

Equality Category	Issues Identified and Source	Actions and Targets
<p>1.0 Religion</p>	<p>The Authority recognises the important socio-economic role it fulfils in each of the areas where the Harbours are located and works closely with Port Users, to raise the profile of equality and good relations and to identify relevant issues. Source:- Five Year Review to the Equality Commission</p> <p>It is stated in the DARD annual report 2007/2008 that Northern Ireland's primary inshore fisheries areas are noted for relatively high levels of inhabitants with no qualifications and that the social challenges facing the sector should not be under-estimated. Source:- DARD annual report 2007/08</p> <p>The Authority also liaises with local community groups, Councils and businesses. Source:- Five Year Review to the Equality Commission.</p> <p>The Authority monitors the religious composition of the workforce and uses this information for Article 55 Reviews ,for Workforce Development policies and in compiling the Five Year Review to the Equality Commission</p> <p>The overall representation of the workforce 2004-2006 as presented in the most recent Article 55 Review demonstrates that the overall workforce is broadly comparable with the representation of the two main communities in the Travel To Work Area (TTWA) for Belfast. There is a higher than expected percentage of managers and professional grades from the protestant community in the Downpatrick Office by comparison with the comparators of the TTWA for Belfast and the NI averages. However there are only 4 people in these grades which is a relatively small number.</p>	<p>1.1 Action To re-visit the information on religious composition of the workforce once the new census data is available and decide the most appropriate catchment areas to determine if there is fair participation in the workforce.</p> <p>1.1 Target To use the new census data to complete the next Article 55 Review and to determine if new affirmative action measures need to be taken (possibly by 31.12.12)</p> <p>1.2 Action To collaborate with DARD and other partners to promote the sector and manage and develop the Harbours to ensure their continued sustainability and that they contribute to local economic development in each of the areas they are located.</p> <p>1.2 Target To review the Authority's audit of inequalities with that of DARD and the three Local Councils covering the ports to ensure relevant complementarity and that the Authority contributes to collective outcomes in challenging inequalities and promoting good relations. This target will be further refined following the development of the DARD and Local Councils audit of inequalities.</p>

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	<p>The representation of the workforce in the three harbours is consistent with the religious breakdown of the community in each of the Wards where the harbours are based. For example the majority of residents in Kilkeel and Portavogie are from the protestant Community and in Ardglass from the Catholic community.</p> <p>The analysis of the workforce flows and appointments over the previous three years demonstrates that a slightly higher percentage of Catholics than would have been expected applied for jobs in the Downpatrick Office. This could be due however to the nature of the jobs advertised, where they were advertised and the fact that the applicant pool may be more representative of the local Downpatrick area. There is also an under-representation of women in the workforce. However this reflects the findings of DARD Final Report in 2005 on the EQIA of Fisheries Policy Enforcement and Aquaculture, Fish Health and Grants Administration.</p> <p>A Good Relations Strategy has been developed and a system of monitoring put in place in each of the Harbours. Source:- Five Year Review to the Equality Commission</p> <p>DARD EQIA 2005 of Fisheries policy enforcement and Aquaculture, Fish Health and Grants Administration 2005 found 62% of respondents responding to a survey were from a Protestant background and 28% Roman Catholic. The proportional distribution is broadly consistent with the 2001 census which found of the population aged 16-74 0.1% were Catholic males and involved in the fishing industry and 0.2% were Protestant males. Source:- DARD Final Report on the Equality Impact Assessment of</p>	<p>1.3 Action To liaise with DARD and the Good Relations Officers in Down, Ards and Newry and Mourne during the development of their audits of inequality and the formation of their Cohesion, Sharing and Integration polices.</p> <p>1.3 Target To include an Action Point in the new Equality Scheme to review the Authority's Good Relations Policy taking into account the outcome of the consultation exercise on the CSI document and the new strategy on Good Relations.</p>

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	Fisheries: Policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005.	
2.0 Political Opinion	<p>The Authority recognises the important socio-economic role it fulfils in each of the areas where the harbours are located and works closely with Port Users and to raise the profile of equality and good relations and to identify relevant issues.</p> <p>A Good Relations Strategy has been developed and a system of monitoring put in place in each of the harbours. Source:- Five Year Review to the Equality Commission.</p>	<p>As per religion in addition to the following:</p> <p>2.1 Action To more proactively promote the work of the Authority in terms of Equality and Good Relations.</p> <p>2.1 Target To proactively seek opportunities to publicise the positive work undertaken by the Authority in relation to better promotion of Equality and Good Relations.</p>
3.0 Race	<p>The Authority recognises the important socio-economic role it fulfils in each of the areas where the Harbours are located and works closely with Port Users and to raise the profile of equality and good relations and to identify relevant issues. Source:- Five Year Review to the Equality Commission.</p> <p>The Authority has promoted good practice in terms of migrant workers in the Harbours through training staff and making information available in other formats. Source:- Five Year Review to the Equality Commission.</p> <p>A Good Relations Strategy has been developed and a system of monitoring put in place in each of the Harbours. Source:- Five Year Review to the Equality Commission.</p> <p>A consultation exercise with local community representatives was undertaken in 2008. The respondents made reference to the increasing numbers of migrant workers in each of the areas where the Harbours are</p>	<p>3.1 Action To keep under review changes to the legislation for migrant workers and development of good practice and to maintain the issue as a standard agenda item at Port Users meetings from April 2011.</p> <p>3.1(A)Target To include Race Equality Training for all staff in the Action Plan targets for the Authority's revised Equality Scheme.</p> <p>3.1 (B) Target To review the Good Relations strategy in accordance with the recommendations in the CSI document and the revised Race Equality Strategy.</p> <p>3.1 (C) Target To ensure the inclusion of race and migrant worker issues in the aforementioned revision of the Good Relations strategy. This will include a review of the availability of ongoing support services available to migrant</p>

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	<p>located. Concerns were raised about the living conditions of some of the migrant workers in Portavogie and in relation to access to information on local services in other languages. Challenges were also identified in terms of building relations between the migrant workers and local community in Kilkeel. The respondents also commented favourably on the multi-agency initiatives NIFHA was involved in and did not identify any further ways in which the Authority could enhance the actions they were taking to further promote Equality and Good Relations</p> <p>Source:- consultation report commissioned by NIFHA in each of the Harbour areas 2008.</p> <p>The Good Relations Officers in each of the council areas where the harbours are located and a number of local representatives working in the sector were consulted as part of the inequalities audit.</p> <p>It was confirmed that in Portavogie there are Eastern Europeans and Filipino's working on the fishing boats; in Ardglass Filipinos and in Kilkeel Filipino's Albanians and Egyptians. It was further stated that the majority of the migrant workers were Filipino's and that some boats were totally manned by them.</p> <p>Some concerns were raised about the people from the Filipino community living on the boats.</p> <p>It was confirmed that new facilities had been put in place in Portavogie, Ardglass and Kilkeel to meet the needs of the migrant workers.</p> <p>The EFF Investment Plan for NI meets the OFM/DFM cross-cutting strategies in the followings ways-</p> <p>Migrant workers are protected as they are an integral part of the employment sector.</p> <p>Source:- Economic Appraisal on the</p>	<p>workers and their families through identifying with the Harbour Masters and the Councils the initiatives that could be taken.</p>

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	<p>Fishing Ports Landing Sites and Shelters.</p> <p>All the respondents, with one exception, were white.</p> <p>Source:- DARD Final Report on the Equality Impact Assessment of Fisheries: Policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005.</p> <p>Actions stated in the DARD 2005 EQIA - Support measures to better integrate legal migrants within the workforce.</p>	
<p>4.0 Disability</p>	<p>Disability Action has been involved in advising on relevant issues with regard to capital works e.g. parking and accessibility issues.</p> <p>Source:- Five Year Review to the Equality Commission</p> <p>The EQIA on the Recruitment policy led to introduction of monitoring in terms of disability and improvements to the Recruitment process.</p> <p>Source:- Five Year Review to the Equality Commission.</p> <p>Of those people who responded to the DARD survey 13% declared they had a disability.</p> <p>Source:- DARD Final Report on the Equality Impact Assessment of Fisheries: Policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005.</p> <p>The Authority's EQIA in 2003 on its Employment, Selection and Promotion Policy revealed that there was an adverse impact on people with a disability with regard to their employment in operational jobs in the harbour which is due to Health and Safety issues.</p> <p>Actions proposed and implemented included the provision of reasonable adjustments for applicants and for any employee with a disability.</p> <p>This EQIA also highlighted the need for</p>	<p>4.1 Actions To continue to liaise with local disability groups on the issues faced by local people with disabilities with respect to the Harbours.</p> <p>4.1(A) Target To produce a new Disability Action Plan in accordance with the timetable set by the Commission and to include measurable targets into the plan.</p> <p>4.1 (B) Target To implement disability equality training for all employees by end September 2011 and to review the effectiveness of this training by end December 2011.</p>

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	<p>the continuous development of staff training for interview panels.</p> <p>The Authority consulted on revisions to its Disability Action Plan in 2009-2010 and made a number of changes based on the comments received from Disability Lobby groups and undertook a survey on disability training. Source:- NIFHA Disability Action Plan</p> <p>During consultation for the 2008 effectiveness audit the respondents stated that the harbours are relatively high risk working environments which are accessible to members of the public and that it was felt that the Authority had been proactive in raising and promoting the issue of Equality and Good Relations at the port users meetings.</p>	
<p>5.0 Dependents</p>	<p>The EQIA on the Recruitment policy led to introduction of monitoring in terms of dependents. Source:- Five Year Review to the Equality Commission</p> <p>While it is noted that caring responsibilities mainly fall to women and that there is an under representation of women in the workforce this is more likely to be due to the nature of the jobs in organisation and not to any chill factor in terms of family friendly working practices.</p> <p>In the DARD EQIA it is noted that the fishing industry is generally family orientated and 50% of those responding to the survey declared a responsibility to care for their own children. 13 % care for another relative and 2% had other caring responsibilities. 35% declared that they had no caring responsibilities. Source:- DARD Final Report on the Equality Impact Assessment of Fisheries: Policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005.</p>	<p>No Action Required at present</p>

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<p>6.0 Sexual Orientation</p>	<p>Further work is required in terms of monitoring. Source:- Five Year Review to the Equality Commission</p>	<p>6.1 Action To keep HR policies and practices under review and to access if further action is required when the Sexual Orientation Strategy for Northern Ireland is published.</p>
<p>7.0 Age</p>	<p>In the DARD EQIA 2005 it is noted that only a few young people work in the catching sector. The survey conducted by DARD indicated that only 3.5% of the workforce in the sector is aged under 25. It is also noted that the reduction in the size and scale of the industry present challenges in respect of attracting and retaining young people.</p> <p>The consultees spoken to as part of the inequalities audit confirmed that the majority of young people in each of the harbour areas are not attracted to a career in this sector due to the lack of security in terms of income and the hard nature of the work.</p> <p>Under the NI European Fisheries Fund (NIEFF) DARD intends to promote Equality through attracting young people into the industry. Source:- Economic Appraisal on the Fishing Ports Landing Sites and Shelters 2007-2013</p> <p>The survey indicated that 83% of those who responded were in the 26-59 age range. The census of population and the Report from the Taskforce for South Down issued in 2003 indicated that the age structure of the population in each main fishing port did not appear in any significant way different from the overall age structure of the NI population. Source:- DARD Final Report on the Equality Impact Assessment of Fisheries: Policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005.</p>	<p>7.1 Action To liaise with DARD and others working in this sector and to contribute where possible to initiatives that will ensure the future sustainability of the sector through encouraging more young people to consider a career in the sector.</p> <p>7.1 Target To support DARD and other sector representatives in their efforts to attract more local young people into the sector through support for one initiative per year.</p>

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<p>8.0 Gender</p>	<p>The Department recognised in their 2005 EQIA that the Northern Ireland Fishing Industry is pre-dominantly male. However they take the view that this reflects an historical position and has not come about because of policies or programmes operated by the Department. Whilst recognising this point the Department also stated that it will ensure, wherever possible that they take account of the gender dimension when rolling out policies to ensure that they take account of the needs of the few women working in the sector.</p> <p>Source:- DARD Final Report on the Equality Impact Assessment of Fisheries: Policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005.</p> <p>An action point arising from the DARD EQIA was the promotion of the “Women in Fisheries” initiative in Northern Ireland.</p> <p>Under the NI EFF the Department intends to promote Equality through promoting ‘Women in Fisheries’ in Northern Ireland.</p> <p>96% of those responding to the DARD survey were males. This result is supportive of the perception of vessel owners, crew and those engaged in fishing and aquaculture, are predominately men. However both men and women are employed in processing, marketing, administration and other ancillary activities.</p> <p>Source:- DARD Final Report on the Equality Impact Assessment of Fisheries: Policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005.</p> <p>In the DARD Annual Review 2007/8 a commitment was given to increase female representation on the Board of the Authority. This policy is ongoing.</p>	<p>8.1 Action To identify how the Authority can support the work of DARD and the women in fisheries initiative.</p> <p>8.1 Target Subject to DARD agreement to co-operate with DARD on the implementation of one action per year in support of the women in fisheries initiative.</p> <p>8.2 Action To continue to promote the Authority as an Equal Opportunities employer</p> <p>8.2 Target To monitor the fair employment participation in terms of gender in the workforce and through applications for new posts on an annual basis and to identify if affirmative action is necessary.</p>

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	<p>Through the Fishing Taskforce Group DARD has provided seeding support to create the NI Women in Fisheries Group which meets monthly and undertakes two initiatives per annum that promote and sustain the fishing infrastructure.</p> <p>Through consultation undertaken as part of the inequalities audit it was established that women in part-time positions make up the majority of the workforce in the food processing industry and that they are often employed in family businesses to provide administrative support.</p> <p>In its Article 55 Review the Authority has confirmed that the Authority has reviewed its HR policies and has provided Equal Opportunities training.</p>	
<p>9.0 Marital Status</p>	<p>79% of those responding to the DARD EQIA survey were married and 13% declared single status.</p> <p>Source:- DARD Final Report on the Equality Impact Assessment of Fisheries: Policy Enforcement, Aquaculture, Fish Health and Grants Administration 2005.</p>	<p>No further action is required at this time</p>