

A Shared Future and Racial Equality Strategy

Good Relations Indicators Baseline Report



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January 2007

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INTRODUCTION

In March 2005, the Office of the First Minister and Deputy First Minister (OFMDFM) published 'A Shared Future: The policy and strategic framework for good relations in Northern Ireland'. The overall aim of this policy is:

A Shared Future

' to establish, over time, a shared society defined by a culture of tolerance: a normal, civic society in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere and where all individuals are treated impartially. A society where there is equity, respect for diversity and recognition of our independence.'

The Racial Equality Strategy was published in July 2005 and this complementary to A Shared Future. Together the strategies will initiate actions to promote good relations and good race relations. The Racial Equality strategy sets out a long term, high level vision for society:

Racial Equality Strategy

'a society in which racial diversity is supported, understood, valued and respected, where racism in any of its forms is not tolerated and where we live together as a society and enjoy equality of opportunity and equal protection. '

Improving relationships between and within communities in Northern Ireland is a long term goal for Government. The need to monitor the impact of the policy and strategic framework of good relations over the long term was recognised within A Shared Future. In line with a commitment outlined in the policy document, OFMDFM established a 'Good Relations Indicators Working Group' with representatives from relevant Departments, other organisations and external stakeholders (see Appendix 1 for a list of participating bodies). The purpose of this group was to identify and develop a set of high level, outcome focussed indicators to reflect the state of good relations in Northern Ireland and through these indicators to monitor change over time. Good relations indicators relevant to both A Shared Future and the Racial Equality Strategy have been developed by the group.

This baseline report provides the latest picture of good relations in Northern Ireland. Historic data has also been included, where available, to show trends in recent years. The indicators will be refined and developed on an ongoing basis, monitored annually and fed into the Annual Report on progress to Ministers, the NI Assembly and the NI Affairs Committee.

A draft set of the indicators was published in the A Shared Future and Racial Equality Strategy Triennial Action Plans in 2006. The indicators will provide an important source of evidence that will feed into the development of subsequent action plans.

The high level monitoring achieved through the good relations indicators will complement the work of the Community Relations Council. The Council is committed, through A Shared Future, to providing an assessment of the health of good relations in Northern Ireland. This is likely to be carried out at a local level, incorporating an assessment of the impact of specific programmes and projects on good relations.

METHODOLOGY

The indicators have been developed under a set of high level priority outcomes. This outcome focussed approach has been adopted by a number of organisations recently. At an international level, the US State of Vermont has played a leading role in the use of outcome measures (Hogan & Murphey, 2002). The approach is based on an agreement to work collectively to achieve progress towards a number of simply expressed high level outcomes statements. Progress towards the common outcomes is measured by a range of 'feeder' indicators, drawn from each contributing agency (McTernan & Godfrey, 2006).

This approach has been adopted recently by Children's Services Planners in Northern Ireland and by OFMDFM in the development of strategic indicators for the Children and Young People's Strategy which was published in June 2006.

For the purpose of monitoring the success of A Shared Future and the Racial Equality Strategy, eleven high level priority outcomes have been identified. These link to the aims and objectives of both strategies (see Appendix 2 for details). Therefore, progress towards achieving these outcomes will ensure that progress is being made towards the achievement of the aims and objectives in both A Shared Future and the Racial Equality Strategy.

A set of indicators has been developed which underpin each of the priority outcomes. These indicators measure the progress being made towards achieving each priority outcome (and hence achieving the aims and objectives of the two strategies). This will facilitate the identification of specific areas where progress is not being made and action can then be taken to address this through the Triennial Action Plan rolling process.

Members of the working group were asked to identify suitable indicators under each priority outcome. The final indicator set was developed using a set of agreed criteria to determine the most meaningful indicators. These criteria were:

1. Relevance: The indicator should be relevant to A Shared Future and Racial Equality Strategy aims and objectives (the indicator should be linked to one of more of the priorities outcomes).
2. Outcome focussed: The indicator should not be an action, or represent low level monitoring.
3. Measurable: A data source should be available that will enable future monitoring of the indicator.

At present, the indicators rely on data that are currently available and are measured using a range of qualitative and quantitative data sources. The statistics presented are the most recently available at the time of writing this report. Therefore, data for the majority of indicators are based on the financial year 2005/06 or the calendar year 2005. In some cases, the date of the most recently available data is before this, for example,

from a survey conducted in 2003 or from the 2001 Census of Population. Therefore it is not possible to assess the impact A Shared Future and the Racial Equality Strategy have had at this stage given both were published in 2005. However, the inclusion of historic data for each indicator (where available) shows general trends and this will provide useful information for future planning. Where a survey has been used as the data source for an indicator, any significant differences have been calculated at the 5% level of probability.

The working group will develop suitable data sources to facilitate the measurement of high level indicators where gaps in information have been identified as missing (in conjunction with Departments and other organisations). In addition, indicators will be developed over time to monitor new issues arising from the implementation of A Shared Future and the Racial Equality Strategy. Therefore the indicator set should be considered as fluid.

Monitoring and evaluation extends beyond the indicators framework to include the commissioning of specific research projects. For example, a piece of research was commissioned in June 2006 by OFMDFM to monitor the display of flags and other emblems during July 2006. The survey was repeated in September 2006 to determine if flags had been taken down at the end of the marching season. This information has been collated in a database and will be used to assist in the future monitoring of flag flying. The researchers, Dr Dominic Bryan and Dr Clifford Stevenson have produced a report detailing the findings and this will be published in January 2007.

PRIORITY OUTCOMES

The eleven priority outcomes (in no particular order) are:

1. Northern Ireland society is free from racism, sectarianism and prejudice.
2. All places are shared, safe, inclusive and welcoming for everyone.
3. Positive and harmonious relationships exist between communities at interface areas.
4. Increased sharing in education
5. Northern Ireland is a community where people of all backgrounds work, live, learn and play together.
6. All work places are safe and shared.
7. Minority ethnic people participate in public, political and economic life.
8. Minority ethnic people benefit from equality in health and welfare.
9. Northern Ireland is a place where cultural diversity is embraced, respected and valued.
10. Victims/survivors have a voice.
11. Public service delivery in Northern Ireland provides value for money on a shared, inclusive and equal basis.

FUTURE

Indicators have been developed under each of the priority outcomes with the following exceptions:

- The identification of indicators for the outcome '*Victims/survivors have a voice*' has been put on hold until the Victims and Survivors Strategy has been

developed. This will ensure the indicators link to objectives within the new strategy. In formulating the strategy, consideration will be given to the recommendations in a report from the Office of the Interim Victim's Commissioner due to be produced in early 2007;

- Indicators for the outcome '*Public service delivery in Northern Ireland provides value for money on a shared, inclusive and equal basis*' will be developed when research on the costs of division in Northern Ireland has been completed. This research was commissioned by OFMDFM in March 2006 and is due to be completed early in 2007. The Government committed to conducting this research in A Shared Future in order to identify the costs of delivering public services in a divided society;
- It has been recognised that little data exists in relation to minority ethnic people. This is particularly evident for the priority outcome '*Minority ethnic people benefit from equality in health and welfare*'. The Census of Population is currently the main data source but this is not useful for annual monitoring. Obtaining information on this small but increasingly diverse group of the population in Northern Ireland is difficult. There are problems in using general population sample surveys to obtain information on minority ethnic people because it is difficult to achieve a sufficient sample size to ensure statistically robust comparisons. Enhancing administrative data systems to collect robust information on minority ethnic people would enhance the breadth of information available. However, guidance on definitions and classifications of minority ethnic groups and new migrants are required to ensure a standardised approach is adopted across all organisations. It is clear that further work is needed to be done in this area.

REPORT LAYOUT

The 'Executive Summary' provides an overview of the baseline position. The 'Summary Tables' section of the report summarises the baseline information for all the indicators. This is presented in the form of summary tables for each priority outcome. The following information is provided for each indicator within the table:

- baseline position;
- general historical trend;
- data source;
- year of baseline data.

From this the reader can determine the overall position with regard to each priority outcome. More detailed information on each indicator is presented in the main body of this report, with a separate section for each priority outcome.

EXECUTIVE SUMMARY

Priority outcome 1: Northern Ireland society is free from racism, sectarianism and prejudice

- There were 1,470 sectarian and 746 racist hate crimes in Northern Ireland during 2005/06 (Indicator 1.1).
- The number of attacks on churches/chapels and schools and orange halls was greater in 2005 than in 2004 (Indicator 1.2).
- The number of Northern Ireland Housing Executive clients presenting as homeless due to intimidation has decreased over recent years from 1,530 in 2002/03 to 888 in 2005/06 (Indicator 1.3).
- More than two thirds of people believe there is more racial prejudice than there was five years ago. (Indicator 1.5)
- One percent of people are 'very prejudiced' and 24% of people say they are 'a little prejudiced' against people from minority ethnic communities (Indicator 1.7).

Priority outcome 2: All places are shared, safe, inclusive and welcoming for everyone

- A quarter of people felt intimidated by loyalist symbols in 2005. There was no significant difference in the proportion who were intimidated by republican symbols (23%) (Indicator 2.2a).
- One third of people think loyalist flag flying happens more than it did five years ago and almost a quarter think republican flag flying happens more (Indicator 2.3).
- The proportion of parades that were contentious has changed very little in recent years (from 6% in 2002/03 to 7% in 2004/05) (Indicator 2.4)
- The number of holiday visitors to Northern Ireland has increased in recent years to 405,000 in 2004 (Indicator 2.6).
- A high proportion of people (86%) consider their main shopping area to be a 'neutral space' (Indicator 2.8).
- Three quarters of the population are welcoming of the fact that other EU citizens are free to live and work in Northern Ireland (Indicator 2.9)

Priority outcome 3: Positive and harmonious relationships exist between communities at interface areas

- The number of deaths due to the security situation has decreased from 55 in 1998 to 5 in 2005 (Indicator 3.1).
- The number of casualties as a result of paramilitary style shootings has decreased from 186 casualties in 2001 to 85 in 2005. Eighty-seven percent of casualties were as a result of loyalist paramilitary style shootings (Indicators 3.2).
- The number of casualties as a result of paramilitary style assaults has decreased from 302 casualties in 1996 to 89 in 2005. Sixty-seven percent of casualties were as a result of loyalist paramilitary style assaults (Indicators 3.3).
- The numbers of shooting and bombing incidents have decreased between 2001 and 2005 from 355 to 167 shootings and from 349 to 83 bombings (Indicator 3.4).
- Almost two thirds of criminal damage offences with a hate motivation recorded in 2005/06 had a sectarian motivation (61%). Racial offences increased from 322 in 2004/05 to 351 in 2005/06 (Indicator 3.5)

- A total of 37 peacelines have been erected in Northern Ireland since 1969 (Indicator 3.7).

Priority outcome 4: Increased sharing in education

- The community background composition of schools has remained steady in recent years, with less than one percent of pupils enrolled in Catholic managed schools being Protestants and less than five percent of pupils enrolled in controlled schools being Catholics. The proportion of pupils enrolled in integrated schools was 5.5% in 2005/06 (Indicators 4.1 - 4.3).
- Almost two thirds of people say they would prefer to send their children to a mixed school (2005). The proportion of first preference applications to post-primary integrated schools that do not result in admission has decreased in recent years, from 26% in 2003/04 to 16% in 2005/06 (Indicators 4.4 & 4.5).
- There are very small numbers of minority ethnic pupils and pupils with English as an additional language (1.6% and 0.8% of all pupils in 2005/06 respectively) (Indicators 4.8 and 4.9).
- In primary schools, 7.2% of girls and 8.6% of boys were bullied occasionally or frequently due to their race or colour. In post-primary schools, 4.0% of girls and 5.1% of boys were bullied occasionally or frequently due to their race or colour in 2002 (Indicator 4.10).

Priority outcome 5: Northern Ireland is a place where people of all backgrounds work, live, learn and play together

- Over a third of Census Output Areas in Northern Ireland are segregated (that is, 90% or more people are from one community background). Thirty percent of Protestants live in mainly Protestant areas and 44% of Catholics live in mainly Catholic areas (Indicator 5.1).
- The number of homes purchased by the NIHE because of sectarian intimidation of the occupants under the SPED scheme has decreased from 385 in 2003/04 to 69 in 2005/06 (Indicator 5.3).
- Forty-three percent of young people aged 16 and 52% of adults believe that relations between Protestants and Catholics are better than they were five years ago (Indicators 5.5 and 5.6).
- The vast majority of people (79%) would prefer to live in a mixed community background neighbourhood and 83% would accept minority ethnic people as residents in their area (Indicators 5.7 & 5.8).
- Over 70% of people would describe their neighbourhood and their local shops as a 'neutral space' (Indicators 5.9 & 5.10)
- According to the 2001 Census of Population, 5.6% of marriages were mixed (Protestant/Catholic). Three quarters of people would not mind a close relative marrying someone from a different community background or ethnic origin. Two thirds of people think other people would mind if a close relative married someone of a different religion (Indicators 5.12 – 5.14).
- More than half of the population (55%) believe that better relations will come about through more mixing. (Indicator 5.16).

Priority outcome 6: All workplaces are safe and shared

- The number of industrial tribunal complaints registered on the grounds of disability has decreased in recent years, from 209 in 2002/03 to 153 in 2004/05 (Indicator 6.1).
- The number of industrial tribunal complaints registered on the grounds of racial discrimination decreased from 137 in 2003/04 to 88 in 2004/05 (Indicator 6.1).
- The number of applications made to the Fair Employment Tribunal has decreased by a third between 2001/02 (562) and 2004/05 (375). (Indicator 6.1)
- The proportion of employees in the PSNI who are Catholics has increased over recent years to 12% in 2004 and the proportion who are Protestants decreased to 88% in 2006. Excluding full and part-time reserves, the community background composition in 2006 was 19.5% Catholic and 80.5% Protestant. Less than 0.3% of employees in the PSNI were minority ethnic people in 2006. (Indicator 6.2)
- The vast majority of people (88%) would prefer to work in a mixed workplace and would accept a minority ethnic person as a work colleague. Almost two thirds would define their workplace as a neutral space (Indicators 6.3, 6.4 and 6.7).
- Just over a third (36%) of Protestants would avoid work in a mainly Catholic area and similarly over a third of Catholics (37%) would avoid work in a mainly Protestant area (Indicators 6.5 and 6.6).

Priority outcome 7: Minority ethnic people participate in public, political and economic life

- Research commissioned by the Electoral Commission showed that 40% of minority ethnic people are registered to vote compared to 90% of the total population in Northern Ireland (Indicator 7.1).
- A very small proportion of applications and subsequent public appointments are from or made to minority ethnic people (0.5% and 0.4% in 2005/06 respectively) (Indicator 7.2).
- Three quarters of people believe organisations and leaders in public life should encourage minority ethnic people to participate in public life. (Indicator 7.4)
- A higher proportion of minority ethnic pupils (53%) left school with two or more A levels than all pupils (44%) in 2004/05. Similarly, a higher proportion of minority ethnic pupils (69%) left school with five or more GCSEs A*-C than all pupils (63%). A slightly higher proportion of minority ethnic pupils (6.4%) left school with no GCSEs compared to all pupils (5%) (Indicator 7.5).
- Thirty-eight percent of Irish Travellers are economically active compared to almost two thirds of other minority ethnic people (64%) and 70% of the total population. Over a quarter of Irish Travellers (27%) are unemployed compared to less than 7% of other minority ethnic people and less than 7% of the total population (Indicators 7.6 and 7.7).
- Sixty-three percent of Irish Travellers are economically inactive, compared to 30% of all people and 36% of other minority ethnic people (Indicator 7.8)
- The proportion of minority ethnic people (50%) in managerial or professional occupations is higher than the proportion of the total population (26%) and of Irish Travellers (17%). (Indicator 7.9)
- A higher proportion of minority ethnic pupils (76%) go into higher or further education than all pupils leaving school (66%) (Indicator 7.10).

Priority outcome 8: Minority ethnic people will benefit from equality in health and welfare

- The standardised illness rate for Irish Travellers reporting a limiting long standing illness is 63% higher than for the general population. The rate for other minority ethnic people is 22% lower than the general population (Indicator 8.1).
- The standardised illness rate for Irish Travellers reporting good general health is 19% lower than the total population. The rate for other minority ethnic people is the same as the general population (Indicator 8.2).

Priority outcome 9: Northern Ireland is a place where cultural diversity is embraced, respected and valued

- The vast majority of Protestants report that they understand (82%) and respect (87%) the Catholic community's culture and traditions (Indicators 9.1 & 9.3).
- Similarly, the vast majority of Catholics understand (82%) and respect (92%) the Protestant community's culture and traditions (Indicators 9.2 & 9.4).
- The majority of people believe that schools are not yet fully effective at preparing pupils for life in a diverse society or at encouraging understanding of the complexity of our history (Indicators 9.5 & 9.6).
- Only 17% of people agree they know quite a bit about the culture of some minority ethnic communities living in Northern Ireland (Indicator 9.7)
- Half of the population believe minority ethnic communities are less respected than they once were (Indicator 9.8).
- Twelve percent of the population believe the culture of Irish Travellers is less respected than it once was (Indicator 9.9).

SUMMARY TABLES

Baseline information is summarised for each indicator under each of the priority outcomes.

The following information is provided for each indicator within the table:

- the baseline position;
- the general historical trend;
- data source;
- year of baseline data.

Priority Outcome 1: Northern Ireland society is free from racism, sectarianism and prejudice

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
1.1a Number of racial incidents and crimes recorded	Racial incidents 936 Racial crimes 746	Incidents – Up by 15% Crimes – Up by 18% (since 2004/05)	Police Service of Northern Ireland	2005/06
1.1a Number of homophobic incidents and crimes recorded	Homophobic incidents 220 Homophobic crimes 148	Incidents – Up by 12% Crimes – Down by 2% (since 2004/05)	Police Service of Northern Ireland	2005/06
1.1b Number of sectarian incidents and crimes recorded	Sectarian incidents 1,701 Sectarian crimes 1,470	n/a	Police Service of Northern Ireland	2005/06
1.1b Number of incidents and crimes recorded motivated by religion	Religion incidents 70 Religion crimes 78	n/a	Police Service of Northern Ireland	2005/06
1.1b Number of incidents and crimes recorded motivated by disability	Disability incidents 70 Disability crimes 38	n/a	Police Service of Northern Ireland	2005/06
1.2 Number of attacks on symbolic premises: churches/chapels; GAA/AOH property; Orange halls; schools	Churches/chapels 83 GAA/AOH property 1 Orange Halls 35 Schools 132	Churches/chapels – up from 32 in 2004 GAA/AOH property – less than 10 between 1996 and 2005 (except 12 in 2001) Orange halls – Up from 6 in 2004 Schools – Up from 28 in 2000	Police Service of Northern Ireland	2005

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
1.3 (i) (ii) Number of NIHE clients presenting as homeless due to intimidation (and % awarded homelessness status)	Number presenting homeless: 888 % award homelessness status: 56%	Number and % - Down from 1,530 (70%) in 2002/03.	Northern Ireland Housing Executive	2005/06
1.4 % of people who think NI is a place free from displays of sectarian aggression	93% scored this 5 or less indicating this target had not been achieved (where 1=Definitely not achieved and 10=Definitely achieved)	n/a	Northern Ireland Life and Times Survey	2005
1.5 (i) % of people who believe there is more racial prejudice than there was 5 years ago	68%	Up from 12% in 1994	Northern Ireland Life and Times Survey (NI Social Attitudes Survey in 1994)	2005
1.5 (ii) % of people who believe there will be more racial prejudice in 5 years time	43%	Up from 11% in 1994	Northern Ireland Life and Times Survey (NI Social Attitudes Survey in 1994)	2005
1.6 % of people who believe people from a minority ethnic community are less respected than they once were	49%	n/a	Northern Ireland Life and Times Survey	2005
1.7 % of people who are prejudiced against people from a minority ethnic community	'Very prejudiced' 1% 'A little prejudiced' 24%	Since 1994: 'Very' – no change 'A little' – up from 10%	Northern Ireland Life and Times Survey (NI Social Attitudes Survey in 1994)	2005

Priority outcome 2: All places are shared, safe, inclusive and welcoming for everyone

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
2.1 Number of flags removed by PSNI	Negotiated: Urban 1,653, Rural 1,459 Seized: Urban 0, Rural 17 Prosecutions: Urban 0, Rural 1	Since 2005: Negotiated: Urban - Up from 592 Rural – Up from 893 Seized: Urban–Down from 111 Rural–Down from 62 Prosecutions: Urban-Down from 5 Rural-Up from 0	Police Service of Northern Ireland	Jan-Nov 2006
2.2 (a) % of people who felt intimidated by republican/loyalist murals, kerb-paintings or flags in the last year	Republican 23% Loyalist 25%	Republican – Significant increase from 17% in 2000 Loyalist – No significant change since 2000	Northern Ireland Life and Times Survey	2005
2.2 (b) % of people who felt annoyed by republican/loyalist murals, kerb-paintings or flags in the last year	Republican 41% Loyalist 43%	Republican – Significant increase from 31% in 2004 Loyalist – Significant increase from 36% in 2004	Northern Ireland Life and Times Survey	2005
2.3 % of people who think republican/loyalist flag flying happens more than it did five years ago	Republican 24% Loyalist 33%	n/a	Northern Ireland Life and Times Survey	2005
2.4 % of parades that are contentious	Contentious parades 7%	Contentious parades – slight increase from 6% in 2002/03.	Parades Commission	2004/05

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
2.5 Number of parades: (i) re-routed; (ii) with other conditions imposed; (iii) at which disorder occurred.	(i) re-routed 44 (ii) with other conditions imposed 99 (iii) at which disorder occurred 34	(i) re-routed – down from 114 in 1999 to 29 in 2004 but up in 2005 (44) (ii) with conditions imposed – up from 7 in 1996 (iii) at which disorder occurred – up from 15 in 1996	Police Service of Northern Ireland	2005
2.6 Number of visitors to Northern Ireland	Total visitors 2,093,000 Holiday visitors 405,000	Total visitors – up from 1,294,000 in 1994 Holiday visitors – up from 263,000 in 1997	Northern Ireland Tourist Board	2004
2.7 % of people who see town centres as safe and welcoming places for people of all walks of life	69% scored this 5 or less indicating this target had not been achieved (where 1=Definitely not achieved and 10=Definitely achieved)	n/a	Northern Ireland Life and Times Survey	2005
2.8 % of people who see their main shopping area as a “neutral” space	‘Always or most of the time’ = 86%	No significant change since 2004.	Northern Ireland Life and Times Survey	2005
2.9 % of people who believe that it is right that other EU citizens are free to live and work in Northern Ireland	Very welcome 50% Fairly welcome = 26%	‘Very welcome’ – significant increase from 30% in 2002. ‘Fairly welcome’ – significant decrease from 33% in 2002. Overall, significant increase in total reporting ‘welcome’	Northern Ireland Life and Times Survey	2005

Priority outcome 3: Positive and harmonious relationships exist between communities at interface areas

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
3.1 Number of deaths per annum due to security situation	5	Down from 55 in 1998.	Central Statistics Unit, Police Service of Northern Ireland	2005
3.2 Number of casualties per annum as a result of paramilitary style shootings	(i) Total 85 (ii) Loyalist groups 74 (iii) Republican groups 11	(i) Total – Down from 186 in 2001. (ii) Loyalist groups – Down from 121 in 2001. (iii) Republican groups – Down from 65 in 2001.	Central Statistics Unit, Police Service of Northern Ireland	2005
3.3 Number of casualties per annum as a result of paramilitary style assaults	(i) Total 89 (ii) Loyalist groups 60 (iii) Republican groups 29	(i) Total – Down from 302 in 1996. (ii) Loyalist groups – Down from 130 in 1996. (iii) Republican groups – Down from 172 in 1996.	Central Statistics Unit, Police Service of Northern Ireland	2005
3.4 Number of security related incidents	(i) Shooting 167 (ii) Bombing 83 (iii) Incendiaries 9	(i) Shooting - Down from 355 in 2001. (ii) Bombing – Down from 349 in 2001. (iii) Incendiaries – Down from 21 in 2004.	Central Statistics Unit, Police Service of Northern Ireland	2005

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
3.5 Number of criminal damage offences with a hate motivation	(i) Racial 351 (ii) Homophobic 40 (iii) Sectarian 677 (iv) Religion 29 (v) Disability 9	(i) Racial – Up from 322 in 2004/05. (ii) Homophobic – Up from 31 in 2004/05. (iii) Sectarian – n/a (iv) Religion – n/a (v) Disability – n/a	Central Statistics Unit, Police Service of Northern Ireland	2005/06
3.6 Intimidation through physical damage to a building or graffiti by type	These figures will not be available until 2007.	n/a	Northern Ireland Housing Executive	2006/07
3.7 Number of Peace Lines	37 erected since 1969	n/a	Northern Ireland Office	2006
3.8 % of young people who worry about being threatened by paramilitaries	38%	Significant decrease from 53% in 2000	Young Persons Behaviour and Attitude Survey	2003
3.9 % of young people who worry about being assaulted due to religion, race or skin colour	27%	n/a	Young Persons Behaviour and Attitude Survey	2003

Priority Outcome 4: Increased sharing in education

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
4.1 Proportion of pupils enrolled in Catholic managed schools who are Protestant	0.6%	Level	Annual School Census, Department of Education	2005/06
4.2 Proportion of pupils enrolled in Controlled schools who are Catholic	4.8%	Level	Annual School Census, Department of Education	2005/06
4.3 Of pupils enrolled at grant-aided schools, the proportion enrolled at integrated schools	5.5%	Increase of 1 percentage point between 2001/02 and 2005/06	Annual School Census, Department of Education	2005/06
4.4 Number and proportion of first preference applications to post-primary integrated schools that do not result in admissions	313 (16%)	Down from 530 (26%) in 2003/04	Education and Library Board Intake Data, Department of Education	2005/06
4.5 Proportion of people who would send their children to mixed schools	61%	No significant change since 1998	Northern Ireland Life and Times Survey	2005

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
4.6 Proportion of people who believe government encourages sharing of facilities by schools of different religions	54% scored this 6 or more indicating people believe that the government has gone some way towards achieving this target (where 1=Definitely not achieved and 10=Definitely achieved)	n/a	Northern Ireland Life and Times Survey	2005
4.7 Proportion of people who believe government is actively encouraging integrated schools	57% scored this 6 or more indicating people believe that the government has gone some way towards achieving this target (where 1=Definitely not achieved and 10=Definitely achieved)	n/a	Northern Ireland Life and Times Survey	2005
4.8 Proportion of pupils with English as an additional language	0.8%	Very slight increase from 0.5% in 2001/02.	Annual School Census, Department of Education	2005/06
4.9 Proportion of enrolments from minority ethnic pupils	1.6%	Very slight increase from 1.0% in 2001/02.	Annual School Census, Department of Education	2005/06
4.10 Proportion of children bullied due to race or colour (occasionally or frequently)	Primary: Girls 7.2%; Boys 8.6% Post-primary: Girls 4.0%; Boys 5.1%	n/a	'Bullying in Schools: A Northern Ireland Study', Dept of Education	2002
Indicator 4.11 Proportion of schools delivering citizenship studies on a joint basis with another school with good relations element.	These figures are currently being collected and are unlikely to be available before 2007.		Annual Education and Library Board return, Department of Employment and Learning	2007

Priority outcome 5: Northern Ireland is a community where people of all backgrounds work, live, learn and play together

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
5.1 Proportion of people living in segregated areas (that is, 90% or more of one community background)	44% of all Catholics live in Catholic areas 30% of all Protestants live in Protestant areas. 37% of Census Output Areas are segregated.	n/a	Census of Population	2001
5.2 Number of housing executive transfer requests due to: (i)intimidation (ii)fear without violence	(i) Intimidation 63 (ii) Fear without violence 1	n/a	Northern Ireland Housing Executive	2005/06
5.3 Number of homes purchased by the NIHE because of sectarian intimidation of the occupants (SPED)	(i) Number of houses purchased and cost; 69 (£9.88m) (ii)Number of applications 120	(i) No. of houses purchased (cost) – Down from 385 (£43.75m) in 2003/04 (ii)No. of applications – Down from 689 in 2002/03	Northern Ireland Housing Executive	2005/06
5.4 Number (and cost) of houses protected under the Protection of Private Property Initiative (POPPI)	37 (£47,455)	Down from 228 (£249,410) in 2002/03	Northern Ireland Housing Executive	2005/06

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
5.5 % of children (age 16) who think relations between Protestants and Catholics are better than they were five years ago	43%	No significant change since 2003	Northern Ireland Life and Times Survey	2005
5.6 % of adults who think relations between Protestants and Catholics are better than they were five years ago	52%	Increased significantly from 28% in 2001	Northern Ireland Life and Times Survey	2005
5.7 % who would prefer to live in a mixed neighbourhood	79%	Increased significantly from 66% in 2001	Northern Ireland Life and Times Survey	2005
5.8 % who would accept minority ethnic people as residents in their area	83%	n/a	Northern Ireland Life and Times Survey	2005
5.9 % who would define the neighbourhood where they live as a 'neutral' space	71%	No significant change since 2004	Northern Ireland Life and Times Survey	2005

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
5.10 % of people who define their local shops as a “neutral space”.	77%	Decreased significantly from 84% in 2004	Northern Ireland Life and Times Survey	2005
5.11 % of people in favour of greater mixing in sports/leisure activities	86%	n/a	Northern Ireland Life and Times Survey	2005
5.12 % of mixed marriages	Census: 5.6%	n/a	Census of Population	2001
5.13 (i) % of people who would mind if a close relative married someone of a different religion	26%	No significant change since 1996	Northern Ireland Life and Times Survey	2005
5.13(ii) % who think other people would mind if a close relative married someone of a different religion	64%	Increased significantly from 51% in 1998	Northern Ireland Life and Times Survey	2005
5.14 % of people who would accept minority ethnic people as relatives by marrying a member of their family	75%	n/a	Northern Ireland Life and Times Survey	2005
5.15 % of people who have friends of the same religion ('all' or 'most' friends)	63%	n/a	Northern Ireland Life and Times Survey	2005

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
5.16 % of people who believe that better relations will come about through more mixing	55%	n/a	Northern Ireland Life and Times Survey	2005
5.17 % of people who believe that the government is actively encouraging shared communities	48% scored this 5 or less indicating this target had not yet been achieved (where 1=Definitely not achieved and 10=Definitely achieved)	n/a	Northern Ireland Life and Times Survey	2005

Priority outcome 6 : All workplaces are safe and shared

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
6.1 Number of applications to industrial tribunal on grounds of disability or racial discrimination; Number of Fair Employment Tribunals	Disability discrimination 153 Racial discrimination 88 Fair employment 375	Disability discrimination – Down from 209 in 2002/03 Racial discrimination – Down from 137 in 2003/04 Fair Employment – Down from 562 in 2001/02	Office of the Industrial Tribunals and Fair Employment Tribunal	2004/05
6.2 Composition of PSNI in terms of Protestant/Catholic and minority ethnic people (where community background could be determined)	All PSNI (including full and part-time reserves): Protestant 87.7% Catholic 12.3%	All PSNI (including full and part-time reserves): Protestant – Down from 91.6% in 2000. Catholic – Up from 8.4% in 2000.	Equality Commission NI Monitoring Reports.	2004
	PSNI (excluding full and part-time reserves): Protestant 80.5% Catholic 19.5% Minority ethnic 0.27%	PSNI (excluding full and part-time reserves): Protestant – Down from 91.6% in 1997 Catholic – Up from 8.4% in 1997 Minority ethnic – No real change since 2001 (0.26%)	Police Service of Northern Ireland	2006
6.3 Proportion of people who prefer to work in a mixed religion workplace	88%	Significant increase from 83% in 2003	Northern Ireland Life and Times Survey	2005

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
6.4 Proportion of people who would define their workplace as a “neutral space”	58%	No change since 2004	Northern Ireland Life and Times Survey	2005
6.5 Proportion of people who would avoid work in a mainly Catholic area when applying for a job.	Protestants 36% No religion 19%	Protestants – No significant change from 2003 No religion – No significant change from 2003	Northern Ireland Life and Times Survey	2005
6.6 Proportion of persons who would avoid work in a mainly Protestant area when applying for a job	Catholics 37% No religion 10%	Catholics – No significant change from 2003 No religion – Significant decrease (14% in 2003)	Northern Ireland Life and Times Survey	2005
6.7 % of people who would accept a minority ethnic person as a work colleague	88%	n/a	Northern Ireland Life and Times Survey	2005

Priority outcome 7: Minority ethnic people participate in public, political, and economic life

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
7.1 Proportion of people registered to vote	Minority ethnic 40% All people 90%	n/a	Research commissioned by Electoral Commission	2006
7.2 Public appointments: (i) % of applications for public appointments from minority ethnic people (ii) % of appointments made to minority ethnic people	Applications 0.5% (7) Appointments 0.4% (3)	Applications – Down from 3.6% in 2001/02 Appointments – Down from 1.1% in 2001/02	Public Appointments Annual Reports, Office of the First Minister and Deputy First Minister	2005/06
7.3 Proportion of people who think minority ethnic people participate ‘a little’ or ‘a lot’ in public life	(i) School Governors 21% (ii) Politicians 30% (iii) Prominent business people 65% (iv) Church or faith leaders 59% (v) Media commentators 51%	n/a	Northern Ireland Life and Times Survey	2005
7.4 Proportion of people who believe organisations and leaders in public life should encourage members of minority ethnic communities to participate in public life.	Strongly agree or agree 75%	n/a	Northern Ireland Life and Times Survey	2005

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
7.5 (i) Proportion of pupils with 2+ A Levels	All pupils: 44% Minority ethnic pupils: 53%	All pupils: Up Minority ethnic pupils: Up but down from 61.5% in 2003/04	School Leavers Survey	2004/05
7.5 (ii) Proportion of pupils with 5+ GCSE's with grades A* to C.	All pupils: 63% Minority ethnic pupils: 69%	All pupils: Up Minority ethnic pupils: Up but down slightly from 70.5% in 2003/04	School Leavers Survey	2004/05
7.5 (iii) Proportion of pupils with no GCSE qualifications	All pupils: 5% Minority ethnic pupils: 6.4%	All pupils: Down Minority ethnic pupils: Fluctuating but down from 11.5% in 2003/04	School Leavers Survey	2004/05
7.6 Proportion of people who are economically active.	All people 70% Irish Travellers 38% Other minority ethnic people 64%	n/a	Census of Population	2001
7.7 Proportion of people who are unemployed.	All people 6.6% Irish Travellers 27% Other minority ethnic people 6.7%	n/a	Census of Population	2001
7.8 Proportion of people who are economically inactive	All people 30% Irish Travellers 63% Other minority ethnic people 36%	n/a	Census of Population	2001
7.9 Proportion of people who are in "Managerial" or "Professional" occupations.	All people 26% Irish Travellers 17% Other minority ethnic people 50%	n/a	Census of Population	2001
7.10 Proportion of school leavers going into higher or further education	All pupils 66% Minority ethnic pupils 76%	All pupils – Up from 60% in 1999/00 Minority ethnic pupils – Up from 61% in 1999/00	School Leavers Survey	2004/05

Priority outcome 8: Minority ethnic people will benefit from equality in health and welfare

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
8.1 Standardised illness rates for persons reporting a limiting long standing illness	All persons 100 Irish Travellers 163 Other minority ethnic people 78	n/a	Census of Population	2001
8.2 Standardised illness ratios for persons reporting good general health	All persons 100 Irish Travellers 81 Other minority ethnic people 100	n/a	Census of Population	2001

Priority outcome 9: Northern Ireland is a place where cultural diversity is embraced, respected and valued

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
9.1 Proportion who understand the Catholic community's culture and traditions 'a little' or 'a lot'	Protestants – 82% No religion – 81%	n/a	Northern Ireland Life and Times Survey	2005
9.2 Proportion who understand the Protestant community's culture and traditions 'a little' or 'a lot'	Catholics – 82% No religion – 88%	n/a	Northern Ireland Life and Times Survey	2005
9.3 Proportion who respect the Catholic community's culture and traditions 'a little' or 'a lot'.	Protestants – 87% No religion – 79%	n/a	Northern Ireland Life and Times Survey	2005
9.4 Proportion who respect the Protestant community's culture and traditions 'a little' or 'a lot'.	Catholics – 92% No religion – 83%	n/a	Northern Ireland Life and Times Survey	2005

Indicator	Baseline figure	General historic trend	Data source	Year of baseline data
9.5 Proportion who believe that schools in Northern Ireland are effective at preparing pupils for life in a diverse society	54% scored this 5 or less indicating this target had not yet been achieved (where 1=Definitely not achieved and 10=Definitely achieved)	n/a	Northern Ireland Life and Times Survey	2005
9.6 Proportion who believe that schools are effective at encouraging understanding of the complexity of our history	55% scored this 5 or less indicating this target had not yet been achieved (where 1=Definitely not achieved and 10=Definitely achieved)	n/a	Northern Ireland Life and Times Survey	2005
9.7 Proportion who know quite a bit about the culture of some minority ethnic communities living in Northern Ireland	'Agree' or 'Strongly agree' 17%	n/a	Northern Ireland Life and Times Survey	2005
9.8 & 9.9 Proportion of people who believe minority ethnic communities/culture of Irish Travellers are less respected than they once were ('agree' or 'strongly agree')	Minority ethnic communities 49% Irish Travellers 12%	n/a	Northern Ireland Life and Times Survey	2005

BASELINE DATA FOR INDICATORS

Detailed information on each of the indicators is presented in this section under each priority outcome. The baseline position and historic data (where available) are provided in the form of tables and graphs. Commentary in relation to each indicator has also been included.

Priority Outcome 1: Northern Ireland society is free from racism, sectarianism and prejudice

Link to aims and objectives:

A Shared Future objectives:

- (A)** eliminate sectarianism, racism and all forms of prejudice to enable people to live and work without fear or intimidation;
- (B)** Reduce tension and conflict at interface areas;
- (C)** Facilitate the development of a shared community where people wish to learn, live, work and play together;
- (E)** Protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- (F)** Shape policies, practices and institutions to enable trust and good relations to grow;
- (J)** Support and learn from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis;
- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Racial Equality Strategy shared aims:

1. Elimination of racial inequality – to eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life including public life for people of different ethnic backgrounds in Northern Ireland;
2. Equal protection – to combat racism and provide effective protection and redress against racism and racist crime;
3. Equality of service provision – to ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services;

4. Participation – To increase participation and sense of ‘belonging’ of people from minority ethnic backgrounds in public, political, economic, social and cultural life.

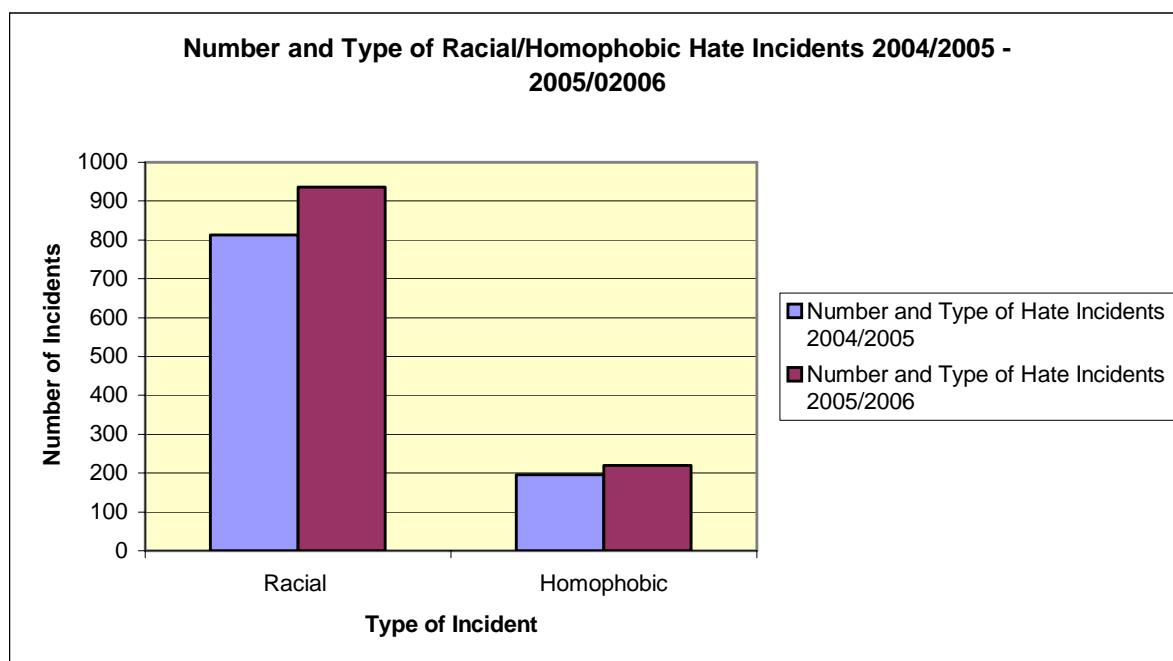
Indicator 1.1(a) Number and type of racial/homophobic incidents and crimes recorded

	2004/05		2005/06	
	Racial	Homophobic	Racial	Homophobic
Total Number of Incidents	813	196	936	220
Total Number of Crimes	634	151	746	148
- Violent Crime	269 (42%)	113 (75%)	341(46%)	101(68%)
- Criminal Damage	322 (51%)	31(21%)	351(47%)	40 (27%)
- All Other Crime	43 (7%)	7 (5%)	54(7%)	7 (5%)

Source: PSNI

Notes:

1. Definition of 'incident' is any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.
2. Please note that incidents can contain one or more crimes and therefore it is possible for the number of crimes to be greater than the number of incidents.
3. Violent crimes include murder, manslaughter, attempted murder, threat or conspiracy to murder, all woundings/assaults, intimidation/harassment, robbery and other violent crime. 'All Other Crimes' include burglary, theft and all notifiable offences.



- During 2005/06 there were 936 racial incidents recorded, an increase of 123 (15%) compared to the previous year.
- There were 746 racially motivated crimes recorded during 2005/06, 18% higher than the previous year's figure of 634. In 2005/06, forty-six percent of racially motivated crimes were violent.
- In 2005/06 there were 220 homophobic incidents recorded, an increase of 12% on the previous year.
- The number of crimes with a homophobic motivation decreased very slightly by less than 2%, from 151 in 2004/05 to 148 in 2005/06.

Indicator 1.1(b)
Number of incidents and crimes recorded motivated by
sectarianism/religion or disability.

	2005/06		
	Sectarian	Religion	Disability
Incidents	1,701	70	70
Crimes	1,470	78	38
- Violent Crime	700 (48%)	45 (58%)	24 (63%)
- Criminal Damage	677 (46%)	29 (37%)	9 (24%)
- All Other Crime	93 (6%)	4 (5%)	5 (13%)

Source: PSNI

Notes:

1. Definition of 'incident' is any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.

2. Please note that incidents can contain one or more crimes and therefore it is possible for the number of crimes to be greater than the number of incidents.

3. Violent crimes include murder, manslaughter, attempted murder, threat or conspiracy to murder, all woundings/assaults, intimidation/harassment, robbery and other violent crime. 'All Other Crimes' include burglary, theft and all notifiable offences.

4. A faith/religion incident is defined as 'any incident which is perceived to be based upon prejudice toward or hatred of the faith of the victim or so perceived by the victim or any other person.

5. A sectarian incident, whilst not clearly defined is a term almost exclusively used in incidents of bigoted dislike or hatred of members of a different religious or political group. In the NI context an individual group must be perceived to be Catholic/Protestant, Nationalist/Unionist or Loyalist/Republican.

Hate crimes with a sectarian, religion or disability motivation were recorded for the first time in 2005/06.

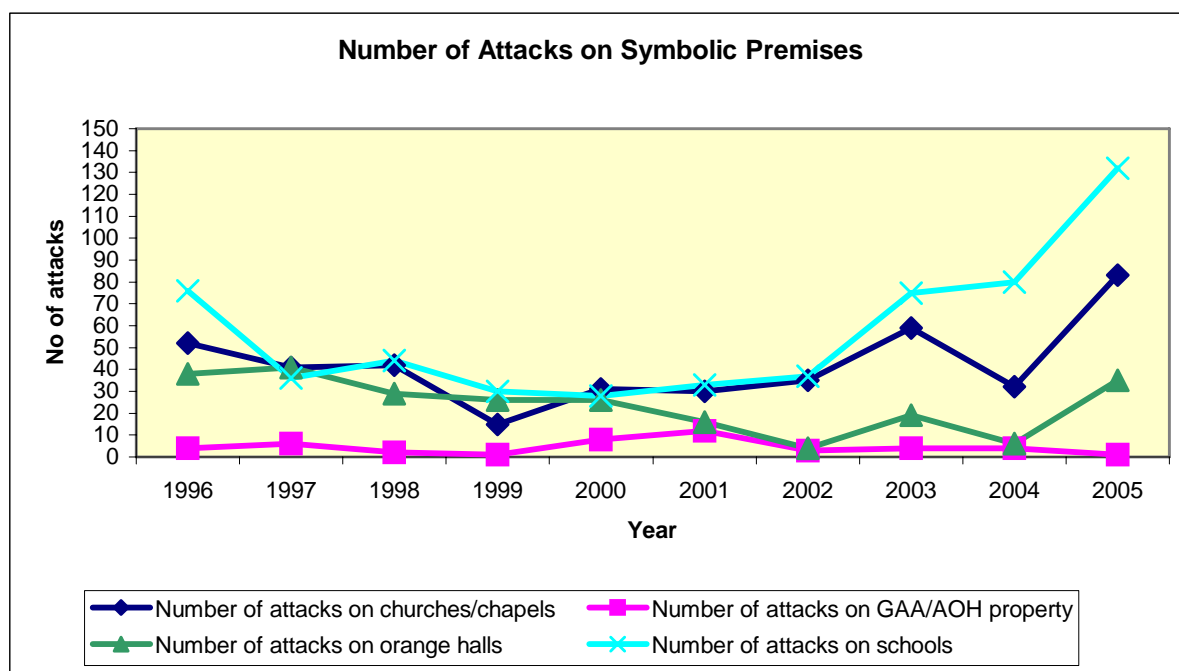
- There were 1,701 incidents and 1,470 crimes with a sectarian motivation recorded during the period 2005/06. Forty-eight percent of these crimes were violent.
- During the same period 70 incidents and 78 crimes motivated by religion were recorded. Fifty-eight percent of these crimes were classified as being violent.
- There were 70 incidents and 38 crimes recorded as having been motivated by disability. Sixty-three percent of these crimes were classified as violent.

Indicator 1.2 Number of attacks on symbolic premises

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Number of attacks on churches/chapels	52	41	42	15	31	30	35	59	32	83
Number of attacks on GAA/AOH property	4	6	2	1	8	12	3	4	4	1
Number of attacks on orange halls	38	41	29	26	26	16	4	19	6	35
Number of attacks on schools	76	36	44	30	28	33	37	75	80	132

Source: PSNI

Notes: GAA: Gaelic Athletic Association
AOH: Ancient Order of Hibernians



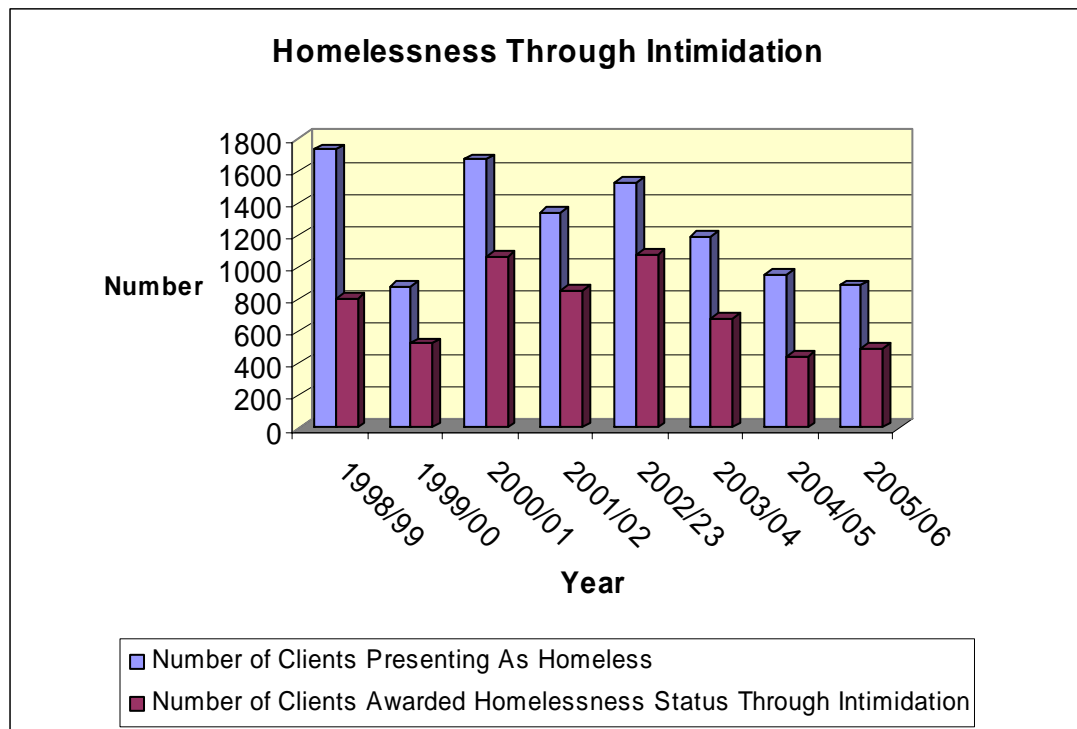
- The number of attacks on churches/chapels steadily declined during the period 1996 (52) to 1999 (15). Since then, there has been an upward trend in the number of attacks on churches/chapels, with a sharp increase in the number of attacks recorded during 2005 from 32 to 83.
- With the exception of 2001, when 12 attacks were recorded, the number of attacks on GAA/AOH premises has been in single figures during the period 1996 to 2005. One attack was recorded during 2005.
- There has been a general downward trend in the number of attacks on Orange Halls during the period 1997 (41) to 2004 (6). There was however, an increase in the number of attacks in 2005 (35), compared to 2004 (6).
- There was a general downward trend in the number of attacks on schools during the period 1996 (76) to 2000 (28). Since 2001 however, the number of attacks have increased from 33 attacks in 2001 to 132 attacks in 2005 (an increase of 300%).

Indicator 1.3 (i) Number of NIHE clients presented as homeless due to intimidation

Indicator 1.3 (ii) Number of NIHE clients awarded homeless status through intimidation

	Number of clients presenting as homeless through intimidation	Number of clients awarded homelessness status through intimidation
1998/99	1,736	807 (46%)
1999/00	8,77	524 (60%)
2000/01	1,675	1,071 (64%)
2001/02	1,348	853 (63%)
2002/03	1,530	1,077 (70%)
2003/04	1,190	685 (58%)
2004/05	959	447 (47%)
2005/06	888	494 (56%)

Source: Northern Ireland Housing Executive



- The number of people presenting as homeless due to intimidation has steadily decreased since 2002/03, when 1,530 people presented as homeless.
- During the period 2005/06, 888 people presented as homeless to the NIHE due to intimidation, a decrease of 42% since 2002/03.

- The number of people awarded homelessness status as a result of intimidation has steadily decreased since 2002/03, when 1,077 people were awarded homeless status.
- During the period 2005/06, 494 NIHE clients were awarded homeless status through intimidation.
- The proportion of clients who are awarded homelessness status due to intimidation has decreased from a peak of 70% in 2002/03. The percentage of applications that resulted in clients being awarded homelessness status following intimidation was 56% in 2005/06.

Notes:

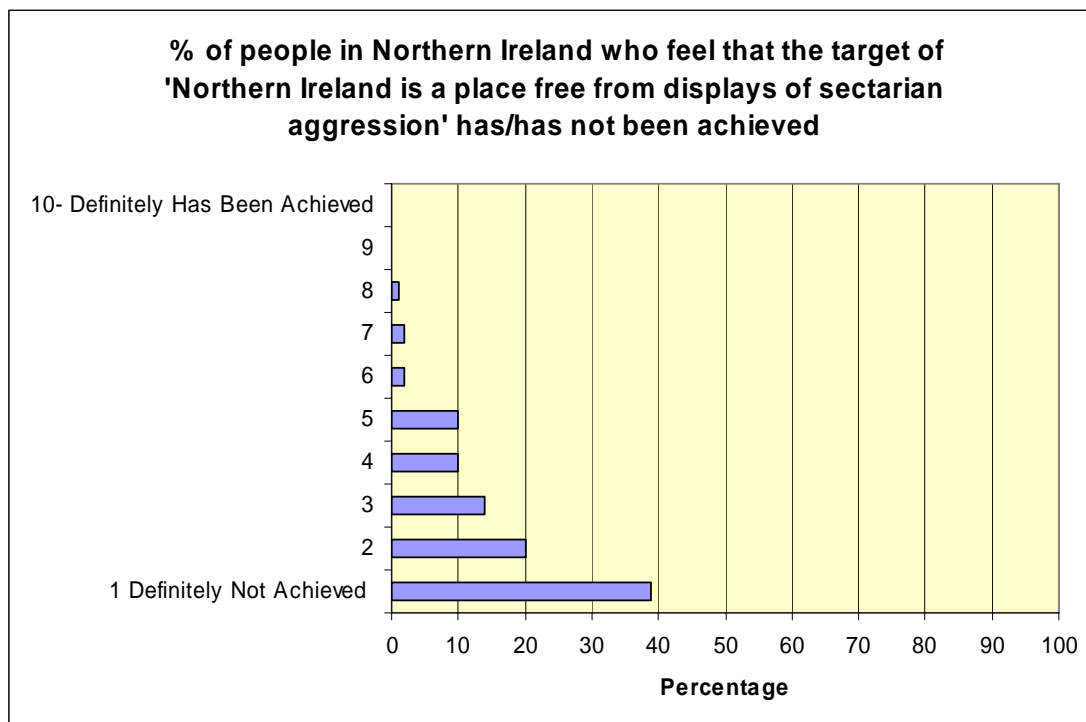
From June 2006, NIHE will be collecting data on the motivation of the intimidation of those who present as homeless. Figures will be available from June 2007 on the number of clients presenting as homeless because of sectarian, racial or homophobic intimidation and intimidation motivated by disability.

Indicator 1.4 Percentage of people who believe Northern Ireland is a place free from display of sectarian aggression.

% of people who think “Northern Ireland is a place free from displays of sectarian aggression.”

Definitely Not Achieved▶								Definitely Has Been Achieved
Score of 1	Score of 2	Score of 3	Score of 4	Score of 5	Score of 6	Score of 7	Score of 8	Score of 9	Score of 10
39%	20%	14%	10%	10%	2%	2%	1%	0%	0%

Source: Northern Ireland Life and Times Survey 2005
 Respondents were asked to score achievement of this government target on a scale of 1 to 10. (1= Definitely not achieved, 10 = Definitely achieved)



- 39% of people feel that the target of “Northern Ireland is a place free from displays of sectarian aggression” definitely has not been achieved.
- 93% of people gave this target a score of 5 or less, indicating that the majority believe it has generally not been achieved.

Indicator 1.5(i) Proportion of people who believe there is more/less racial prejudice in Northern Ireland compared to five years ago

	1994 (%)
More now	12
Less now	19
About the same	63
Other answer	1
Don't know	4
Not answered	1

Source: Northern Ireland Social Attitudes Survey 1994

	2005 (%)
More now	68
Less now	6
About the same	19
Don't know	7

Source: Northern Ireland Life and Times Survey 2005

Indicator 1.5(ii) Proportion of people who believe there will be more/less racial prejudice in Northern Ireland in five years time compared to now

	1994 (%)
More now	11
Less now	18
About the same	66
Other answer	1
Don't know	4
Not answered	1

Source: Northern Ireland Social Attitudes Survey 1994

	2005 (%)
More In 5 Years Time	43
Less	17
About the same	25
Don't know	16
Other	1

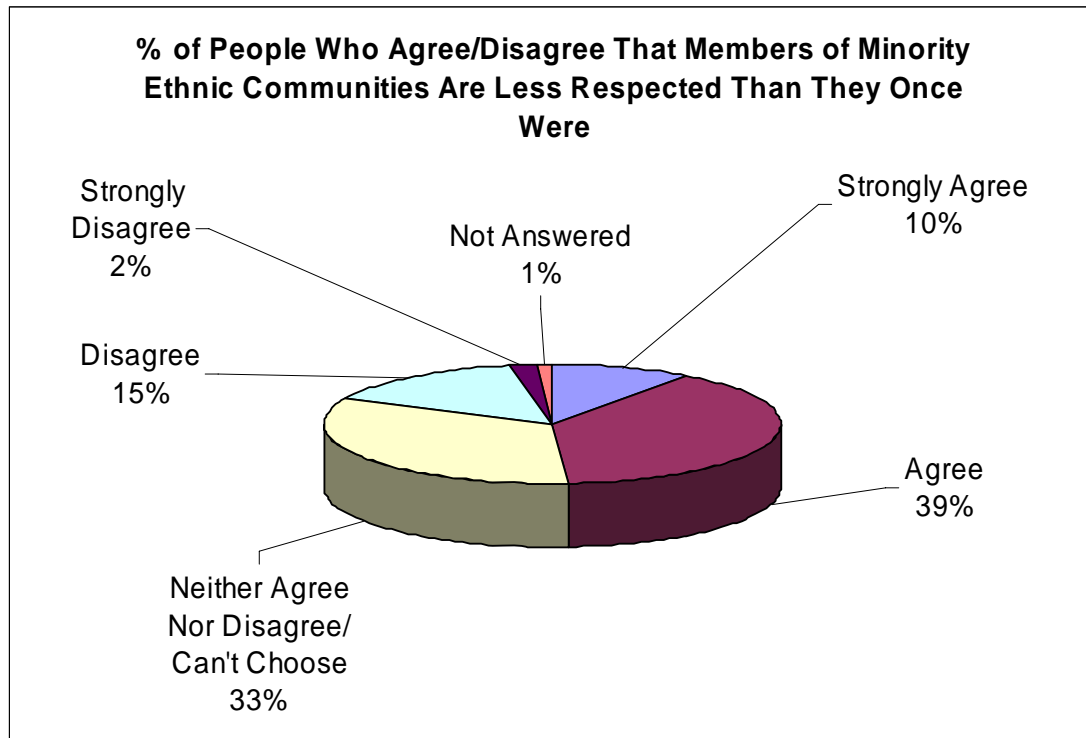
Source: Northern Ireland Life and Times Survey 2005

- In 2005, 68% of people believed there was generally more racial prejudice in Northern Ireland compared to five years ago. (NILT)
- This compares to 12% of people believing there was more racial prejudice in Northern Ireland compared to five years ago when the question was asked in the Northern Ireland Social Attitude Survey in 1994.

- In 2005, 43% of people felt that there will be more racial prejudice in Northern Ireland in 5 years time and 25% of people felt the level of racial prejudice in Northern Ireland will be about the same as it is now.
- When the question was asked in 1994, only 11% of people believed there would be more racial prejudice in five years time and 66% believed there would be about the same.

Indicator 1.6 Proportion of people who believe that people from minority ethnic communities are less respected in Northern Ireland than they once were

“How much do you agree or disagree with the following statement: People from minority ethnic communities are less respected in Northern Ireland than they once were.”



Source: Northern Ireland Life and Times Survey 2005

- In 2005, almost half of respondents (49%) either strongly agreed or agreed that members of minority ethnic communities are less respected than they once were.

Indicator 1.7 Percentage of people who are prejudiced against people of minority ethnic communities

“Are you prejudiced against people of other races?”

	1994 (%)
Very prejudiced	1
A little prejudiced	10
Not prejudiced at all	88
Other answer	0
Don't know	0
Not answered	1

Source: Northern Ireland Social Attitudes Survey 1994

“Are you prejudiced against people of minority ethnic communities?”

	2005 (%)
Very prejudiced	1
A little prejudiced	24
Not prejudiced at all	73
Other answer	0
Don't know	1

Source: Northern Ireland Life and Times Survey 2005

- In 2005, 1% of people described themselves as ‘very prejudiced’ and 24% of people described themselves as ‘a little prejudiced’ against people from minority ethnic communities.
- In 1994 the wording of the question was slightly different in the Northern Ireland Social Attitudes Survey – ‘*Are you prejudice against people of other races*’ compared to ‘*Are you prejudiced against people from minority ethnic communities*’ in 2005. In 1994, only 10% of people described themselves as ‘a little’ prejudiced and 1% as ‘very prejudiced’.

Priority outcome 2: All places are shared, safe, inclusive and welcoming for everyone

Links to aims and objectives:

A Shared Future objectives

- (E)** Protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- (G)** Shape policies, practices and institutions to enable trust and good relations to grow;
- (L)** Encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart;

Racial Equality Strategy shared aims

2. Equal protection – to combat racism and provide effective protection and redress against racism and racist crime;
6. Capacity building – to build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level and to help minority ethnic people to fulfil the Government’s aim of a shared future for Northern Ireland.

The Office of the First Minister and Deputy First Minister commissioned Dr Dominic Bryan & Dr Clifford Stevenson to conduct research on the incidence of flag flying and display of other symbols such as murals and memorials. A database has been developed as part of the research to facilitate future monitoring. The findings will be published in January 2007 as this baseline report and complement the statistics detailed in this report.

Indicator 2.1 Number of flags removed by PSNI

	2005		2006	
	Urban	Rural	(Jan – Nov 2006)	(Jan – Nov 2006)
			Urban	Rural
Negotiated	592	893	1,653	1,459
Seized/Taken Down By Police	111	62	0	17
Prosecutions	5	0	0	1
Total	708	955	1,653	1,477

Source: PSNI

Notes: The definition of 'seized' relates to any flags taken down which are illegal flags and are not returned to the owner. There may be further investigation/inquiries about these flags that may result in prosecutions.

Other flags that are not illegal, may be 'taken down' and returned to the owner by police. For example, although the flag is not illegal it may be seen as being contentious or may cause offence.

- In urban areas in 2005, the removal of 592 flags was negotiated, 111 flags were either seized or taken down by police and there were 5 prosecutions relating to the flying of flags.
- Following the development of partnerships with statutory agencies, the police have negotiated the removal of 1,653 flags in urban areas between January and November 2006. No flags were seized and no prosecutions were made during this time.
- In rural areas in 2005, the removal of 893 flags was negotiated, 62 flags were seized by police and there were no prosecutions relating to the flying of flags.
- The removal of 1,459 flags was negotiated in rural areas between January and November 2006, 17 flags have been seized and there has been 1 prosecution.

Indicator 2.2 (a) Proportion of people who felt intimidated by republican/loyalist murals, kerb-paintings or flags in the last year

'Felt intimidated by republican murals, kerb paintings, or flags'

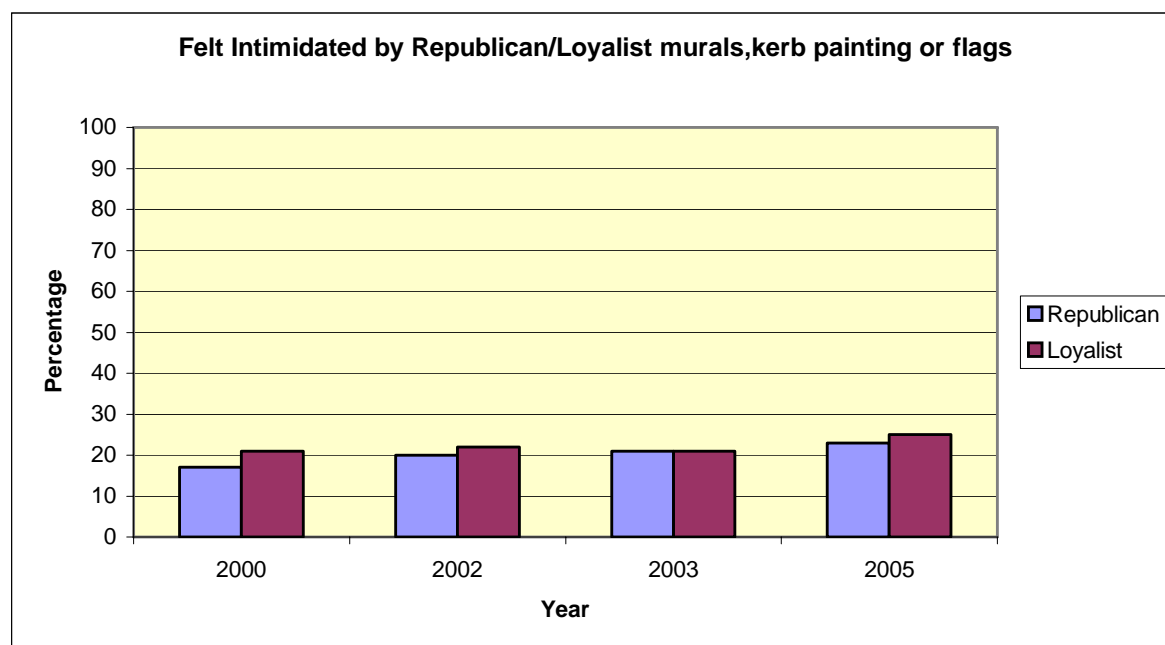
	2000	2002	2003	2005
	%	%	%	%
Yes	17	20	21	23
No	80	78	76	77
Other	2	1	1	0
Don't know	1	1	2	1

Source: Northern Ireland Life and Times Survey

'Felt intimidated by loyalist murals, kerb paintings, or flags'

	2000	2002	2003	2005
	%	%	%	%
Yes	21	22	21	25
No	77	75	76	74
Other	2	2	1	0
Don't know	1	1	2	1

Source: Northern Ireland Life and Times Survey



- The proportion of people who felt intimidated by republican murals, kerb painting or flags has risen significantly from 17% in 2000 to 23% in 2005.
- The proportion of people who felt intimidated by loyalist murals, kerb painting or flags has not changed significantly between 2000 and 2005.

Indicator 2.2 (b) Proportion of people who felt annoyed by republican/loyalist murals, kerb-paintings or flags in the last year

Felt annoyed by republican murals, kerb paintings, or flags

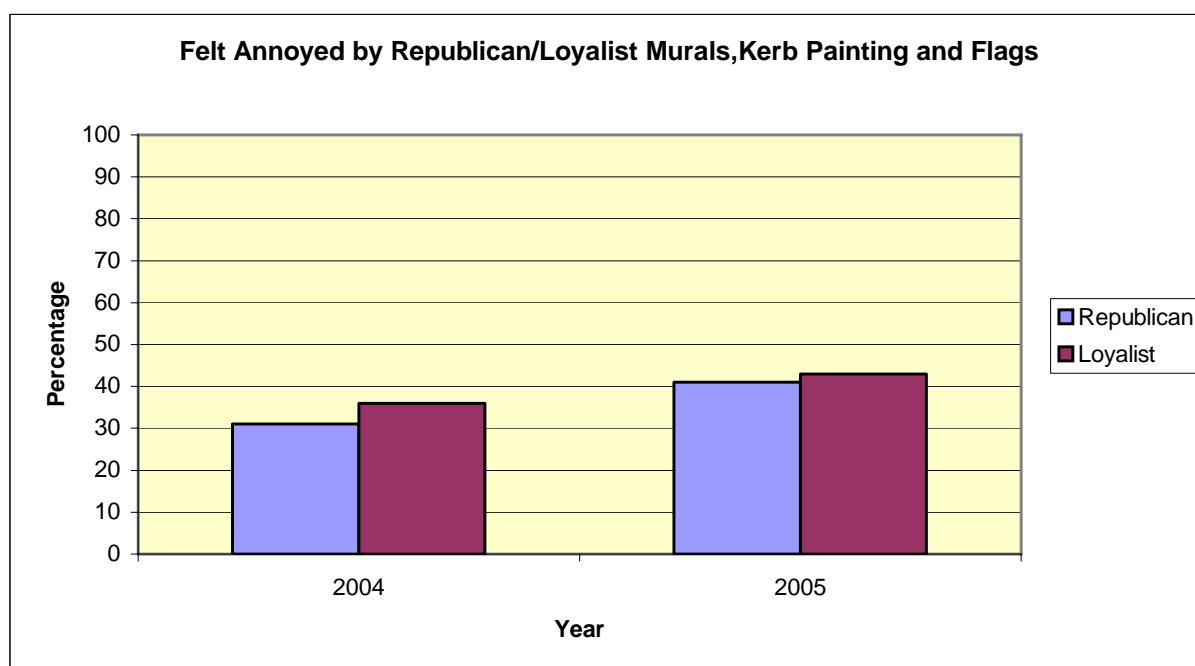
	2004	2005
	%	%
Yes	31	41
No	68	58
Other	1	0
Don't know	0	1

Source: Northern Ireland Life and Times Survey

Felt annoyed by loyalist murals, kerb paintings, or flags

	2004	2005
	%	%
Yes	36	43
No	64	56
Other	0	0
Don't know	0	0

Source: Northern Ireland Life and Times Survey



- Overall, the proportion of people who felt annoyed by republican murals, kerb painting or flags has increased significantly from 31% in 2004 to 41% in 2005.
- A significantly higher proportion of people felt annoyed (41%) than intimidated (23%) by republican symbols in 2005.
- In 2005, 28% of Catholics compared to 50% of Protestants felt annoyed by republican murals, kerb painting or flags.

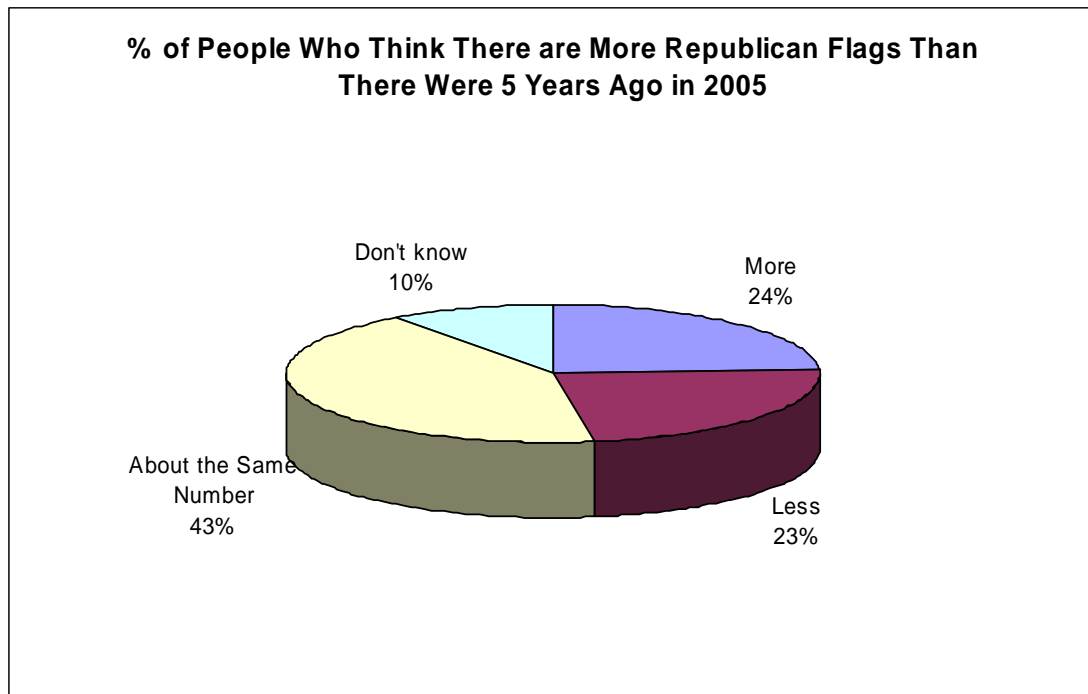
- The proportion of people who felt annoyed by loyalist murals, kerb painting or flags has increased significantly from 36% in 2004 to 43% in 2005.
- A higher proportion of people felt annoyed (43%) than intimidated (25%) by loyalist symbols in 2005. In 2005, 41% of Catholics and 44% of Protestants felt annoyed by these loyalist symbols.

Indicator 2.3 Proportion of people who think flag flying happens more than it did five years ago

% of people who think there are more republican/loyalist murals and flags on display these days than five years ago.

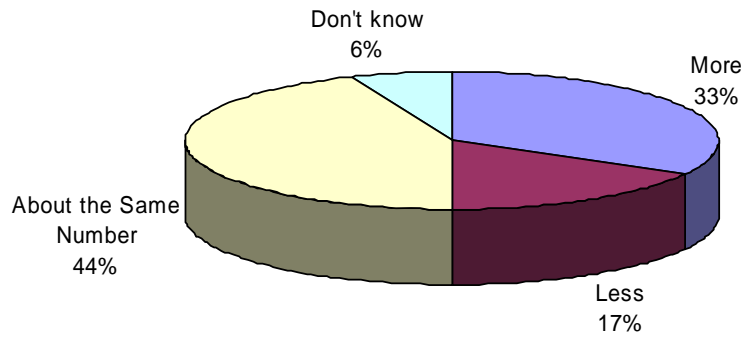
	Republican	Loyalist
	%	%
More	24	33
Less	23	17
About the Same Number	42	44
Other	0	0
Don't know	10	6

Source: Northern Ireland Life and Times Survey 2005



- Twenty-four percent of people feel there are more republican flags on display than there were 5 years ago (14% of Catholic respondents and 32% of Protestant respondents).

**% of People Who Think There Are More Loyalist Flags Than
There Were 5 Years Ago In 2005**



- A third of people feel there are more loyalist flags on display than there were 5 years ago (38% of Catholic respondents and 30% of Protestant respondents).

Indicator 2.4 Number of contentious parades as a percentage of parades notified by type

	Total Number of Parades Notified	Loyalist Parades	Nationalist Parades	Other Parades
2002/2003	3,280	2,516	149	615
2003/2004	3,124	2,296	126	702
2004/2005	3,342	2,525	195	621

Source: Parades Commission

Notes: All parades, with the exception of funerals and those of the Salvation Army are required to be notified to the police at least 28 days before the date of the parade. These are then forwarded to the Parades Commission.

- There were 3,342 parades notified to the Parades Commission in 2004/05, an increase of 7% on the previous year.
- Seventy-six percent of parades were loyalist in 2004/05.

	Contentious Parades	Contentious Loyalist Parades	Contentious Nationalist Parades
2002/03	191	178 (93%)	13(7%)
2003/04	231	213(92%)	18(8%)
2004/05	229	208(91%)	21(9%)

Source: Parades Commission

Notes: Contentious parades are those which are considered to raise some concerns and which are considered in more detail by the Parades Commission. In 2005, as in previous years, some 50 of these contentious parades were those notified by Portadown LOL District No 1. in relation to the Garvaghy Road.

- Seven percent of all 3,342 parades in 2004/05 were considered to be contentious. Ninety-one percent of contentious parades were loyalist and 9% were nationalist.

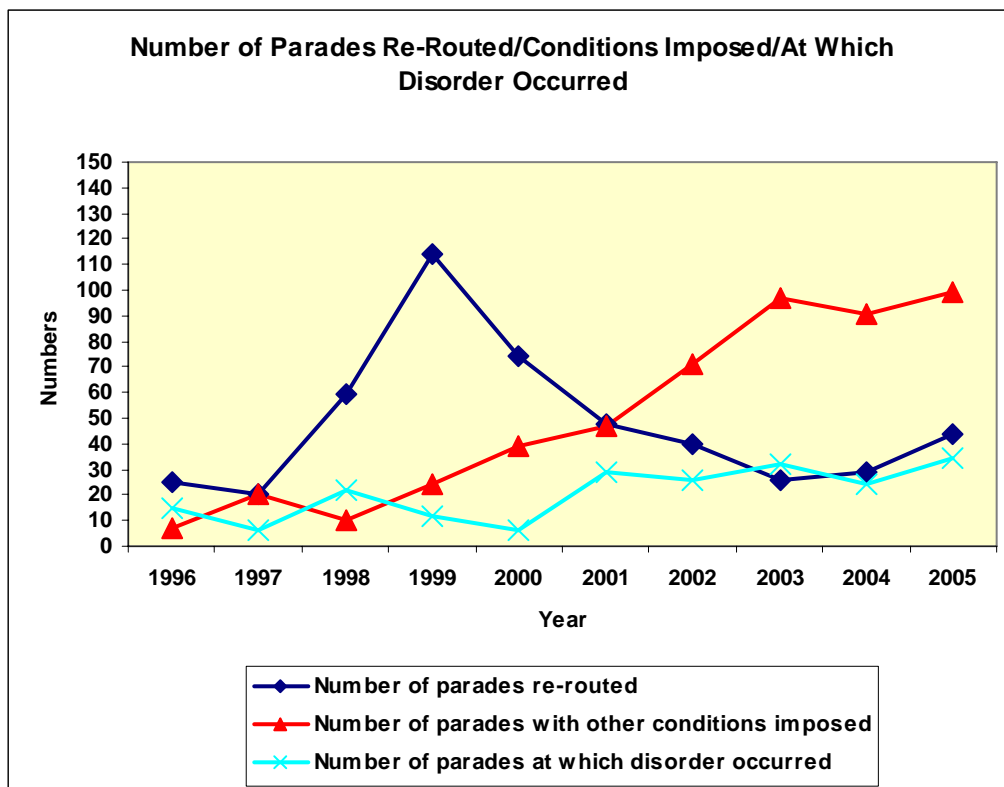
Indicator 2.5 Number of parades:

- (i) re-routed;
- (ii) with other conditions imposed;
- (iii) at which disorder occurred

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Number of parades re-routed	25	20	59	114	74	48	40	26	29	44
Number of parades with other conditions imposed*	7	20	10	24	39	47	71	97	91	99
Number of parades at which disorder occurred	15	6	22	12	6	29	26	32	24	34

Source: PSNI

* Notes: Restrictions placed on parades can include route, dress, music, timings and behaviour restrictions.



- Since the peak in 1999 of 114, there was a steady decline in the number of parades re-routed until 2003 when 26 were re-routed. This has increased slightly, to 44 in 2005.

- There has been a general upward trend in the 'number of parades with other conditions imposed', from 7 parades in 1996, to 99 parades in 2005.
- In 1997 and 2000 there was disorder at only 6 parades, but overall there has been an upward trend in the number of parades at which disorder occurred (from 15 in 1996 to 34 in 2005)

Indicator 2.6 Number of tourists visiting Northern Ireland per annum

Total number of visitors to Northern Ireland per annum.

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
(000's)	1,294	1,557	1,436	1,415	1,477	1,655	1,672	1,676	1,741	2,013	2,093

Source: Northern Ireland Tourist Board

Notes: A visitor is any person visiting - for any reason other than following an occupation remunerated from within the country - any country other than that in which he/she has his/her usual place of resident.

Tourists are defined as any visitors staying at least 24 hours in the country visited. Tourists can then be sub-divided into three groups: 'the holidaymaker', 'business people' and 'those visiting friends and relatives'. To these three categories is added a fourth – the home tourist – the Northern Ireland resident holidaying away from home but in his/her own country.

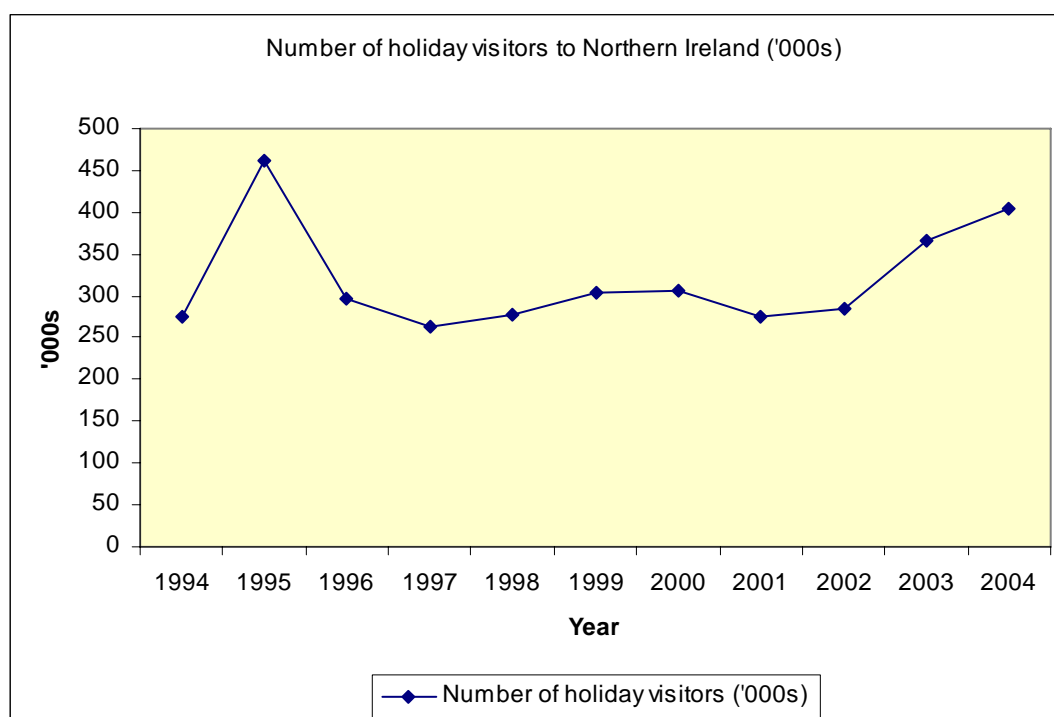
- The total number of visitors in 2004 was 2,093,000, an increase of 80,000 on the previous year.

Number of holiday visitors to Northern Ireland per annum.

	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Number of holiday visitors ('000s)	276	461	297	263	277	305	306	274	285	365	405

Source: Northern Ireland Tourist Board

Notes: Includes holidaymakers from outside Northern Ireland only, i.e. excludes domestic/home tourists.



- The number of holiday visitors to Northern Ireland peaked in 1995 at 461,000 (the year after the ceasefires). Since then the number has increased from 263,000 in 1997 to 405,000 in 2004.

Note: The Office of the First Minister and Deputy First Minister has commissioned research on the financial costs of a divided society in Northern Ireland. This will include a comparison of the tourism industry in Northern Ireland and the Republic of Ireland and an analysis of the potential loss from lack of tourism in Northern Ireland due to the conflict. This will complement the statistics detailed in this baseline report.

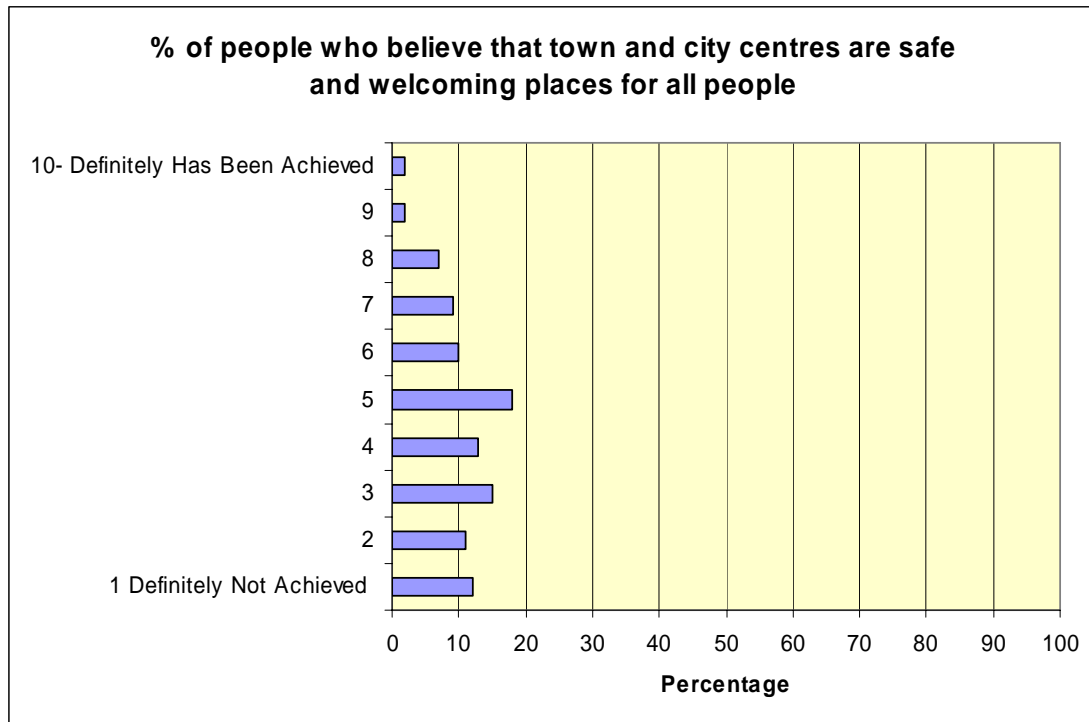
Indicator 2.7 Percentage of people who see their local town centre as safe and welcoming place for all

'% of people who see towns and city centres in Northern Ireland as safe and welcoming places for people of all walks of life'. (2005)

Respondents were asked to score achievement of this government target on a scale of 1 – 10. (1= Definitely not achieved, 10 = definitely achieved).

Definitely Not Achieved▶								Definitely Has Been Achieved
Score of 1	Score of 2	Score of 3	Score of 4	Score of 5	Score of 6	Score of 7	Score of 8	Score of 9	Score of 10
12%	11%	15%	13%	18%	10%	9%	7%	2%	2%

Source: Northern Ireland Life and Times Survey 2005



- Twelve percent of people felt that the target of “Towns and city centres in Northern Ireland are safe and welcoming places for people of all walks of life” definitely had not been achieved, whilst 2% felt it had definitely been achieved.
- Sixty-nine percent of people scored this target 5 or less indicating that people generally think this target has not yet been achieved.

Indicator 2.8 Proportion of people who see their main shopping area as a “neutral” space*

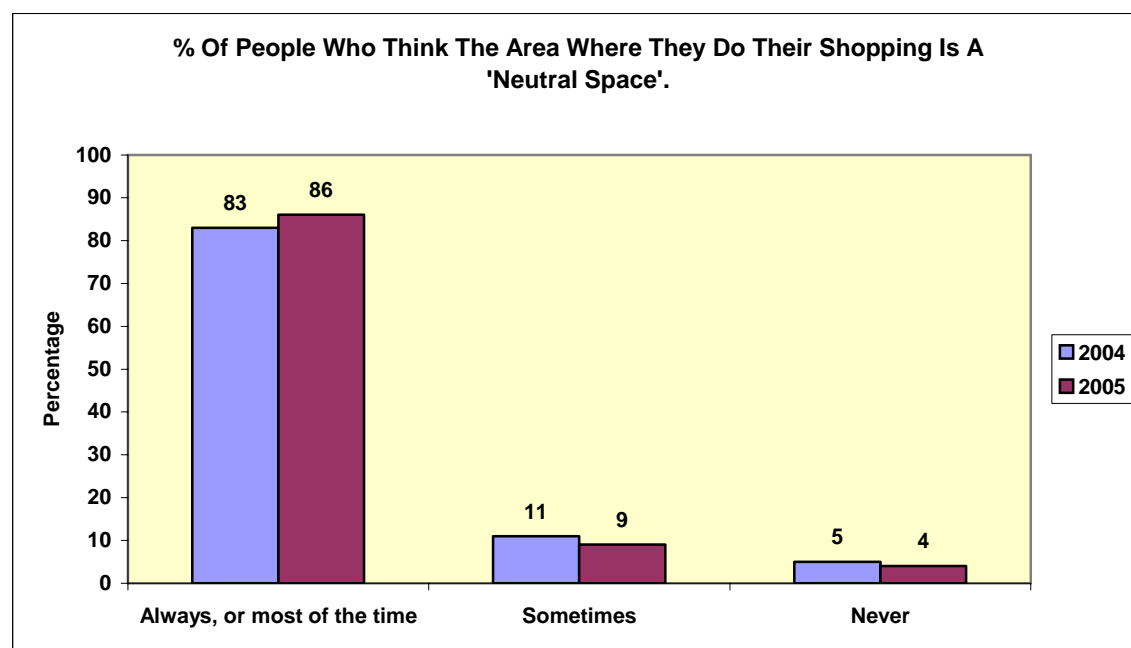
‘% of people who feel that the shops where they and their family do their main weekly shopping and the area around the shop, is “neutral space”?’

	2004 (%)	2005 (%)
Always, or most of the time	83	86
Sometimes	11	9
Never	5	4
It depends	0	0
Don't know	0	1

Source: Northern Ireland Life and Times Survey

Notes: Neutral space is described in the survey as a place where there are no symbols on display of either Protestant or Catholic culture and traditions.

*Note: New questions on **shared** space will be included in the 2006 NILT survey. These will be incorporated within the indicator set when data becomes available in 2007. Within the survey, a ‘shared space’ is described as a place where people feel free from threat and intimidation because of their cultural identity and where they can express their own cultural identity.*

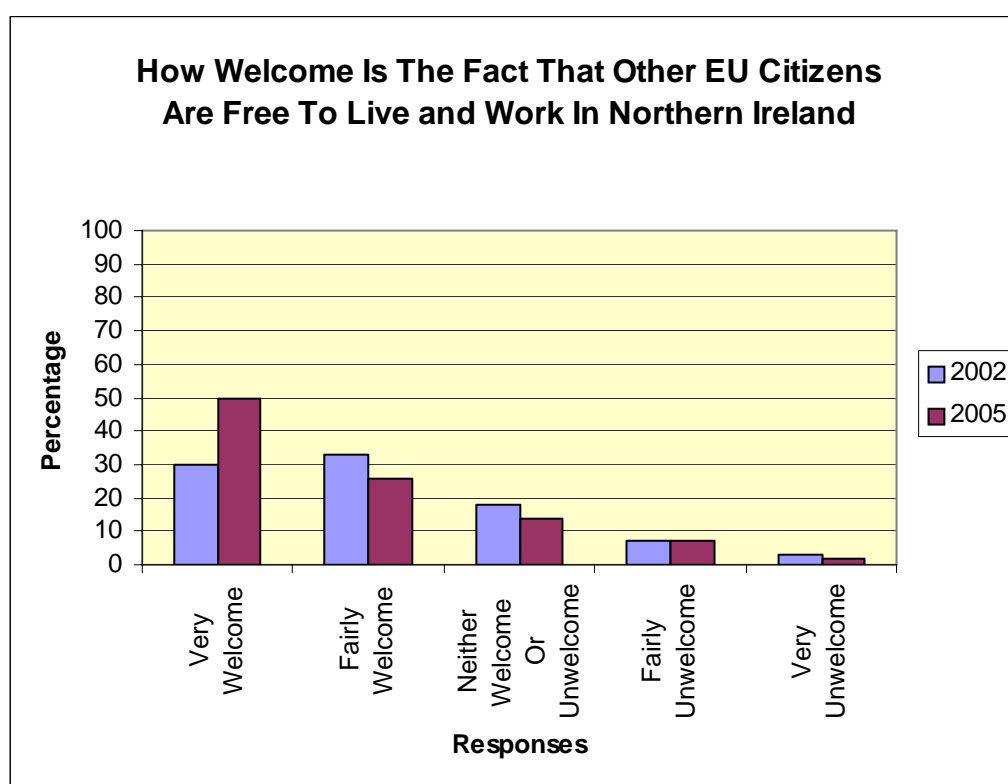


- There was no significant change in the proportion of people who viewed the area where they do their main weekly shopping as a ‘neutral space’ “always, or most of the time” between 2004 and 2005, with 86% holding this view in 2005.

Indicator 2.9 Proportion of people who believe that it is right that other EU citizens are free to live and work in Northern Ireland

	2002 (%)	2005 (%)
Very Welcome	30	50
Fairly Welcome	33	26
Neither Welcome Or Unwelcome	18	14
Fairly Unwelcome	7	7
Very Unwelcome	3	2
Don't Know	9	1

Source: Northern Ireland Life and Times Survey



- Over the three-year period, there was a significant increase in the percentage of people who viewed the fact that other EU citizens are free to live and work in Northern Ireland, as 'very welcome', from 30% in 2002 to 50% in 2005.
- There was a significant decrease in the proportion who viewed this as 'fairly welcome' from 33% in 2002 to 26% in 2005, but overall there was a significant increase in the proportion viewed it as 'very' or 'fairly' welcome from 63% in 2002 to 76% in 2005.

Priority outcome 3: Positive and harmonious relationships exist between communities at interface areas

Links to aims and objectives

A Shared Future objectives:

- (A)** Eliminate sectarianism, racism and all forms of prejudice to enable people to live and work without fear or intimidation;
- (B)** Reduce tension and conflict at interface areas;
- (C)** Facilitate the development of a shared community where people wish to learn, live, work and play together;
- (E)** Protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- (G)** Shape policies, practices and institutions to enable trust and good relations to grow;
- (L)** Encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart;
- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Racial Equality Strategy shared aims:

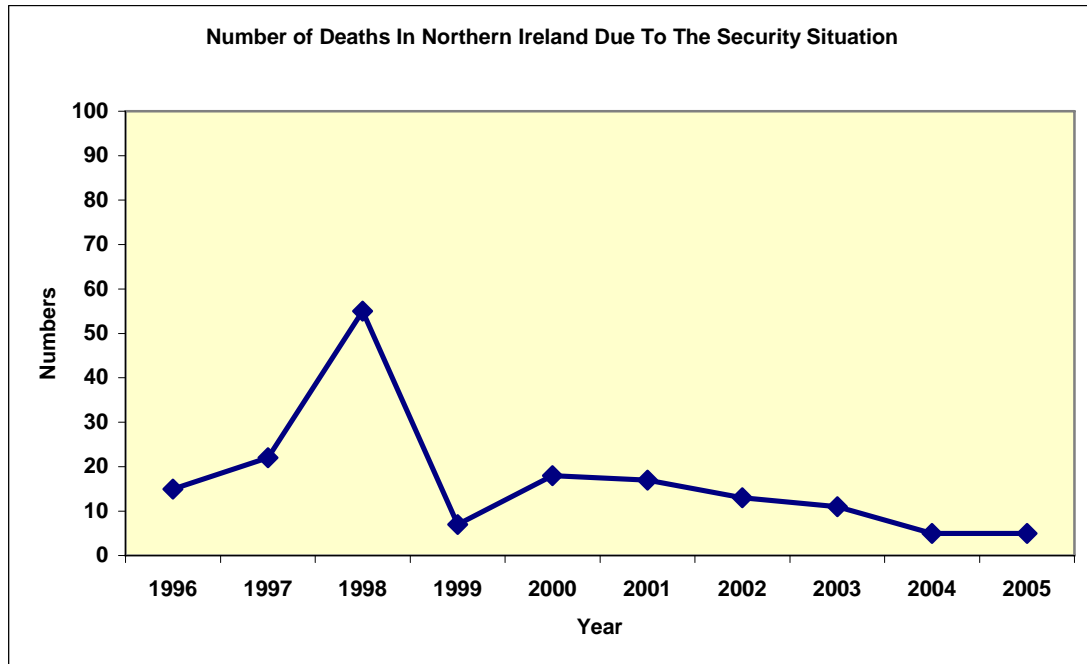
2. Equal protection – to combat racism and provide effective protection and redress against racism and racist crime;
6. Capacity building – to build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level to help minority ethnic people to fulfil the Government’s aim of a shared future for Northern Ireland.

Indicator 3.1 Number of deaths per annum due to the security situation

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
No of deaths due to security situation	15	22	55	7	18	17	13	11	5	5

Source: Central Statistics Unit, PSNI

Note: Includes all deaths, which were considered at the time of the incident, to be directly attributed to terrorism, where the cause has a direct or proximate link to subversive/sectarian strife or where the death is attributable to security force activity.

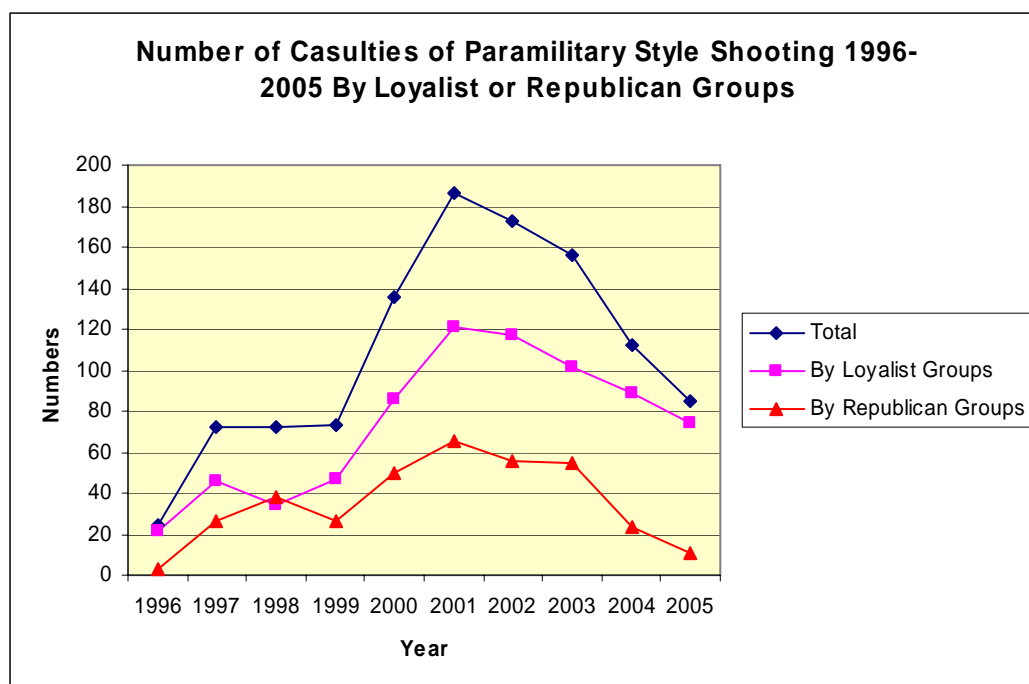


- The number of deaths due to the security situation peaked in 1998 (55) but has been declining since 2000, with only 5 deaths in 2005.

Indicator 3.2 Number of casualties per annum as a result of paramilitary style shootings

No of casualties of paramilitary style shootings			
Year	Total	By Loyalist Groups	By Republican Groups
1996	24	21	3
1997	72	46	26
1998	72	34	38
1999	73	47	26
2000	136	86	50
2001	186	121	65
2002	173	117	56
2003	156	101	55
2004	112	89	23
2005	85	74	11

Source: Central Statistics Unit, PSNI

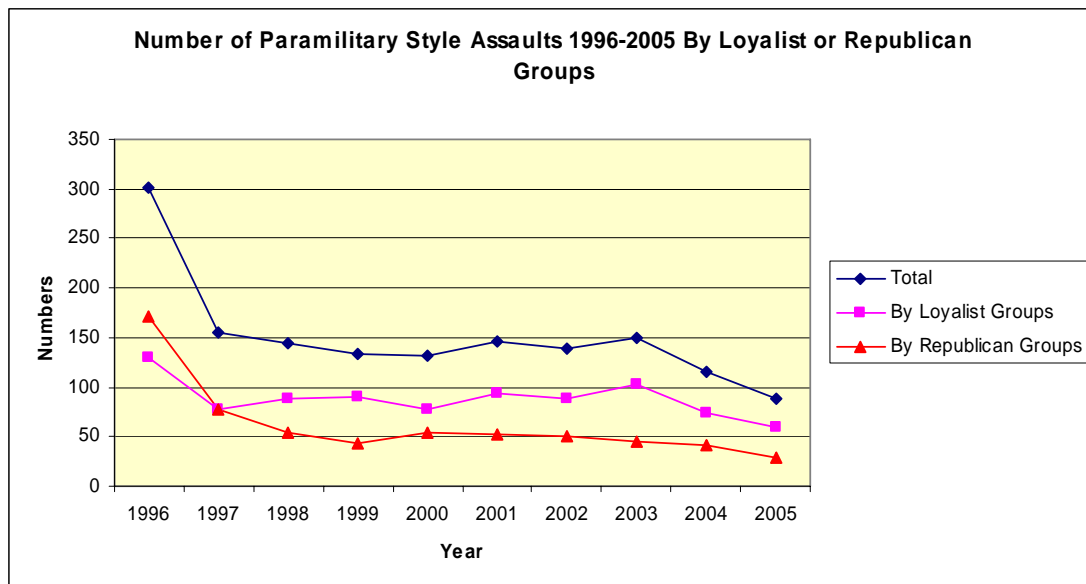


- Although the number of casualties of paramilitary style shootings increased from 24 casualties in 1996 to 186 casualties in 2001, there has since been a steady decrease to 85 casualties in 2005.
- In each year (apart from 1998) over the ten year period, there have been more casualties from loyalist paramilitary style shooting than republican paramilitary style shootings – in 2005 there were 74 loyalist compared to 11 republican casualties.
- The number of casualties as a result of loyalist paramilitary style shooting has decreased from 121 in 2001 to 74 in 2005.
- The number of casualties as a result of republican paramilitary style shooting has decreased from 65 in 2001 to 11 in 2005.

Indicator 3.3 Number of casualties per annum as a result of paramilitary style assaults

No of casualties of paramilitary style assaults			
Year	Total	By Loyalist Groups	By Republican Groups
1996	302	130	172
1997	156	78	78
1998	144	89	55
1999	134	90	44
2000	132	78	54
2001	146	93	53
2002	139	89	50
2003	149	103	46
2004	115	74	41
2005	89	60	29

Source: Central Statistics Unit, PSNI



- There has been an overall decline in the number of paramilitary style assaults, from 302 in 1996 to 89 assaults in 2005.
- Overall there has been a downward trend in the number of assaults carried out by loyalist groups (from 130 in 1996 to 60 in 2005.)
- There has also been a downward trend in the number of assaults carried out by republican paramilitary groups (from 172 in 1996 to 29 in 2005).

Indicator 3.4 Number of security related incidents

Security Related Incidents										
	1997	1997	1998	1999	2000	2001	2002	2003	2004	2005
No of shooting Incidents*	125	225	211	125	302	355	350	229	185	167
No of bombing Incidents**	17	78	127	82	117	349	188	77	64	83
No of incendiaries	4	9	20	7	9	5	3	8	21	9

Source: Central Statistics Unit, PSNI

Notes:

*The following types of incidents are included:

shots fired by terrorists

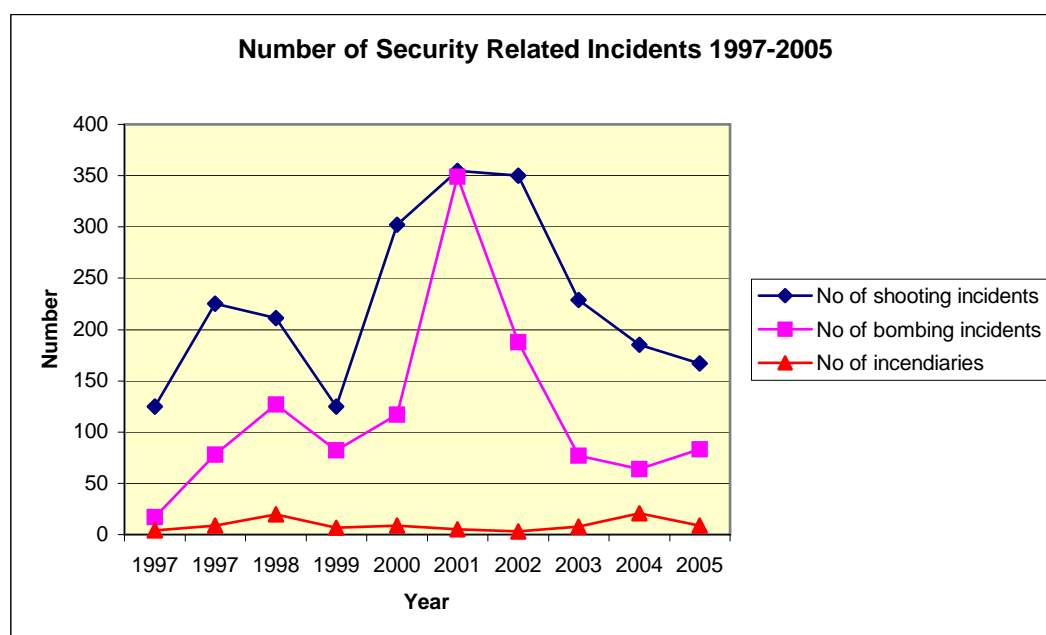
shots fired by the security forces

paramilitary style attacks involving shootings

shots heard and later confirmed

other violent incidents where shots are fired (eg armed robbery)

**An individual bombing incident may involve one or more explosive devices. Incidents recorded include explosions and defusings. Incidents involving hoax devices, petrol bombings or incendiaries are excluded



- The number of shooting incidents has steadily declined since 2001 when 355 shootings were recorded, compared to 167 in 2005, (a decrease of 53% over the 4 year period).
- The number of bombing incidents has sharply declined, from 349 in 2001 to 83 in 2005, (a decrease of 76% over the four year period.)
- There have been less than 10 incidents per year involving incendiaries, with the exception of 1998 (20 incidents) and 2004 (21 incidents).

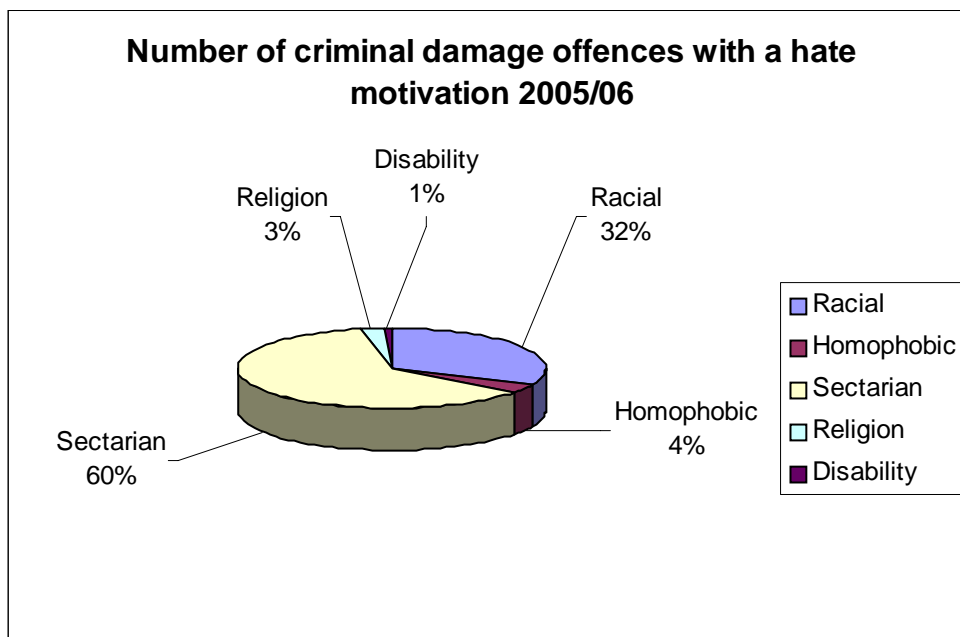
Indicator 3.5 Number of criminal damage offences with a hate motivation

Number of criminal damage offences with a hate motivation (sectarian, religion, racial, homophobic and motivated by disability)

	Racial	Homophobic	Sectarian	Religion	Disability
2004/05	322	31	n/a	n/a	n/a
2005/06	351	40	677	29	9

Source: 'Hate Incidents and Crimes', Statistical Report Number 3, May 2006, PSNI

Note: Criminal damage offences with a hate motivation did not include the classifications of sectarian or religion based motivation or motivated by disability prior to 2005/06.



- Of the criminal damage offences with a hate motivation, 60% had a sectarian motivation, while 32% were racially motivated.
- The number of criminal damages offences with a racial motivation rose from 322 in 2004/05 to 351 in 2005/2006 (an increase of 9%).
- The number of criminal damages offences with a homophobic motivation rose from 31 in 2004/05 to 40 in 2005/06 (an increase of 29%)

Indicator 3.6 Intimidation through physical damage to a building or graffiti by type (sectarian, racist, homophobic and motivated by disability).

These figures are currently being collected by the Northern Ireland Housing Executive, from April 2006 onwards. These will be incorporated in the indicator set when data becomes available in 2007.

Indicator 3.7 Number of Peace Lines

The Northern Ireland Office has erected 37 physical security measures in Northern Ireland since 1969. Ten of these are in West Belfast, 4 in East Belfast, 15 in North Belfast, 1 in Lurgan, 3 in Portadown and 4 in Londonderry.

These physical security measures (which can take the form of walls, fences or gates) have been erected where the police assessment is that inter-community violence could result in significant damage to life or property.

Indicator 3.8 Percentage of young people who worry about being threatened by paramilitaries

“In relation to your own personal safety, are you worried about being threatened by paramilitaries? “

	2000 (%)	2003 (%)
Yes	53.1	38.4
No	46.9	61.6

Source: Young People’s Behaviour and Attitude Survey, 2000 & 2003

Note: Young people were aged 11-16 in this survey.

Eighteen percent of respondents did not answer this question.

- Thirty-eight percent of young people agreed that they worried about being threatened by paramilitaries. This is a significant decrease since 2000 figures when 53% said they worried about being threatened.

Indicator 3.9 Percentage of young people who worry about being assaulted due to religion, race or skin colour

“In relation to your own personal safety, are you worried about being called names/harassed because of your religion, race or skin colour?”

- 27% of young people said that they worried about being assaulted due to religion, race or skin colour.

Source: Young People’s Behaviour and Attitude Survey, 2003

Note: Young people were aged 11-16 in this survey.

Eighteen percent of respondents did not answer this question.

Priority outcome 4: Increased sharing in education

Links to aims and objectives

A Shared Future objectives:

- (C)** Facilitate the development of a shared community where people wish to learn, live, work and play together;
- (D)** Promote civic- mindedness via citizenship education through school and lifelong learning;
- (F)** Ensure that all public services are delivered impartially and guided by economy, efficiency and effectiveness;
- (G)** Shape policies, practices and institutions to enable trust and good relations to grow;
- (H)** Encourage understanding of the complexity of our history through museums and a common school curriculum;
- (I)** Support cultural projects which highlight the complexity and overlapping nature of identities and their wider global connections;
- (L)** Encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart;
- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Racial Equality Strategy shared aims:

3. Equality of service provision – to ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services;
4. Participation – To increase participation and sense of ‘belonging’ of people from minority ethnic backgrounds in public, political, economic, social and cultural life.

Background contextual information

The Department of Education collect statistics on educational attainment by community background via the School Leavers Survey. The following table shows the qualifications achieved in 2004/05.

School leavers¹ educational attainment by religion 2004/05

Qualifications	Protestant	Catholic	All pupils
2+ A levels ²	4,330 (40.2%)	5,959 (46.9%)	11,212 (44.3%)
5+ GCSEs A*-C	6,540 (60.7%)	8,139 (64.1%)	15,936 (63%)
No GCSE qualifications	482 (4.5%)	691 (5.4%)	1,257 (5.0%)

Source: School Leavers Survey, DENI

Notes:

¹ Excludes special and independent schools.

² Includes equivalent qualifications.

- A higher proportion of Catholics (46.9%) than Protestants (40.2%) left schools with two or more A levels.
- A higher proportion of Catholics (64.1%) than Protestants (60.7%) attained five or more GCSEs with grade A*-C.
- A higher proportion of Catholics (5.4%) than Protestants (4.5%) left school with no GCSEs.

More detailed information on trends in educational qualifications up to 2003/04 can be found in 'Indicators of Social Need for Northern Ireland', a report published by OFMDFM (<http://www.ofmdfmi.gov.uk/hbai.pdf>). Statistics for 2004/05 from the Department of Education show that a higher proportion of pupils in Catholic managed schools (14.5%) did not achieve five or more GCSEs grade A*-G than pupils in other managed schools (12.8%) and a higher proportion achieve no qualifications (4.0% compared to 3.0%).

The Department of Education collects statistics on the destination of school leavers (employment, higher or further education etc) by religion and ethnic origin (see Indicator 7.9). The proportion of school leavers going onto higher or further education by religion is shown in the following tables:

Destination of School Leavers⁽¹⁾⁽²⁾ by religion of pupil 2004/05

Destination	Protestant (%)	Catholic (%)	All Pupils (%)
Higher Education ⁽³⁾	34.1	40.7	38.1
Further Education	30.8	24.5	27.5
Employment	10.2	10.1	10
Training ⁽⁴⁾	17.7	18.3	17.6
Unemployment/ Unknown	7.3	6.4	6.8

Source: School Leavers Survey, DE

Notes:

1. Excludes special and independent schools.
2. Destination is defined by Institution. Institution may provide courses at both Further and Higher Education Levels.
3. Includes universities and teacher training colleges.
4. Numbers entering training include those entering the Jobskills programme, operated by the Department for Employment and Learning. Training on Jobskills is delivered by a range of training providers, including Further Education Colleges. Jobskills trainees who receive training at Further Education Colleges are recorded as being in training and not in Further Education. This convention avoids double counting of Jobskills trainees.

- In 2004/05, 40.7% of Catholic school leavers and 34.1% of Protestant school leavers went on to higher education.
- A higher proportion of Protestant school leavers (30.8%), than Catholic school leavers (24.5%) progressed to further education in 2004/05.
- A similar proportion of Protestants (64.9%) and Catholics (65.2%) left school to go onto either further or higher education.

Research has been conducted looking in more detail at differences in Catholic and Protestant education. OFMDFM has commissioned research that includes useful analysis in this area:

Community Differentials and New TSN Summary Report, Tony Dignan (Economic Research and Evaluation). Jan 2003

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

Participation Rates in Further and Higher Education, University of Ulster, Faculty of Social and Health Sciences and Education, School of Education, Collins et al Nov 2001

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

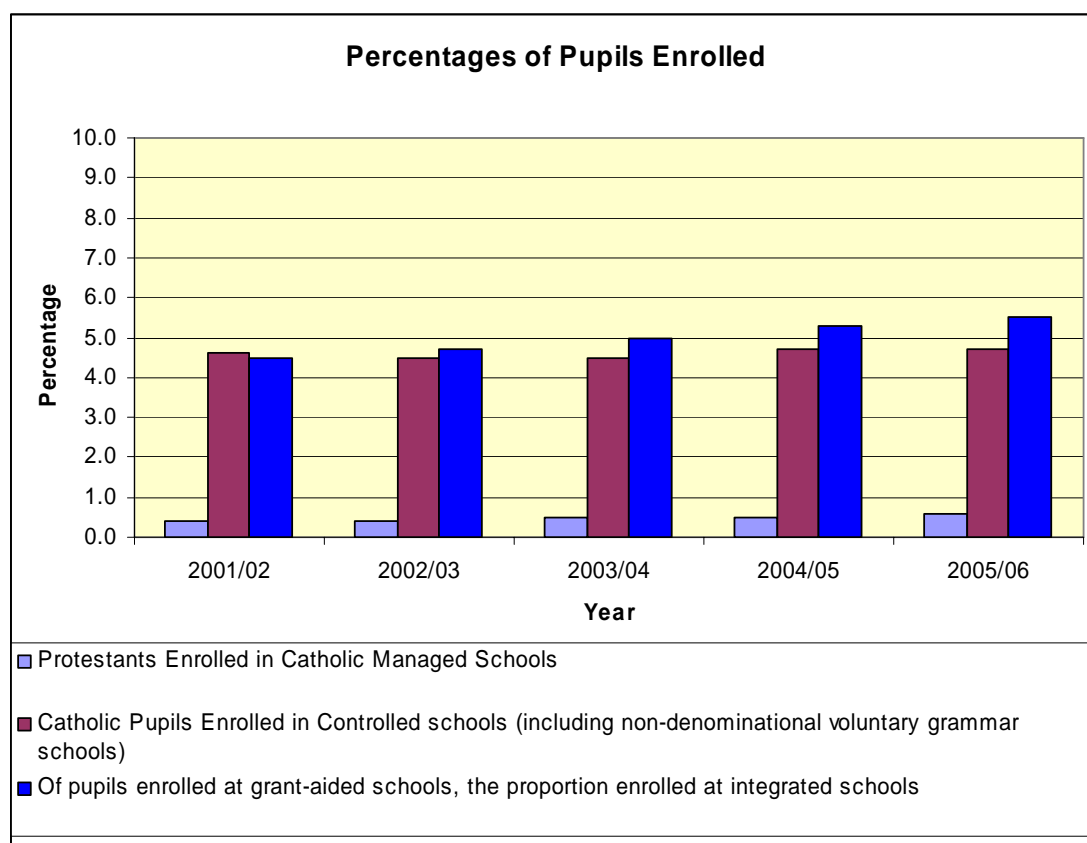
Indicator 4.1 Proportion of pupils enrolled in Catholic managed schools who are Protestant

Indicator 4.2 Proportion of pupils enrolled in Controlled schools who are Catholic

Indicator 4.3 Proportion of pupils enrolled at grant-aided schools who are enrolled at integrated schools

All Primary and Secondary Schools	2001/02	2002/03	2003/04	2004/05	2005/06
Protestants Enrolled in Catholic Managed Schools	0.4%	0.4%	0.5%	0.5%	0.6%
Catholic Pupils Enrolled in Controlled schools (including non-denominational voluntary grammar schools)	4.6%	4.5%	4.5%	4.7%	4.8%
Of pupils enrolled at grant-aided schools, the proportion enrolled at integrated schools	4.5%	4.7%	5.0%	5.3%	5.5%

Source: Annual School Census, DENI



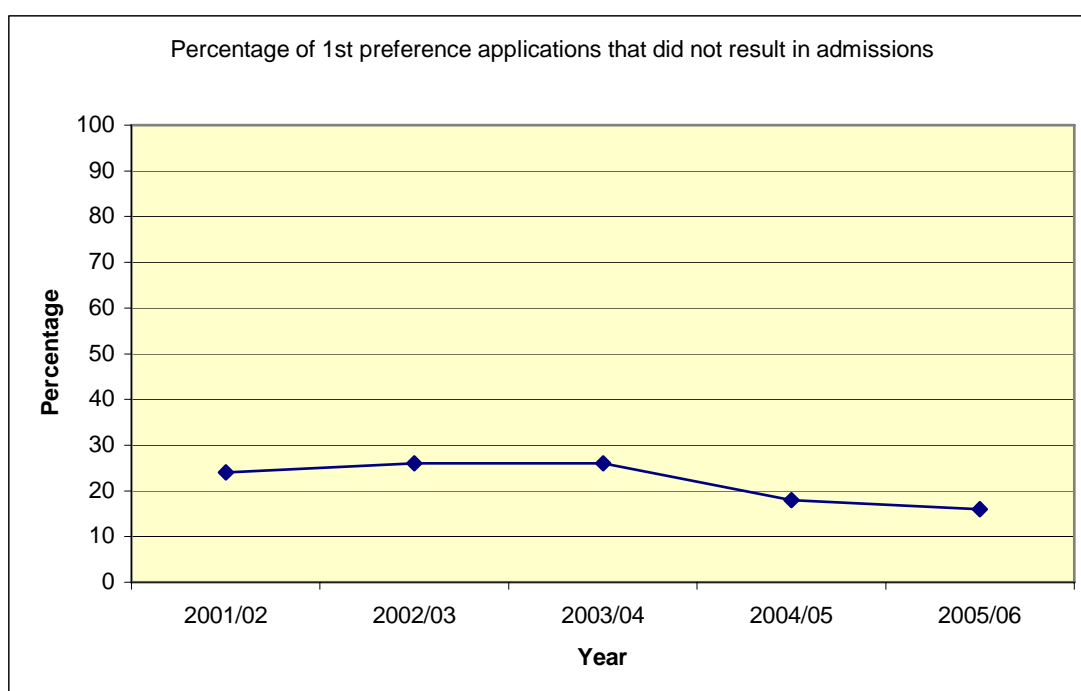
- The percentage of Protestant pupils enrolled in Catholic managed schools has remained small over the period 2001/02 (0.4%) to 2005/06 (0.6%).

- Over the period, the percentage of non Christian pupils enrolled in Catholic managed schools has remained unchanged at 0.1%.
- The percentage of pupils enrolled at Controlled Schools (including non-denominational voluntary grammar schools) who are Catholic ranged between 4.5% and 4.8% over the period from 2001/02 to 2005/06.
- The percentage of non-Christian pupils enrolled in Controlled schools has ranged between 0.4% and 0.5% over the five year period.
- Of pupils enrolled at grant-aided schools, the proportion enrolled at integrated schools increased from 4.5% in 2001/02 to 5.5% in 2005/06.
- A higher proportion of pupils attend post-primary integrated schools compared to primary (6.9% and 4.1% respectively in 2005/06).

Indicator 4.4 Number and proportion of first preference applications to post-primary integrated schools that do not result in admissions

	Percentage of First Preference Applications That Did Not Result In Admissions	Number of First Preference Applications That Did Not Result In Admissions	Total Number of First Preference Applications
2001/02	24	483	1,990
2002/03	26	520	2,007
2003/04	26	530	2,076
2004/05	18	368	1,998
2005/06	16	313	1,915

Source: Education and Library Board Intake Data, DE



- The percentage of first preference applications to post-primary integrated schools that did not result in admissions has decreased in recent years from 26% in 2003/04 to 16% in 2005/06 .
- The number of first preference applications to post primary integrated schools has decreased slightly, from 2,076 in 2004/05 to 1,915 in 2005/06.

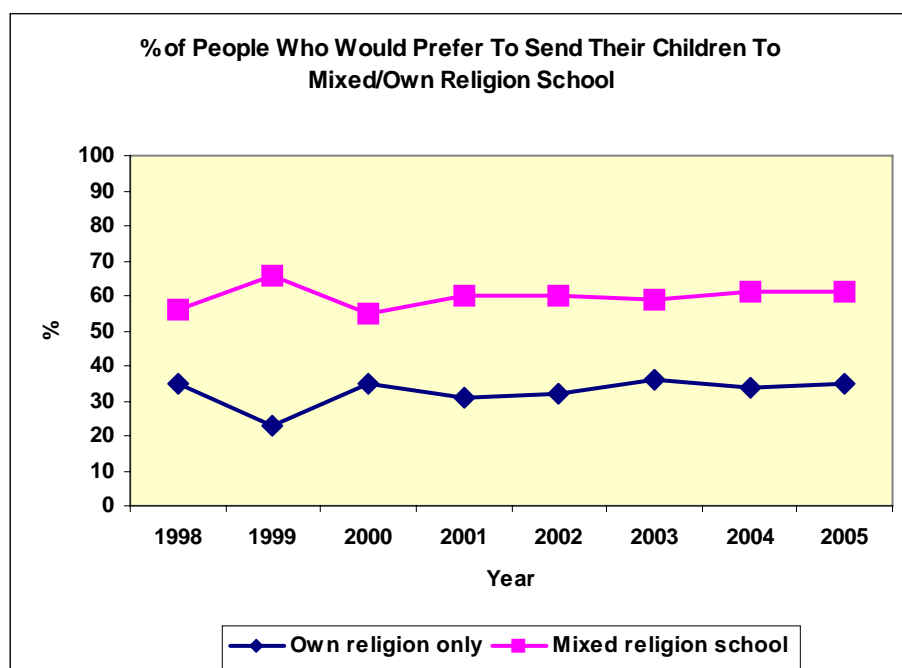
Indicator 4.5 Proportion of people who would send their children to mixed schools

"If you were deciding where to send your children to school, would you prefer a school with children of only your own religion, or a mixed-religion school?"

	1998	1999	2000	2001	2002	2003	2004	2005
Own religion only	35	23	35	31	32	36	34	35
Mixed religion school	56	66	55	60	60	59	61	61
Don't know	9	12	8	7	6	5	3	3
Other	0	0	2	2	2	1	1	1

Source: Northern Ireland Life and Times Survey

Note: In this context, religion refers to Catholic/Protestant



- There has been no significant change in the proportion of people preferring to send their children to a mixed religion school over the period 2001 to 2005. In 2005, 61% of people said they would prefer to send their children to a mixed religion school compared to 35% who said they would prefer an own religion school.

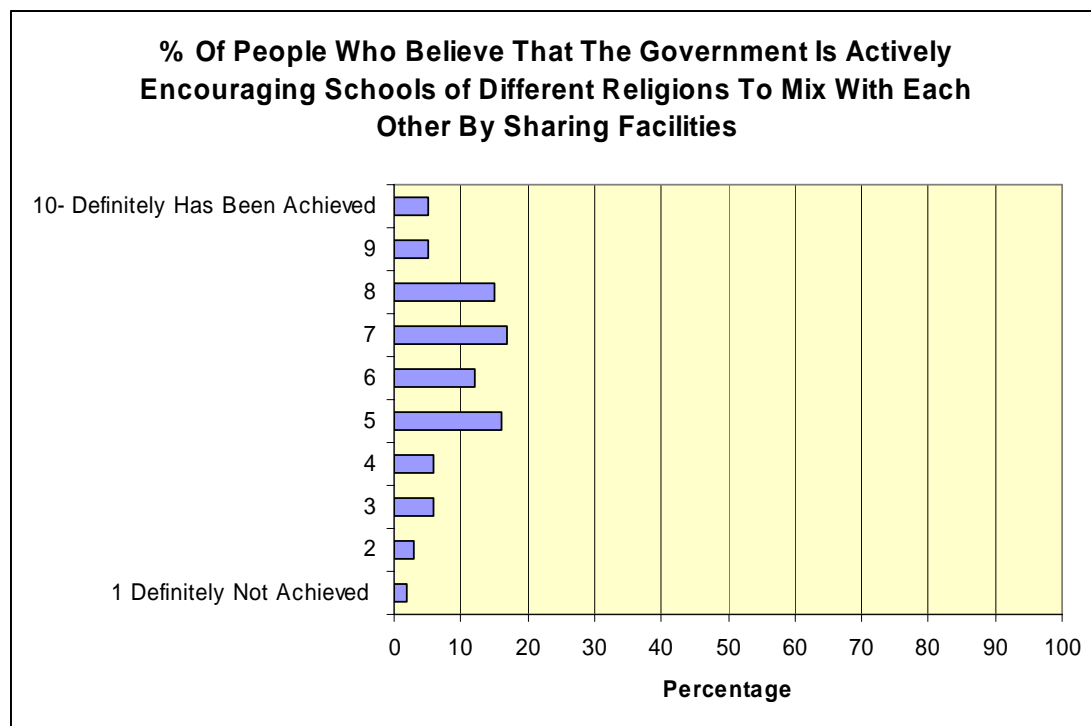
Indicator 4.6 Proportion of people who believe government encourages sharing of facilities by schools of different religions

% of people who believe "The government is actively encouraging schools of different religions to mix with each other by sharing facilities."

Definitely Not Achieved									Definitely Has Been Achieved
Score of 1	Score of 2	Score of 3	Score of 4	Score of 5	Score of 6	Score of 7	Score of 8	Score of 9	Score of 10
2%	3%	6%	6%	16%	12%	17%	15%	5%	5%

Source: Northern Ireland Life and Times Survey 2005

Respondents were asked to score achievement of this government target on a scale of 1 – 10. (1= Definitely not achieved, 10 = definitely achieved).



- Two percent of people believe that the government has definitely not achieved its target of encouraging schools of different religions to mix with each other by sharing facilities.
- Five percent of people believe that the government has definitely achieved this target.
- On a scale of 1 to 10 (where 10 is the government has achieved its target) 54% of people gave a score of 6 or greater indicating that people believe that the government has gone some way towards achieving this target.

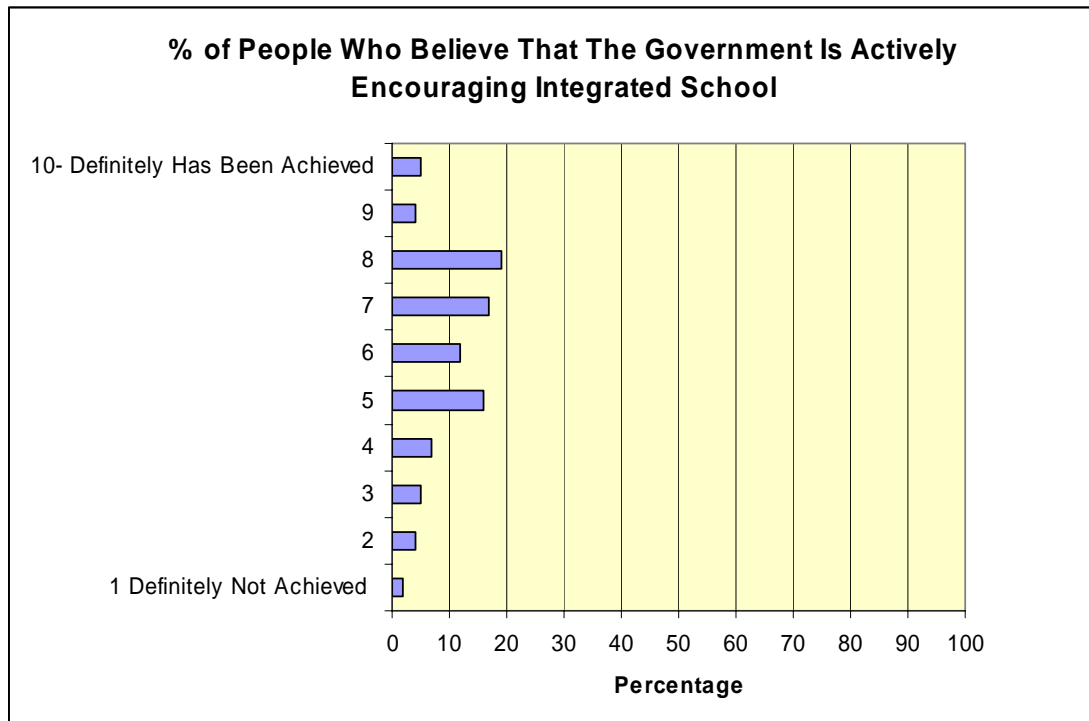
Indicator 4.7 Proportion of people who believe government is actively encouraging integrated schools

“% of people who believe “The government is actively encouraging integrated schools.”

Definitely Not Achieved									Definitely Has Been Achieved
Score of 1	Score of 2	Score of 3	Score of 4	Score of 5	Score of 6	Score of 7	Score of 8	Score of 9	Score of 10
2%	4%	5%	7%	16%	12%	17%	19%	4%	5%

Source: Northern Ireland Life and Times Survey 2005

Respondents were asked to score achievement of this government target on a scale of 1 – 10. (1= Definitely not achieved, 10 = definitely achieved).



- Two percent of people believe that the government has definitely not achieved its target of encouraging integrated schools.
- Five percent of people believe that the government has definitely achieved this target.
- On a scale of 1 to 10 (where 10 is that the government has achieved its target) 57% of people gave a score of 6 or greater, indicating that the majority of people believe that the government has gone some way to achieving this target.

Indicator 4.8 Proportion of pupils with English as an additional language
Indicator 4.9 Proportion of Enrolments From Minority Ethnic Pupils

	2001/02	2002/03	2003/04	2004/05	2005/06
% of pupils with English as an Additional Language	0.5	0.4	0.4	0.6	0.8
% of enrolments from minority ethnic pupils	1.0	1.0	1.2	1.4	1.6

Source: NI Annual School Census, DE

- The proportion of pupils with English as an additional language increased slightly from 0.5% in 2001/02 to 0.8% in 2005/06.
- The proportion of all enrolments who are minority ethnic pupils increased slightly from 1.0% in 2001/02 to 1.6% in 2005/06.

Note: In the future, the monitoring of all key aspects of the school experience for minority ethnic pupils, including exclusions, discipline etc will be developed through the establishment of the Ethnic Monitoring Achievement Service (EMAS). The EMAS publicly committed to full scale monitoring at the Racial Equality Forum Meeting in September 2006.

Indicator 4.10 Proportion of children bullied due to race or colour, religion or disability

Girls bullied due to race or colour			
Primary Pupils		Post Primary Pupils	
% bullied occasionally	% bullied frequently	% bullied occasionally	% bullied frequently
5.8	1.4	2.7	1.3

Boys bullied due to race or colour			
Primary Pupils		Post Primary Pupils	
% bullied occasionally	% bullied frequently	% bullied occasionally	% bullied frequently
6.5	2.1	3.8	1.3

Source: "Bullying in Schools: A Northern Ireland Study", DE, 2002

Notes: "Bullying in Schools: A Northern Ireland Study", was repeated in 2006, but the results are not yet available. It will include information on primary/post primary bullying due to race or colour, religion or disability.

- In primary schools, 5.8% of girls and 6.5% of boys have been bullied occasionally because of their race or colour and 1.4% of girls and 2.1% of boys have been bullied frequently.
- In post-primary schools, 2.7% of girls and 3.8% of boys have been bullied occasionally because of their race or colour and 1.3% of girls and 1.3% of boys have been bullied frequently.

Indicator 4.11 Proportion of schools delivering citizenship studies on a joint basis with another school with good relations element.

These figures are currently being collected and are unlikely to be available before 2007 (Annual Education and Library Board return, Department of Employment and Learning).

Priority outcome 5: Northern Ireland is a community where people of all backgrounds work, live, learn and play together

Link to aims and objectives:

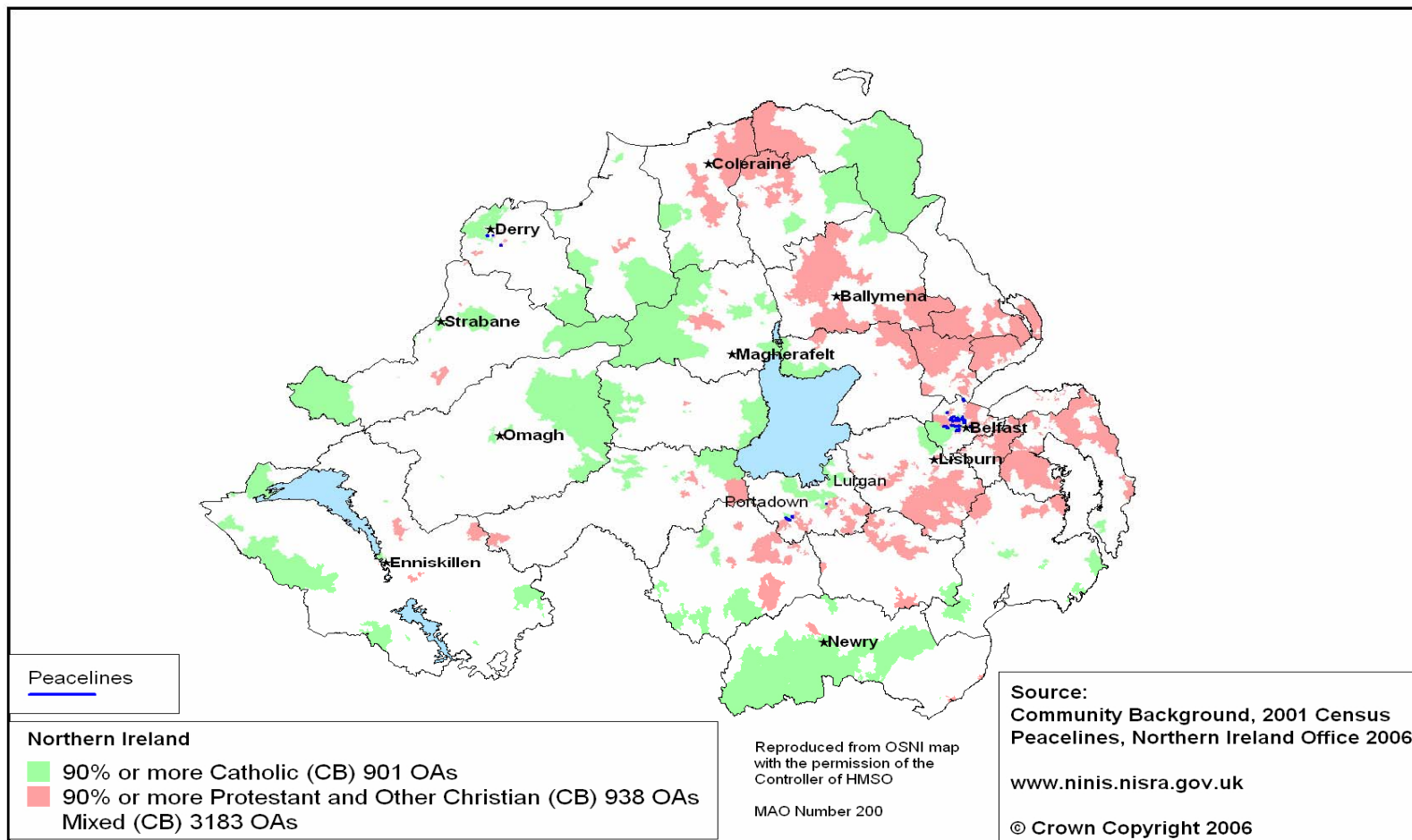
A Shared Future objectives:

- (A)** Eliminate sectarianism, racism and all forms of prejudice to enable people to live and work without fear or intimidation;
- (B)** Reduce tension and conflict at interface areas;
- (C)** Facilitate the development of a shared community where people wish to learn, live, work and play together;
- (D)** Promote civic-mindedness via citizenship education through school and lifelong learning;
- (E)** Protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- (G)** Shape policies, practices and institutions to enable trust and good relations to grow;
- (J)** Support and learn from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis;
- (L)** Encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart;
- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Racial Equality Strategy shared aims:

3. Equality of service provision – to ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services;
6. Capacity building – to build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level to help minority ethnic people to fulfil the Government's aim of a shared future for Northern Ireland.

**Indicator 5.1 Proportion of people living in mixed/segregated areas.
Northern Ireland**



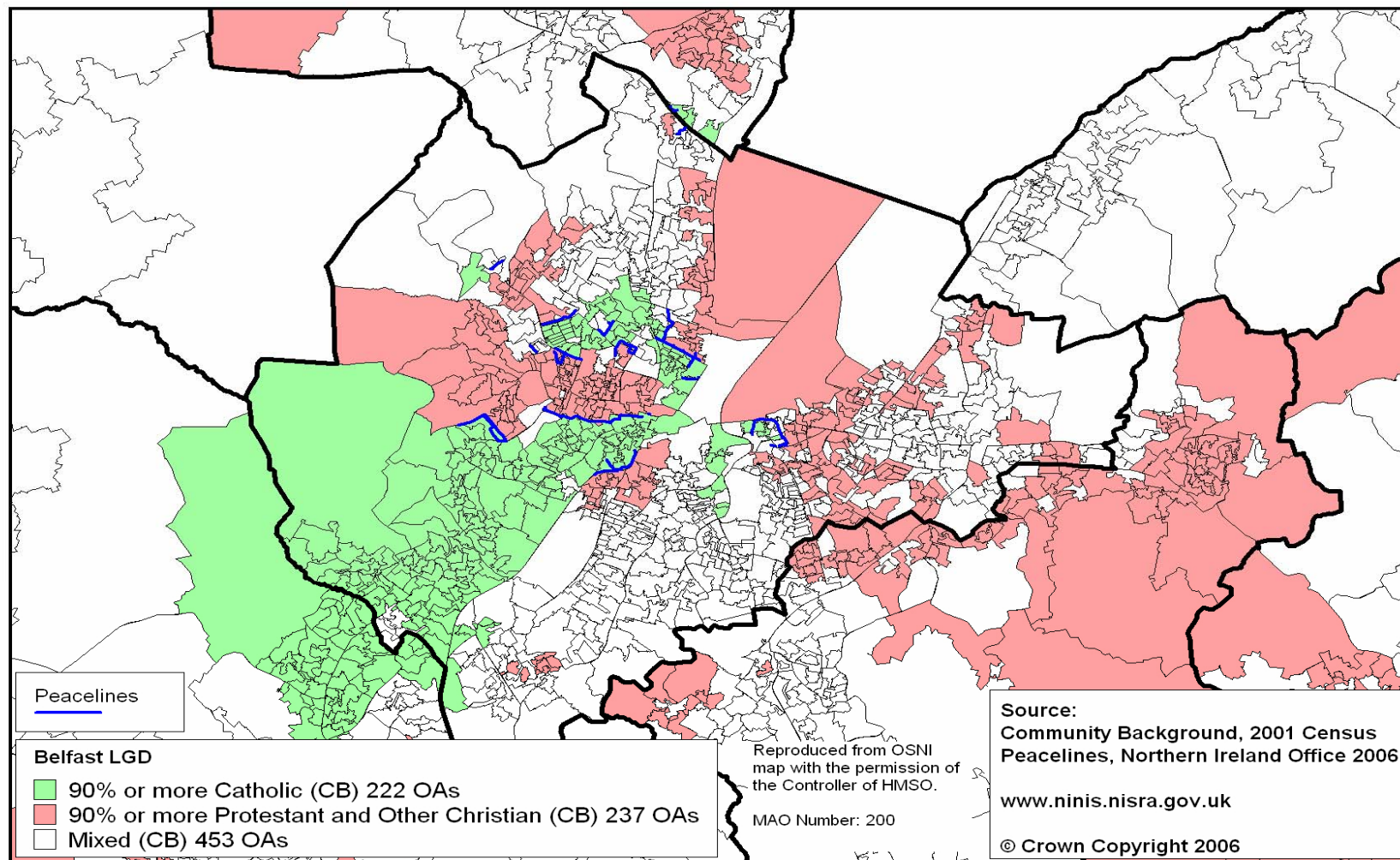
- In Northern Ireland, 43.9% of Catholics live in 'Predominantly Catholic' Census Output Areas.
- In Northern Ireland 29.6% of Protestants live in 'Predominantly Protestant' Census Output Areas.
- Of the 5022 Output areas, 1839 (36.6%) are segregated.

Source: Census of Population, 2001 NI Neighbourhood Information Service

Notes: Areas are defined as either 'Predominantly Catholic' or Predominantly Protestant if members of that community background make up 90% or more of the total number of residents of the area (Census Output Area).

Areas where those with a Catholic community background or those with a Protestant community background make up less than 90% of the population are defined as 'Mixed'.

Belfast Local Government District Area



Belfast Local Government District

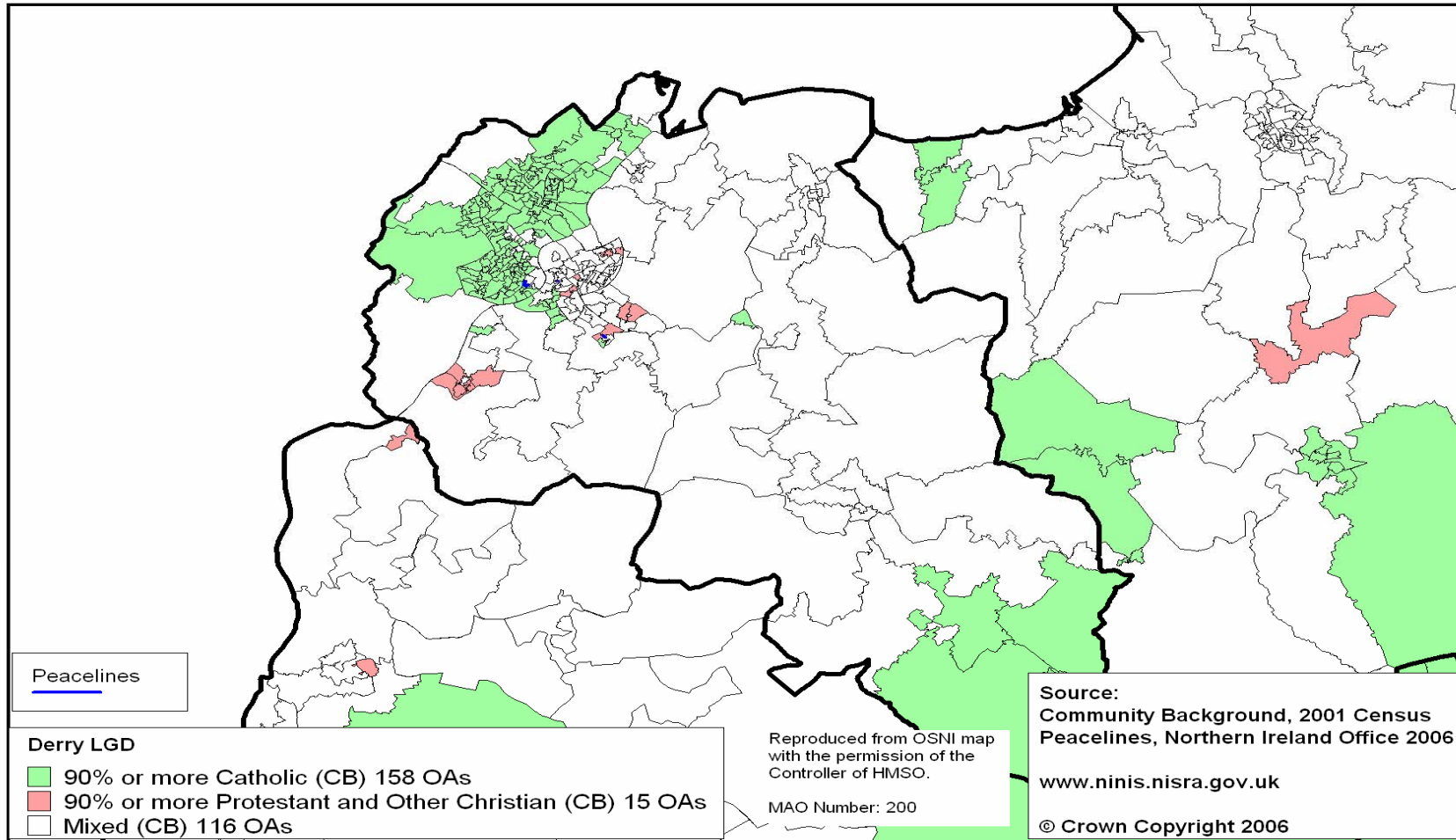
- In Belfast Local Government District , 57.9% of Catholics live in 'Predominantly Catholic' Census Output Areas.
- In Belfast Local Government District, 44.9% of Protestants live in 'Predominantly Protestant' Census Output Areas.
- Of the 912 Output areas in Belfast Local Government District, 459 (50.3%) are segregated.

Source: Census of Population 2001, NI Neighbourhood Information Service

Notes: Areas are defined as either 'Predominantly Catholic' or Predominantly Protestant if members of that community background make up 90% or more of the total number of residents of the area (Census Output Area).

Areas where those with a Catholic community background or those with a Protestant community background make up less than 90% of the population are defined as 'Mixed'.

Derry Local Government District



Derry Local Government District

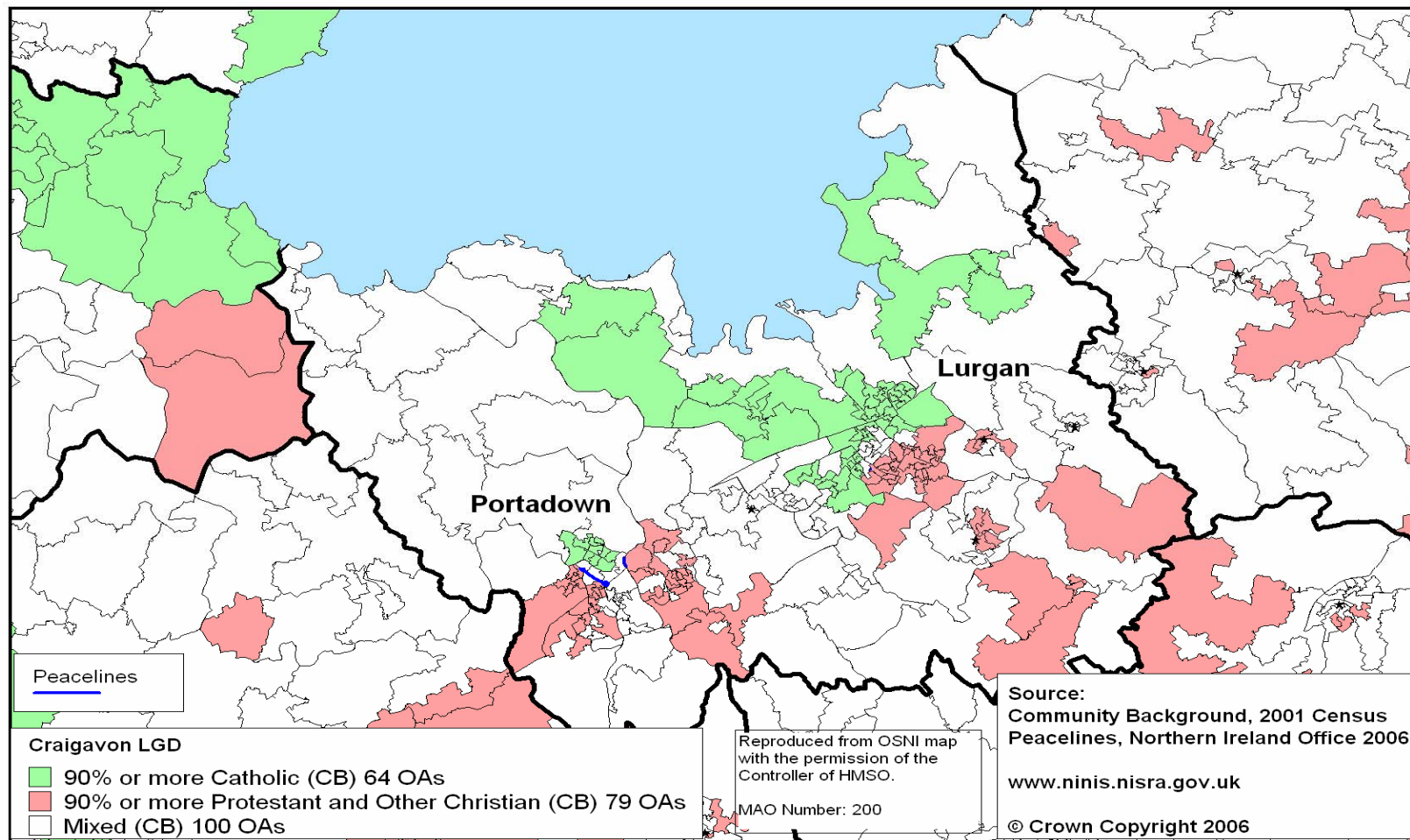
- In Derry Local Government District , 73.1% of Catholics live in 'Predominantly Catholic' Census Output Areas.
- In Derry Local Government District, 18% of Protestants live in 'Predominantly Protestant' Census Output Areas.
- Of the 289 Output areas in Derry Local Government District, 173 (60%) are segregated.

Source: Census of Population 2001, NI Neighbourhood Information Service

Notes: Areas are defined as either 'Predominantly Catholic' or Predominantly Protestant if members of that community background make up 90% or more of the total number of residents of the area (Census Output Area).

Areas where those with a Catholic community background or those with a Protestant community background make up less than 90% of the population are defined as 'Mixed'.

Craigavon Local Government District



Craigavon Local Government District

- In Craigavon Local Government District , 63% of Catholics live in 'Predominantly Catholic' Census Output Areas.
- In Craigavon Local Government District, 52.4% of Protestants live in 'Predominantly Protestant' Census Output Areas.
- Of the 243 Census Output areas in Craigavon Local Government District, 143 (58.8%) are segregated.

Source: Census of Population 2001, NI Neighbourhood Information Service

Notes: Areas are defined as either 'Predominantly Catholic' or Predominantly Protestant if members of that community background make up 90% or more of the total number of residents of the area (Census Output Area).

Areas where those with a Catholic community background or those with a Protestant community background make up less than 90% of the population are defined as 'Mixed'.

Indicator 5.2 Number of housing executive transfer requests due to:

- (i) intimidation**
- (ii) fear without violence**

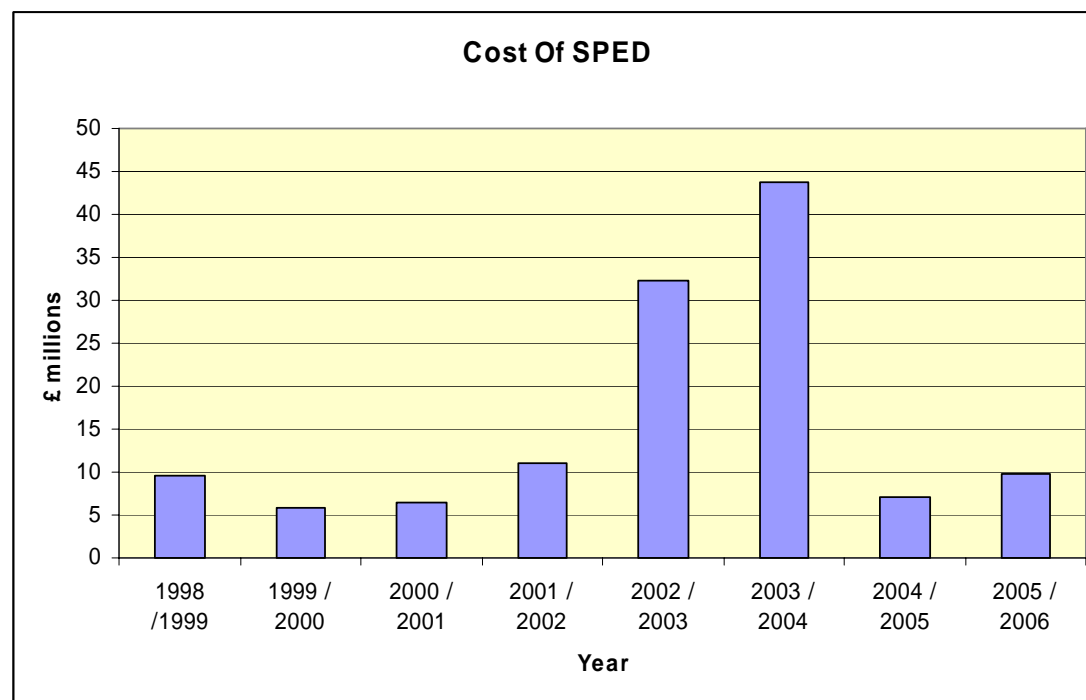
- As a result of intimidation, 63 transfer requests were made to the NIHE during the period 2005/2006.
- One further request was made to the NIHE during the 2005/2006 period. This request was made on the basis of fear without violence.

Indicator 5.3 Number of homes purchased by the NIHE because of sectarian intimidation of the occupants;

- (ii) Number of houses purchased and cost;**
- (iii) Number of applications**

Year	Number of Special Purchase of Evacuated Buildings (SPED) applications received	Number of completed house purchases	Cost of SPED
1998/99	254	177	£9.59M
1999/00	158	107	£5.80M
2000/01	176	93	£6.41M
2001/02	250	133	£11.07M
2002/03	689	292	£32.21M
2003/04	261	385	£43.75M
2004/05	123	58	£7.01M
2005/06	120	69	£9.88M

Source: Northern Ireland Housing Executive



- The number of completed house purchases under the Special Purchase of Evacuated Dwellings (SPED) scheme in 2005/06 was 69. This is a notable decrease on 2003/04, when 385 house purchases were completed.
- The cost of the SPED was £9.88 million in 2005/06, an increase of 41% on the 2004/05 figures (£7.01 million). However, this is a substantial decrease on 2003/04 when £43.75 million was spent on SPED.

Indicator 5.4 Number of houses protected under the Protection of Private Property Initiative (POPPI)

Year	Number of Properties	Costs
2002 / 03	228	£249,410
2003 / 04	44	£53,479
2004 / 05	15	£7,243
2005 / 06	37	£47,455

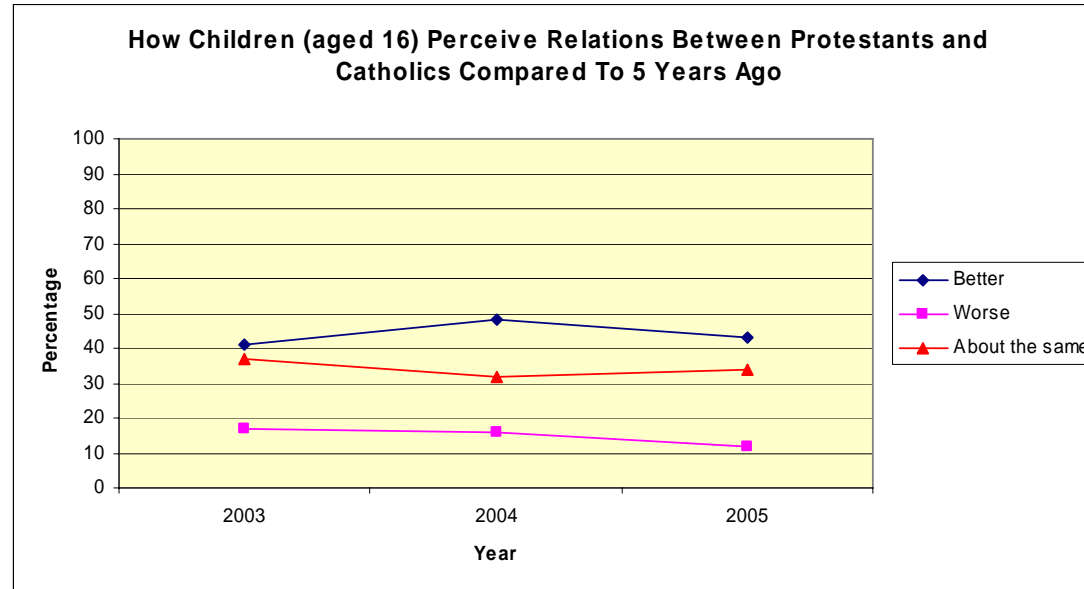
Source: Northern Ireland Housing Executive

- The number of houses protected under the Protection of Private Property Initiative (POPPI) in 2005/06 was 37, at a cost of £47,455.
- This represents a substantial decrease (84%) on the 2002/03 figures when 228 houses were protected at a cost of £249,410.

Indicator 5.5 Proportion of children (age 16) who think relations between Protestants and Catholics are better than they were five years ago

	2003 (%)	2004 (%)	2005 (%)
Better	41	48	43
Worse	17	16	12
About the same	37	32	34
Other (please Specify	1	0	0
Don't know	4	3	5
Not answered	0	1	6
It depends on time of Year	0	0	6

Source: Young Life and Times Survey 2003-2005

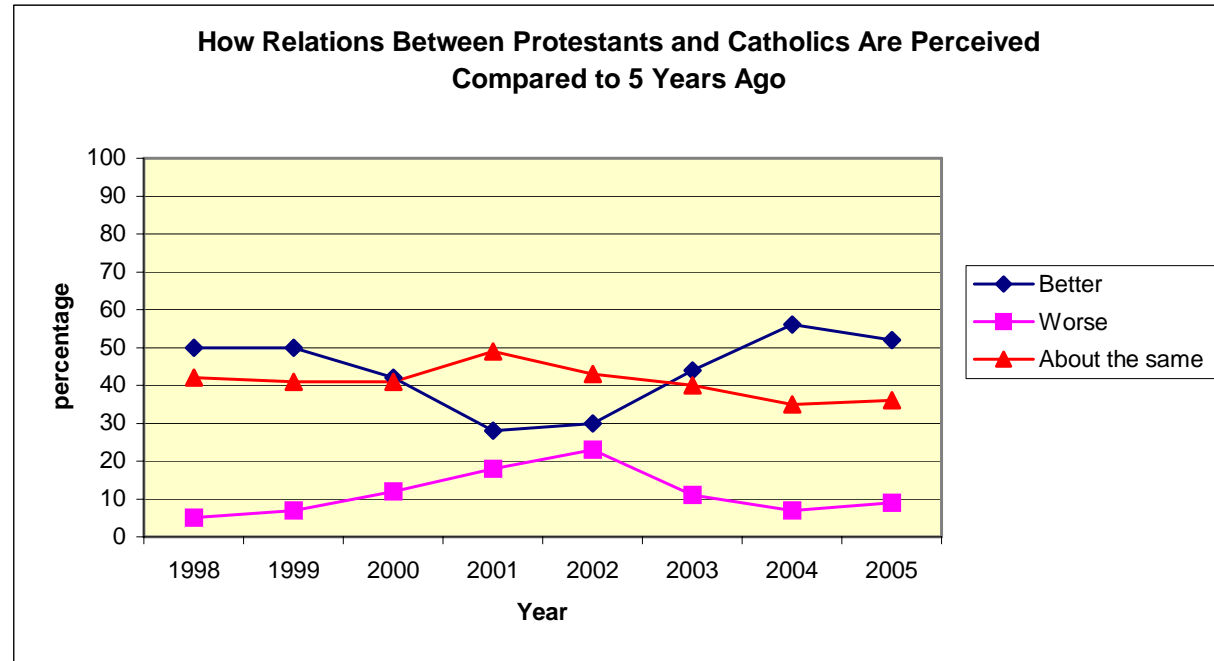


- Over the three year period (2003-2005), the proportion of young people who viewed relations between Protestants and Catholics as 'better' or 'about the same' compared to 5 years has not changed significantly.
- The percentage of young people who believed that relations between Catholics and Protestants were worse than 5 years ago fell significantly from 17% in 2003 to 12% in 2005.

Indicator 5.6 Proportion of adults who think relations between Protestants and Catholics are better than they were five years ago

	1998	1999	2000	2001	2002	2003	2004	2005
	%	%	%	%	%	%	%	%
Better	50	50	42	28	30	44	56	52
Worse	5	7	12	18	23	11	7	9
About the same	42	41	41	49	43	40	35	36
Other (please Specify)	1	1	2	2	0	1	0	1
Don't know	3	2	3	4	3	4	2	3
It depends on the area					2			

Source: Northern Ireland Life and Times Survey



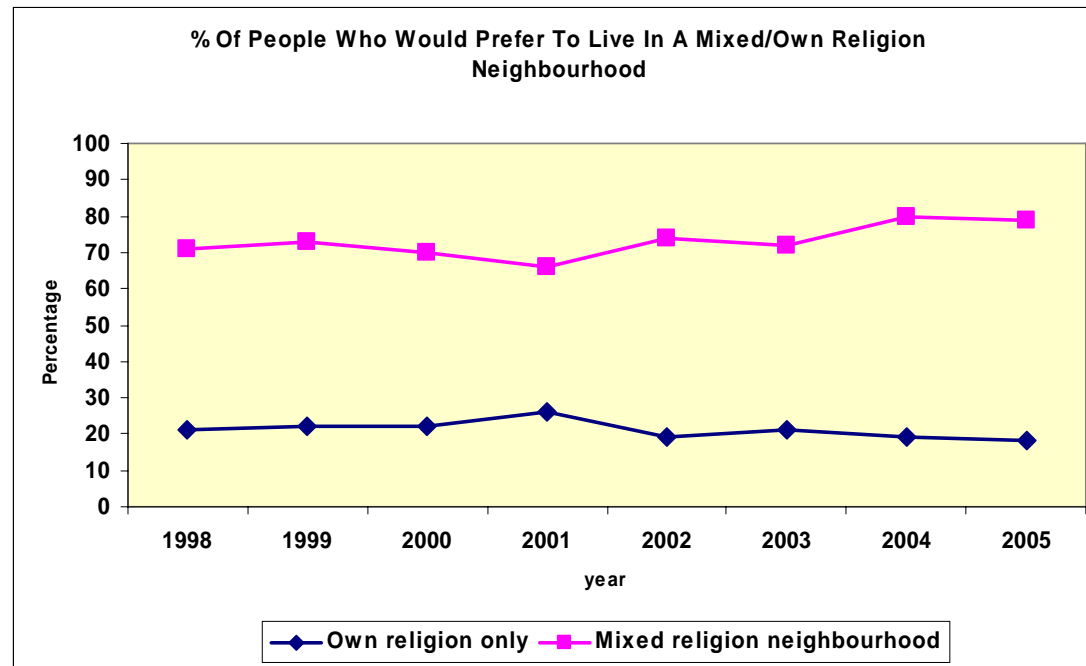
- The percentage of people who think relations between Catholics and Protestants were worse than five years ago has increased significantly from 28% in 2001 to 52% in 2005.
- In 2005, 88% of people perceived relations between Catholics and Protestants to be either 'better' or 'about the same'.

Indicator 5.7 Proportion of people who would prefer to live in a mixed neighbourhood

	1998	1999	2000	2001	2002	2003	2004	2005
	%	%	%	%	%	%	%	%
Own religion only	21	22	22	26	19	21	19	18
Mixed religion neighbourhood	71	73	70	66	74	72	80	79
Don't know	9	5	5	5	4	4	1	1
Other	N/a	N/a	3	4	1	1	1	2
Doesn't matter/don't mind	N/a	N/a	N/a	N/a	2	2	N/a	N/a

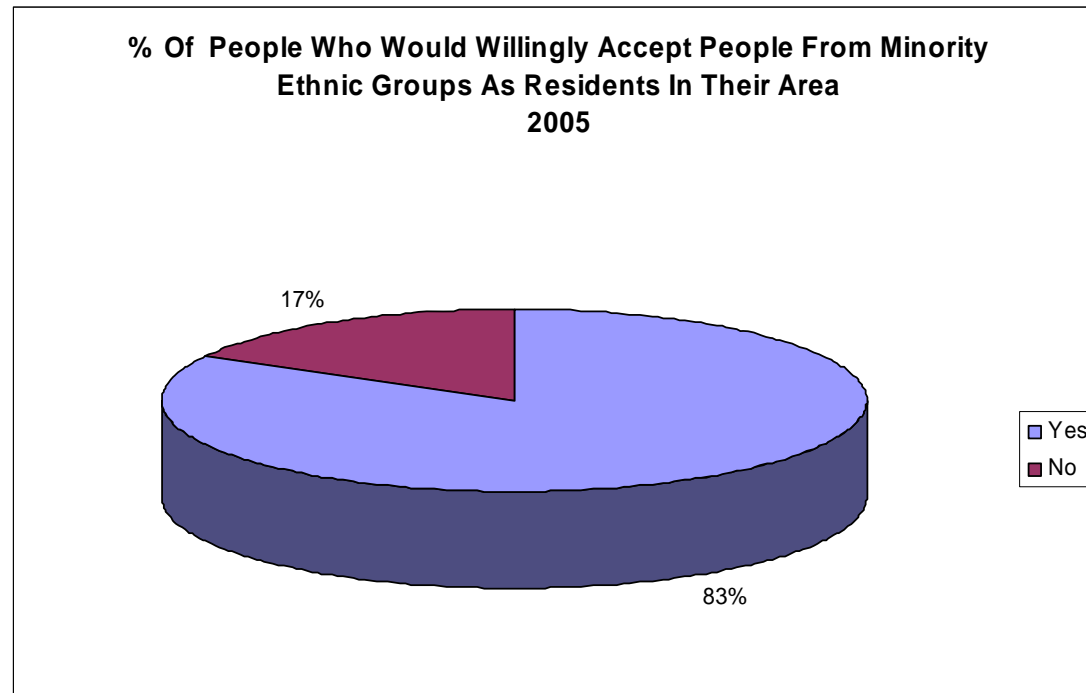
Source: Northern Ireland Life and Times Survey

Note: In the context of this survey, religion is defined as Protestant or Catholic.



- Over the eight year period, at least 70% of people said they would prefer to live in a mixed religion neighbourhood (with the exception of 2001 – 66%).
- The proportion of people who said they would prefer to live in a mixed religion neighbourhood increased significantly from 66% in 2001 to 79% in 2005.

Indicator 5.8 Proportion of people who would accept minority ethnic people as residents in their area



Source: Northern Ireland Life and Times Survey 2005

- 83% of respondents agreed they would willingly accept people from other minority ethnic groups as residents in their local area.

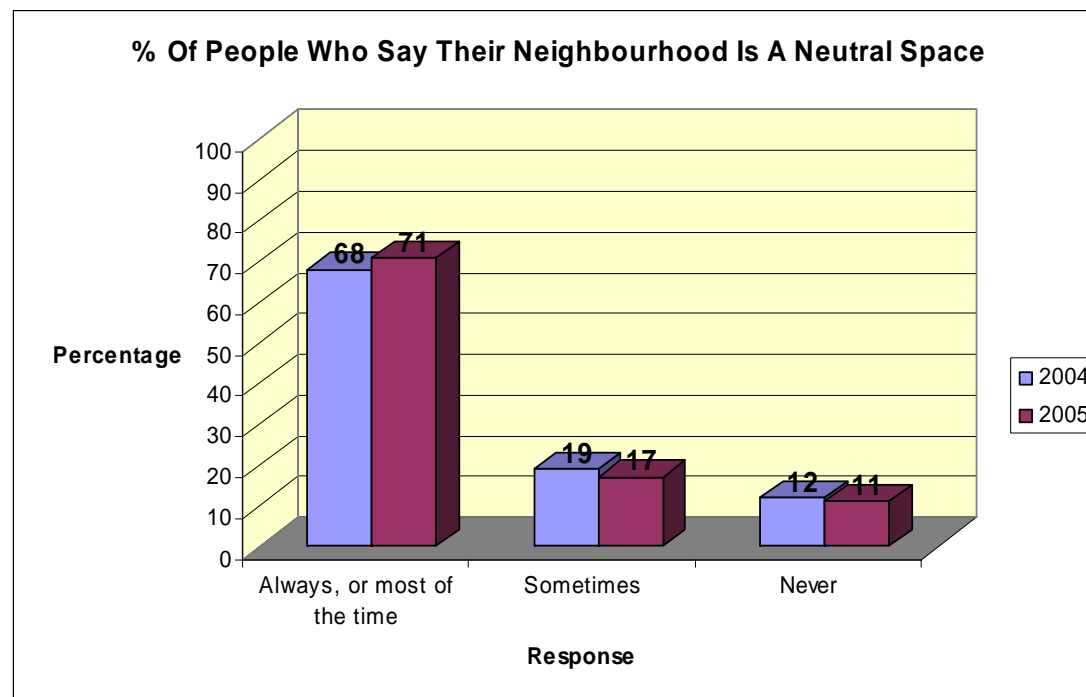
Indicator 5.9 Proportion of people who would define the neighbourhood where they live as a 'neutral' space

	2004 (%)	2005 (%)
Always, or most of the time	68	71
Sometimes	19	17
Never	12	11
It depends	1	0
Don't know	0	1

Source: Northern Ireland Life and Times Survey

Notes: (i) Neutral space is defined as a space where there are no symbols on display of either Protestant or Catholic culture and traditions.

(ii) New questions on **shared** space will be included in the 2006 NILT survey. These will be incorporated within the indicator set when data becomes available in 2007. Within the survey, a 'shared space' is described as a place where people feel free from threat and intimidation because of their cultural identity and where they can express their own cultural identity.



- There has been no significant change in the proportion of people who say their neighbourhood is a neutral space 'always' or 'most of the time' between 2004 (68%) and 2005 (71%).

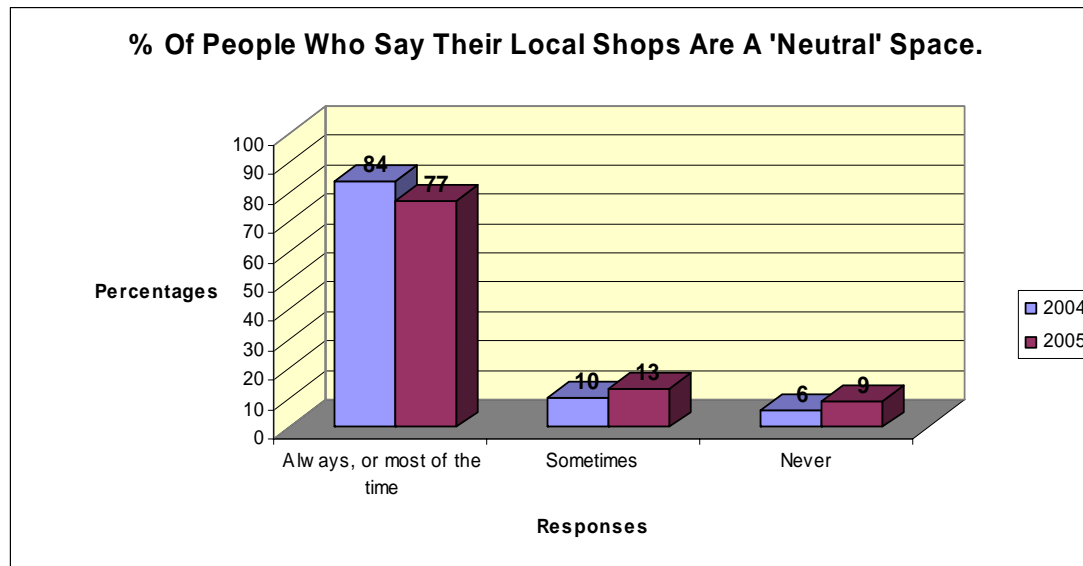
Indicator 5.10 Proportion of people who define their local shops as a “neutral space”

	2004 (%)	2005 (%)
Always, or most of the time	84	77
Sometimes	10	13
Never	6	9
It depends	0	0
Don't know	0	1

Source: Northern Ireland Life and Times Survey

Notes: (i) Neutral space is defined as a space where there are no symbols on display of either Protestant or Catholic culture and traditions.

(ii) New questions on **shared** space will be included in the 2006 NILT survey. These will be incorporated within the indicator set when data becomes available in 2007. Within the survey, a 'shared space' is described as a place where people feel free from threat and intimidation because of their cultural identity and where they can express their own cultural identity.

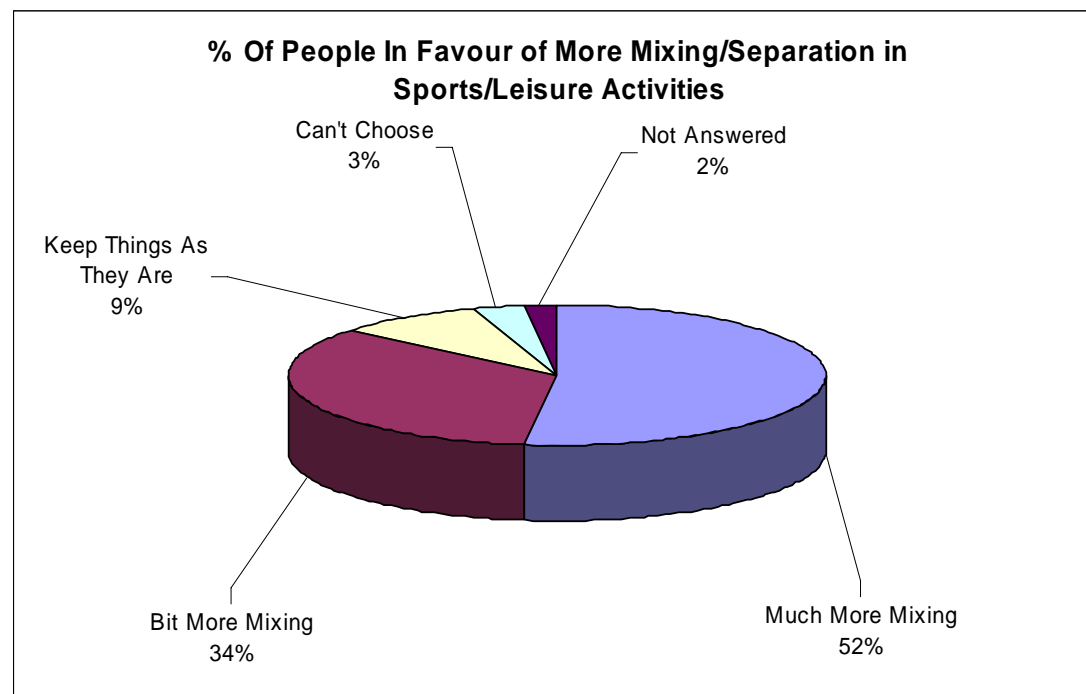


- There was a significant decrease in the proportion of people who think their local shops are a neutral space 'always' or 'most of the time', from 84% in 2004, to 77% in 2005.

Indicator 5.11 Proportion of people in favour of greater mixing in sports/leisure activities

	2005 (%)
Much More Mixing	52
Bit More Mixing	34
Keep Things As They Are	9
Bit More Separation	0
Much More Separation	0
Can't Choose	3
Not Answered	2

Source: Northern Ireland Life and Times Survey, 2005



- Eighty-six percent of people said either that they would prefer 'much more mixing' or 'a bit more mixing' in sports or leisure activities.
- Only 9% said that they would prefer to 'keep things as they are'.

Indicator 5.12 Number of mixed marriages

There are a number of sources of data for this indicator. The Census of Population is only conducted every ten years, so data from two surveys, the Northern Ireland Life and Times Survey and the Family Resources Survey, have also been provided.

Census of Population: All married couple families by community background

	Male community background				
	Total	Catholic	Protestant and Other Christian (including Christian related)	Other religions and philosophies	None
Female community background					
Total	324,608	123,396	194,320	1,550	5,342
Catholic	127,661	115,550	10,988	256	867
Protestant and Other Christian (including Christian related)	191,608	7,319	181,938	377	1974
Other religions and philosophies	1,189	98	188	856	47
None	4,150	429	1,206	61	2,454

Source: Census of Population, 2001

1. The term Catholic includes those respondents who gave their religion as Catholic or Roman Catholic.

- Results from the Census of Population in 2001 showed 5.6% of married couples in Northern Ireland were 'mixed marriage' couples (i.e. Protestant/Catholic couples).

Northern Ireland Life and Times Survey: Mixed marriages/partnerships

Year	No Not Same Religion	Yes Same Religion	No Religion At All	Refused
1998	9	83	4	4
1999	11	86	4	0
2000	8	89	3	0
2001	9	89	2	0
2002	11	88	1	0
2003	10	88	2	0
2004	8	89	3	0
2005	12	85	4	0

Source: Northern Ireland Life and Times Survey

- Between 1998 and 2005 there was no significant increase in the proportion of respondents reporting that they were either married or living as married and their partner was not the same religion as themselves. However, there was a significant increase between 2004 and 2005 (from 8% to 12%).

Family Resources Survey: Mixed Marriages/Cohabiting Partners

	% of mixed marriages/partnerships
2002/03	6.0%
2003/04	5.0%
2004/05	5.8%

Source: Family Resources Survey, DSD

Notes: Above data refers to couples (i.e. married or cohabiting or same sex) and does not include any additional adults that may fall within the household.

'Mixed' as referred to above is either a Protestant respondent married/in partnership with those who classify themselves as a Catholic or Catholic respondents married/in partnership with those who classify themselves as a Protestant

Notes: In the context of Northern Ireland, the term 'religion' refers to either Catholic/Protestant

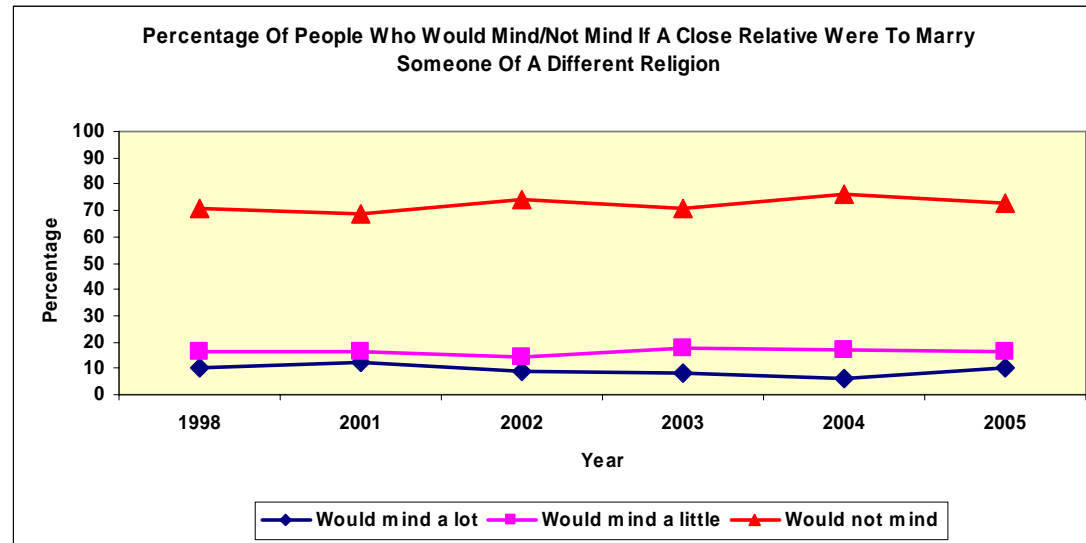
- Over the past three years, Family Resources Survey data has shown there has been no significant change in the percentage of people who indicated they were married or in a partnership or co-habiting with someone of a different religion (5.8% in 2004/05).

- **Indicator 5.13(i) Proportion of people who would mind if a close relative married someone of a different religion**

	1996	1998	2001	2002	2003	2004	2005
Would mind a lot	8	10	12	9	8	6	10
Would mind a little	17	16	16	14	18	17	16
Would not mind	75	71	69	74	71	76	73
Don't know	0	4	3	4	2	1	1

Source: Social Attitudes Survey 1996 and Northern Ireland Life and Times Survey 1998-2005

Notes: In the context of Northern Ireland, the term 'religion' refers to either Catholic/Protestant



- Over the past nine years, the proportion of people who said they would mind if a relative married someone of a different religion has not changed significantly. Seventy-three percent of people said they would not mind in 2005.

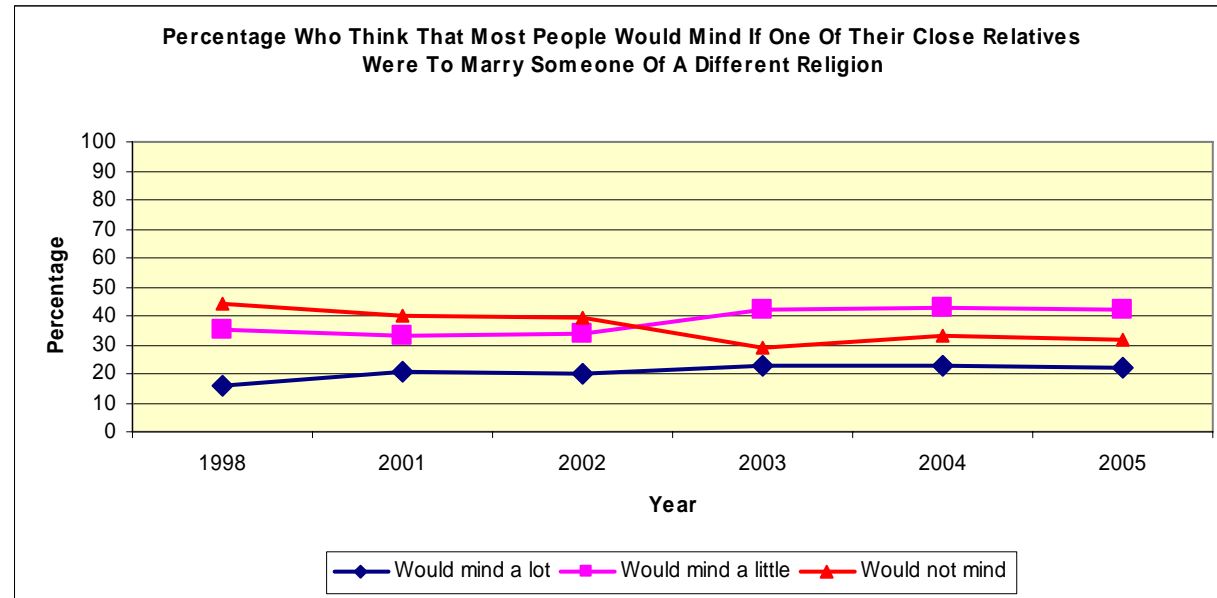
Indicator 5.13(ii) Proportion of people who think other people would mind if one of their relatives married someone of a different religion

“And do you think most people would mind or not if one of their close relatives were to marry someone of a different religion?”

	1998	2001	2002	2003	2004	2005
	%	%	%	%	%	%
Would mind a lot	16	21	20	23	23	22
Would mind a little	35	33	34	42	43	42
Would not mind	44	40	39	29	33	32
Don't know	6	7	7	6	2	4

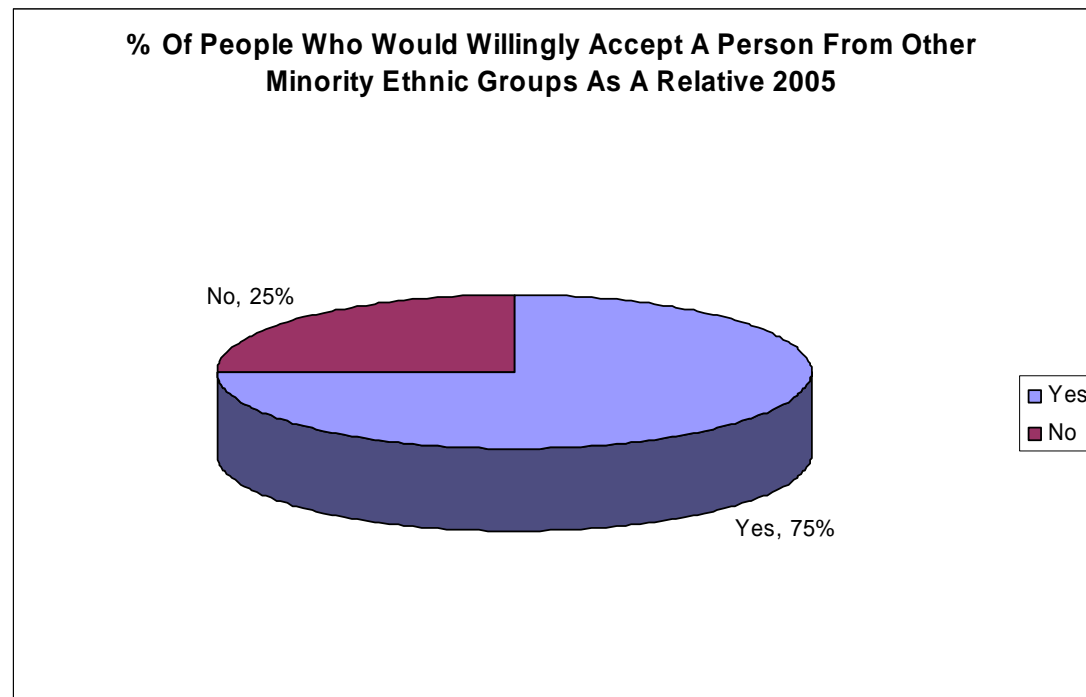
Source: Northern Ireland Life and Times Survey

Notes: In the context of Northern Ireland, the term ‘religion’ refers to either Catholic/Protestant



- Twenty-two percent of respondents felt that other people would mind ‘a lot’ if one of their close relatives were to marry someone of a different religion and 42% felt they would mind ‘a little’.
- Over the seven year period, the proportion of respondents who felt that most people would mind ‘a little’ or ‘a lot’ has increased significantly from 51% in 1998 to 64% in 2005.

Indicator 5.14 Proportion of people who would accept minority ethnic people as relatives by marrying a member of their family



Source: Northern Ireland Life and Times Survey 2005

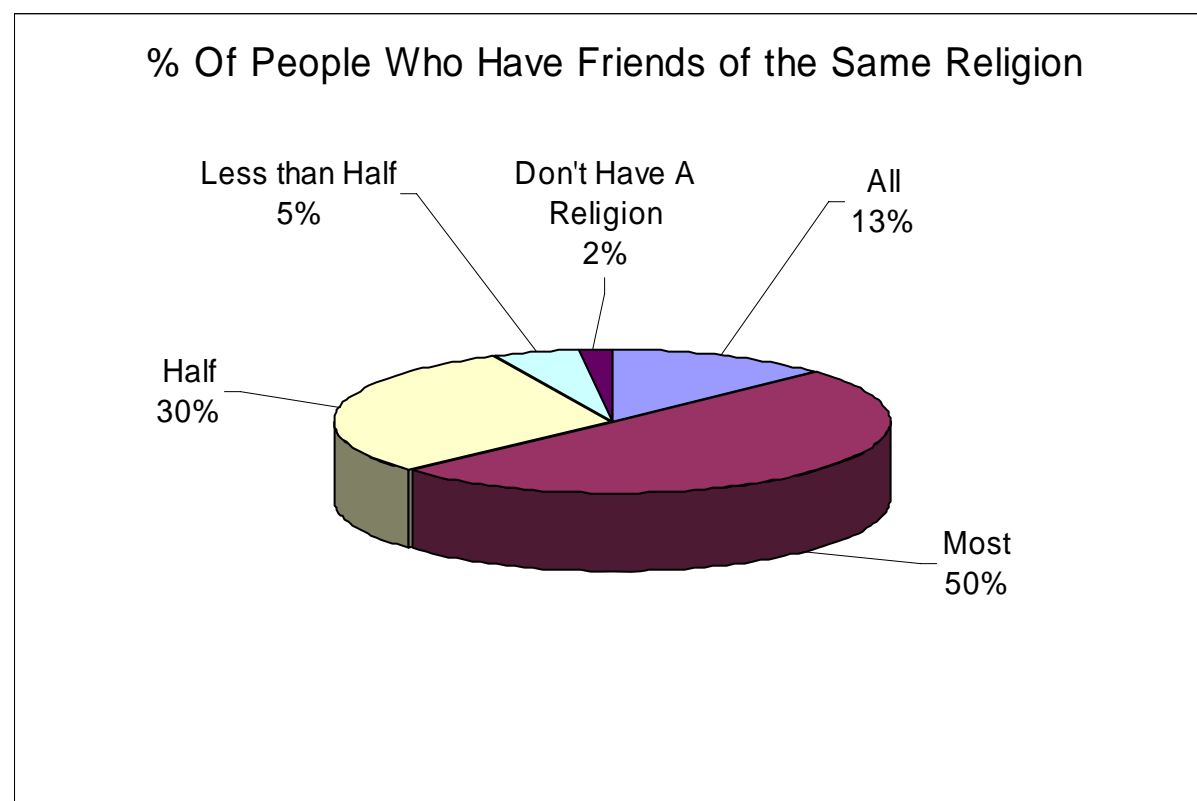
- Three quarters of people said they would willingly accept people from other minority ethnic groups as a relative by way of marrying a close member of their family.

Indicator 5.15 Proportion of people who have friends of the same religion

'How many of your friends would you say are the same religion as you?'

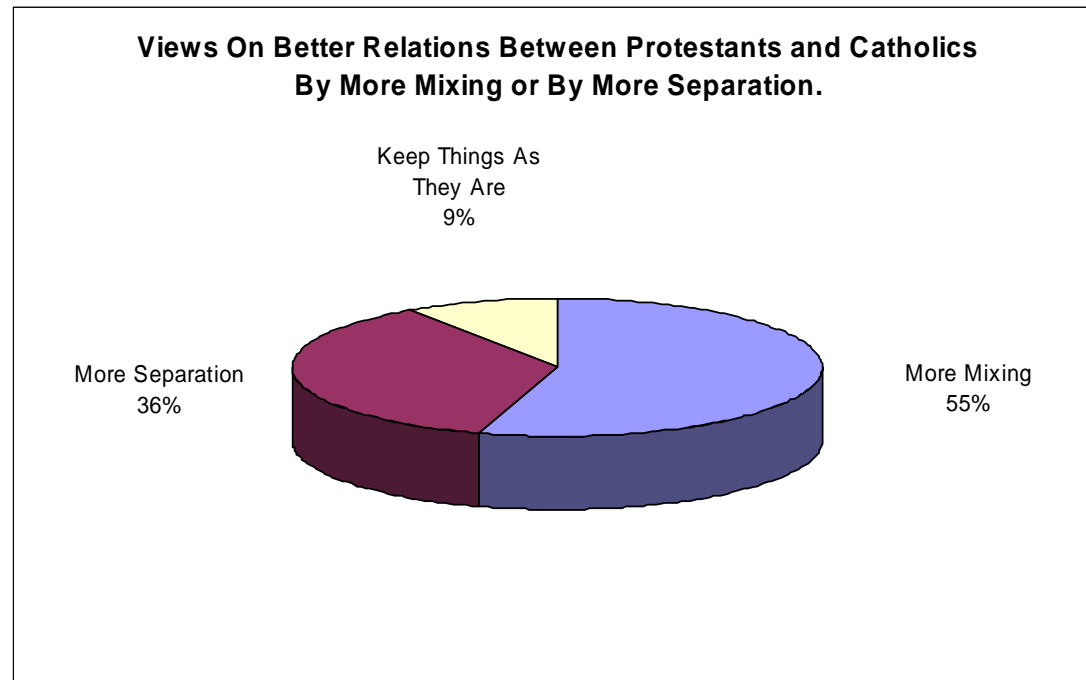
	2005 (%)
All	13
Most	50
Half	30
Less than Half	5
None	0
Don't Have A Religion	2
Not Protestant or Catholic	0
Don't Know	1

Source: Northern Ireland Life and Times Survey 2005



- Sixty-three percent of people said either 'all' or 'most' of their friends were of the same religion as themselves.
- Thirty percent said that about half of their friends were of the same religion.
- Only 5% said 'less than half' of their friends were of the same religion as themselves.

Indicator 5.16 Proportion of people who believe that better relations will come about through more mixing



Source: Northern Ireland Life and Times Survey 2005

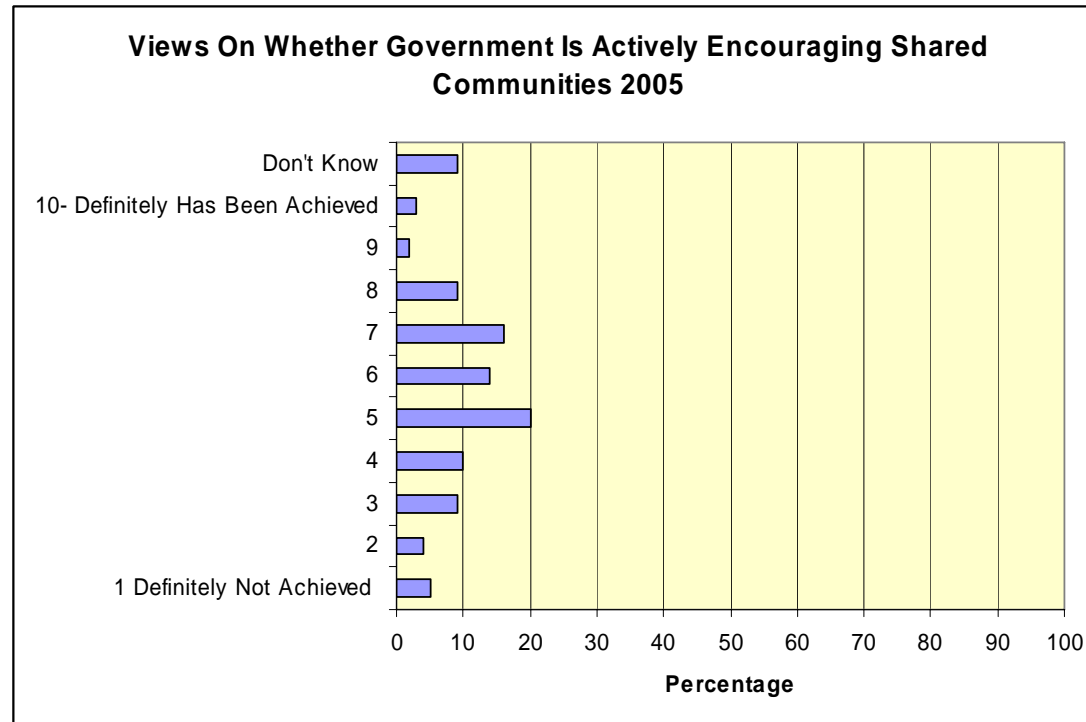
- Fifty-five percent of people believe that better relations between Catholics and Protestants will come about by more mixing.
- Over a third (36%) of people believe that better relations will come about by more separation.
- Only 9% feel that better relations will come about if things are kept as they are.

Indicator 5.17 Proportion of people who believe that the government is actively encouraging shared communities where people of all backgrounds can live, work, learn and play together

Definitely Not Achieved▶								Definitely Has Been Achieved
Score of 1	Score of 2	Score of 3	Score of 4	Score of 5	Score of 6	Score of 7	Score of 8	Score of 9	Score of 10
5%	4%	9%	10%	20%	14%	16%	9%	2%	3%

Source: Northern Ireland Life and Times Survey 2005

Respondents were asked to score achievement of this government target on a scale of 1 – 10. (1= Definitely not achieved, 10 = definitely achieved).



- Five percent of people believe the government has definitely not achieved its target of actively encouraging shared communities where people of all backgrounds can live, work, learn and play together
- Three percent of people believe the government has definitely achieved this target.
- On a scale of 1 to 10 (where 10 is the Government has achieved its target) 48% of people gave a score of 5 or less, indicating that the majority of people believe that the government has not yet achieved this target.

Priority outcome 6: All work places are safe and shared

Link to aims and objectives:

A Shared Future objectives:

- (A)** Eliminate sectarianism, racism and all forms of prejudice to enable people to live and work without fear or intimidation;
- (C)** Facilitate the development of a shared community where people wish to learn, live, work and play together;
- (G)** Shape policies, practices and institutions to enable trust and good relations to grow;
- (L)** Encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart;
- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Racial Equality Strategy shared aims:

1. Elimination of racial inequality – to eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life including public life for people of different ethnic backgrounds in Northern Ireland;
2. Equal protection – to combat racism and provide effective protection and redress against racism and racist crime;
4. Participation – To increase participation and sense of ‘belonging’ of people from minority ethnic backgrounds in public, political, economic, social and cultural life.
5. Dialogue - To promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Background contextual information

It is not possible to determine levels of segregation in individual workplaces in Northern Ireland. The Equality Commission publishes a Fair Employment Monitoring report annually. This includes information on the community background of the workforce for public sector bodies and private sector concerns (with 26 or more employees). The breakdown is based on the total workforce of each concern – it is not broken down by site or individual workplace. Therefore it is not possible to determine the composition of individual workplaces in Northern Ireland.

The Equality Commission have published figures on the composition of the monitored workforce. The most recent figures are:

Composition of monitored workforce by community background

	2001	2002	2003	2004
Protestant	59.7%	59.1%	58.3%	57.7%
Catholic	40.3%	40.9%	41.7%	42.3%
Total Number	479,517	481,117	486,420	495,817

Composition of monitored part-time workforce by community background

	2001	2002	2003	2004
Protestant	55.3%	54.7%	54.1%	53%
Catholic	44.7%	45.3%	45.9%	47%
Total Number	74,408	77,273	79,065	82,008

Composition of monitored public sector workforce by community background

	2001	2002	2003	2004
Protestant	59.8%	58.8%	58%	57.2%
Catholic	40.2%	41.2%	42%	42.8%
Total Number	175,083	177,083	181,499	188,134

The Equality Commission does not monitor the minority ethnic composition of the workforce. The Northern Ireland Civil Service started monitoring the ethnicity of its employees in the mid 1990's. At January 2002, 0.1% of employees were minority ethnic people. This has increased slightly to 0.2% at June 2006.

The Labour Force Survey Religion Report 2004 was published by OFMDFM in December 2006 http://www.ofmdfmi.gov.uk/2004_lfs_religion_report.pdf. This report provides more detailed information on differences between the Protestant and Catholic workforce. The table below is contained in the report and illustrates differences in economic activity and inactivity. More detailed information on employment trends over time by religion can be found in 'Indicators of Social Need for Northern Ireland', a report published by OFMDFM (<http://www.ofmdfmi.gov.uk/hbai.pdf>). This includes statistics on economic activity rates, employment rates, unemployment rates and the proportion of persons of working age without a qualification.

Economic activity and inactivity rates by religion

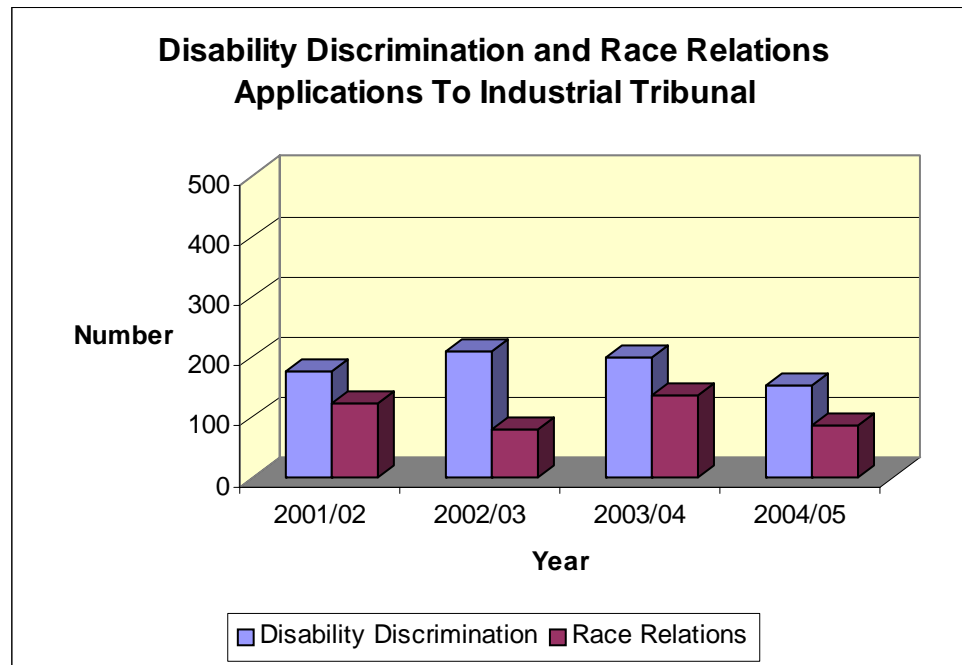
2004	Protestant	Roman Catholic	Difference
Female population (working age)	234,000	237,000	+3,000 RC
Female economically active	161,000	138,000	- 23,000 RC
Female economically inactive	73,000	98,000	+25,000 RC
Female employed (16+)	167,000	133,000	- 34,000 RC
	Protestant	Roman Catholic	Difference
Male population (working age)	268,000	229,000	-39,000 RC
Male economically active	213,000	172,000	-41,000 RC
Male economically inactive	55,000	57,000	+2,000 RC
Male employed (16+)	207,000	160,000	-47,000 RC

Source: Labour Force Survey Religion Report 2004, OFMDFM (2006)

Indicator 6.1 (a) Number of applications to industrial tribunal on grounds of disability or racial discrimination

	2001/02	2002/03	2003/04	2004/05
Disability Discrimination	178	209	200	153
Race Relations	124	81	137	88

Source: Office of the Industrial Tribunals and Fair Employment Tribunals



- The number of complaints registered at the Office of the Industrial Tribunals on the basis of disability discrimination has decreased by 27% from 209 applications in 2002/03 to 153 applications in 2004/05.
- In 2004/05, the number of complaints registered at the Office of the Industrial Tribunals, on the grounds of race relations fell by 36%, from 137 applications in 2003/04 to 88 applications in 2004/05.

Indicator 6.1 (b) Percentage of Industrial Relations cases (on grounds of disability or racial discrimination) that were allowed, dismissed, withdrawn, conciliated, settled or stayed.

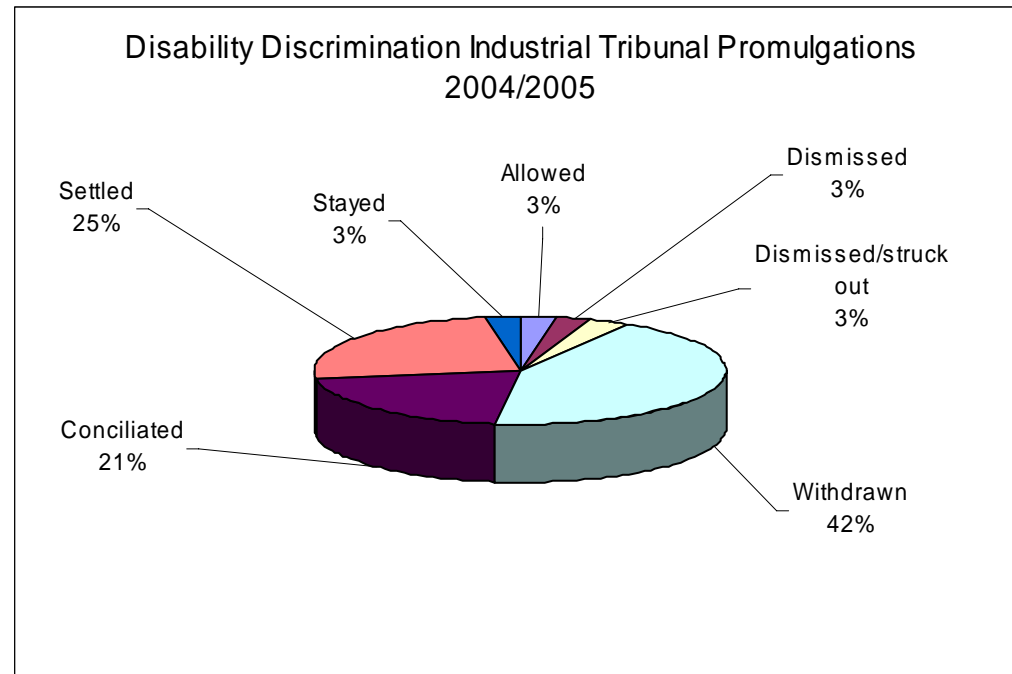
Disability Discrimination Industrial Tribunal Promulgations

	Allowed	Dismissed	Dismissed/struck out	Withdrawn	Conciliated	Settled	Stayed
2001/02	3 (5%)	4 (6%)	0	36 (56%)	11 (18%)	8 (13%)	2 (3%)
2002/03	4 (3%)	13 (9%)	2 (1%)	61 (43%)	18 (13%)	45 (31%)	0
2003/04	1 (1%)	9 (6%)	3 (2%)	92 (59%)	18 (12%)	30 (19%)	3 (2%)
2004/05	5 (3%)	5 (3%)	6 (3%)	79 (43%)	38 (21%)	45 (25%)	5 (3%)

Source: Office of the Industrial Tribunals and Fair Employment Tribunals

Notes: Every complaint made to an Industrial Tribunal must be closed by a decision of a tribunal. For an explanation of the above terms relating to decisions of a tribunal, see the 'Glossary of Terms' appended to this report.

It does not follow that because a complaint is withdrawn, it has no merit. It may have been withdrawn on terms agreed between the parties before, during or even after the hearing if the decision of the Tribunal has not yet been announced.



- Of the disability discrimination cases promulgated in 2004/05, 3% were allowed and 6% were either dismissed or dismissed/struck out.
- Forty-six percent were either settled or conciliated and 42% were withdrawn.

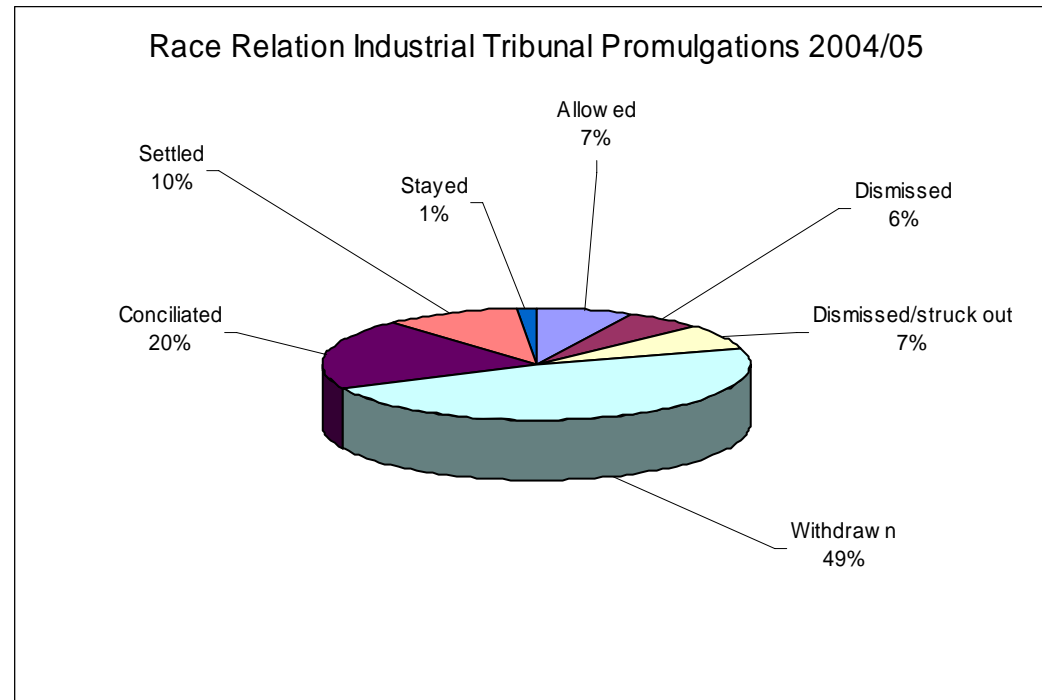
Race Relations Industrial Tribunal Promulgations

	Allowed	Dismissed	Dismissed/struck out	Withdrawn	Conciliated	Settled	Stayed
2001/02	3 (7%)	3 (7%)	1 (3%)	15 (38%)	5 (13%)	11 (28%)	2 (5%)
2002/03	2 (2%)	8 (8%)	1 (1%)	51 (52%)	8 (8%)	27 (28%)	1 (1%)
2003/04	0	13 (12%)	8 (7%)	42 (39%)	12 (11%)	31 (29%)	1 (1%)
2004/05	5 (7%)	4 (6%)	5 (7%)	33 (48%)	14 (20%)	7 (10%)	1 (1%)

Source: Office of the Industrial Tribunals and Fair Employment Tribunals

Notes: Every complaint made to an Industrial Tribunal must be closed by a decision of a tribunal. For an explanation of the above terms relating to decisions of a tribunal, see the 'Glossary of Terms' appended to this report.

It does not follow that because a complaint is withdrawn, it has no merit. It may have been withdrawn on terms agreed between the parties before, during or even after the hearing if the decision of the Tribunal has not yet been announced.



- Of the race relations cases promulgated in 2004/05, 7% were allowed and 13% were either dismissed or dismissed/struck out.
- Thirty percent were either settled or conciliated and 48% were withdrawn.

Indicator 6.1 (c) Number of Fair Employment registrations

2001/02	2002/03	2003/04	2004/05
562	501	467	375

Source: Office of the Industrial Tribunals and Fair Employment Tribunal



- The number of applications to the Fair Employment Tribunal has decreased by a third over the past four years, from 562 applications in 2001/02 to 375 in 2004/05.

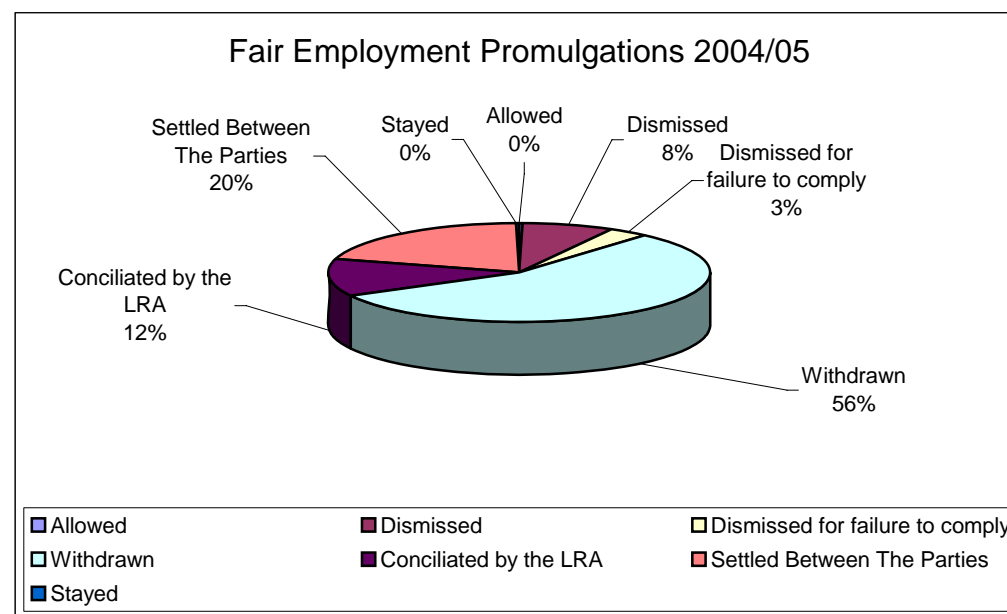
Indicator 6.1 (d) Percentage of Fair Employment cases that were allowed, dismissed, withdrawn, conciliated, settled or stayed

	Allowed	Dismissed	Dismissed for failure to comply	Withdrawn	Conciliated by the LRA	Settled Between The Parties	Stayed
2001/02	8 (2%)	34 (8%)	20 (5%)	218 (50%)	64 (15%)	86 (20%)	9 (2%)
2002/03	5 (1%)	37 (7%)	8 (2%)	270 (53%)	69 (13%)	118 (23%)	7 (1%)
2003/04	12 (2%)	66 (10%)	10 (2%)	355 (53%)	67 (10%)	135 (20%)	21 (3%)
2004/05	1(0.1%)	53 (8%)	22 (3%)	377 (56%)	82 (12%)	136 (20%)	2 (0.3%)

Source: Office of the Industrial Tribunals and Fair Employment Tribunal

Notes: Every complaint made to an Industrial Tribunal must be closed by a decision of a tribunal. For an explanation of the above terms relating to decisions of a tribunal, see the 'Glossary of Terms' appended to this report.

It does not follow that because a complaint is withdrawn, it has no merit. It may have been withdrawn on terms agreed between the parties before, during or even after the hearing if the decision of the Tribunal has not yet been announced.



- Of the Fair Employment cases that were promulgated in 2004/05, less than 1% were allowed and 11% were dismissed/dismissed for failure to comply.
- Thirty-two percent were either settled between the parties or conciliated by the Labour Relations Agency and 56% were withdrawn.
- Over half of Fair Employment cases promulgated over each of the past four years have been withdrawn, approximately 20% have been settled between the parties each year, just over 10% have been conciliated by the LRA, approximately 10% have been either dismissed/dismissed for failure to comply each year and 2% or less have been allowed each year.

Indicator 6.2 Composition of PSNI/RUC

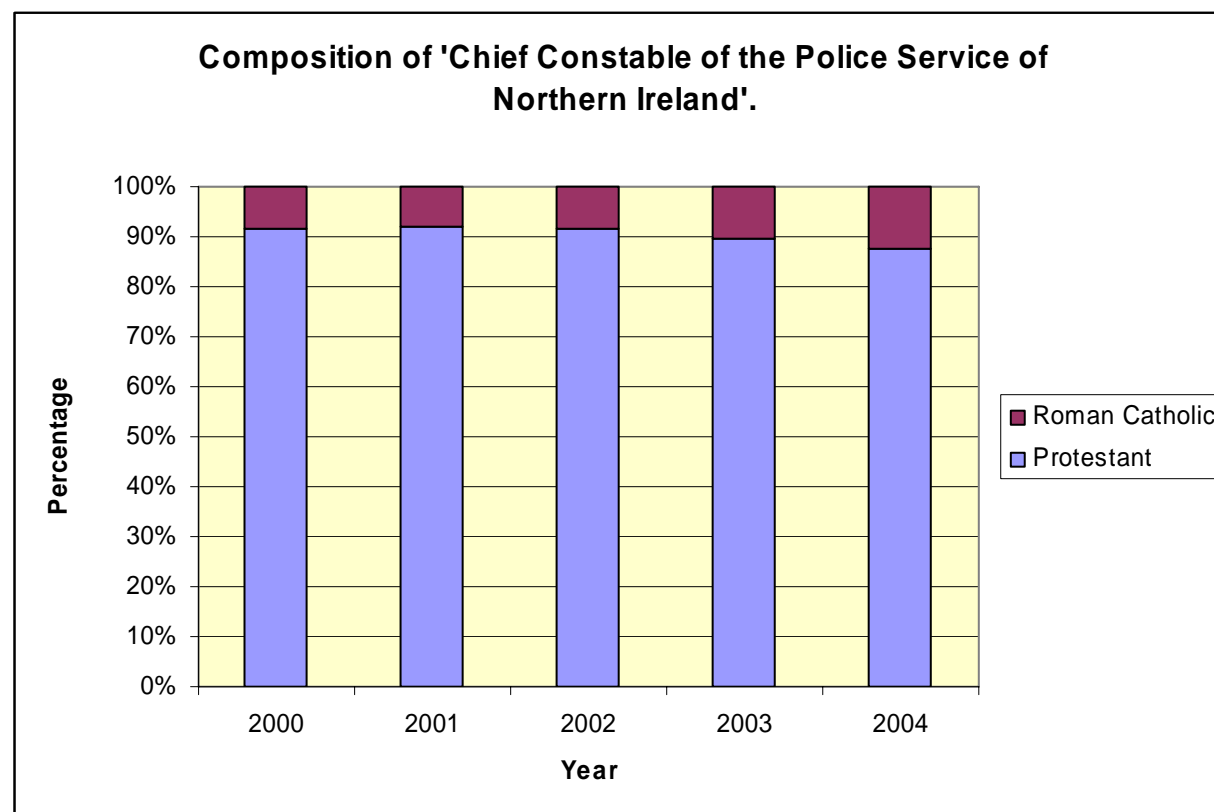
The tables below show the composition of the Police Service of Northern Ireland including full and part-time reserves. The figures are based on annual equality monitoring returns submitted to the Equality Commission for Northern Ireland.

Composition of the 'Chief Constable of PSNI/RUC' – Actual Numbers					
	2000	2001	2002	2003	2004
Protestant	9894	10623	9267	8611	8319
Roman Catholic	904	939	852	1012	1168
Not determined	436	442	402	368	347
Total	11234	12004	10521	9991	9834

Composition of the 'Chief Constable of PSNI/RUC' – Percentage of those for whom a community background could be determined.					
	2000	2001	2002	2003	2004
Protestant	91.6	91.9	91.6	89.5	87.7
Roman Catholic	8.4	8.1	8.4	10.5	12.3

Source: Equality Commission NI Monitoring Reports

Note – These figures contain all employees in the Police Service of Northern Ireland including full and part time reserves.



- In 2004, the composition of the PSNI in terms of community background was 87.7% Protestant, 12.3% Catholic.
- The percentage of Roman Catholics employed in the PSNI has increased by approximately 4 percentage points, from 8% in 2000 to 12% in 2004.

The PSNI also monitor the composition of their workforce excluding full and part time reserves. The table below provides a breakdown of this where community background could be determined:

Composition of the PSNI in percentage terms										
	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Protestant	91.6%	91.5%	91.4%	91.3%	91.2%	90.8%	87.9%	85.6%	82.6%	80.5%
Roman Catholic	8.4%	8.5%	8.6%	8.7%	8.8%	9.2%	12.1%	14.4%	17.4%	19.5%

Source: PSNI

Note: These figures exclude full and part-time reserves

- The proportion of the police force who are Catholics has steadily increased since 1997 and represented almost a fifth of the police force (19.5%) in 2006. Correspondingly the proportion who are Protestants has decreased from 92% in 1997 to 81% in 2006.

Composition of the PSNI – ethnic background						
	2001	2002	2003	2004	2005	2006
Minority ethnic	22	18	18	19	16	20
Non-minority ethnic	8,325	7,216	7,177	7,315	7,481	7,499
Total	8,347	7,234	7,195	7,334	7,497	7,519
Percentage minority ethnic	0.26	0.25	0.25	0.26	0.21	0.27

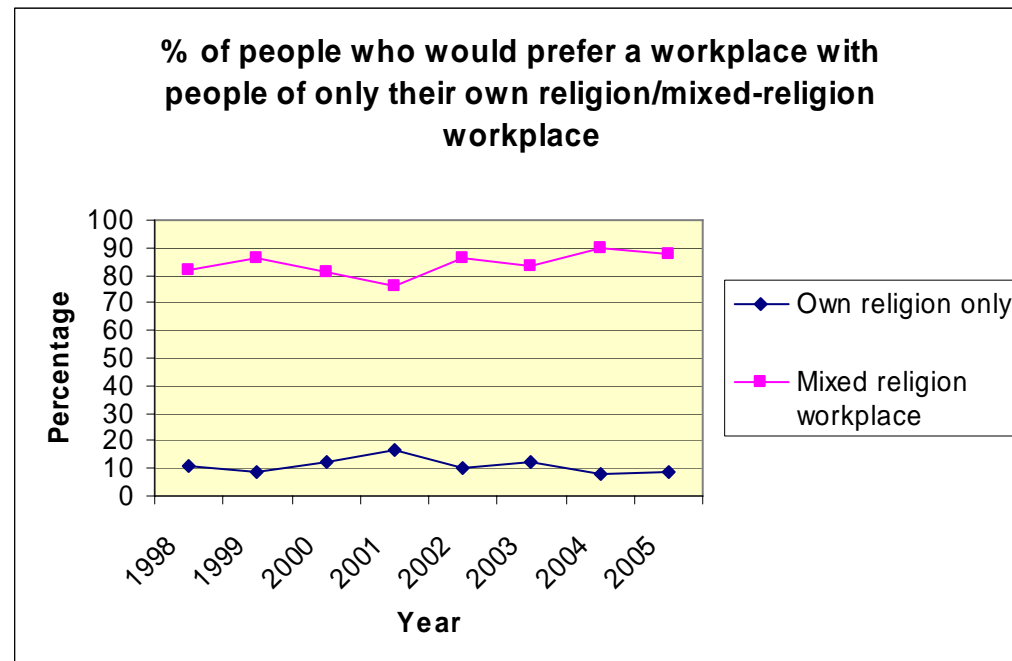
Source: PSNI

- The percentage of employees from minority ethnic backgrounds in the PSNI has remained relatively unchanged over the past five years and was 0.27% in 2006.

Indicator 6.3 Proportion of people who prefer to work in a mixed religion workplace

	1998	1999	2000	2001	2002	2003	2004	2005
	%	%	%	%	%	%	%	%
Own religion only	11	9	12	17	10	12	8	9
Mixed religion workplace	82	86	81	76	86	83	90	88
Don't know	7	5	5	5	3	4	1	2
Other	n/a	n/a	2	2	0	0	1	1
Doesn't matter/don't mind	n/a	n/a	n/a	n/a	1	2	n/a	n/a

Source: Northern Ireland Life and Times Survey



- The percentage of people who would prefer a mixed religion workplace has ranged between 76% and 90% over the past 8 years.
- In 2005, 88% of people said they would prefer a mixed religion workplace with a significant increase from 83% in 2003.

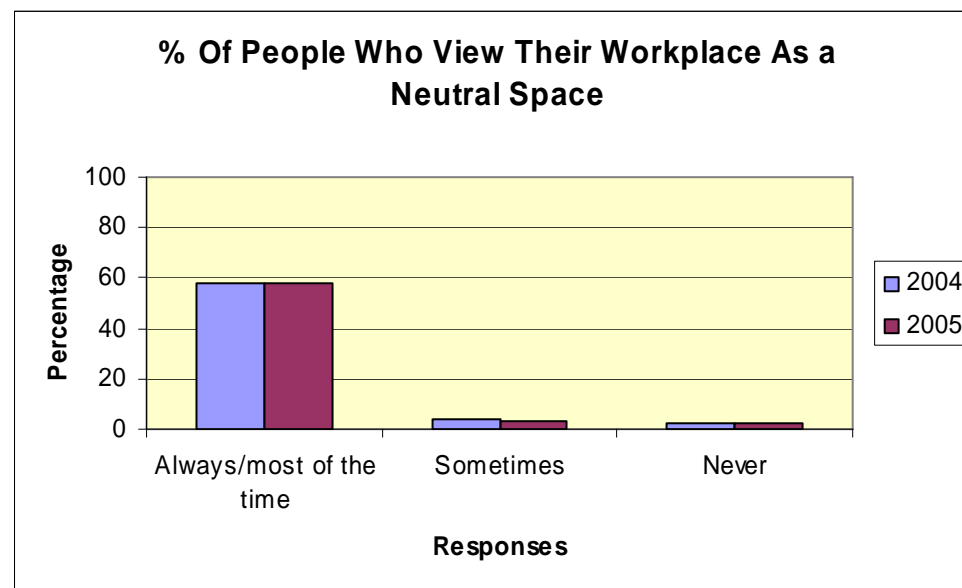
Indicator 6.4 Proportion of people who would define their workplace as a “neutral space”

	2004	2005
	%	%
Always/most of the time	58	58
Sometimes	4	3
Never	2	2
(It depends - specify)	0	0
Don't have workplace	36	37
Don't know	0	1

Source: Northern Ireland Life and Times Survey

Notes: (i) Neutral space is described in the survey as a place where there are no symbols on display of either Protestant or Catholic culture and traditions.

(ii) New questions on **shared** space will be included in the 2006 NILT survey. These will be incorporated within the indicator set when data becomes available in 2007. Within the survey, a 'shared space' is described as a place where people feel free from threat and intimidation because of their cultural identity and where they can express their own cultural identity.

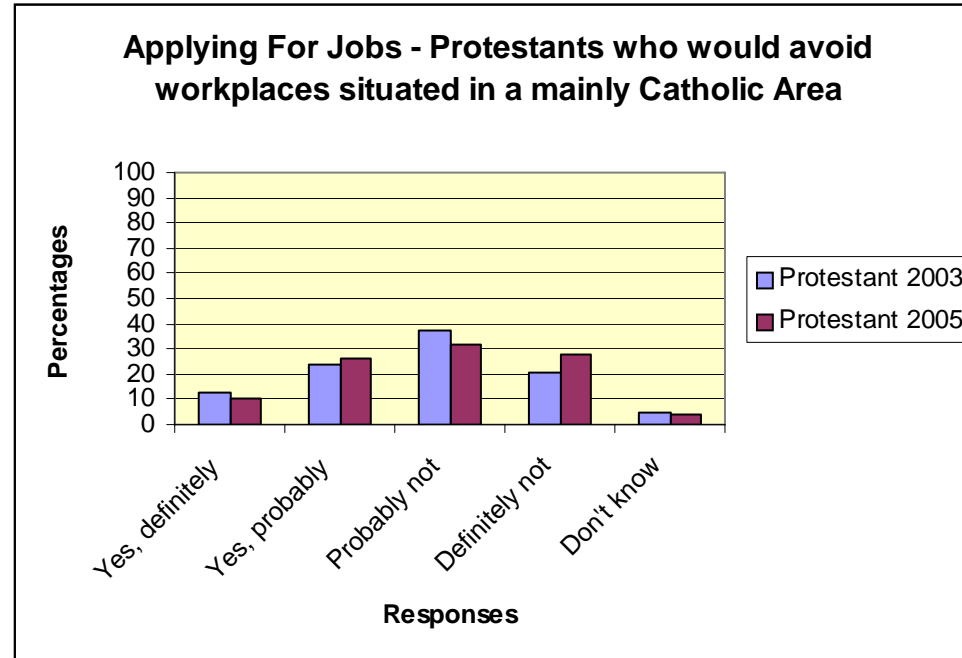


- In 2004 and 2005, 58% of people said that their workplace was a neutral space 'always/most of the time'.
- In 2005, 3% of people said that their workplace was 'sometimes' a neutral space and 2% said that their workplace was 'never' a neutral space.
- Just over a third of people did not have a workplace.

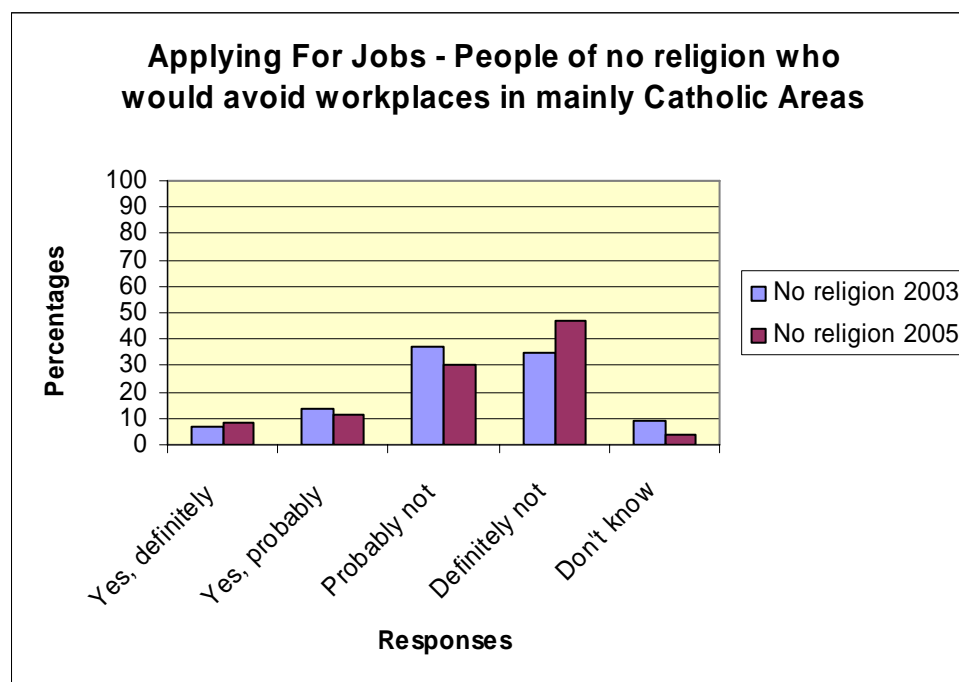
Indicator 6.5 Proportion of persons who would avoid workplaces in a mainly Catholic area when applying for a job

	Catholic		Protestant		No religion	
	2003	2005	2003	2005	2003	2005
Yes, definitely	2	1	13	10	7	8
Yes, probably	5	5	24	26	14	11
Probably not	46	39	37	32	37	30
Definitely not	32	53	21	28	35	47
Don't know	5	2	5	4	9	4

Source: Northern Ireland Life and Times Survey



- In 2005, 36% of Protestants said they would 'definitely' or 'probably' avoid a mainly Catholic area if applying for a job. There was no significant change in responses between 2003 and 2005.
- Sixty percent of Protestants said either that they probably or definitely wouldn't avoid a Catholic area when applying for jobs.

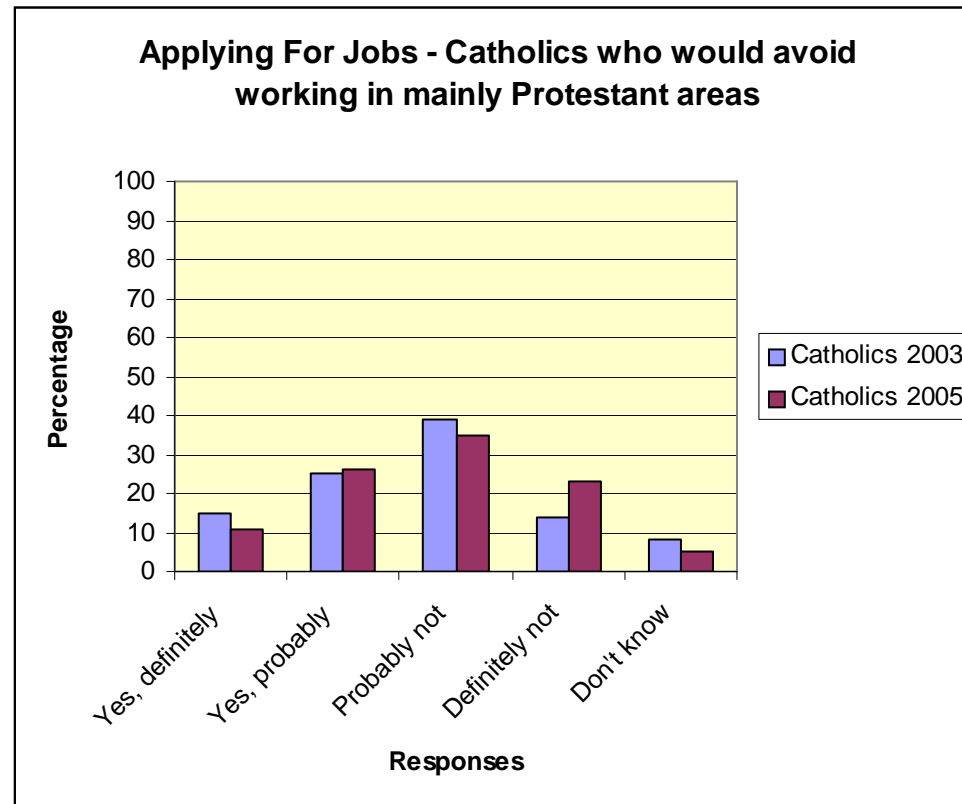


- In 2005, 19% of those who had no religion said they would either definitely or probably avoid a mainly Catholic area if applying for a job.
- Seventy-seven percent said they probably or definitely wouldn't avoid a Catholic area when applying for a job. This is a significant increase on the 2003 figure when 72% said they wouldn't avoid a Catholic area when applying for jobs.

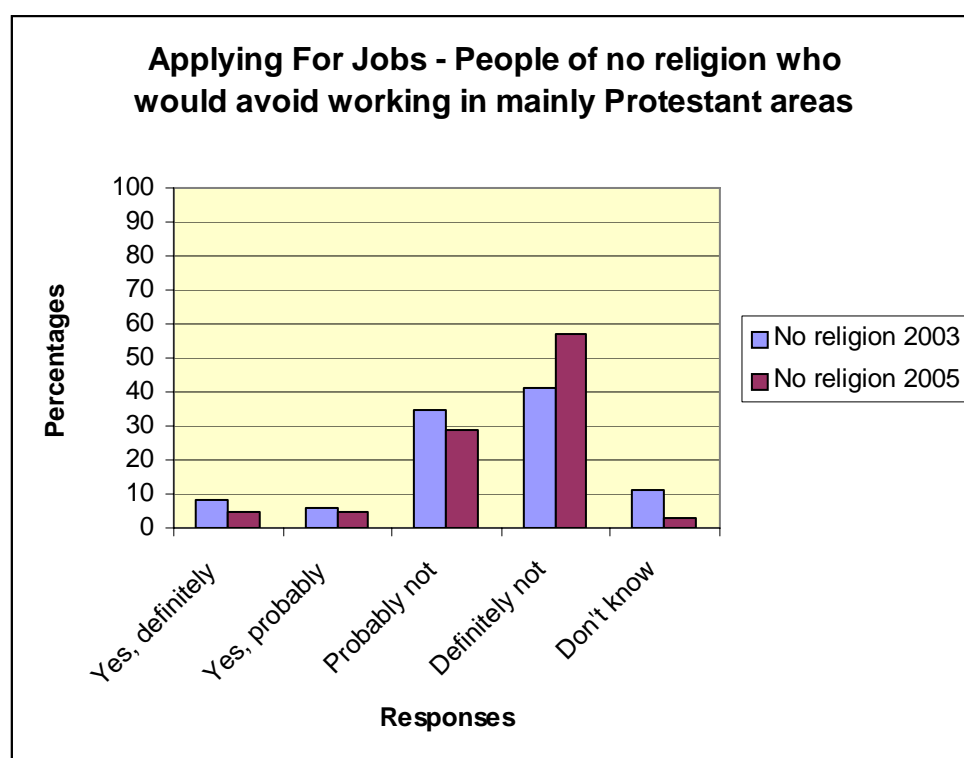
Indicator 6.6 Proportion of persons who would avoid workplaces in a mainly Protestant area when applying for a job

	Catholics		Protestant		No religion	
	2003	2005	2003	2005	2003	2005
Yes, definitely	15	11	1	1	8	5
Yes, probably	25	26	3	2	6	5
Probably not	39	35	38	32	35	29
Definitely not	14	23	55	65	41	57
Don't know	8	5	3	2	11	3

Source: Northern Ireland Life and Times Survey

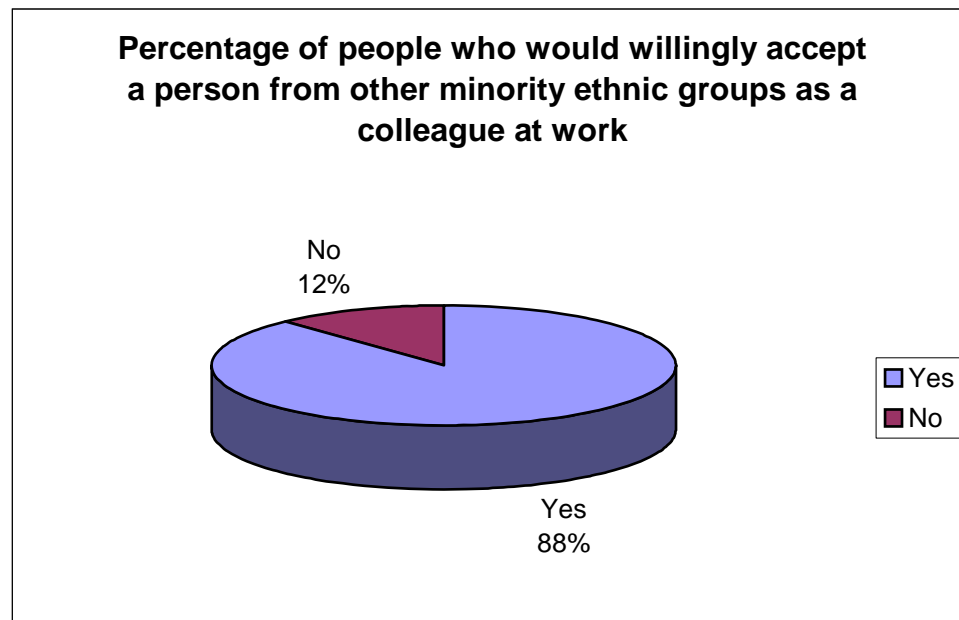


- In 2005, 37% of Catholics said that they would either definitely or probably avoid a mainly Protestant area if applying for jobs. There has been no significant change between 2003 and 2005.
- Fifty-eight percent said they probably or definitely wouldn't avoid a Protestant area when applying for jobs. There has been no significant change between 2003 and 2005.



- There was a significant reduction in the percentage of those who had no religion saying they would definitely or probably avoid a mainly Protestant area if applying for jobs, from 14% in 2003 to 10% in 2005.
- Eighty-six percent said they probably or definitely wouldn't avoid a mainly Protestant area when applying for jobs. This is a significant increase of 10 percentage points on the 2003 figures when 76% said they wouldn't avoid a mainly Protestant area when applying for jobs.
- A comparison of indicators 6.8 and 6.9 shows people reporting 'no religion' were significantly more likely to say they would avoid a mainly Catholic area when applying for jobs (19% in 2005) than a mainly Protestant area (10% in 2005).

Indicator 6.7 Proportion of people who would accept minority ethnic people as a work colleague



Source: Northern Ireland Life and Times Survey, 2005

- In 2005, 88% of people said they would willingly accept minority ethnic people as a work colleague.

Priority outcome 7: Minority ethnic people participate in public, political, and economic life

Link to aims and objectives:

A Shared Future objectives:

- (G)** Shape policies, practices and institutions to enable trust and good relations to grow;
- (I)** Support cultural projects which highlight the complexity and overlapping nature of identities and their wider global connections;
- (J)** Support and learn from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis.

- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Racial Equality Strategy shared aims:

1. Elimination of racial inequality – to eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life including public life for people of different ethnic backgrounds in Northern Ireland;
4. Participation – To increase participation and sense of ‘belonging’ of people from minority ethnic backgrounds in public, political, economic, social and cultural life.
5. Dialogue - To promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.
6. Capacity building – To build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level and to help minority ethnic people to fulfil the Government’s aim of a shared future for Northern Ireland.

Indicator 7.1 Proportion of people registered to vote: Minority ethnic people compared to the general populations in Northern Ireland

- 40% of survey respondents were registered to vote. This compares to 90% of the general population of Northern Ireland.
- Only 48% said they voted at the 2003 Assembly elections compared to an overall turnout of 64%.
- 30% of respondents said the reason they were not registered was because they did not know how to go about it.

Source: "Exploring and measuring the attitudes and behaviour of members of minority ethnic communities in Northern Ireland to participating in the democratic process generally and with specific regard to registering for and voting at elections", Electoral Commission 2005¹

Note: There is no regular or official data source for monitoring this indicator on an ongoing basis but it is something the Electoral Commission may look at in the future.

**Indicator 7.2 Public appointments:
% of applications for public appointments from minority ethnic people
% of appointments made to minority ethnic people**

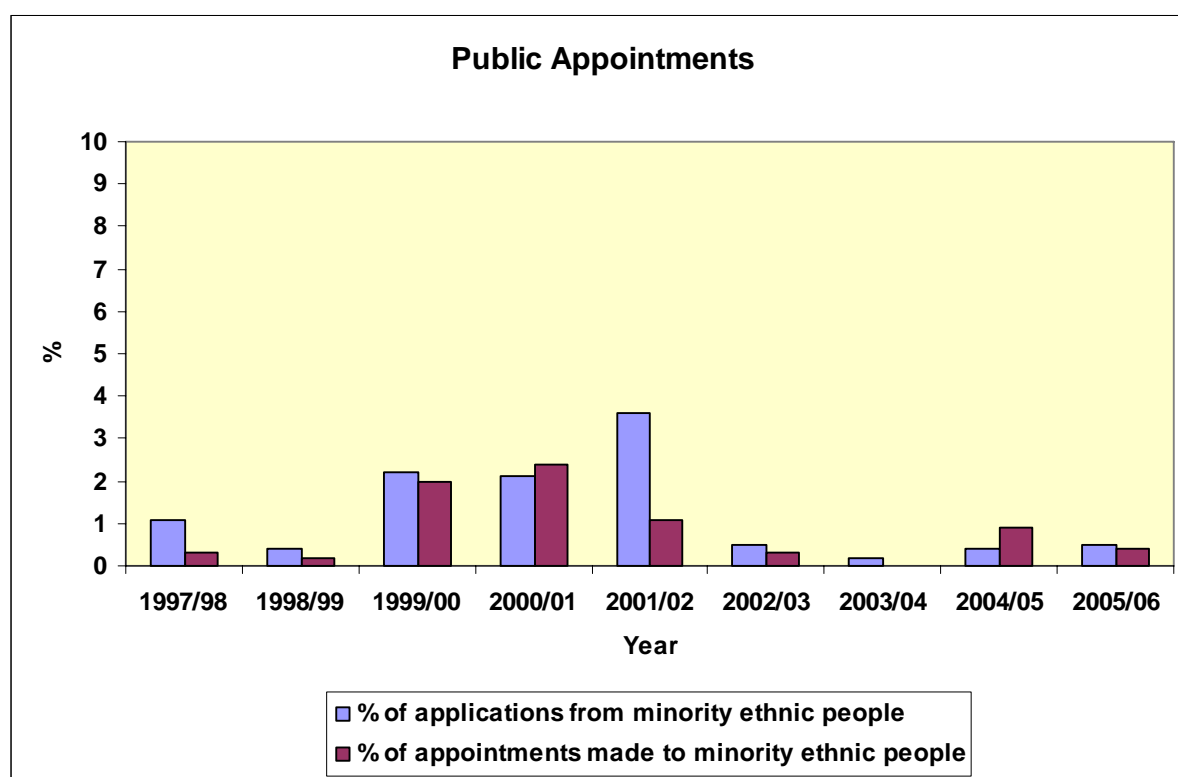
Public Appointments									
	1997/ 98	1998/ 99	1999/ 00	2000/ 01	2001/ 02	2002/ 03	2003/ 04	2004/ 05	2005/ 06
Number of applications for public appointments received from minority ethnic people	21	6	26	15	88	6	2	4	7
% of applications from minority ethnic people	1.1	0.4	2.2	2.1	3.6	0.5	0.2	0.4	0.5
Number of minority ethnic people appointed	3	2	9	8	8	2	0	3	3
% of appointments made to minority ethnic people	0.3	0.2	2	2.4	1.1	0.3	0	0.9	0.4

Source: Public Appointments Annual Reports, OFMDFM

Notes: A public appointment allows individuals from different backgrounds to play a part in directing and managing the services that government provides. People who hold public appointments come from all walks of life and their involvement in the running of public bodies provides accountability, brings skills and experience and supports democracy by allowing 'ordinary' people to play an important and constructive role in the process of local, regional and national government. (A Guide To Public Appointments in NI, OFMDFM).

NIO public bodies are not included in the above figures.

¹ MMMA Consultancy, Omi Consultancy commissioned by Electoral Commission, June 2005



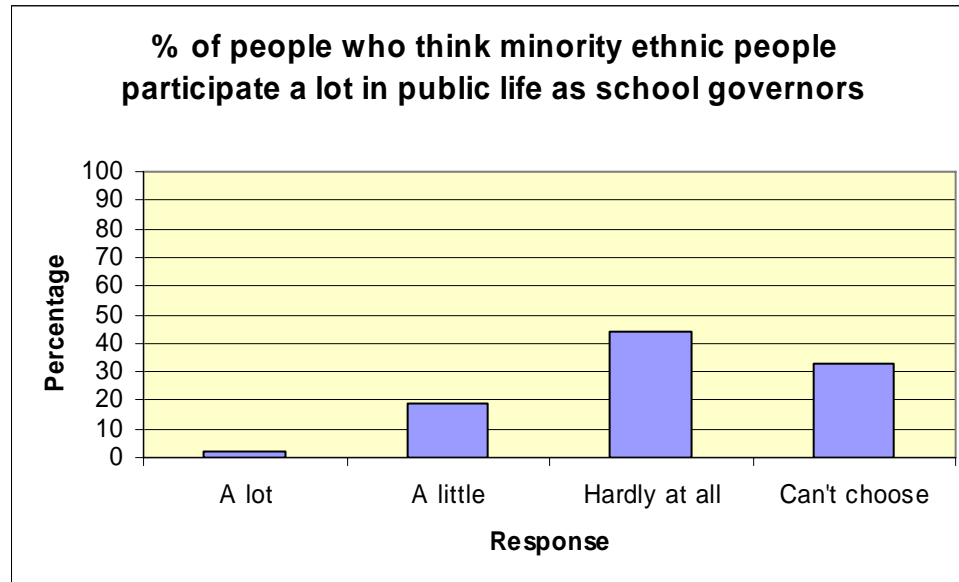
- In 2005/06, there were 7 applications for public appointment from minority ethnic people (0.5% of all applications). This is a substantial decrease on the number (88) who applied in 2001/02, but similar to levels in recent years.
- In 2005/06, three appointments (0.4%) were made to minority ethnic people. The same number of minority ethnic people were appointed in the previous year. The highest number of public appointments made to minority ethnic people was in 1999/00 when 9 minority ethnic people were appointed.
- As at 31 March 2006, there were 2,070 public appointments sitting on 107 bodies in Northern Ireland. There were 6 minority ethnic people sitting on these bodies.

Indicator 7.3 Proportion of people who think minority ethnic people participate a lot in public life as:

(i) School governors

	2005
	%
A lot	2
A little	19
Hardly at all	44
Can't choose	33
Not Answered	2

Source: Northern Ireland Life and Times Survey



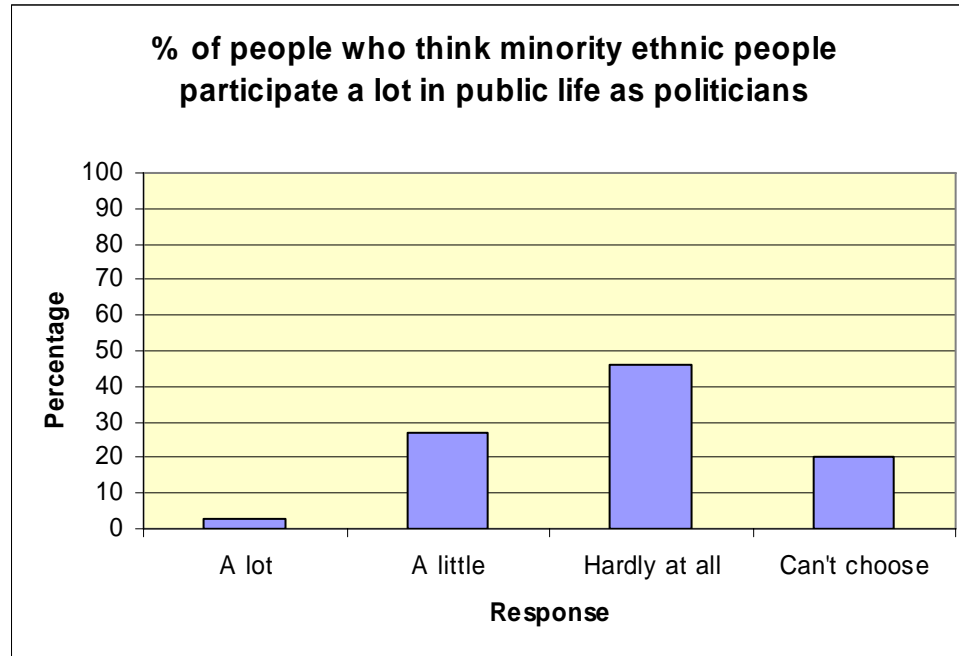
- In 2005, 2% of people felt that minority ethnic people participated 'a lot' in public life as school governors and 19% of people felt that minority ethnic people participated 'a little' in public life as school governors..
- Forty-four percent felt that they participate 'hardly at all'.
- A third of people couldn't choose.

Indicator 7.3 Proportion of people who think minority ethnic people participate a lot in public life as:

(ii) Politicians

	2005
	%
A lot	3
A little	27
Hardly at all	46
Can't choose	20
Not Answered	3

Source: Northern Ireland Life and Times Survey



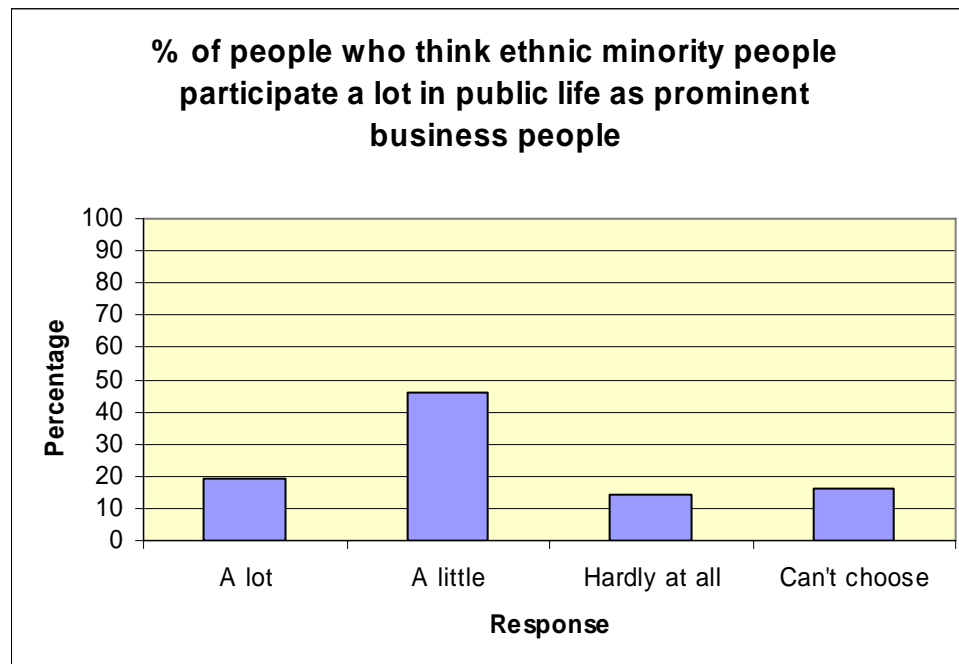
- In 2005, 3% of people thought that minority ethnic people participated 'a lot' in public life as politicians, whilst 27% of people thought that minority ethnic people participated 'a little' in public life as politicians.
- Forty-six percent of people felt that minority ethnic people participated in public life as politicians 'hardly at all';
- Twenty percent of people couldn't choose.

Indicator 7.3 Proportion of people who think minority ethnic people participate a lot in public life as:

(iii) Prominent Business people

	2005
	%
A lot	19
A little	46
Hardly at all	14
Can't choose	16
Not Answered	5

Source: Northern Ireland Life and Times Survey



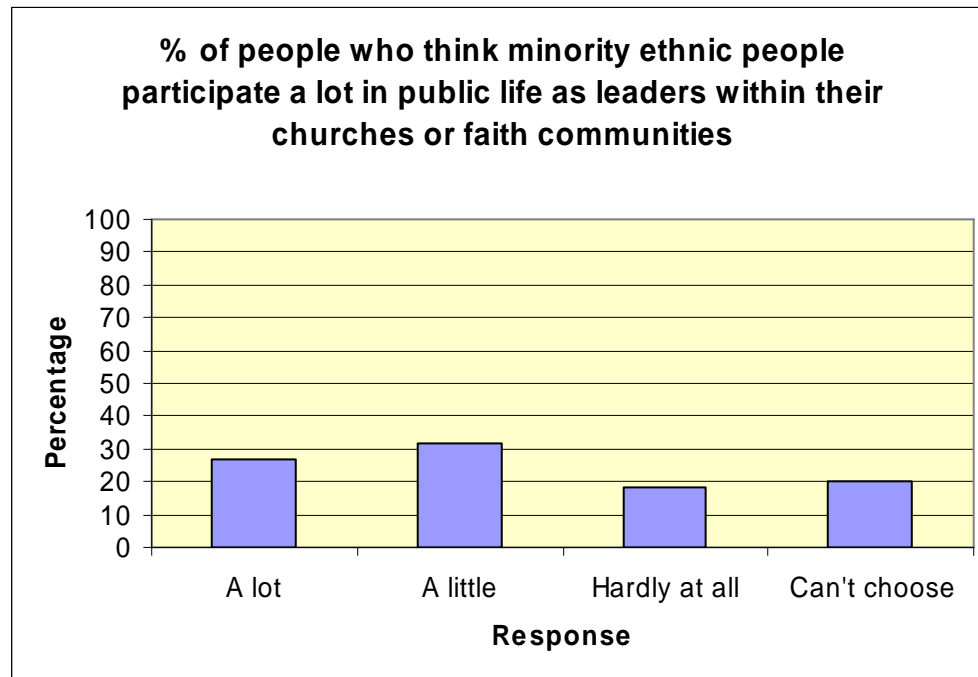
- In 2005, 19% of people said that they thought minority ethnic people participate 'a lot' as prominent business people and 46% of people said that they thought minority ethnic people participate 'a little' as prominent business people.
- Fourteen percent thought minority ethnic people participate 'hardly at all' in public life as prominent business people.

Indicator 7.3 Proportion of people who think minority ethnic people participate a lot in public life as

(iv) Leaders within their churches or faith communities

	2005
	%
A lot	27
A little	32
Hardly at all	18
Can't choose	20
Not Answered	4

Source: Northern Ireland Life and Times Survey



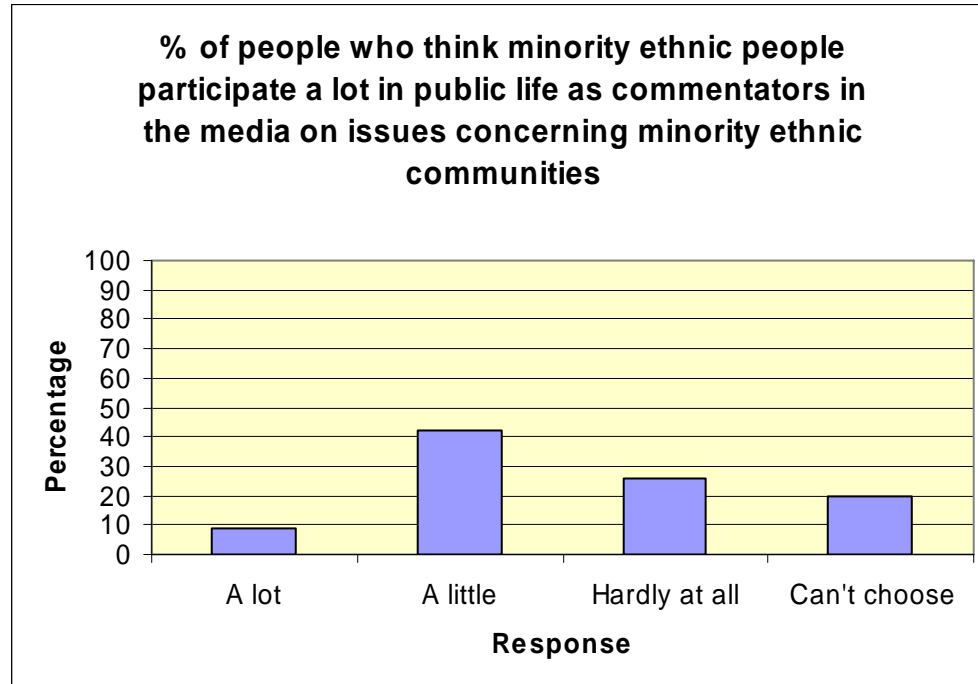
- In 2005, 27% of people said they thought minority ethnic people participate 'a lot' in public life as leaders within their churches or faith communities, while 32% of people thought that minority ethnic people participate 'a little' in public life as leaders within their churches or faith communities.
- Eighteen percent thought minority ethnic people participate 'hardly at all' in public life as leaders within their churches or faith communities.

Indicator 7.3 Proportion of people who think minority ethnic people participate a lot in public life as:

(v) Commentators in the media on issues concerning minority ethnic communities

	2005
	%
A lot	9
A little	42
Hardly at all	26
Can't choose	20
Not Answered	3

Source: Northern Ireland Life and Times Survey

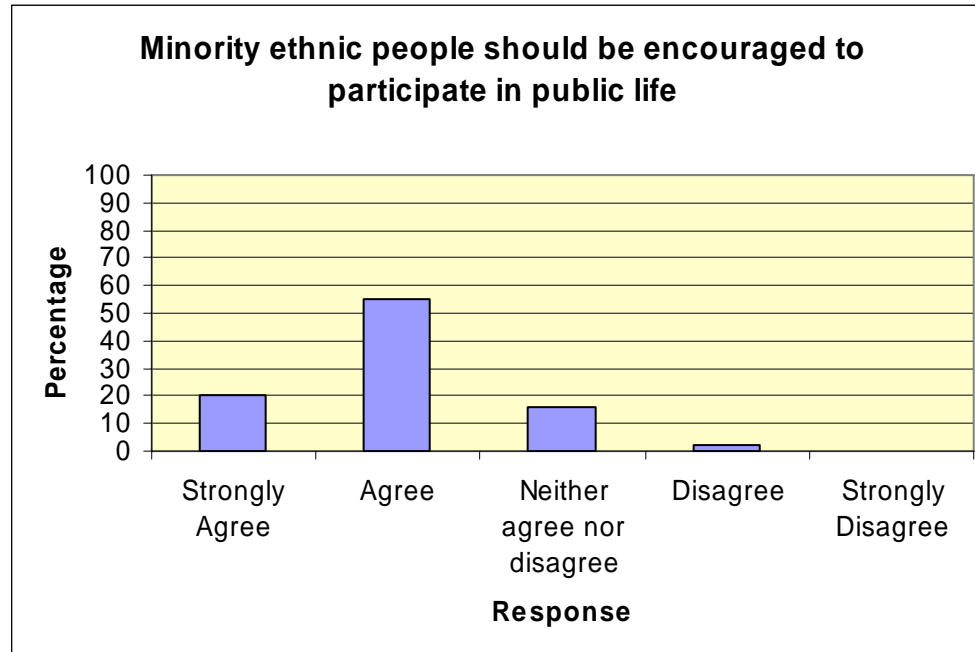


- In 2005, 9% of people said they thought minority ethnic people participate 'a lot' in public life as commentators in the media on issues concerning minority ethnic communities, while 42% said they thought minority ethnic people participated 'a little' in public life as commentators in the media on issues concerning minority ethnic communities.
- Twenty-six percent thought minority ethnic people participate 'hardly at all' in public life as commentators in the media on issues concerning minority ethnic communities.

Indicator 7.4 Proportion of people who believe organisations and leaders in public life should encourage members of minority ethnic communities to participate in public life

	2005 %
Strongly Agree	20
Agree	55
Neither agree nor disagree	16
Disagree	2
Strongly Disagree	0
Can't Choose	5
Not answered	2

Source: Northern Ireland Life and Times Survey



- In 2005, 20% of people 'strongly agreed' and 55% 'agreed' that minority ethnic people should be encouraged to participate in public life.
- Two percent disagreed and 16% neither agreed nor disagreed.

Indicator 7.5 Educational attainment: All pupils; Minority Ethnic Pupils.

(i) A Level Qualifications

School Leavers ⁽¹⁾ from minority ethnic groups ⁽²⁾⁽³⁾ with 2+ A Levels ⁽⁴⁾ 1998/99 to 2004/05				
	Minority Ethnic Groups		Total Pupils	
	Number	%	Number	%
2004/05	116	53.0	11212	44.3
2003/04	96	61.5	10844	42.3
2002/03 ⁽⁵⁾	n/a	n/a	n/a	n/a
2001/02	85	55.6	9759	39.2
2000/01	79	48.2	9405	37.4
1999/00	94	45.4	8924	35.6
1998/99	72	35.3	8932	35.1

Source: School Leavers Survey, DE

Notes:

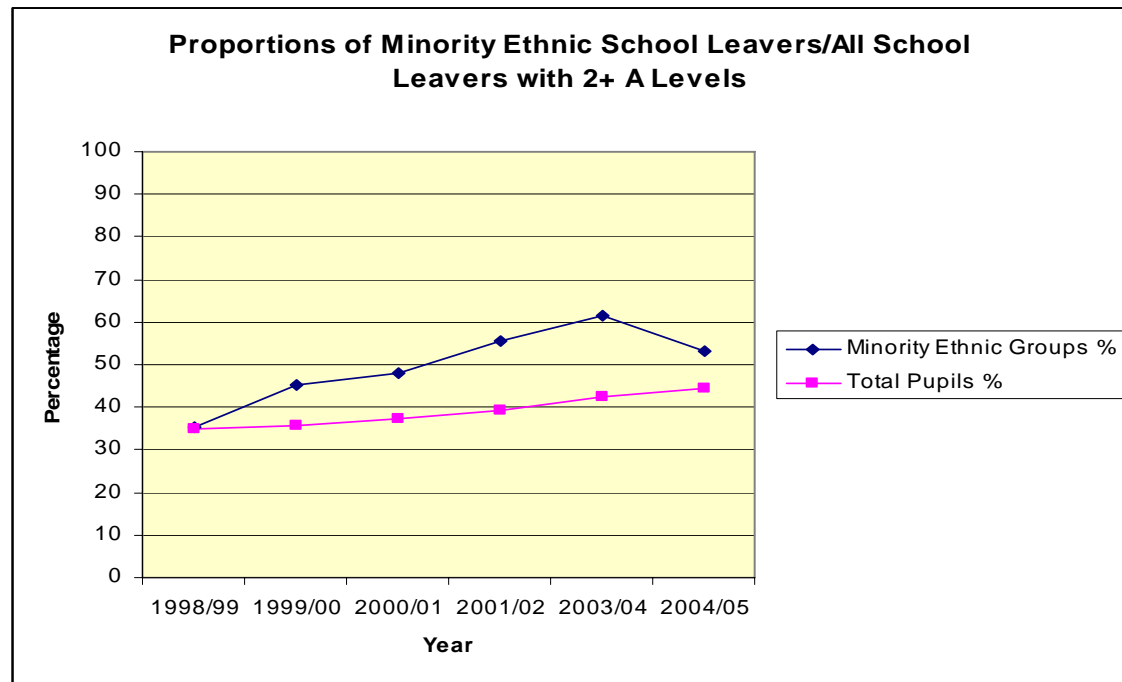
¹ Excludes special and independent schools.

² Minority Ethnic Group includes Irish Travellers

³ Those pupils where an ethnic group was not given are not included.

⁴ Includes equivalent qualifications.

⁵ Data are missing for 2002/03. The School Leavers Survey was cancelled in 2002/03 because considerable difficulties arose with the data collection as a result of technical problems with new software installed in schools.



- 11,212 (44.3%) pupils left school in 2004/05 with 2+ A Levels.
- 53% of minority ethnic pupils (116) left school with 2+ A Levels.
- Overall, between 1998/99 and 2004/05 the proportion of minority ethnic pupils leaving school with 2+ A Levels has increased.

(ii) GCSE Qualifications

School Leavers ⁽¹⁾ from minority ethnic groups ⁽²⁾⁽³⁾ with at least 5+ GCSE's A* to C ⁽⁴⁾ 1998/99 to 2004/05				
	Minority Ethnic Groups		Total Pupils	
	Number	%	Number	%
2004/05	151	68.9	15936	63.0
2003/04	110	70.5	15566	60.7
2002/03 ⁽⁵⁾	n/a	n/a	n/a	n/a
2001/02	103	67.3	14681	58.7
2000/01	103	62.8	14591	58.0
1999/00	127	61.4	14260	56.9
1998/99	106	52.0	14509	57.1

Source: School Leavers Survey, DE

Notes:

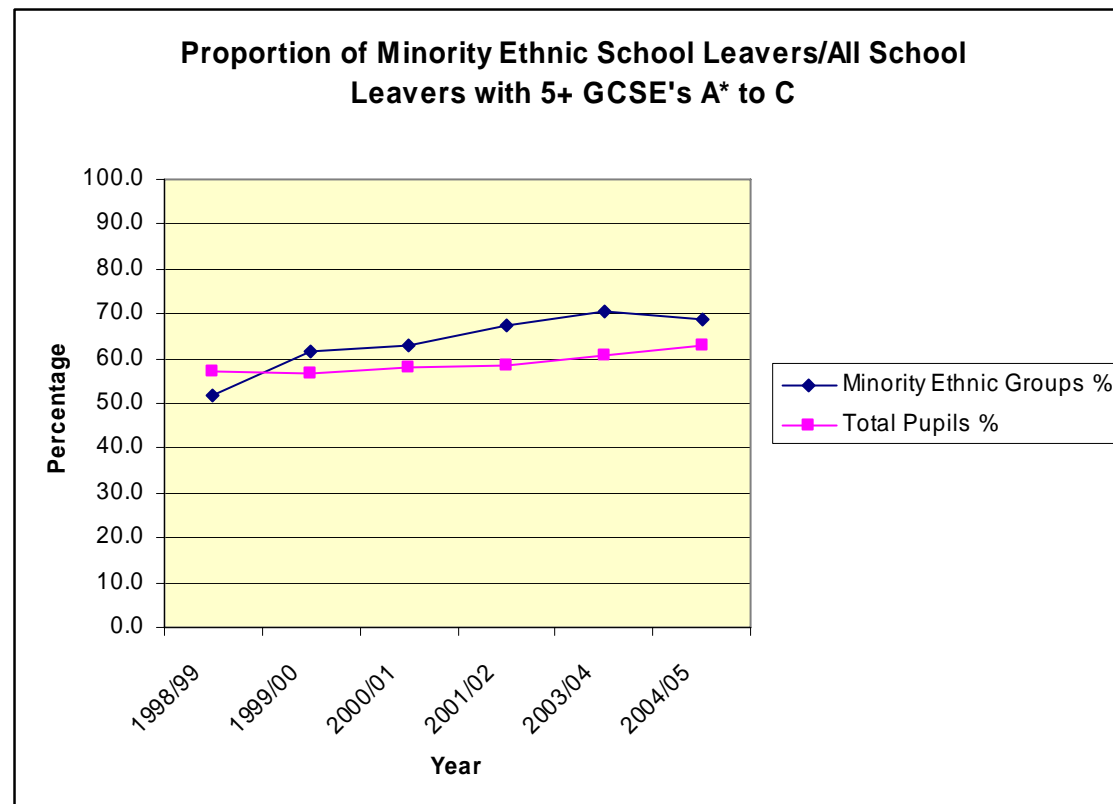
¹ Excludes special and independent schools.

² Minority Ethnic Group includes Irish Travellers

³ Those pupils where an ethnic group was not given are not included.

⁴ Includes equivalent qualifications.

⁵ Data are missing for 2002/03. The School Leavers Survey was cancelled in 2002/03 because considerable difficulties arose with the data collection as a result of technical problems with new software installed in schools.



- 15,936 (63%) pupils left school in 2004/05 with 5+ GCSE's A* to C.
- 68.9% of minority ethnic pupils (151) left school with 5+ GCSE's A* to C.

- Overall, there was an increase in the proportion of minority ethnic pupils leaving school with 5+ GCSE's A* to C between 1998/99 and 2004/05.

(iii) No GCSE Qualifications

School Leavers ⁽¹⁾ from minority ethnic groups ⁽²⁾⁽³⁾ with no GCSE's 1998/99 to 2004/05				
	Minority Ethnic Groups		Total Pupils	
	Number	%	Number	%
2004/05	14	6.4	1257	5.0
2003/04	18	11.5	1439	5.6
2002/03 ⁽⁵⁾	n/a	n/a	n/a	n/a
2001/02	12	7.8	1446	5.8
2000/01	25	15.2	1462	5.8
1999/00	11	5.3	1309	5.2
1998/99	18	8.8	1170	4.6

Source: School Leavers Survey, DE

Notes:

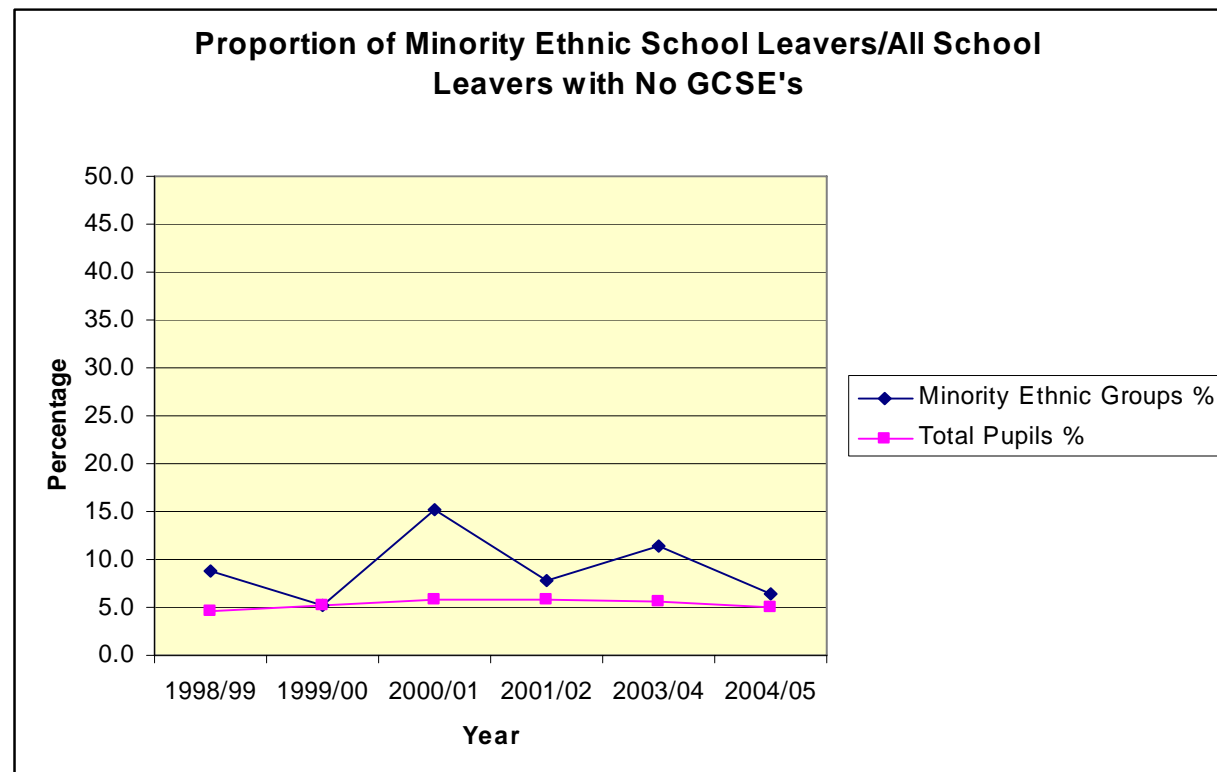
¹ Excludes special and independent schools.

² Minority Ethnic Group includes Irish Travellers

³ Those pupils where an ethnic group was not given are not included.

⁴ Includes equivalent qualifications.

⁵ Data are missing for 2002/03. The School Leavers Survey was cancelled in 2002/03 because considerable difficulties arose with the data collection as a result of technical problems with new software installed in schools.



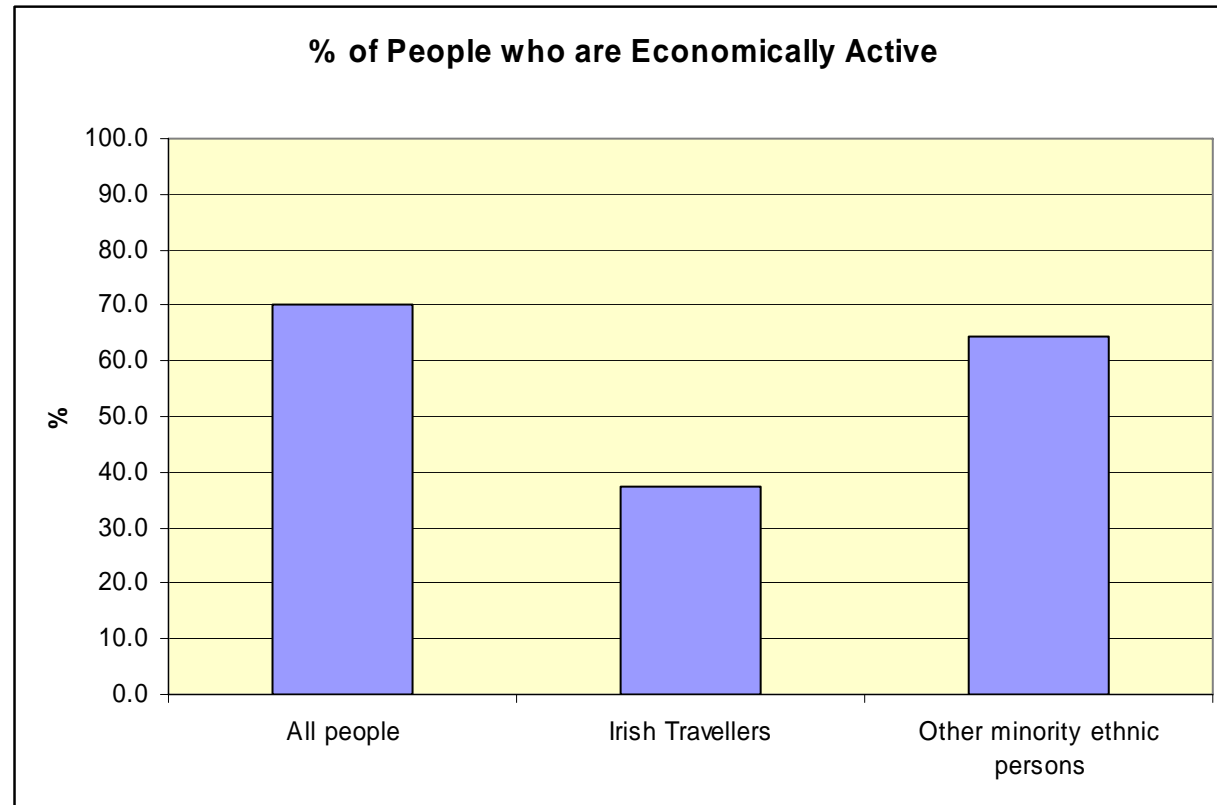
- 1,257 (5%) pupils left school in 2004/05 with no GCSE's.
- 6.4% of minority ethnic pupils (14) left school with no GCSE's.

Indicator 7.6 Proportion of people who are economically active: All people; Irish Travellers; other minority ethnic people

	All people	Irish Travellers	Other minority ethnic persons
Economically active	70.2%	37.5%	64.3%

Source: NISRA, Census of Population, 2001

Notes: Economically active includes all people of working age (i.e. 16 to pensionable age), either in part-time or full-time employment or self-employment, unemployed or a full-time student.



- At the time of the 2001 Census of Population, 37.5% of Irish Travellers were economically active, compared to 70.2% of all people and 64.3% of other minority ethnic people.

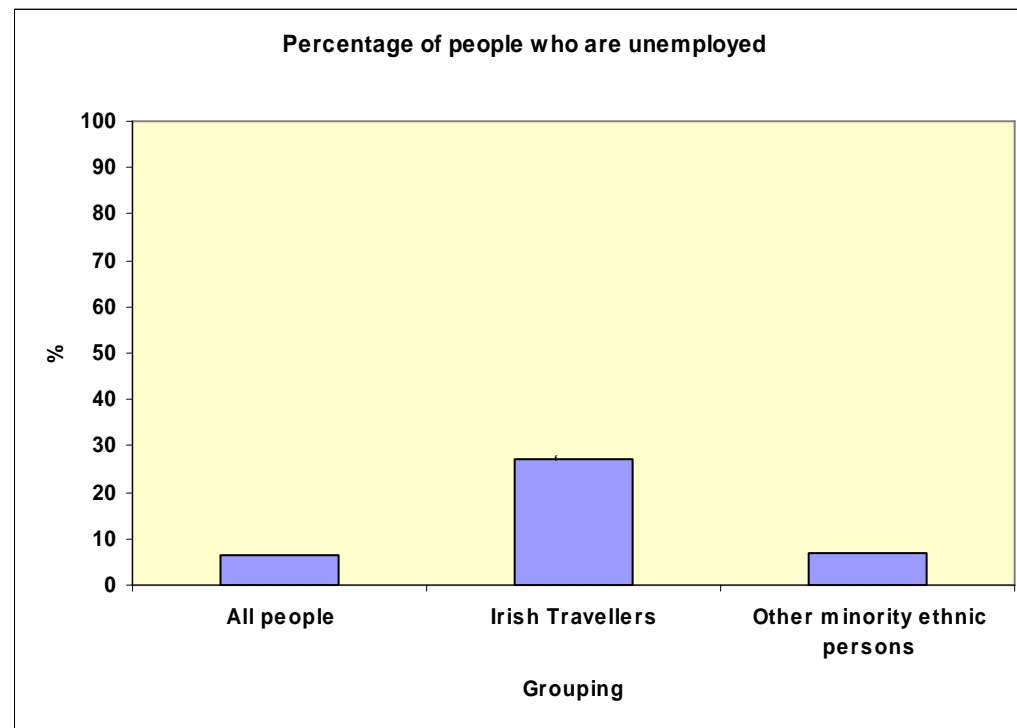
Indicator 7.7 Proportion of people who are unemployed: All people; Irish Travellers; other minority ethnic people

	All people	Irish Travellers	Other minority ethnic persons
Unemployed	6.6%	27.1%	6.7%

Source: NISRA, Census of Population, 2001

Notes: As the 2001 Census of Population only collected information on economic activity and unemployment for persons aged 16-74 years, the unemployment rate shown above differs from the normal ILO (International Labour Organisation) definition which is the % of the economically active (aged 16+) who are classified as unemployed.

The unemployed does not include those outside the age range of 16- 74 years, and excludes those economically inactive, i.e. retired or student, those looking after home/family and those permanently sick or disabled.



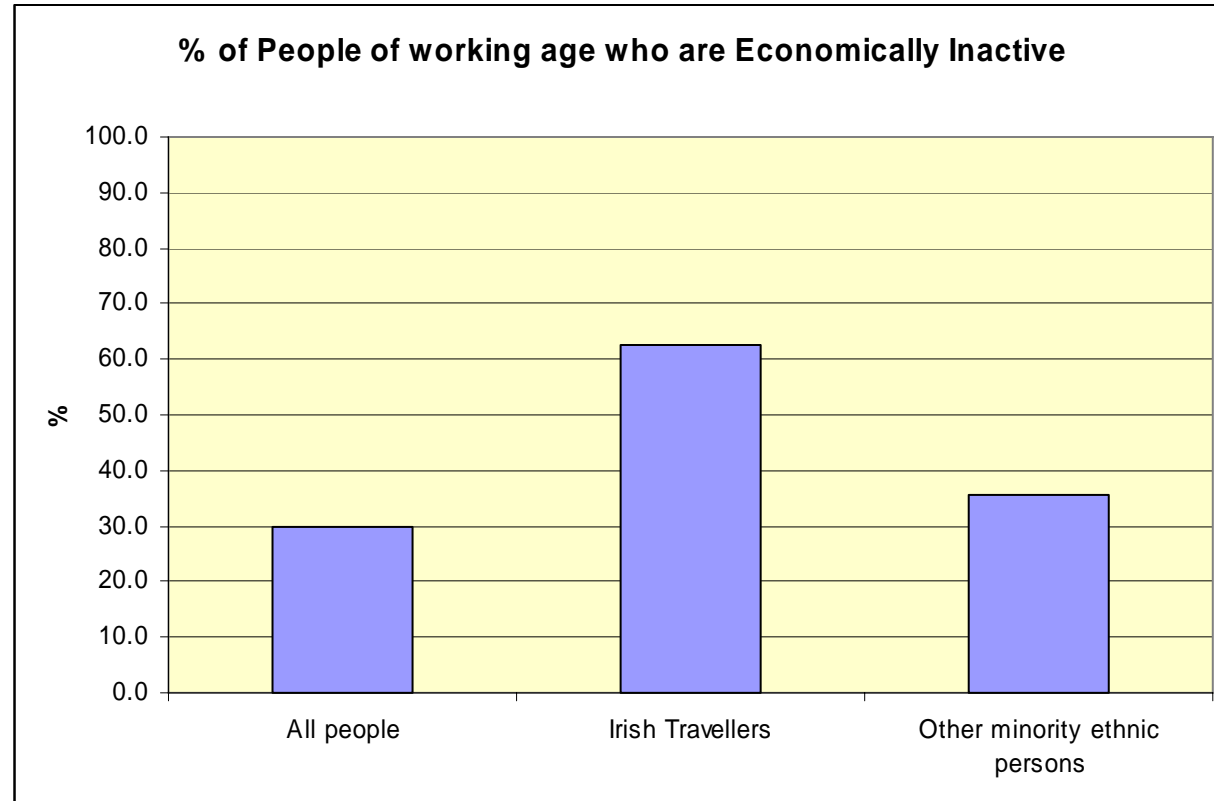
- At the time of the 2001 Census of Population, 27% of Irish Travellers were unemployed, compared to 7% of all people and 7% of other minority ethnic people.

Indicator 7.8 Proportion of people who are economically inactive: All people; Irish Travellers; other minority ethnic people

	All people	Irish Travellers	Other minority ethnic persons
Economically Inactive	29.8%	62.5%	35.7%

Source: NISRA, Census of Population, 2001

The economically inactive includes those of working age who are retired, student, looking after home/family, permanently sick/disabled and 'other'.



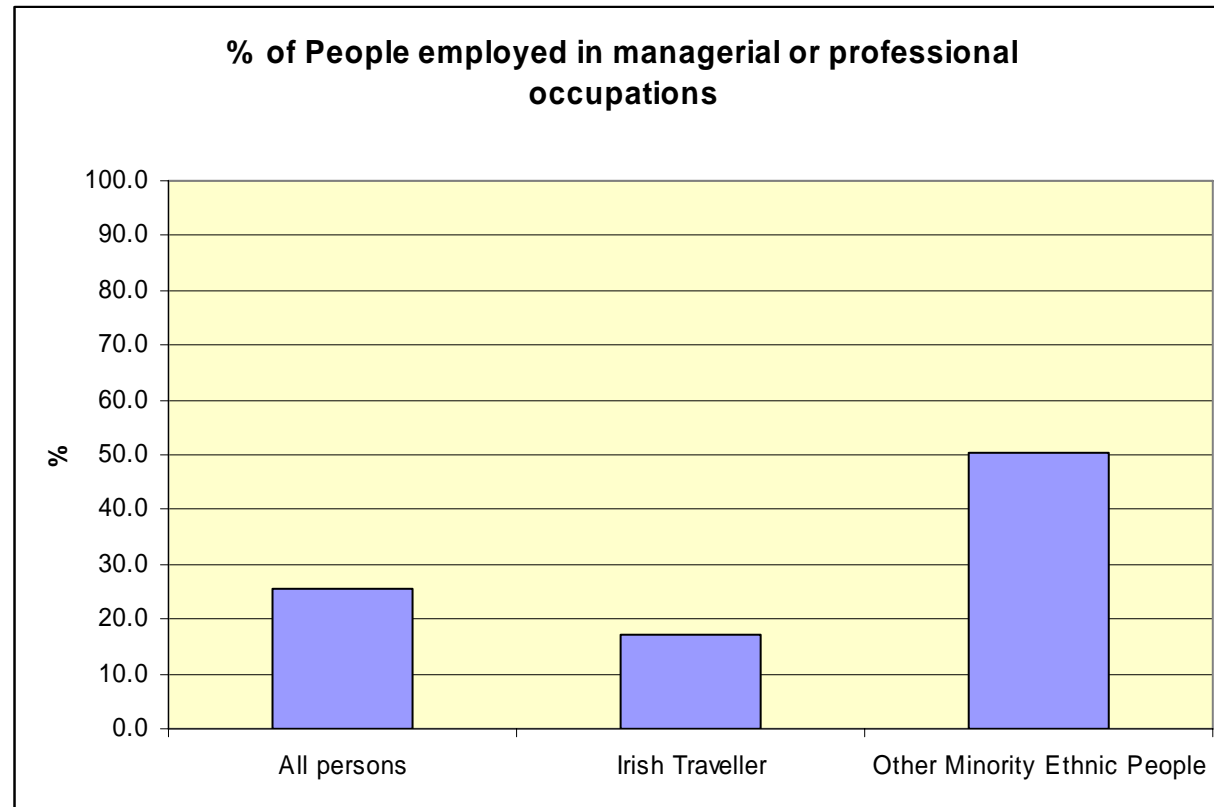
- At the time of the 2001 Census of Population, 62.5% of Irish Travellers were economically inactive, compared to 29.8% of all people and 35.7% of other minority ethnic people.

Indicator 7.9 Proportion of people who are in “Managerial” or “Professional” occupations: All people; Irish Travellers; other minority ethnic people

	All people	Irish Travellers	Other minority ethnic people
All people of working age in employment	551725	186	3291
Managers and senior officials	70837	18	704
Professional Occupations	70672	14	956
% in 'Managers and senior officials' and 'Professional Occupations'	25.6	17.2	50.4

Source: NISRA, Census of Population, 2001

Notes: Standard Occupational Classifications used. Percentages are shown as a proportion of all people of working age (age 16 to pensionable age.).



- At the time of the 2001 Census of Population, 17.2% of Irish Travellers were employed in managerial or professional occupations, compared to 25.6% of all people and 50.4% of other minority ethnic people.

Indicator 7.10 Proportion of school leavers going into employment, higher or further education: All pupils; ethnic minority pupils

Destination of School Leavers ^{(1) (2)} from minority ethnic groups ^{(5) (6)}												
	1998/99		1999/00		2000/01		2001/02		2003/04		2004/05	
	MEP	ALL	MEP	ALL	MEP	ALL	MEP	ALL	MEP	ALL	MEP	ALL
Higher Education ⁽³⁾	32.8	30.0	41.5	30.5	39.0	32.9	51.0	35.0	56.4	36.0	48.9	38.1
Further Education	41.7	31.1	18.8	30.4	25.6	27.2	21.6	26.8	16.7	26.7	27.4	27.5
Employment	4.9	12.6	13.5	13.1	9.1	13.1	9.2	12.7	9.6	12.5	6.4	10.0
Training ⁽⁴⁾	15.2	21.2	16.9	20.9	11.6	21.3	8.5	19.6	7.1	18.5	10.0	17.6
Unemployment / Unknown	5.4	5.1	9.2	5.1	14.6	5.5	9.8	5.9	10.3	6.3	7.3	6.8
	100	100	100	100	100	100	100	100	100	100	100	100

Source: School Leavers Survey, Department of Education

Notes: (1). Excludes special and independent schools.

(2) Destination is defined by Institution. Institution may provide courses at both Further and Higher Education Levels

(3) Includes universities and teacher training colleges.

(4) Numbers entering training include those entering the Jobskills programme, operated by the Department for Employment and Learning.

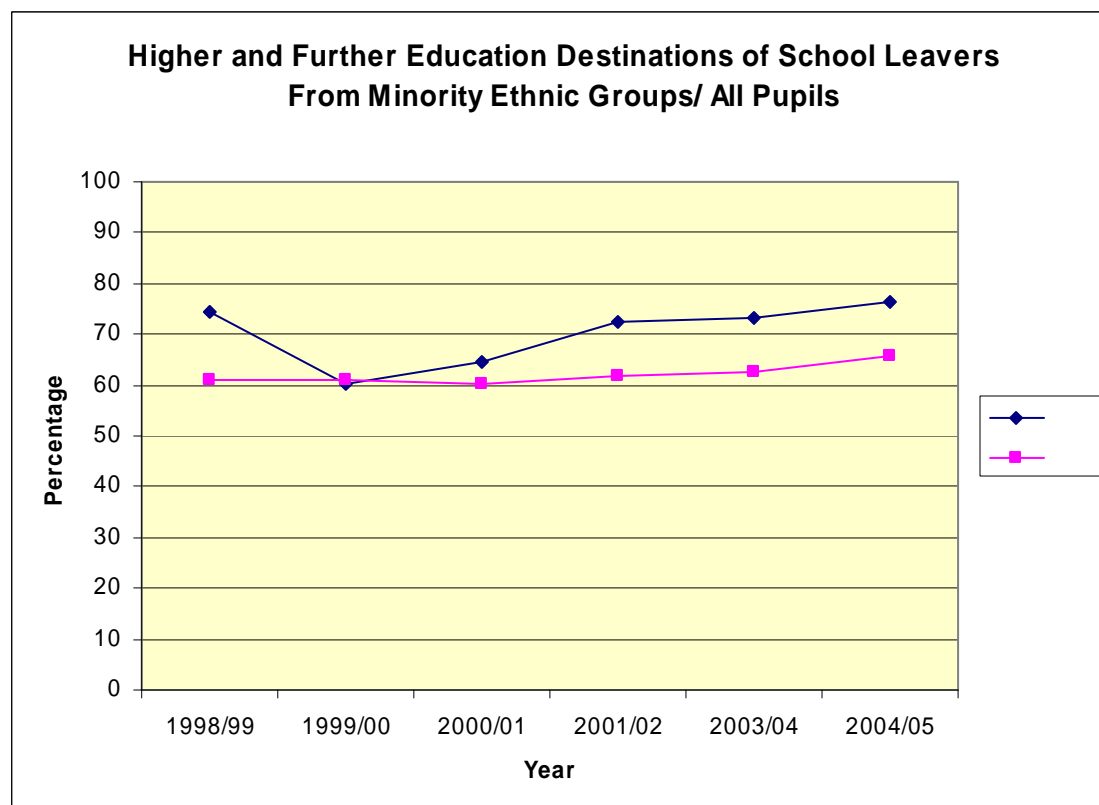
Training on Jobskills is delivered by a range of training providers, including Further Education Colleges.

Jobskills trainees who receive training at Further Education Colleges are recorded as being in training and not in Further Education.

This convention avoids double counting of Jobskills trainees.

(5) Minority Ethnic Group includes Irish Travellers

(6) Those pupils where an ethnic group was not given are not included.



- In 2004/05, 76.3% of minority ethnic school leavers progressed to higher or further education compared to 65.6% of all school leavers.
- Overall, the percentages of minority ethnic pupils leaving school to go to higher or further education has increased from 74.5% in 1998/99 to 76.3% in 2004/05.

Priority outcome 8: Minority ethnic people benefit from equality in health and welfare

Link to aims and objectives:

A Shared Future objectives:

- (C)** Facilitate the development of a shared community where people wish to learn, live, work and play together;
- (D)** Promote civic-mindedness via citizenship education through school and lifelong learning;
- (E)** Protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- (F)** Ensure that all public services are delivered impartially and guided by economy, efficiency and effectiveness.
- (I)** Support cultural projects which highlight the complexity and overlapping nature of identities and their wider global connections
- (J)** Support and learn from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis;
- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Racial Equality Strategy shared aims:

- (1)** Elimination of Racial Inequality
To eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life, including public life, for people of different ethnic backgrounds in Northern Ireland.
- (2)** Equal Protection
To combat racism and provide effective protection and redress against racism and racist crime.

- (3) Equality Of Service Provision
To ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services.

- (4) Participation
To increase participation and a sense of “belonging” of people from minority ethnic backgrounds in public, political, economic, social and cultural life.

- (6) Capacity Building
To build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level and to help minority ethnic people to fulfil the Government’s aim of a shared future for Northern Ireland.

Indicator 8.1 Standardised illness rates based on persons reporting to have a limiting long term illness

Ethnic origin	Male	Female	All persons
All people in NI	100	100	100
Irish Travellers	168	158	163
Other minority ethnic people	77	80	78

Source: NISRA, Census of Population, 2001

Note: The rates are standardised using the population recorded in the Census of Population 2001. Standardised illness rates are a measure of how much more (or less) a person is likely to report a limiting long term illness within a specific ethnic group compared to the Northern Ireland average (100), having taken account of that ethnic group's age and gender profile.

- The standardised illness rate for reporting a limiting long term illness is 63% higher for Irish Travellers than the general population in Northern Ireland. The rate for male Irish Travellers is 68% higher than the total male population in Northern Ireland and the female rate is 58% higher than the total female population.
- The standardised illness rate for other minority ethnic people is 22% lower than the general population. The rate for males from other minority ethnic groups is 23% less than for all males in Northern Ireland, while the rate for females is 20% less than for all females.

Indicator 8.2 Standardised illness rates based on persons reporting good general health

Ethnic origin	Male	Female	All persons
All people	100	100	100
Irish Travellers	79	83	81
Other minority ethnic people	100	100	100

Source: NISRA, Census of Population, 2001

Notes: Proportions are given as percentages of all people.

Source: NISRA, Census of Population, 2001

Note: The rates are standardised using the population recorded in the Census of Population 2001. Standardised illness rates are a measure of how much more (or less) a person is likely to report good general health within a specific ethnic group compared to the Northern Ireland average (100), having taken account of that ethnic group's age and gender profile.

- The standardised illness rate for Irish Travellers is 19% less than the total population in Northern Ireland. The rate for male Irish Travellers is 21% lower than the total male population in Northern Ireland, while the female rate is 17% lower than the total female population.
- The rate for other minority ethnic people reporting general good health is the same as the general population in Northern Ireland. This applies to both males and females.

Priority outcome 9: Northern Ireland is a place where cultural diversity is embraced, respected and valued

Link to aims and objectives:

A Shared Future objectives:

- (D)** Promote civic-mindedness via citizenship education through school and lifelong learning;
- (E)** Protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- (H)** Encourage understanding of the complexity of our history through museums and a common school curriculum.
- (I)** Support cultural projects which highlight the complexity and overlapping nature of identities and their wider global connections
- (J)** Support and learn from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis;
- (L)** Encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart;
- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

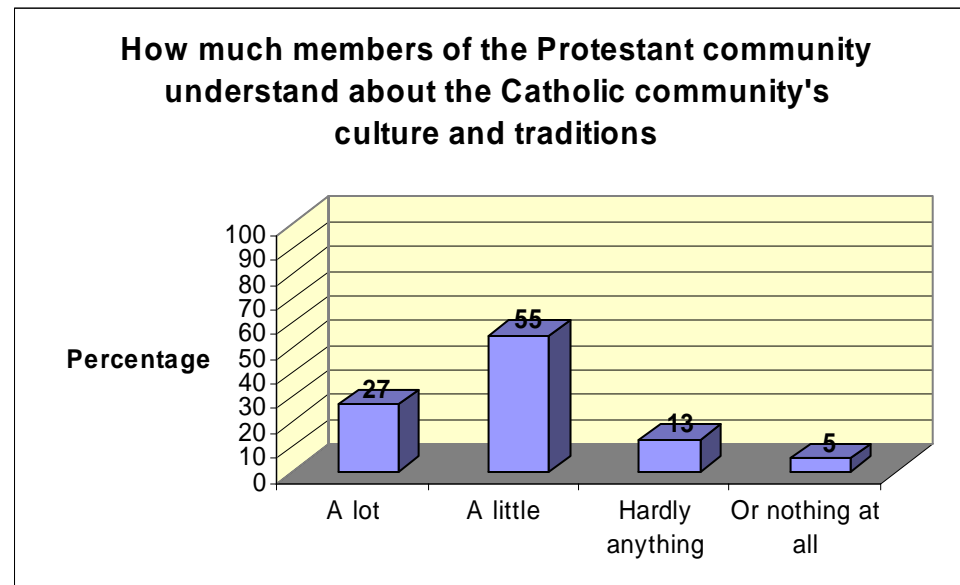
Racial Equality Strategy shared aims:

4. Participation – To increase participation and sense of ‘belonging’ of people from minority ethnic backgrounds in public, political, economic, social and cultural life.
5. Dialogue – To promote dialogue between and mutual understanding of different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores guided by overarching human rights norms.

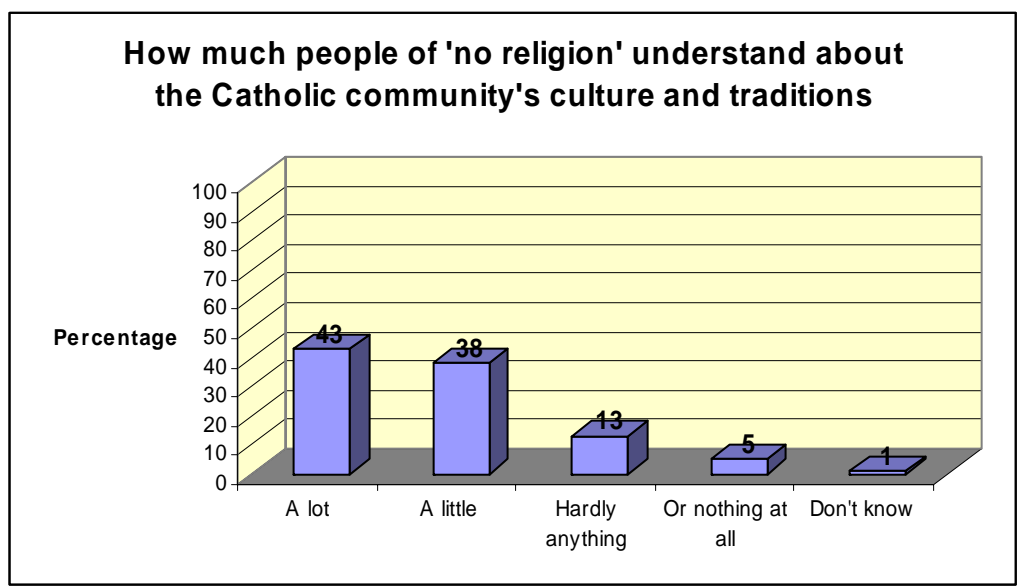
Indicator 9.1 % of Protestants who understand the Catholic community's culture and traditions

	Protestants	No religion	Catholics	Total
	%	%	%	%
A lot	27	43	81	49
A little	55	38	17	39
Hardly anything	13	13	2	9
Or nothing at all	5	5	1	3
Don't know	1	1	0	0

Source: Northern Ireland Life and Times 2005



- In 2005, 27% of Protestants said they understand 'a lot' and 55% said they understand 'a little' about the Catholic community's culture and traditions.
- Eighteen percent of Protestants said they understand 'hardly anything' or 'nothing at all' about the Catholic community's culture and traditions.

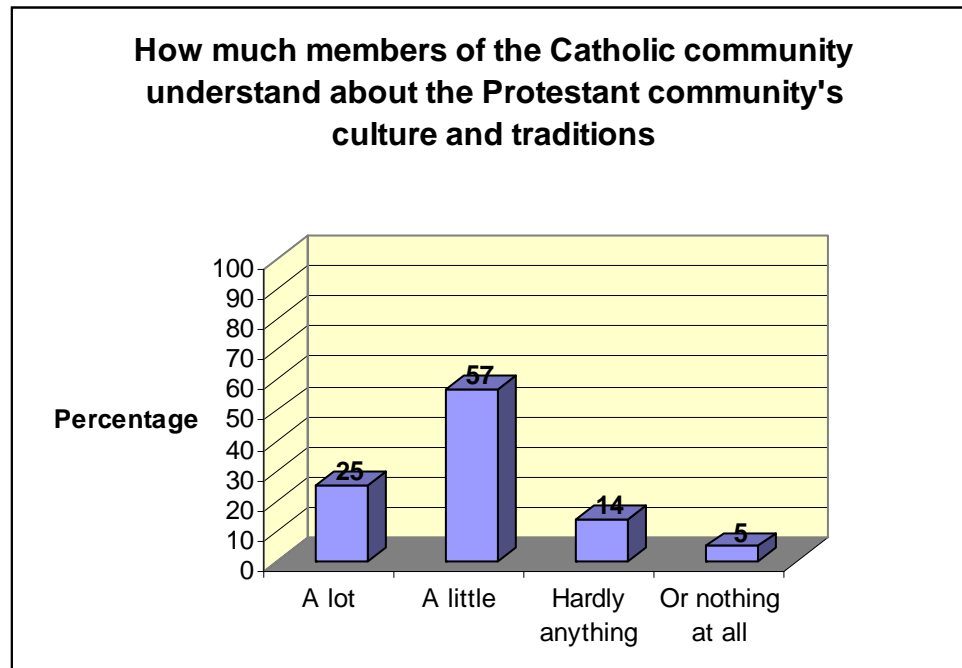


- In 2005, 43% of those of 'no religion' said they understand 'a lot' and 38% said they understand 'a little' about the Catholic community's culture and traditions.
- Eighteen percent of those of 'no religion' said they understand 'hardly anything' or 'nothing at all' about the Catholic community's culture and traditions.

Indicator 9.2 % of Catholics who understand the Protestant community's culture and traditions

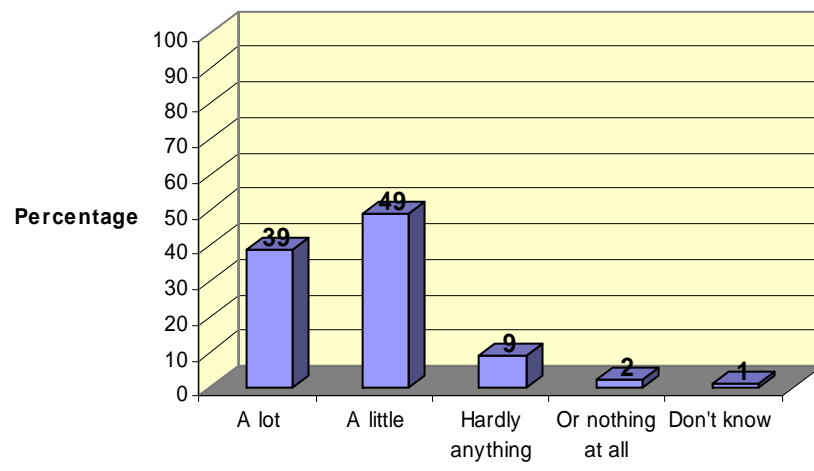
	Catholic	Protestant	No Religion	Total
	%	%	%	%
A lot	25	72	39	51
A little	57	27	49	40
Hardly anything	14	1	9	7
Or nothing at all	5	0	2	2
Don't know	6	0	1	0

Source: Northern Ireland Life and Times 2005



- In 2005, 25% of Catholics said they understand 'a lot' and 57% said they understand 'a little' about the Protestant community's culture and traditions.
- Nineteen percent of Catholics said they understand 'hardly anything' or 'nothing at all' about the Protestant community's culture and traditions.

How much those of 'no religion' understand about the Protestant community's culture and traditions

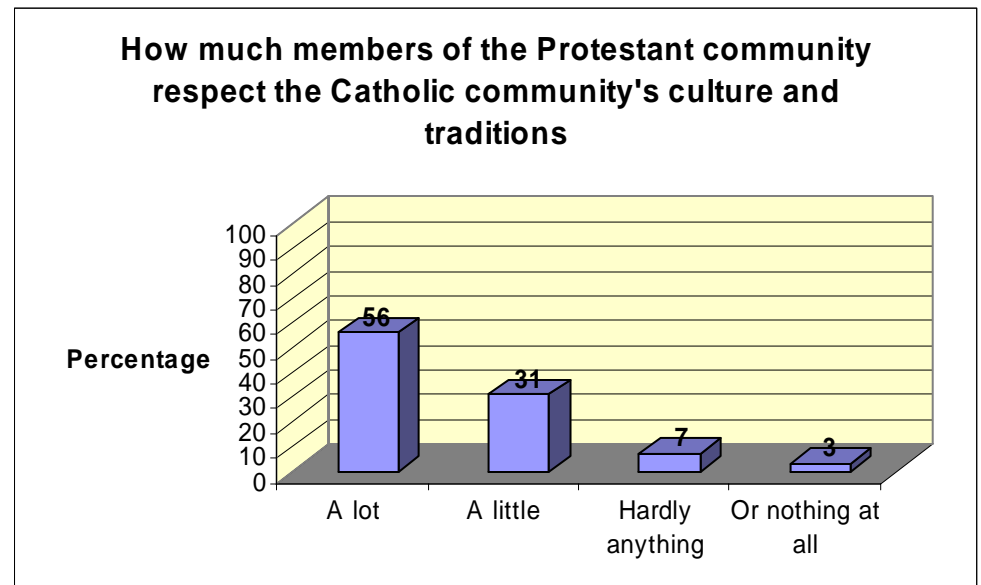


- In 2005, 39% of those with 'no religion' said they understand 'a lot' and 49% said they understand 'a little' about the Protestant community's culture and traditions.
- Eleven percent of those with 'no religion' said they understand 'hardly anything' or 'nothing at all' about the Protestant community's culture and traditions.

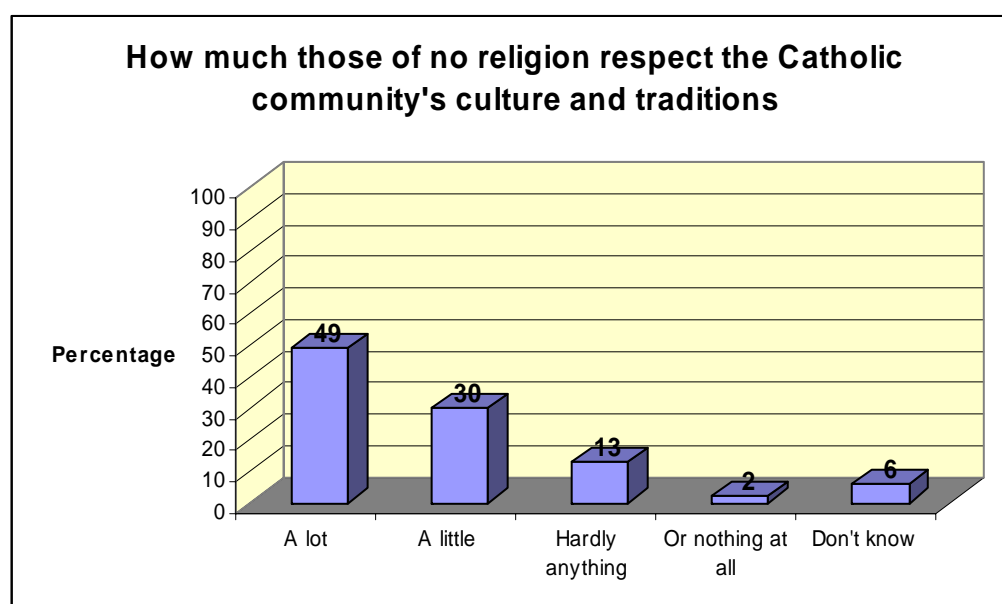
Indicator 9.3 % of Protestants who respect the Catholic community's culture and traditions

	Protestants	No religion	Catholics	Total
	%	%	%	%
A lot	56	49	86	67
A little	31	30	14	24
Hardly anything	7	13	1	5
Or nothing at all	3	2	0	2
Don't know	2	6	0	2

Source: Northern Ireland Life and Times 2005



- In 2005, 56% of Protestants said they respect the Catholic community's culture and traditions 'a lot' and 31% said they respect the Catholic community's culture and traditions 'a little'.
- Ten percent of Protestants said they respect the Catholic community's culture and traditions 'hardly anything' or 'nothing at all'.

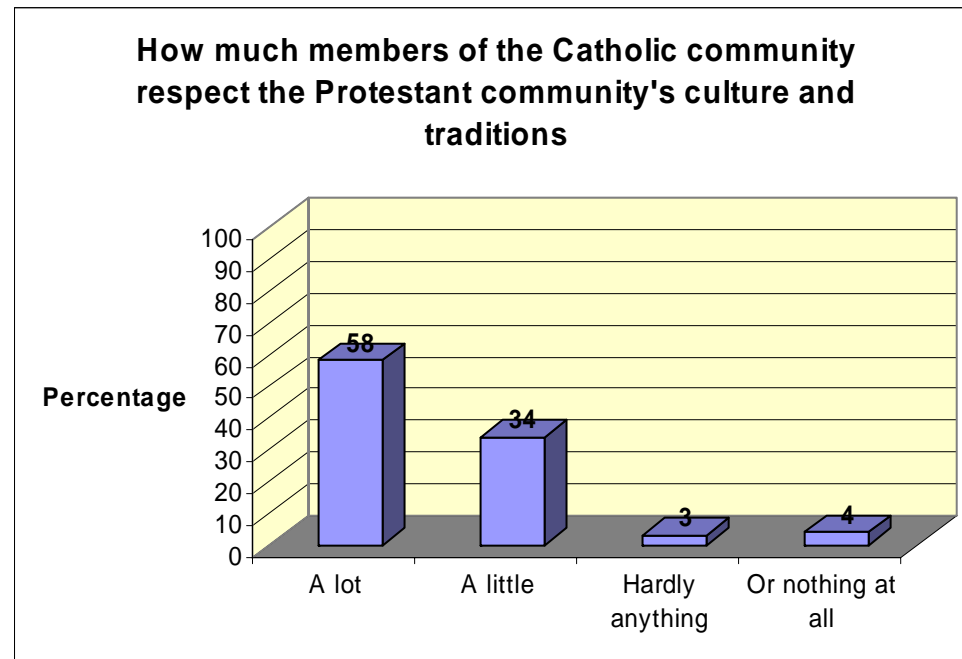


- In 2005, 49% of those of 'no religion' said they respect the Catholic community's culture and traditions 'a lot' and 30% said they respect the Catholic community's culture and traditions 'a little'.
- Fifteen percent of those of 'no religion' said they respect the Catholic community's culture and traditions 'hardly anything' or 'nothing at all'.

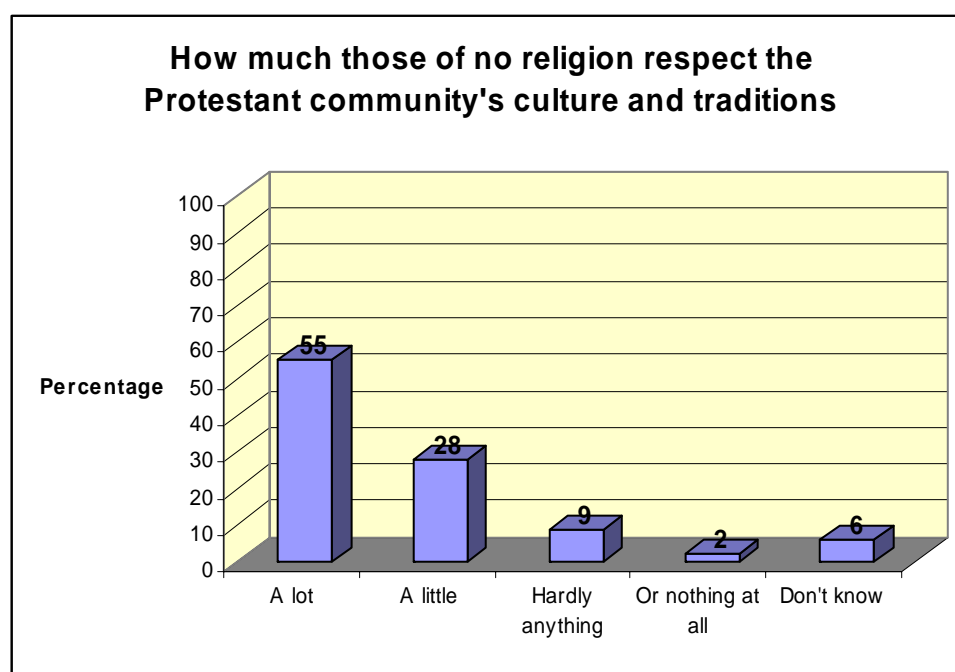
Indicator 9.4 % of Catholics who respect the Protestant community's culture and traditions

	Catholic	Protestant	No Religion	Total
	%	%	%	%
A lot	58	81	55	70
A little	34	18	28	25
Hardly anything	3	1	9	2
Or nothing at all	4	0	2	2
Don't know	1	0	6	1

Source: Northern Ireland Life and Times 2005



- In 2005, 58% of Catholics said that they respect the Protestant community's culture and traditions 'a lot, while 34% of Catholics said that they respect the Protestant community's culture and traditions 'a little'.
- Seven percent of Catholics said they respect the Protestant community's culture and traditions 'hardly anything' or 'nothing at all'.



- In 2005, 55% of those of 'no religion' said that they respect the Protestant community's culture and traditions 'a lot', while 28% said they respect the Protestant culture and traditions 'a little'.
- Eleven percent of those of 'no religion' said they respect the Protestant community's culture and traditions 'hardly anything' or 'nothing at all'.

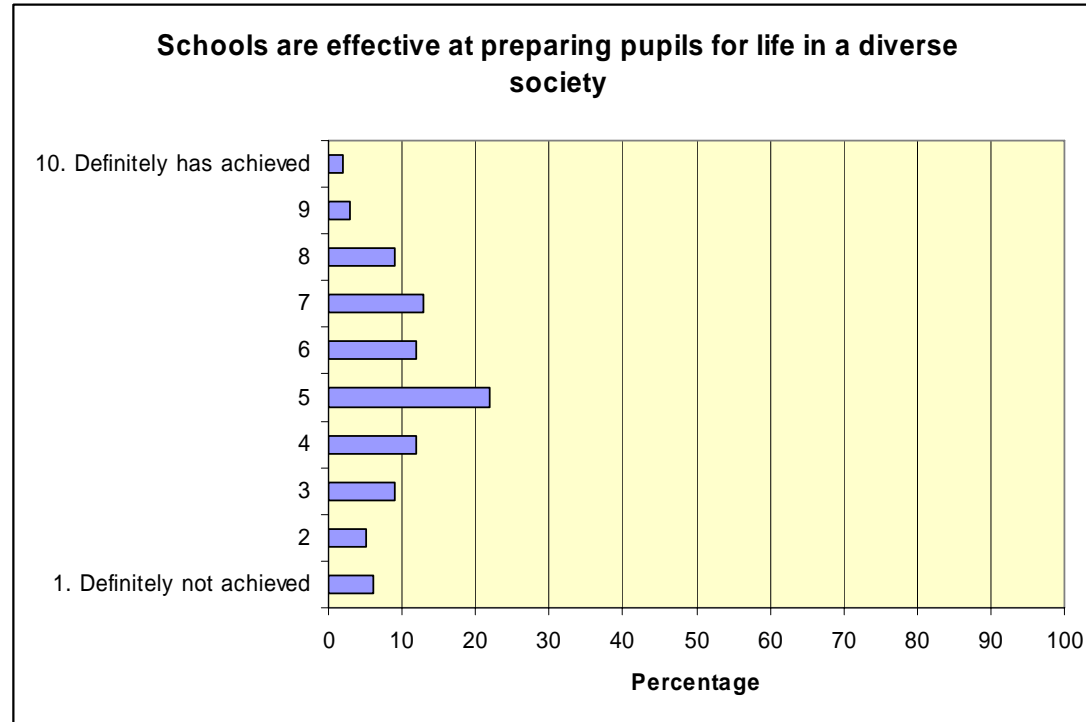
Indicator 9.5 % of people who believe that schools in Northern Ireland are effective at preparing pupils for life in a diverse society

' % of people who believe that schools in Northern Ireland are effective at preparing pupils for life in a diverse society'.

Definitely Not Achieved									Definitely Has Been Achieved
Score of 1	Score of 2	Score of 3	Score of 4	Score of 5	Score of 6	Score of 7	Score of 8	Score of 9	Score of 10
6%	5%	9%	12%	22%	12%	13%	9%	3%	2%

Source: Northern Ireland Life and Times Survey 2005

Respondents were asked to score achievement of this government target on a scale of 1 – 10. (1= Definitely not achieved, 10 = definitely achieved).



- Six percent of people believe that the government has definitely not achieved its target of having schools in Northern Ireland which are effective at preparing pupils for life in a diverse society.”
- Two percent of people believe that the government has definitely achieved this target.
- On a scale of 1 to 10 (where 10 is that the government has achieved its target) 54% of people gave a score of 5 or less, indicating that the majority of people believe that the government is not achieving this target.

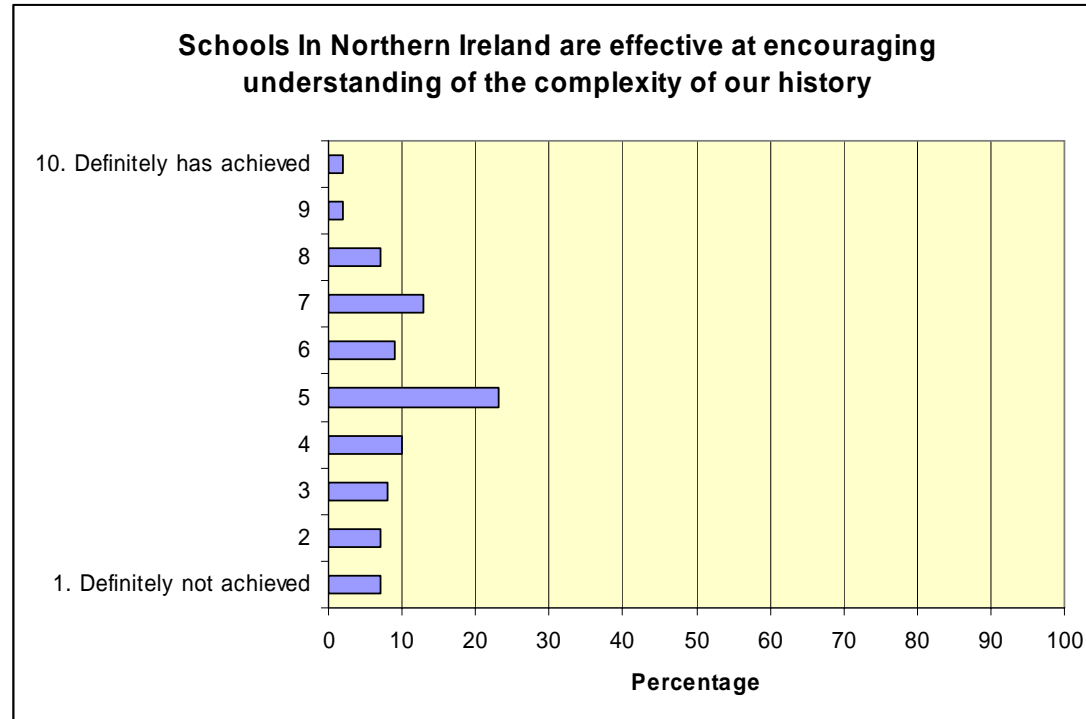
Indicator 9.6 % of people who believe that schools in Northern Ireland are effective at encouraging understanding of the complexity of our history

'% of people who believe that schools in Northern Ireland are effective at encouraging understanding of the complexity of our history'.

Definitely Not Achieved									Definitely Has Been Achieved
Score of 1	Score of 2	Score of 3	Score of 4	Score of 5	Score of 6	Score of 7	Score of 8	Score of 9	Score of 10
7%	7%	8%	10%	23%	9%	13%	7%	2%	2%

Source: Northern Ireland Life and Times Survey 2005

Respondents were asked to score achievement of this government target on a scale of 1 – 10. (1= Definitely not achieved, 10 = definitely achieved).

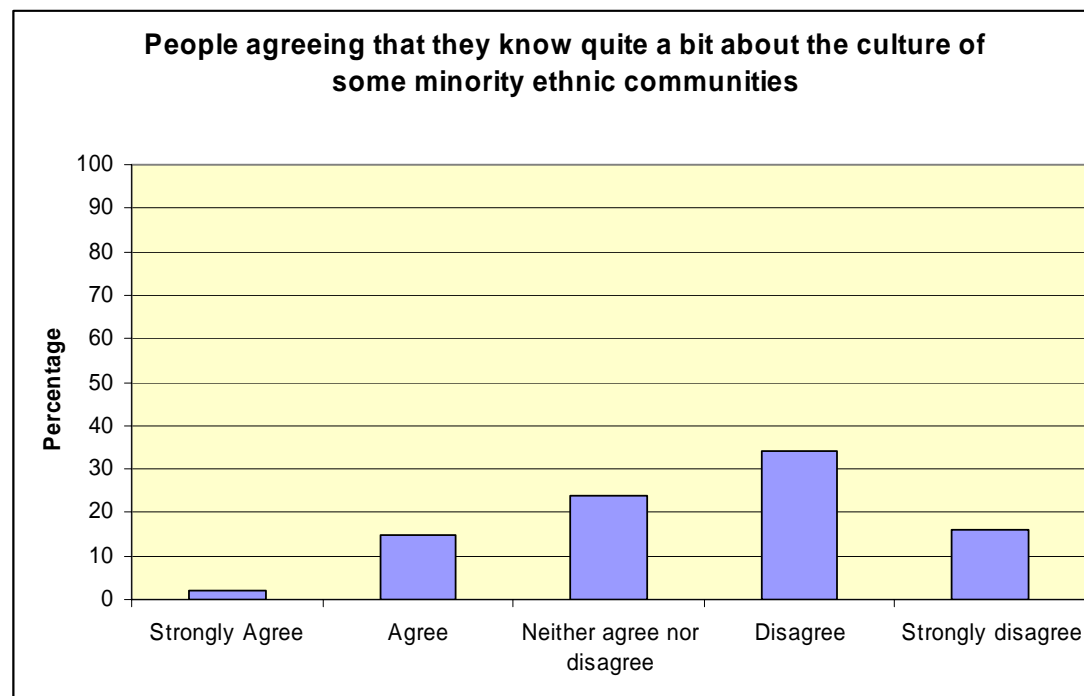


- Seven percent of people believe that the government has definitely not achieved its target of having schools in Northern Ireland which are effective at encouraging understanding of the complexity of our history.
- Two percent of people believe that the government has definitely achieved this target.
- On a scale of 1 to 10 (where 10 is that the government has achieved its target) 33% of people gave a score of 6 or greater, and 55% of people gave a score of 5 or less, indicating that the majority of people believe that the government is not achieving this target.

Indicator 9.7 % who know quite a bit about the culture of some minority ethnic communities living in Northern Ireland

	2005 (%)
Strongly Agree	2
Agree	15
Neither agree nor disagree	24
Disagree	34
Strongly disagree	16
Can't Choose	7
Not answered	2

Source: Northern Ireland Life and Times Survey 2005

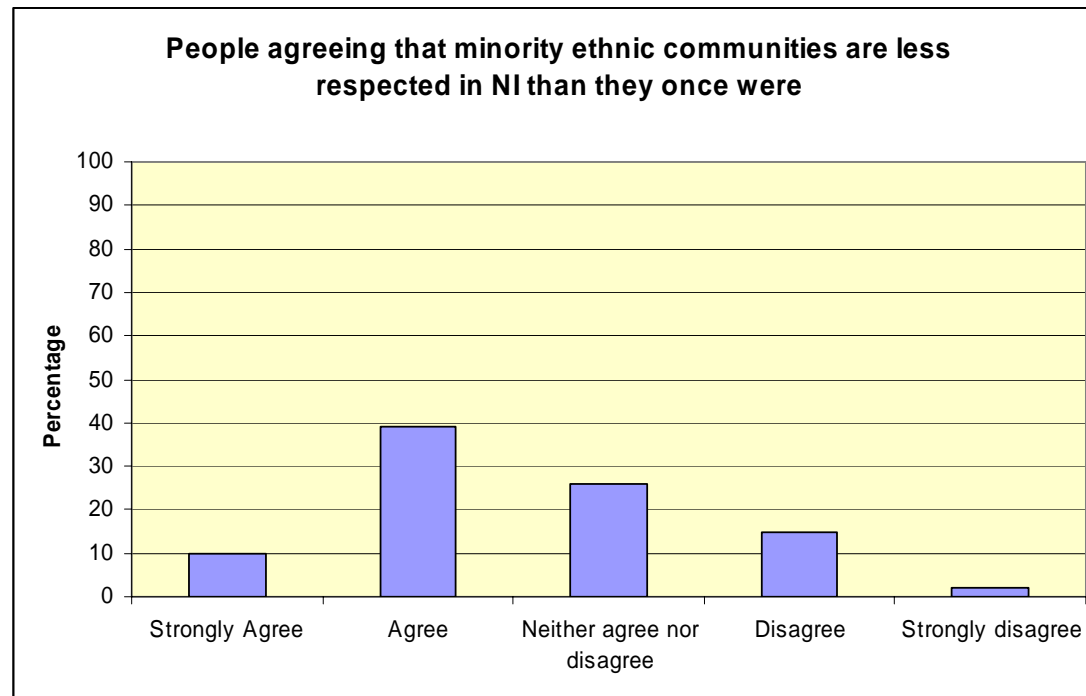


- In 2005, 2% of people strongly agreed and 15% agreed that they personally know quite a bit about the culture of some minority ethnic communities living in Northern Ireland.
- Fifty percent either disagreed or strongly disagreed that they personally know quite a bit about the culture of some minority ethnic communities living in Northern Ireland.
- Almost a quarter of people neither agreed nor disagreed with the statement.

Indicator 9.8 % of people who believe minority ethnic communities are less respected than they once were

	2005 (%)
Strongly Agree	10
Agree	39
Neither agree nor disagree	26
Disagree	15
Strongly disagree	2
Can't Choose	7
Not answered	1

Source: Northern Ireland Life and Times Survey 2005

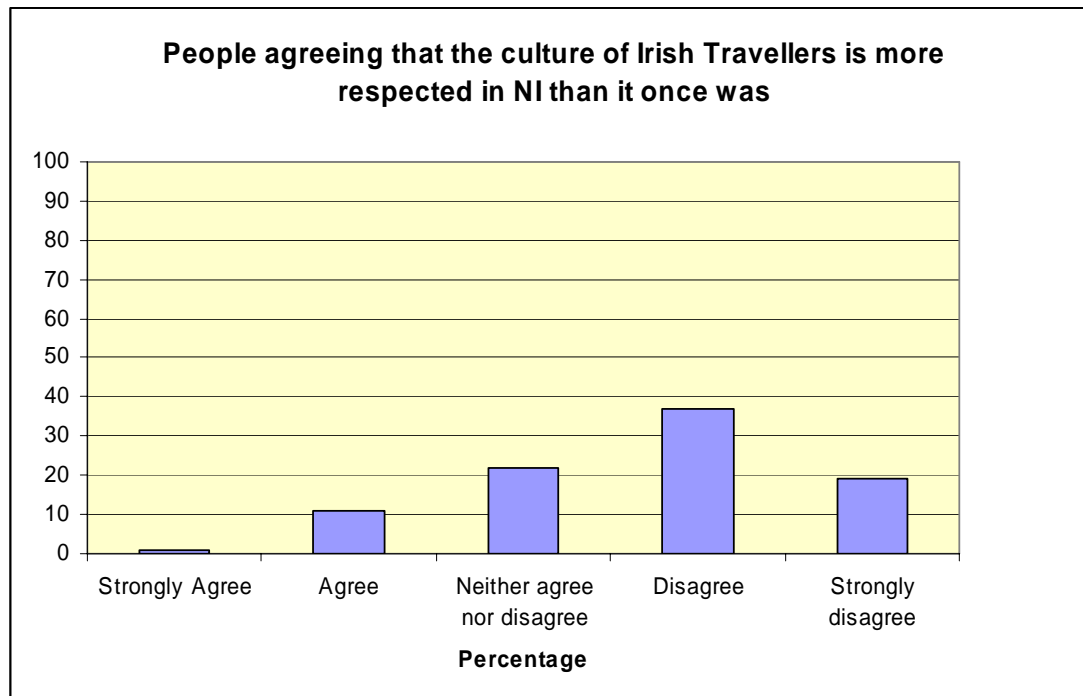


- In 2005, 10% strongly agreed and 39% agreed with the statement that people from minority ethnic communities are less respected in Northern Ireland than they once were.
- Seventeen percent either disagreed or strongly disagreed that people from minority ethnic communities are less respected in Northern Ireland than they once were.
- Twenty-six percent neither agreed nor disagreed with the statement.

Indicator 9.9 % of people who believe the culture of Irish Travellers is more respected than it once was

	2005 (%)
Strongly Agree	1
Agree	11
Neither agree nor disagree	22
Disagree	37
Strongly disagree	19
Can't Choose	9
Not answered	1

Source: Northern Ireland Life and Times Survey 2005



- Nineteen percent of people strongly disagreed and 37% disagreed that the culture of Irish Travellers is more respected in Northern Ireland than it once was.
- In 2005, 1% strongly agreed and 11% agreed with the statement that the culture of Irish Travellers is more respected in Northern Ireland than it once was.
- Twenty-two percent neither agreed nor disagreed with the statement.

GLOSSARY

Agreed/Settled between the parties	Industrial and Fair Employment Tribunals - the parties have agreed a settlement. This may happen before the hearing date or at any time during hearing.
Allowed	Industrial and Fair Employment Tribunals - the application has been allowed by the Tribunal following hearing.
A.O.H.	Ancient Order of Hibernians
Census Output Area	<p>The Census is a count of all people and households in Northern Ireland. It provides essential statistical information, informing the planning and funding of public services, and results are available from the Northern Ireland level down to small geographical areas.</p> <p>The 2001 'Census Output Areas' are designed specifically for statistical purposes. They are based on the results of the 2001 Census and are built from postcodes and nest within Wards. These 5,022 Census Output Areas are compactly shaped areas following natural boundaries, but in some cases the shapes are convoluted because of the underlying street patterns and postcode referencing. Census Output Areas consist of approximately 125 households and have populations which tend towards homogeneity</p>
Community Background	In the context of this report, community background is perceived to be either a member of the Catholic community or a member of the Protestant community.
Conciliated:	Industrial and Fair Employment Tribunals - conciliated by the Labour Relations Agency. The Labour Relations Agency in Northern Ireland equates broadly with the Advisory, Conciliation and Arbitration Service (ACAS) in Great Britain.
Contentious Parade	All parades in Northern Ireland (with a few exceptions) are required to be notified to the police. The notifications are then passed to the Parades Commission for approval. Contentious parades are those which are considered to raise some concerns and are considered in more detail by the Parades Commission.
Dismissed	Industrial and Fair Employment Tribunals - the application has been dismissed by the Tribunal following hearing.
Dismissed for failure to comply	Industrial and Fair Employment Tribunals - the application has been dismissed without being heard by a Tribunal due to failure to comply with a direction of the Tribunal.
GAA	Gaelic Athletic Association

Homeless (presenting to NIHE)	<p>Homelessness as result of intimidation</p> <p>The Housing Executive records reasons for homelessness presentations as:-</p> <p>Intimidation</p> <ul style="list-style-type: none"> • paramilitary • sectarian • racial • sexual orientation • disability • Civil Disturbance • bomb fire damage
Homophobic	<p>Homophobia can be defined as ‘A fear or dislike directed towards lesbian, gay or bisexual people, or a fear or dislike directed towards their perceived lifestyle, culture or characteristics.’</p> <p>In relation to hate crime and recording of homophobic incidents by the Police Service of Northern Ireland, a homophobic incident is defined as ‘any incident which is perceived to be homophobic by the victim or any other person’.</p>
Irish Traveller	<p>The Race Relations (Northern Ireland) Order 1997 recognises Irish Travellers as a racial group. It defines the Irish Traveller community as “<i>a community of people commonly so called who are identified (by themselves and others) as people with a shared history, culture and traditions, including, historically, a nomadic way of life on the island of Ireland.</i>”</p>
Interface Areas	<p>The boundary between two highly polarised communities. In Northern Ireland the segregation is based on the community background of the residents. These interface areas are often associated with high levels of conflict between the two communities.</p>
Minority Ethnic People/Group	<p>A group whose ethnicity is distinct from that of the majority of the population. In the UK, an ethnic group was defined by the House of Lords as a group that regards itself or is regarded by others as a distinct community by virtue of certain characteristics that will help to distinguish the group from the surrounding community.</p>
Monitored Workforce	<p>The Fair Employment and Treatment (Northern Ireland) Order 1998 requires registered employers to collate and submit information detailing the composition of their workforce by community background, sex and occupational grouping, and whether they were employed for more or less than 16 hours per week. All specified public sector bodies and private sector concerns with more than 25 employees have been monitored since 1990. Private sector concerns with 11 or more employees have been monitored since</p>

1992. Part-time employees (those working less than 16 hours per week) were first monitored in 2001. Data presented in Equality Commission Northern Ireland monitoring reports relates specifically to workforce composition within the monitored workforce, and not to all employers in Northern Ireland. Monitoring covers approximately 69% of those of working age in employment. (DETI 2005).

The following are not monitored: the self-employed, those on government training schemes, the unemployed, school teachers and those working in private sector concerns with 10 or less employees.

Neutral Space	In the context of the Northern Ireland Life and Times Survey, a neutral space is perceived as a space where there are no symbols on display of either Protestant or Catholic culture and traditions.
NIHE	Northern Ireland Housing Executive.
Peacelines	These are physical security measures, which can take the form of walls, fences or gates have been erected where the police assessment is that inter-community violence could result in significant damage to life or property. They are usually found in areas where highly segregated residential patterns result in 'interfaces' developing between two neighbouring communities where residents are from different community backgrounds.
POPPI	Protection of Private Property at Interfaces (POPPI) The POPPI scheme is designed to ensure private sector properties at interface areas have the same level of safety as that provided to the social housing sector. The scheme will provide physical protective measures such as the provision of solid doors, laminated windows, oil tank protection measures etc.
Promulgations	Industrial and Fair Employment Tribunals - circulation of the written reason for the Tribunal's decision to all parties.
PSNI	Police Service of Northern Ireland.
Racism	There are a number of different definitions of racism. For the purposes of the Racial Equality strategy uses the definition set out in Article 2(1) and (2) of the UNESCO Declaration on Race and Racial Prejudice, 1978. Any theory which involves the claim that racial or ethnic groups are inherently superior or inferior, thus implying that some would be entitled to dominate or eliminate others, presumed to be inferior, or which base value judgements on racial differentiation, has no scientific foundation and is contrary to the moral and ethical principle of humanity. Racism includes racist ideologies, prejudiced attitudes, discriminatory behaviour, structural arrangements and institutionalised practices resulting in racial inequality as well as the fallacious notion that discriminatory relations between groups are

morally and scientifically justifiable; it is reflected in discriminatory provisions in legislation or regulations and discriminatory practices as well as in anti-social beliefs and acts; it hinders the development of its victims, perverts those who practise it, divides nations internally, impedes international co-operation and give rise to political tensions between peoples; it is contrary to the fundamental principles of international law and consequently seriously disturbs international peace and security.

Sectarianism	Sectarianism, whilst not clearly defined, is a term almost exclusively used in incidents of bigoted dislike or hatred of members of a different religious or political group. In the NI context an individual group must be perceived to be Catholic/Protestant, Nationalist/Unionist or Loyalist/Republican.
Shared Space	In the context of the Northern Ireland Life and Times Survey this is perceived to be a place where people feel free from threat and intimidation because of their cultural identity and where they can express their own cultural identity.
SPED	Special Purchase of Evacuated Dwellings (SPED) The SPED Scheme allows the Housing Executive to acquire by agreement houses owned by people who as a result of acts of violence, threats to commit violence or other intimidation are unable or unwilling to occupy the houses. Houses are purchased under SPED following recommendations by the PSNI Chief Constable. The Housing Executive will purchase the property at a value determined by the Valuation and Lands Agency.
Standardised illness rate	Standardised illness rates are a measure of how much more (or less) a person is likely to report a limiting long term illness (or good general health) within a specific ethnic group compared to the Northern Ireland average (100), having taken account of that ethnic group's age and gender profile.
Stayed	Industrial and Fair Employment Tribunals -the proceedings are stopped until further order. The outcome may result from a number of circumstances. The most common would be if the Office of Tribunals was unable to contact the applicant.
Withdrawn	Industrial and Fair Employment Tribunals - the application has been withdrawn by the applicant. This may happen before the hearing date or at any time during the hearing.

Good Relations Indicators Working Group

Represented organisations

Office of the First Minister and Deputy First Minister (Chair)
Northern Ireland Statistics and Research Agency
Probation Board for NI
Northern Ireland Policing Board
Police Service for Northern Ireland
Co-Operation Ireland
Public Prosecution Service for Northern Ireland
Northern Ireland Council for Voluntary Action
Equality Commission for Northern Ireland
Community Relations Council
Northern Ireland Housing Executive
Northern Ireland Council for Ethnic Minorities
Northern Ireland Office
Department for Social Development
Department for Employment and Learning
Department of Education
Department for Regional Development
Department of the Environment
Department of Enterprise, Trade and Investment
Department of Agriculture and Rural Development
Department of Health, Social Services and Public Safety
Department of Culture, Arts and Leisure
Department of Finance and Personnel

Links between priority outcomes and the aims and objective in A Shared Future and the Racial Equality Strategy.

Each priority outcome listed below is linked to the objectives in A Shared Future using letter A-M (Annex A) and to the aims of the Racial Equality Strategy by numbers 1-6 (Annex B).

PRIORITY OUTCOMES²

1. Northern Ireland society is free from racism, sectarianism and prejudice. (a), (b), (c), (e), (g), (j), (m), (1), (2), (3), (4).
2. All places are shared, safe, inclusive and welcoming for everyone. (a), (b), (e), (g), (l), (2), (6).
3. Positive and harmonious relationships exist between communities in interface areas. (a), (b), (c), (e), (g), (l), (m), (2).
4. Increased sharing in education (c), (d), (f), (g), (h), (i), (l), (m). (3), (4).
5. Northern Ireland is a community where people of all backgrounds work, live, learn and play together. (a), (b), (c), (d), (e), (g), (j), (l), (m), (3), (6).
6. All work places are safe and shared. (a), (c), (g), (l), (m), (1), (2), (4), (5).
7. Minority ethnic people participate in public, political and economic life. (g), (i), (j), (m), (1), (4), (5), (6).
8. Minority ethnic people share equality of opportunity in health and welfare. (a), (c) (d), (e), (f), (i), (j), (m), (1), (2), (3), (4), (6).

² Please note that the letters in blue refer to relevance of priority outcomes to ASF objectives, whilst numbers in red indicate relevance to RES six shared aims.

9. Northern Ireland is a place where cultural diversity is embraced, respected and valued. (d), (e), (h), (i), (j), (l), (m), (4), (5).
10. (All) victims have a voice. (k), (2).
11. All communities in Northern Ireland should have shared, inclusive and equal access to public services on a value for money basis. (a), (b), (c), (e), (f), (g), (j), (l), (1), (2), (3), (6).

A Shared Future Aims and Objectives

The overall aim of this policy is to establish, over time, a shared society defined by a culture of tolerance: a normal, civic society, in which all individuals are considered as equals, where differences are resolved through dialogue in the public sphere, and where all individuals are treated impartially. A society where there is equity, respect for diversity and recognition of our interdependence.

The following policy objectives flow to realise this aim:

- (A) eliminate sectarianism, racism³ and all forms of prejudice to enable people to live and work without fear or intimidation;
- (B) Reduce tension and conflict at interface areas;
- (C) Facilitate the development of a shared community where people wish to learn, live, work and play together;
- (D) Promote civic-mindedness via citizenship education through school and lifelong learning;
- (E) Protect members of minorities (whether for example by religion, race, or any other grounds) and mixed marriages from intimidation and ensure perpetrators are brought to justice;
- (F) Ensure that all public services are delivered impartially and guided by economy, efficiency and effectiveness;

³ *The term racism is used throughout the document as shorthand for all forms of racial intolerance and discrimination including Islamophobia and anti-Semitism.*

- (G)** Shape policies, practices and institutions to enable trust and good relations to grow;
- (H)** Encourage understanding of the complexity of our history, through museums and a common school curriculum;
- (I)** support cultural projects which highlight the complexity and overlapping nature of identities and their wider global connections;
- (J)** Support and learn from organisations working across ethnic divides for reconciliation, including those operating on a north-south basis;
- (K)** Ensure voice is given to the diverse victims of violence in Northern Ireland, including via archives and victim-centred reconciliation events;
- (L)** Encourage communication, tolerance and trust across Northern Ireland, but particularly in areas where communities are living apart;
- (M)** Promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

Race Equality - Six Shared Aims

SIX SHARED⁴ AIMS**(1) Elimination Of Racial Inequality**

To eliminate racism, racial inequality and unlawful racial discrimination and promote equality of opportunity in all aspects of life, including public life, for people of different ethnic backgrounds in Northern Ireland.

(2) Equal Protection

To combat racism and provide effective protection and redress against racism and racist crime.

(3) Equality Of Service Provision

To ensure equality of opportunity for minority ethnic people in accessing and benefiting from all public services.

(4) Participation

To increase participation and a sense of “belonging” of people from minority ethnic backgrounds in public, political, economic, social and cultural life.

(5) Dialogue⁵

To promote dialogue between, and mutual understanding of, different faiths and cultural backgrounds, both long standing within Northern Ireland and recent arrivals to these shores, guided by overarching human rights norms.

(6) Capacity Building

To build capacity within minority ethnic communities to develop a vibrant and sustainable minority ethnic sector at both local and regional level and to help minority ethnic people to fulfil the Government’s aim of a shared future for Northern Ireland.

⁴ The aims are described as “shared”, because they have been developed in consultation with minority ethnic representatives as being appropriate not just for Government but for all of Northern Ireland society

⁵ This shared aim is drawn directly from *A Shared Future*, page 13

For further information please contact:
Equality Directorate Research Branch
Block E
Castle Buildings
Stormont Estate
Belfast
BT4 3SR

Tel: (028) 9052 3254
Fax: (028) 9052 8273
Email: research@ofmdfmni.gov.uk

Or the website at:

<http://www.ofmdfmni.gov.uk/equalityresearch>