon, Cookstown and Omagh	99	0	0	0	0	0	0	38	49	12	9
Coleraine, Ballymena, Ballymoney, Larne and Moyle	99	0	0	0	0	0	0	34	52	14	6
Armagh, Banbridge, Craigavon and Newry & Mourne	99	0	0	0	0	0	0	37	50	12	9
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 7: Option 7B – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast	11	2	48	5	42	56	26	7	8	5	17	21
Newtownabbey, Carrickfergus and Antrim	7	1	61	3	39	74	17	6	10	2	18	10
Derry, Limavady, Magherafelt and Strabane	10	2	51	6	46	66	22	4	9	5	20	19
Down, North Down, Ards, Lisburn and Castlereagh	7	1	61	3	36	75	16	8	9	2	18	10
Fermanagh, Dungannon, Cookstown and Omagh	7	2	55	4	45	74	14	4	8	3	18	16
Coleraine, Ballymena, Ballymoney, Larne and Moyle	7	1	58	4	43	72	17	5	9	3	17	12
Armagh, Banbridge, Craigavon and Newry & Mourne	7	2	56	4	44	73	15	5	9	3	19	15
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 8: Option 7C – Section 75 data (%)

Combination of District Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast	42	40	18	49	43	8	47	53	55	45	30
Newtownabbey, Carrickfergus, Antrim and Lisburn	24	58	18	68	16	15	49	51	42	58	37
Derry, Limavady, Magherafelt and Strabane	65	27	8	30	69	1	50	50	46	54	43
Down, North Down, Ards and Castlereagh	22	58	20	63	19	18	49	51	41	59	34
Fermanagh, Dungannon, Cookstown and Omagh	58	34	8	37	61	2	50	50	45	55	40
Coleraine, Ballymena, Ballymoney, Larne and Moyle	26	61	14	65	24	11	49	51	43	57	35
Armagh, Banbridge, Craigavon and Newry & Mourne	52	38	10	45	49	5	50	50	43	57	40
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Combination of District Councils	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast	99	0	0	0	0	0	0	37	48	15	11
Newtownabbey, Carrickfergus, Antrim and Lisburn	99	0	0	0	0	0	0	35	52	12	7
Derry, Limavady, Magherafelt and Strabane	99	0	0	0	0	0	0	40	50	10	10
Down, North Down, Ards and Castlereagh	99	0	0	0	0	0	0	33	52	15	6
Fermanagh, Dungannon, Cookstown and Omagh	99	0	0	0	0	0	0	38	49	12	9
Coleraine, Ballymena, Ballymoney, Larne and Moyle	99	0	0	0	0	0	0	34	52	14	6
Armagh, Banbridge, Craigavon and Newry & Mourne	99	0	0	0	0	0	0	37	50	12	9
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 9: Option 7C – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast	11	2	48	5	42	56	26	7	8	5	17	21
Newtownabbey, Carrickfergus, Antrim and Lisburn	8	1	61	3	38	73	19	7	10	2	18	11
Derry, Limavady, Magherafelt and Strabane	10	2	51	6	46	66	22	4	9	5	20	19
Down, North Down, Ards and Castlereagh	6	1	61	3	36	76	15	8	8	2	17	9
Fermanagh, Dungannon, Cookstown and Omagh	7	2	55	4	45	74	14	4	8	3	18	16
Coleraine, Ballymena, Ballymoney, Larne and Moyle	7	1	58	4	43	72	17	5	9	3	17	12
Armagh, Banbridge, Craigavon and Newry & Mourne	7	2	56	4	44	73	15	5	9	3	19	15
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 10: Option 11A – Section 75 data (%)

Combination of District Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast	42	40	18	49	43	8	47	53	55	45	30
Lisburn and Castlereagh	25	58	17	70	17	13	48	52	41	59	36
North Down and Ards	10	67	23	73	2	25	49	51	40	60	32
Down and Newry & Mourne	68	22	10	23	70	8	50	50	44	56	41
Newtownabbey and Antrim	24	58	18	68	18	14	49	51	42	58	36
Ballymena, Larne and Carrickfergus	16	67	17	71	11	18	49	51	41	59	35
Coleraine, Moyle and Ballymoney	31	56	13	60	30	9	48	52	44	56	36
Craigavon, Banbridge and Armagh	40	49	11	58	38	3	50	50	42	58	38
Dungannon, Cookstown and Magherafelt	58	35	7	39	61	0	50	50	44	56	41
Fermanagh, Omagh and Strabane	61	31	8	33	62	5	50	50	45	55	40
Derry and Limavady	67	24	9	27	73	0	49	51	47	53	44
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Combination of District Councils	Ethnic Group							Age			
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast	99	0	0	0	0	0	0	37	48	15	11
Lisburn and Castlereagh	99	0	0	0	0	0	0	34	52	14	7
North Down and Ards	99	0	0	0	0	0	0	31	53	15	5
Down and Newry & Mourne	99	0	0	0	0	0	0	39	49	12	9
Newtownabbey and Antrim	99	0	0	0	0	0	0	34	53	13	7
Ballymena, Larne and Carrickfergus	99	0	0	0	0	0	0	33	53	14	6
Coleraine, Moyle and Ballymoney	99	0	0	0	0	0	0	35	51	14	6
Craigavon, Banbridge and Armagh	99	0	0	0	0	0	0	36	51	12	8
Dungannon, Cookstown and Magherafelt	99	0	0	0	0	0	0	39	49	12	9
Fermanagh, Omagh and Strabane	99	0	0	0	0	0	0	38	50	12	9
Derry and Limavady	99	0	0	0	0	0	0	41	50	10	10
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 11: Option 11A – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast	11	2	48	5	42	56	26	7	8	5	17	21
Lisburn and Castlereagh	8	1	61	3	37	74	19	8	8	2	18	11
North Down and Ards	6	1	61	3	35	76	14	8	9	2	17	9
Down and Newry & Mourne	8	2	55	4	42	74	15	5	8	3	19	16
Newtownabbey and Antrim	7	1	61	3	39	73	18	6	10	2	18	10
Ballymena, Larne and Carrickfergus	7	1	61	3	42	74	16	5	11	3	18	10
Coleraine, Moyle and Ballymoney	7	2	55	4	43	70	18	5	8	4	17	13
Craigavon, Banbridge and Armagh	7	1	58	3	44	73	16	5	9	3	19	13
Dungannon, Cookstown and Magherafelt	7	1	56	3	46	75	14	4	8	2	19	16
Fermanagh, Omagh and Strabane	7	2	54	5	47	72	16	4	8	4	18	17
Derry and Limavady	11	3	50	6	44	63	24	5	9	6	21	19
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 12: Option 11B – Section 75 data (%)

Combination of District Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast	42	40	18	49	43	8	47	53	55	45	30
Lisburn and Castlereagh	25	58	17	70	17	13	48	52	41	59	36
North Down and Ards	10	67	23	73	2	25	49	51	40	60	32
Down and Newry & Mourne	68	22	10	23	70	8	50	50	44	56	41
Newtownabbey and Antrim	24	58	18	68	18	14	49	51	42	58	36
Ballymena, Larne and Carrickfergus	16	67	17	71	11	18	49	51	41	59	35
Coleraine, Moyle, Ballymoney and Limavady	36	51	13	56	37	7	49	51	44	56	37
Craigavon, Banbridge and Armagh	40	49	11	58	38	3	50	50	42	58	38
Dungannon, Cookstown and Magherafelt	58	35	7	39	61	0	50	50	44	56	41
Fermanagh and Omagh	60	32	8	34	61	5	50	50	45	55	40
Derry and Strabane	69	23	8	24	74	2	49	51	47	53	44
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Combination of District Councils	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast	99	0	0	0	0	0	0	37	48	15	11
Lisburn and Castlereagh	99	0	0	0	0	0	0	34	52	14	7
North Down and Ards	99	0	0	0	0	0	0	31	53	15	5
Down and Newry & Mourne	99	0	0	0	0	0	0	39	49	12	9
Newtownabbey and Antrim	99	0	0	0	0	0	0	34	53	13	7
Ballymena, Larne and Carrickfergus	99	0	0	0	0	0	0	33	53	14	6
Coleraine, Moyle, Ballymoney and Limavady	99	0	0	0	0	0	0	36	51	13	6
Craigavon, Banbridge and Armagh	99	0	0	0	0	0	0	36	51	12	8
Dungannon, Cookstown and Magherafelt	99	0	0	0	0	0	0	39	49	12	9
Fermanagh and Omagh	99	0	0	0	0	0	0	38	50	13	8
Derry and Strabane	99	0	0	0	0	0	0	40	49	10	11
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 13: Option 11B – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast	11	2	48	5	42	56	26	7	8	5	17	21
Lisburn and Castlereagh	8	1	61	3	37	74	19	8	8	2	18	11
North Down and Ards	6	1	61	3	35	76	14	8	9	2	17	9
Down and Newry & Mourne	8	2	55	4	42	74	15	5	8	3	19	16
Newtownabbey and Antrim	7	1	61	3	39	73	18	6	10	2	18	10
Ballymena, Larne and Carrickfergus	7	1	61	3	42	74	16	5	11	3	18	10
Coleraine, Moyle, Ballymoney and Limavady	7	2	55	4	44	70	18	5	8	4	18	13
Craigavon, Banbridge and Armagh	7	1	58	3	44	73	16	5	9	3	19	13
Dungannon, Cookstown and Magherafelt	7	1	56	3	46	75	14	4	8	2	19	16
Fermanagh and Omagh	7	2	55	5	44	73	14	4	8	4	18	16
Derry and Strabane	12	3	48	7	46	63	25	4	9	6	21	21
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 14: Option 11C – Section 75 data (%)

Combination of District Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast	42	40	18	49	43	8	47	53	55	45	30
North Down, Castlereagh and Ards	12	66	22	73	4	23	48	52	40	60	32
Down, Banbridge and Newry & Mourne	59	30	11	34	59	7	50	50	43	57	40
Lisburn	30	54	16	67	23	10	49	51	42	58	39
Craigavon and Armagh	43	46	11	54	44	2	49	51	43	57	39
Carrickfergus, Newtownabbey and Antrim	20	61	19	69	13	18	49	51	41	59	36
Dungannon, Cookstown	56	36	7	39	61	0	50	50	43	56	41
Fermanagh and Omagh	60	32	8	34	61	5	50	50	45	55	40
Strabane, Derry and Limavady	66	26	8	28	70	2	49	51	47	53	44
Coleraine and Magherafelt	40	49	12	61	37	3	49	51	44	56	37
Larne, Moyle, Ballymena and Ballymoney	26	61	13	61	26	13	49	51	42	58	35
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Combination of District Councils	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast	99	0	0	0	0	0	0	37	48	15	11
North Down, Castlereagh and Ards	99	0	0	0	0	0	0	31	53	16	6
Down, Banbridge and Newry & Mourne	99	0	0	0	0	0	0	38	50	12	8
Lisburn	99	0	0	0	0	0	0	36	52	12	7
Craigavon and Armagh	99	0	0	0	0	0	0	37	51	12	9
Carrickfergus, Newtownabbey and Antrim	99	0	0	0	0	0	0	34	53	13	7
Dungannon, Cookstown	99	0	0	0	0	0	0	39	49	12	10
Fermanagh and Omagh	99	0	0	0	0	0	0	38	50	13	8
Strabane, Derry and Limavady	99	0	0	0	0	0	0	40	50	10	10
Coleraine and Magherafelt	99	0	0	0	0	0	0	37	50	13	6
Larne, Moyle, Ballymena and Ballymoney	99	0	0	0	0	0	0	34	52	14	6
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 15: Option 11C – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast	11	2	48	5	42	56	26	7	8	5	17	21
North Down, Castlereagh and Ards	6	1	61	3	35	77	15	8	9	2	17	9
Down, Banbridge and Newry & Mourne	7	2	57	4	42	74	15	5	8	3	19	14
Lisburn	9	1	60	3	37	71	20	7	8	2	19	12
Craigavon and Armagh	7	2	57	4	45	72	16	5	10	3	19	13
Carrickfergus, Newtownabbey and Antrim	7	1	61	3	39	74	17	6	10	2	18	10
Dungannon, Cookstown	7	1	54	4	46	74	14	4	8	2	19	18
Fermanagh and Omagh	7	2	55	5	44	73	14	4	8	4	18	16
Strabane, Derry and Limavady	11	3	50	6	47	64	24	4	9	5	20	20
Coleraine and Magherafelt	7	2	56	4	42	72	16	5	8	3	18	13
Larne, Moyle, Ballymena and Ballymoney	7	1	59	4	45	73	17	5	10	3	18	12
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 16: Option 15A – Section 75 data (%)

Parliamentary Constituencies	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast	41	42	17	50	46	4	47	53	54	46	31
East Antrim	13	67	20	83	0	17	49	51	41	59	35
East Londonderry	35	52	14	67	33	0	49	51	45	55	38
Fermanagh and South Tyrone	52	39	8	50	50	0	50	50	45	55	38
Foyle	71	21	8	17	83	0	49	51	48	52	44
Lagan Valley	18	64	17	67	17	17	49	51	40	60	36
Mid Ulster	63	31	6	33	67	0	50	50	44	56	43
Newry and Armagh	63	29	9	33	67	0	49	51	44	56	41
North Antrim	28	60	12	67	33	0	49	51	42	58	36
North Down	9	66	25	83	0	17	48	52	41	59	31
South Antrim	27	56	18	67	17	17	49	51	40	60	37
South Down	62	27	11	33	67	0	50	50	43	57	41
Strangford	13	67	20	83	0	17	49	51	39	61	35
Upper Bann	40	48	12	67	33	0	49	51	42	58	38
West Tyrone	64	28	7	33	50	17	50	50	45	55	42
Northern Ireland	**40**	**46**	**14**	**55**	**39**	**6**	**49**	**51**	**45**	**55**	**36**

Table 16: Option 15A – Section 75 data (%) (cont.)

Parliamentary Constituencies	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast	99	0	0	0	0	0	0	36	48	15	11
East Antrim	99	0	0	0	0	0	0	33	53	14	6
East Londonderry	99	0	0	0	0	0	0	37	51	12	6
Fermanagh and South Tyrone	99	0	0	0	0	0	0	36	50	14	7
Foyle	99	0	0	0	0	0	0	41	49	10	11
Lagan Valley	99	0	0	0	0	0	0	33	54	13	6
Mid Ulster	99	0	0	0	0	0	0	40	49	11	9
Newry and Armagh	99	0	0	0	0	0	0	39	49	12	9
North Antrim	99	0	0	0	0	0	0	34	52	14	6
North Down	99	0	0	0	0	0	0	31	53	17	5
South Antrim	99	0	0	0	0	0	0	35	54	12	6
South Down	100	0	0	0	0	0	0	38	49	12	8
Strangford	99	0	0	0	0	0	0	33	54	13	6
Upper Bann	99	0	0	0	0	0	0	36	51	12	9
West Tyrone	99	0	0	0	0	0	0	39	50	12	11
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 17: Option 15A – Social Need Indicators (%)

Parliamentary Constituencies	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast	11	2	49	5	42	58	27	7	8	5	17	20
East Antrim	7	1	60	3	38	75	16	6	11	3	18	9
East Londonderry	7	2	55	4	42	70	17	5	8	4	18	13
Fermanagh and South Tyrone	6	2	56	4	45	74	14	5	8	4	17	16
Foyle	13	3	48	7	44	61	26	5	9	6	21	21
Lagan Valley	6	1	64	2	36	76	15	8	9	2	18	9
Mid Ulster	7	1	55	3	46	75	13	4	8	2	19	16
Newry and Armagh	8	2	53	5	45	74	16	4	8	4	19	17
North Antrim	7	1	59	3	46	73	17	5	9	3	18	12
North Down	6	1	61	3	32	78	12	9	8	2	16	8
South Antrim	7	1	63	3	38	77	14	6	10	2	18	9
South Down	7	1	58	4	40	76	12	5	8	3	19	13
Strangford	6	1	62	3	38	76	17	7	9	2	17	9
Upper Bann	8	1	58	3	45	70	18	5	10	3	19	13
West Tyrone	8	2	52	5	48	70	18	4	8	4	19	18
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 18: Option 15B – Section 75 data (%)

Combination of District Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast	42	40	18	49	43	8	47	53	55	45	30
Lisburn	30	54	16	67	23	10	49	51	42	58	39
Derry and Limavady	67	24	9	27	73	0	49	51	47	53	44
Newry & Mourne	76	16	8	17	73	10	50	50	44	56	42
Craigavon	42	47	12	58	38	4	49	51	43	57	38
Newtownabbey, Carrickfergus and Larne	15	65	19	70	7	23	49	51	41	59	34
North Down and Castlereagh	13	65	23	69	4	27	48	52	41	59	32
Ards	10	69	21	83	4	13	49	51	40	60	34
Down	57	29	14	30	65	4	50	50	44	56	40
Armagh and Banbridge	38	51	11	59	38	3	50	50	41	59	39
Magherafelt and Cookstown	59	35	7	38	63	0	50	50	43	57	42
Coleraine, Ballymoney and Moyle	31	56	13	60	30	9	48	52	44	56	36
Strabane and Omagh	64	28	7	30	62	8	50	50	45	55	42
Fermanagh and Dungannon	56	36	8	40	60	0	50	50	45	55	39
Ballymena and Antrim	26	58	15	70	23	7	49	51	42	58	37
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Table 18: Option 15B – Section 75 data (%) (cont.)

Combination of District Councils	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast	99	0	0	0	0	0	0	37	48	15	11
Lisburn	99	0	0	0	0	0	0	36	52	12	7
Derry and Limavady	99	0	0	0	0	0	0	41	50	10	10
Newry & Mourne	99	0	0	0	0	0	0	40	49	12	9
Craigavon	99	0	0	0	0	0	0	36	51	13	10
Newtownabbey, Carrickfergus and Larne	99	0	0	0	0	0	0	33	53	14	6
North Down and Castlereagh	99	0	0	0	0	0	0	31	53	16	5
Ards	99	0	0	0	0	0	0	32	54	14	6
Down	99	0	0	0	0	0	0	37	50	13	8
Armagh and Banbridge	100	0	0	0	0	0	0	37	51	12	7
Magherafelt and Cookstown	99	0	0	0	0	0	0	39	49	11	8
Coleraine, Ballymoney and Moyle	99	0	0	0	0	0	0	35	51	14	6
Strabane and Omagh	99	0	0	0	0	0	0	39	50	12	11
Fermanagh and Dungannon	99	0	0	0	0	0	0	37	50	13	8
Ballymena and Antrim	99	0	0	0	0	0	0	34	53	13	6
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 19: Option 15B – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast	11	2	48	5	42	56	26	7	8	5	17	21
Lisburn	9	1	60	3	37	71	20	7	8	2	19	12
Derry and Limavady	11	3	50	6	44	63	24	5	9	6	21	19
Newry & Mourne	8	2	52	5	44	74	15	4	8	4	20	18
Craigavon	8	1	57	4	46	69	18	5	11	3	19	14
Newtownabbey, Carrickfergus and Larne	7	1	60	3	39	75	17	6	11	2	17	10
North Down and Castlereagh	6	1	61	3	33	78	13	10	8	2	17	8
Ards	6	1	61	3	39	74	17	6	10	3	17	10
Down	7	1	59	4	38	74	15	6	8	3	19	12
Armagh and Banbridge	6	1	60	3	43	76	14	5	9	3	18	12
Magherafelt and Cookstown	6	1	56	3	46	76	14	4	8	2	19	15
Coleraine, Ballymoney and Moyle	7	2	55	4	43	70	18	5	8	4	17	13
Strabane and Omagh	8	2	52	5	48	70	18	4	8	4	19	18
Fermanagh and Dungannon	7	2	55	4	45	74	14	4	8	4	18	17
Ballymena and Antrim	7	1	62	3	42	73	17	6	10	2	18	11
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 20: Option 15C – Section 75 data (%)

Combination of District Councils	Religious Belief			Elected Seats			Gender		Marital Status		Dependants
	Catholic	Protestant	Other	Unionist	Nationalist	Other	Male	Female	Single	Married	Persons with dependants
Belfast	42	40	18	49	43	8	47	53	55	45	30
Lisburn	30	54	16	67	23	10	49	51	42	58	39
Derry and Limavady	67	24	9	27	73	0	49	51	47	53	44
Newry & Mourne	76	16	8	17	73	10	50	50	44	56	42
Craigavon and Banbridge	37	51	12	63	33	5	50	50	42	58	38
Newtownabbey, Carrickfergus and Larne	15	65	19	70	7	23	49	51	41	59	34
North Down and Castlereagh	13	65	23	69	4	27	48	52	41	59	32
Ards	10	69	21	83	4	13	49	51	40	60	34
Down	57	29	14	30	65	4	50	50	44	56	40
Armagh	45	45	9	50	50	0	50	50	42	58	40
Magherafelt, Cookstown and Dungannon	58	35	7	39	61	0	50	50	44	56	41
Coleraine, Ballymoney and Moyle	31	56	13	60	30	9	48	52	44	56	36
Strabane and Omagh	64	28	7	30	62	8	50	50	45	55	42
Fermanagh	56	36	8	39	61	0	50	50	45	55	38
Ballymena and Antrim	26	58	15	70	23	7	49	51	42	58	37
Northern Ireland	**40**	**46**	**14**	**52**	**39**	**9**	**49**	**51**	**45**	**55**	**36**

Table 20: Option 15C – Section 75 data (%) (cont)

Combination of District Councils	Ethnic Group							Age			Disability
	White	Traveller	Mixed	Asian	Black	Chinese	Other	<25	25-64	65+	Disability Living Allowance Claims
Belfast	99	0	0	0	0	0	0	37	48	15	11
Lisburn	99	0	0	0	0	0	0	36	52	12	7
Derry and Limavady	99	0	0	0	0	0	0	41	50	10	10
Newry & Mourne	99	0	0	0	0	0	0	40	49	12	9
Craigavon and Banbridge	99	0	0	0	0	0	0	36	52	13	9
Newtownabbey, Carrickfergus and Larne	99	0	0	0	0	0	0	33	53	14	6
North Down and Castlereagh	99	0	0	0	0	0	0	31	53	16	5
Ards	99	0	0	0	0	0	0	32	54	14	6
Down	99	0	0	0	0	0	0	37	50	13	8
Armagh	100	0	0	0	0	0	0	38	50	12	8
Magherafelt, Cookstown and Dungannon	99	0	0	0	0	0	0	39	49	12	9
Coleraine, Ballymoney and Moyle	99	0	0	0	0	0	0	35	51	14	6
Strabane and Omagh	99	0	0	0	0	0	0	39	50	12	11
Fermanagh	99	0	0	0	0	0	0	36	50	14	6
Ballymena and Antrim	99	0	0	0	0	0	0	34	53	13	6
Northern Ireland	**99**	**0**	**0**	**0**	**0**	**0**	**0**	**36**	**51**	**13**	**8**

Social Need

Table 21: Option 15C – Social Need Indicators (%)

Combination of District Councils	Lone Parents	Long term unemployed	Employed	Unemployed	No qualifications	Own house	Rent NIHE	SEG1	SEG5	Job seekers allowance	Child benefit	Income support
Belfast	11	2	48	5	42	56	26	7	8	5	17	21
Lisburn	9	1	60	3	37	71	20	7	8	2	19	12
Derry and Limavady	11	3	50	6	44	63	24	5	9	6	21	19
Newry & Mourne	8	2	52	5	44	74	15	4	8	4	20	18
Craigavon and Banbridge	7	1	59	3	44	71	17	5	10	2	19	13
Newtownabbey, Carrickfergus and Larne	7	1	60	3	39	75	17	6	11	2	17	10
North Down and Castlereagh	6	1	61	3	33	78	13	10	8	2	17	8
Ards	6	1	61	3	39	74	17	6	10	3	17	10
Down	7	1	59	4	38	74	15	6	8	3	19	12
Armagh	6	2	57	4	44	77	13	5	8	3	18	13
Magherafelt, Cookstown and Dungannon	7	1	56	3	46	75	14	4	8	2	19	16
Coleraine, Ballymoney and Moyle	7	2	55	4	43	70	18	5	8	4	17	13
Strabane and Omagh	8	2	52	5	48	70	18	4	8	4	19	18
Fermanagh	6	2	56	5	45	74	14	4	8	4	17	15
Ballymena and Antrim	7	1	62	3	42	73	17	6	10	2	18	11
Northern Ireland	**8**	**2**	**56**	**4**	**42**	**70**	**19**	**6**	**9**	**3**	**18**	**15**

Table 22: LFS – Total Number in Employment, by Employment Status and Sex (Mar – May 2005) (%)

	Full-time	Part-time	Total*
Male	373,000 (51)	29,000 (4)	403,000 (55)
Female	206,000 (28)	126,000 (17)	333,000 (45)
Total	578,000 (78)	155,000 (21)	737,000 (100)

* Includes some who didn't state if they were full or part-time

Table 23: ECNI - Composition of Public Sector Employees by Employment Status, Religion and Sex 2003 (%)

	Full-time	Part-time	Total
Protestant			
Male	38,280 (21)	3,998 (2)	42,278 (23)
Female	45,128 (25)	12,600 (7)	57,728 (32)
Total	83,408 (46)	16,598 (9)	100,006 (55)
Catholic			
Male	22,789 (13)	2,395 (1)	25,184 (14)
Female	37,438 (21)	9,700 (5)	47,138 (26)
Total	60,227 (33)	12,095 (7)	72,322 (40)
Non-determined			
Male	3,518 (2)	497 (0)	4,015 (2)
Female	3,913 (2)	1,243 (1)	5,156 (3)
Total	7,431 (4)	1,740 (1)	9,171 (5)
Total			
Male	64,587 (36)	6,890 (4)	71,477 (39)
Female	86,479 (48)	23,543 (13)	110,022 (61)
Total	151,066 (83)	30,433 (17)	181,499 (100)

Table 24: ECNI – Composition of Public Sector Employees by Sex and Standard Occupation Classification (SOC) 2003 (%)

	Male	Female	Total
Managers & Administrators	8,370 (12)	7,957 (7)	16,327 (9)
Professional	7,446 (10)	8,816 (8)	16,262 (9)
Associate Professional & Technical	9,296 (13)	23,226 (21)	32,522 (18)
Clerical & Secretarial	7,460 (10)	28,064 (26)	35,524 (20)
Craft & Skilled Manual	3,909 (5)	245 (0)	4,154 (2)
Personal and Protective Services	20,389 (29)	24,346 (22)	44,735 (25)
Sales	27 (0)	274 (0)	301 (0)
Plant & Machine Operatives	4,449 (6)	171 (0)	4,620 (3)
Other	10,131 (14)	16,923 (15)	27,054 (15)
Total	71,477 (100)	110,022 (100)	181,499 (100)

Table 25: ECNI – Composition of Public Sector Employees by Religion and Standard Occupation Classification (SOC) 2003 (%)

	Protestant	Catholic	Non-determined	Total
Managers & Administrators	9,113 (9)	6,510 (9)	704 (8)	16,327 (9)
Professional	7,734 (8)	6,698 (9)	1,830 (20)	16,262 (9)
Associate Professional & Technical	16,220 (16)	14,453 (20)	1,849 (20)	32,522 (18)
Clerical & Secretarial	18,671 (19)	15,702 (22)	1,151 (13)	35,524 (20)
Craft & Skilled Manual	2,725 (3)	1,268 (2)	161 (2)	4,154 (2)
Personal and Protective Services	28,408 (28)	14,122 (20)	2,205 (24)	44,735 (25)
Sales	184 (0)	100 (0)	17 (0)	301 (0)
Plant & Machine Operatives	2,487 (2)	1,976 (3)	157 (2)	4,620 (3)
Other	14,464 (14)	11,493 (16)	1,097 (12)	27,054 (15)
Total	100,006 (100)	72,322 (100)	9,171 (100)	181,499 (100)

Table 26: ECNI - Composition of Health Sector Employees by Employment Status, Religion and Sex 2003 (%)

	Full-time	Part-time	Total
Protestant			
Male	4,393 (7)	371 (1)	4,764 (8)
Female	20,473 (33)	5,566 (9)	26,039 (42)
Total	24,866 (40)	5,937 (10)	30,803 (49)
Catholic			
Male	4,565 (7)	484 (1)	5,049 (8)
Female	18,362 (29)	4,241 (7)	22,603 (36)
Total	22,927 (37)	4,725 (8)	27,652 (44)
Non-determined			
Male	974 (2)	197 (0)	1,171 (2)
Female	2,233 (4)	568 (1)	2,801 (4)
Total	3,207 (5)	765 (1)	3,972 (6)
Total			
Male	9,932 (16)	1,052 (2)	10,984 (18)
Female	41,068 (66)	10,375 (17)	51,443 (82)
Total	51,000 (82)	11,427 (18)	62,427 (100)

Table 27: ECNI – Composition of Health Sector Employees by Sex and Standard Occupation Classification (SOC) 2003 (%)

	Male	Female	Total
Managers & Administrators	887 (8)	1,499 (3)	2,386 (4)
Professional	2,809 (26)	3,941 (8)	6,750 (11)
Associate Professional & Technical	2,082 (19)	19,285 (37)	21,367 (34)
Clerical & Secretarial	844 (8)	7,929 (15)	8,773 (14)
Craft & Skilled Manual	482 (4)	72 (0)	554 (1)
Personal and Protective Services	2,042 (19)	9,166 (18)	11,208 (18)
Sales	0 (0)	6 (0)	6 (0)
Plant & Machine Operatives	341 (3)	16 (0)	357 (1)
Other	1,497 (14)	9,529 (19)	11,026 (18)
Total	10,984 (100)	51,443 (100)	62,427 (100)

Table 28: ECNI – Composition of Health Sector Employees by Religion and Standard Occupation Classification (SOC) 2003 (%)

	Protestant	Catholic	Non-determined	Total
Managers & Administrators	1,193 (4)	1,074 (4)	119 (3)	2,386 (4)
Professional	2,895 (9)	2,668 (10)	1,187 (30)	6,750 (11)
Associate Professional & Technical	10,165 (33)	9,911 (36)	1,291 (33)	21,367 (34)
Clerical & Secretarial	4,792 (16)	3,677 (13)	304 (8)	8,773 (14)
Craft & Skilled Manual	361 (1)	172 (1)	21 (1)	554 (1)
Personal and Protective Services	5,547 (18)	5,115 (18)	546 (14)	11,208 (18)
Sales	6 (0)	0 (0)	0 (0)	6 (0)
Plant & Machine Operatives	220 (1)	116 (0)	21 (1)	357 (1)
Other	5,624 (18)	4,919 (18)	483 (12)	11,026 (18)
Total	30,803 (100)	27,652 (100)	3,972 (100)	62,427 (100)

Table 29: ECNI - Composition of Education Sector Employees by Employment Status, Religion and Sex 2003 (%)

	Full-time	Part-time	Total
Protestant			
Male	2,632 (8)	1,354 (4)	3,986 (12)
Female	7,654 (22)	5,752 (17)	13,406 (39)
Total	10,286 (30)	7,106 (21)	17,392 (51)
Catholic			
Male	2,367 (7)	1,200 (3)	3,567 (10)
Female	6,811 (20)	4,956 (14)	11,767 (34)
Total	9,178 (27)	6,156 (18)	15,334 (45)
Non-determined			
Male	233 (1)	194 (1)	427 (1)
Female	644 (2)	545 (2)	1,189 (3)
Total	877 (3)	739 (2)	1,616 (5)
Total			
Male	5,232 (15)	2,748 (8)	7,980 (22)
Female	15,109 (44)	11,253 (33)	26,362 (77)
Total	20,341 (59)	14,001 (41)	34,342 (100)

Table 30: ECNI – Composition of Education Sector Employees by Sex and Standard Occupation Classification (SOC) 2003 (%)

	Male	Female	Total
Managers & Administrators	346 (4)	411 (2)	757 (2)
Professional	2,401 (30)	3,607 (14)	6,008 (17)
Associate Professional & Technical	1,506 (19)	1,514 (6)	3,020 (9)
Clerical & Secretarial	399 (5)	3,852 (15)	4,251 (12)
Craft & Skilled Manual	289 (4)	16 (0)	305 (1)
Personal and Protective Services	2,161 (27)	11,816 (45)	13,977 (41)
Sales	2 (0)	222 (1)	224 (1)
Plant & Machine Operatives	656 (8)	29 (0)	685 (2)
Other	220 (3)	4,895 (19)	5,115 (15)
Total	7,980 (100)	26,362 (100)	34,342 (100)

Table 31: ECNI – Composition of Education Sector Employees by Religion and Standard Occupation Classification (SOC) 2003 (%)

	Protestant	Catholic	Non-determined	Total
Managers & Administrators	404 (2)	314 (2)	39 (2)	757 (2)
Professional	2,868 (16)	2,807 (18)	333 (21)	6,008 (17)
Associate Professional & Technical	1,449 (8)	1,399 (9)	172 (11)	3,020 (9)
Clerical & Secretarial	2,300 (13)	1,785 (12)	166 (10)	4,251 (12)
Craft & Skilled Manual	199 (1)	94 (1)	12 (1)	305 (1)
Personal and Protective Services	7,194 (41)	6,113 (40)	670 (41)	13,977 (41)
Sales	140 (1)	71 (0)	13 (1)	224 (1)
Plant & Machine Operatives	327 (2)	332 (2)	26 (2)	685 (2)
Other	2,511 (14)	2,419 (16)	185 (11)	5,115 (15)
Total	17,392 (100)	15,334 (100)	1,616 (100)	34,342 (100)

Table 32: ECNI - Composition of Local Government Employees by Employment Status, Religion and Sex 2003 (%)

	Full-time	Part-time	Total
Protestant			
Male	3,229 (31)	369 (4)	3,598 (35)
Female	1,945 (19)	516 (5)	2,461 (24)
Total	5,174 (50)	885 (9)	6,059 (59)
Catholic			
Male	1,970 (19)	232 (2)	2,202 (21)
Female	1,224 (12)	311 (3)	1,535 (15)
Total	3,194 (31)	543 (5)	3,737 (36)
Non-determined			
Male	213 (2)	48 (0)	261 (3)
Female	133 (1)	74 (1)	207 (2)
Total	346 (3)	122 (1)	468 (5)
Total			
Male	5,412 (53)	649 (6)	6,061 (59)
Female	3,302 (32)	901 (9)	4,203 (41)
Total	8,714 (85)	1,550 (15)	10,264 (100)

Table 33: ECNI – Composition of Full-Time Local Government Employees by Gender and Standard Occupation Classification (SOC) 2003 (%)

	Male	Female	Total
Managers & Administrators	591 (11)	392 (12)	983 (11)
Professional	198 (4)	135 (4)	333 (4)
Associate Professional & Technical	610 (11)	395 (12)	1,005 12)
Clerical & Secretarial	184 (3)	1,459 (44)	1,643 (19)
Craft & Skilled Manual	723 (13)	27 (1)	750 (9)
Personal and Protective Services	738 (14)	416 (13)	1,154 (13)
Sales	10 (0)	25 (1)	35 (0)
Plant & Machine Operatives	687 (13)	2 (0)	689 (8)
Other	1,671 (31)	451 (14)	2,122 (24)
Total	5,412 (100)	3,302 (100)	8,714 (100)

Table 34: ECNI – Composition of Local Government Employees by Religion and Standard Occupation Classification (SOC) 2003 (%)

	Protestant	Catholic	Non-determined	Total
Managers & Administrators	594 (10)	353 (9)	46 (10)	993 (10)
Professional	186 (3)	138 (4)	15 (3)	339 (3)
Associate Professional & Technical	667 (11)	422 (11)	80 (17)	1,169 (11)
Clerical & Secretarial	1,066 (18)	701 (19)	59 (13)	1,826 (18)
Craft & Skilled Manual	513 (8)	276 (7)	28 (6)	817 (8)
Personal and Protective Services	1,188 (20)	739 (20)	120 (26)	2,047 (20)
Sales	22 (0)	20 (1)	2 (0)	44 (0)
Plant & Machine Operatives	465 (8)	208 (6)	17 (4)	690 (7)
Other	1,358 (22)	880 (24)	101 (22)	2,339 (23)
Total	6,059 (100)	3,737 (100)	468 (100)	10,264 (100)

APPENDIX 3

RPA GUIDE TO RESEARCH

This paper provides a guide to the research undertaken, to date, as part of the Review of Public Administration (RPA). It sets out the range of different types of research that are available on our website (www.rpani.gov.uk).

Types of Research

There are six main types of research that the RPA has, or is in the process of being, undertaken:

- Attitudinal surveys
- Listening to peoples' views
  - general public (focus groups)
  - key stakeholders (pre-consultation)
  - providers and key users of public services (interviews)
  - public sector staff (focus groups)
- Study visits
- Mapping out the public sector in Northern Ireland
- Briefing papers on issues relevant to the Review
- Comparative analysis

Attitudinal surveys

Six separate surveys have been carried out in September 2002, February 2003, April 2003, June 2004, January 2005 and July 2005. Each of these surveys took the views of around 1200 people. The aim of these surveys was to take the views of the general public on their experiences of public services and local

government. The issues covered in the surveys included:

- satisfaction with public services;
- knowledge of who is responsible for public services;
- complaints;
- quality of service;
- service improvement;
- accountability;
- local councils;
- public bodies;
- equality;
- information on public services;
- local identity;
- consultation issues.

Also included in this section is a paper that brings together all the findings from the first **three surveys i.e. September 2002, February 2003 and April 2003 and provides an overall** analysis of the findings.

Listening to people's views

As part of its commitment to hear the views of all stakeholders the RPA team undertook a pre-consultation process and commissioned research on views of the key providers, key voluntary organisations that access and advise on public services and the general public.

Key stakeholders (pre-consultation)

The RPA team and the panel of independent experts listened, as part of a pre-consultation exercise between August and October 2002, to the views of over 70 organisations (over 1,000 people) including all 26 District Councils, the five Education and Library Boards and all the Health and Personal Social Services organisations.

Key providers and users of public services (interviews)

Almost 100 structured interviews of senior people responsible for the provision of services and with key voluntary organisations that access and advise on public services were carried out. These interviews sought views on issues relevant to the Review including:

- Democratic accountability and service delivery
- Partnership working
- Responsiveness to local community
- Quality of service
- Scope of the public sector
- Equality, human rights and NTSN
- Efficiency and effectiveness

General public (Focus Groups)

Three major focus group studies have taken the detailed views of a range of people in our society. In the first of these studies, over thirty groups in different parts of the country et with researchers to

offer their detailed views on their experiences of public services. Overall, the groups reflected the make-up of the population in Northern Ireland and in addition there were groups especially designed to hear the views of people from ethnic minorities, older people, younger people, and people with disabilities.

The second study developed the issues raised in the earlier project and findings from the earlier omnibus surveys. A total of twenty-four focus groups reflecting the make-up of the population in Northern Ireland were undertaken.

The third study looked specifically at issues related to the second phase of consultation. Issues included community planning, local roads, libraries, youth services, service delivery, governance and equality. A total of sixteen focus groups reflecting the make-up of the population in Northern Ireland were undertaken.

Early in 2005, an extensive focus group study was completed seeking the views of the general public, marginalized client groups and elected representatives on a series of specific key issues related to local identity that were pertinent to the Review. Thirty focus groups of the general were conducted, including 6 specialist focus groups to hear the views of people from ethnic minorities, people of different sexual orientation and people with disabilities. Forty-six structured interviews with elected representatives were also conducted.

Public sector staff

Public sector staff have a wealth of experience in delivering a wide range of services. This study, which is the first of its kind to be carried out in Northern Ireland, aimed to tap into that experience and listen to their views on the issues relevant to the RPA. A total of 31 focus groups were organised and were attended by 235 people reflective of the composition of the public sector in Northern Ireland including central government Departments, local government, NDPBs and the voluntary and community sectors.

Study Visits

The Review of Public Administration team, as part of its programme of research, undertook a series of study visits to other jurisdictions to consider how public services are organised outside Northern Ireland. Detailed reports have been produced for the following jurisdictions:

- Australia
- Finland
- Germany
- Ireland
- USA (Michigan)
- Netherlands
- New Zealand
- Canada (Ontario)
- Spain
- Sweden

The summary report, **Main Findings**, covers the following issues:

- Constitutional arrangements and structures of government
- Size of regional and local authorities
- Clarity of roles
- Governance arrangements
- Financial arrangements
- Local government association and public service support structures
- Drivers of reform and change
- Public service culture
- Transparency/ communication
- Service delivery arrangements
- E-Government
- Human resource issues

Mapping the public sector in Northern Ireland

The aim of this project was to map out the organisation of the public sector in Northern Ireland and to consider the services that government departments provide. Two types of maps were devised: the first draws out the organisational structure of the system; the second maps out the services that are provided and who is involved in providing them.

The maps are designed to be viewed interactively on the web, so you can access them through our website and click on each of the organisations listed and obtain further information about them. Links to each organisational website, where available, are also provided.

Organisational maps

These chart the arrangements between government departments and their agencies and other bodies. They show the staffing levels, budget and the key bodies for which the department has responsibility and also detail the financial and accountability arrangements between the parent department and relevant bodies. Information contained in the maps refers to the financial year 2001/2002.

Service to citizen maps

These charts map particular groups of services, the body or bodies responsible for delivering that service, the key stakeholders in the service, the government department leading on this service and outlines how the service fits with the priorities in the Programme for Government.

Briefing Papers

The Review commissioned a number of leading academics to provide briefing on key issues in public administration. These include:

- Checks, balances and safeguards
- Civic Leadership
- Funding Arrangements for Local Government in the UK Jurisdictions and Elsewhere
- Leadership

- Local Government Representation
- ‘Joining up’ Governance
- Quality of Service
- Partnerships
- E-Government
- Accountability
- Roles of Semi-State Bodies
- Subsidiarity
- Multi-level Governance
- Public Service Reform

Comparative analysis

Northern Ireland-Scotland comparison

The aim of this research was to analyse the relative size, structure and funding arrangements of the public sector in Northern Ireland compared with Scotland. In this context, “size” refers to the number of people employed by the public sector in NI, including government Departments and agencies, local government and NDPBs.

Research on distribution of the regional rate and the relative domestic property wealth base

As part of the research programme to support the development of a future model of public administration, the RPA team commissioned an exercise by the University of Ulster to research

the distribution of the property wealth base across Northern Ireland. The reports from this research are in three parts, (a) a summary of the main findings, (b) an investigation into the distribution of the regional rate and (c) an investigation into the relative domestic property wealth base.

Identification of new administrative zones using districts as a base

The aim of this research was to develop an approach for generating new sets of zones that are aggregations of Local Government Districts (LGDs), based on a set of criteria which were that zones must have (i) a maximum population of 300000, (ii) be as compact as possible, (iii) comprise the home *and* workplace of as many people as possible and (iv) have the most even population balance possible (that is, the range of populations of zones should be as small as possible).

The report on this research includes maps of the reconfigured zones.

Case Study Analyses for RPA on Community Planning in Operation within the UK and Ireland

The aim of this research was to provide a summary of relevant comparative research information on community planning using case studies across the UK and Ireland. Areas covered included: Fife, Newport, Armagh, Galway and Liverpool.