



Comhairle Ceantair  
**Lár Uladh**  
**Mid Ulster**  
District Council

# Equality Impact Assessment o tha Draft Ullans Leid Policy

## EQIA Consultation Raepert

Please raeturn hale Raesponse Furms straight tae tha consultants bae  
**Tuesday 31<sup>st</sup> May 20an16** bae post or email:

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# Equality Impact Assessment (EQIA) o tha Draft Ullans Leid Policy



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## 1. Ootline

Mid Ulstèr Airts Cooncil (tha Cooncil) haes wurked oan a Draft Ullans Leid Policy. Thir Equality Impact Assessment (EQIA) considers tha potential impacts o tha policy pit forrit oan tha promotion o equality o opportunity an guid relations an sets oot initial finins an recommendations.

Thir ootline gies infurmation oan Section 75 o tha Norlin Airlan Ect 19an98 an tha policy pit forrit an rins ower fur why tha EQIA bes baein unnèrtakin.

### 1.1 Tha wye o daein EQIA

Tha Cooncil bes committed tae implementin tha statutory duties unnèr Section 75 o tha Norlin Airlan Ect 19an98. Section 75(1) needs oany public boadie, in cerryin oot its wurk daeins in Norlin Airlan, tae hae due raegard tae tha need tae promote equality o opportunity:

- Atween fowk o diffrent -
  - religious thocht;
  - poaliticks taakin;
  - racial fowk;
  - age;
  - merrit stannin;
  - sexual orientation;
- Atween lads an lassies generally;
- Atween fowk wae a seekness an fowk waeoot; an
- Atween fowk wae depenants an fowk waeoot.

Waeoot prejudice tae thir obligation, Section 75(2) sets oot oany public boadie, in cerryin oot its wurk daeins, tae hae raegard tae tha desirability o promotin guid relations atween fowk o diffrent religious thocht, poaliticks taakin or racial group.

Schedule 9 o tha Ect sets oot tha detailed roadin fur implementin these duties includin tha cerryin oot o screenin exercises an EQIAs. Whan unnèrtakin an EQIA, tha Cooncil closely follaes tha guidaunce ootset bae tha Equality

Commission fur Norlin Airlan (ECNI) whutch recommens tha thaur shud bae seiven stages tae tha wye o daein it:

Pairt 1: Meanin o tha aims o tha policy

Pairt 2: Consideration o available figgres an screengin

Pairt 3: Assessment o impacts

Pairt 4: Consideration o:

- misures whutch micht cut doon oany ill daein; an
- ither policies whutch micht best achieve tha promotion o equality o opportunity

Pairt 5: Consultation

Pairt 6: Decision bae public boadie an publication o raepert oan raesults o tha EQIA

Pairt 7: Monitorin fur ill daeins in tha oncum an publication o tha raesults o such monitorin.

Tha Cooncil haes picked consultants (Dominic McCanny an Thomas Porter o Interventus) tae assist wae tha EQIA.

Thir raepert (raeferred tae as tha EQIA Consultation Raepert) haes bin scribeven furstly tae infurm consultees durin tha furmal consultation phase (Pairt 5) an haes in it tha finins o tha furst fower stages o tha wye o daein it. Whan tha consultation bes done, anither raepert (tha EQIA Decision Raepert) wull bae wurked oan tae help tha Cooncil tae mak last decisions oan tha Ullans Leid Policy pit forrit. Tha EQIA Decision Report wull tak accoot o aal feedbak githered durin tha consultation period.

## 1.2 Mid Ulstèr Airts Cooncil

Tha Cooncil wus set up oan 1<sup>st</sup> Aprile 20an15 as pairt o tha review o hereabouts goverment in Norlin Airlan an haes responsibility fur tha airts that uised tae bae covered bae:

- Cookstoon Airts Cooncil;
- Dungannon an Sooth Tyrone Borough Cooncil; an
- Magherafelt Airts Cooncil.

Tha new airts cooncil haes an airt o 1714 km<sup>2</sup> an bes responsible fur a wide range o services tae a population o mair than 140,000, livin hereabouts toon an kintrie resydentèrs.

Tha Cooncil hae bin wurkin oan new policies but bes forbye continuin tae implement policies set up bae tha thrie oul cooncils. A draft Equality Scheme haes bin wurked on fur tha new Cooncil settin oot hoo it wull implement tha statutory duties unnèr Section 75 o tha Norlin Airlan Ect 19an98, but at tha tim o scribevin thir haes naw yet

bin approved bae tha ECNI<sup>1</sup>. Tha thrie oul cooncils aal had approved Equality Schemes in plaice.

### 1.3 Tha Draft Ullans Leid Policy

Tha draft Ullans Leid Policy, whutch bes gien in Appendix 1, sets oot tha bakgrun tae tha policy. It maks it clear tha Cooncil raecognises tha Ullans Leid bes an integral pairt o tha leid heirskip o tha airt.

Tha stated aim o tha draft policy bes as follaes:

**Operatin waein tha spirit o tha Euraipan Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids, an haein due raegard tae tha stannin afforded tae Ullans waein tha Chairtèr, Mid Ulstèr Airts Cooncil aims tae tak positive ection tae promote tha uise o Ullans leid in tha Airts an waein tha Cooncil.**

Tha associated policy objectives ir:

- Tae facilitate an encoorage tha uise o Ullans leid in baith taaked an scribeven waein tha Airt an Cooncil;
- Tae promote a nummer o thìns that wull reduce intolerance an promote unnèrstandin o Ullans leid aroon tha Airt an waein tha Cooncil;
- Tae ken an celebrate Ullans leid waein tha broader context o leid diversity aroon tha Airt an Cooncil; an
- Tae maintain an wurk on links atween fowks usin Ullans leid, wae ither fowks usin Ullans leid an/or Airish leid.

### 1.4 Policy Guidin Principles

Tha Mid Ulstèr Airts Cooncil Ullans Leid Policy bes based oan tha requirements o Pairt II o tha Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids (gien in Appendix II). Tha policy haes a nummer o guidin principles fra whutch tha Cooncil wull dae a range o positive ections tae promote, enhance an protect tha Ullans leid whilst encooragin its uise in taak an scribeve in hame an wurk life. Specific misures fur implymentin relatin tae each guidin principle ir gien in Appendix I.

#### 1. Guidin Principle 1: Support fur tha Ullans Leid

Mid Ulstèr Airts Cooncil bes committed tae tha protection an uise o tha Ullans leid. Tha Cooncil kens tha thaur bes a need fur tha Cooncil tae promote Ullans in order tae help protect it.

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<sup>1</sup> At thir tim, an mindful o ongoin discussions wae tha Equality Commission, tha Cooncil wull assess Guid Relations oan tha follaein steid - Ir thur opportunities, waeoot prejudice, tae tha equality o opportunity duty, tae bettèr promote guid relations atween Section 75 equality categories, throu tacklin prejudice an/ or promotin unnèrstannin? Tha EQIA his bin drafted wae thir in mine.

## 2. **Guidin Principle 2: Publications**

Wae raegard tae Cooncil publications, scribeven/printed materials made bae Mid Ulstèr Airts Cooncil fur iveryboadie wull hae Ullans leid whur appropriate. Cooncil literature wull bae uised tae raise awareness o tha Ullans leid. Newsletters wull hae airticles oan tha Ullans leid whur appropriate.

## 3. **Guidin Principle 3: Publicity**

Mid Ulstèr Airts Cooncil wull encourage an support wireless, TV an video wurk that broadcast in English an Ullans furmat.

## 4. **Guidin Principle 4: Correspondence**

Mid Ulstèr Airts Cooncil wull lut tha fowk o Ullans leid pit in taakin or scribeven communications in Ullans leid. Mid Ulstèr Airts Cooncil wull scribeve in tha chosen leid o tha boadie, whur thir choice bes ken.

## 5. **Guidin Principle 5: Presentations / Public Taakin / Daeins**

Mid Ulstèr Airts Cooncil wull wurk that in plannin its presentations, daeins an family daeins tha richt allooance bes made fur haein in it tha ken an uise o tha Ullans leid.

## 6. **Guidin Principle 6: Wurkers an Administrative Prectices**

Mid Ulstèr Airts Cooncil wull lairn Cooncil fowk in thir policy so that thay wull bae able tae raesponse richtly tae questins in Ullans leid.

## 7. **Guidin Principle 7: Sicht o Ullans**

Mid Ulstèr Airts Cooncil wull enhance tha sicht o Ullans leid an hae diffrent ways o accessin tha leid.

### 1.4 (a) **Bakgrun tae tha Laa**

Thaur bes a nummer o owerseys an hereaboos legal obligations an stannerts tha can bae applied tae tha uise o unnèr-docht leids. These ir gien alow fur ease o reference.

### **Baelfawst (Guid Friday) Greeance 19an98**

Tha Greeance wus made wae tha endorsement o tha pairticipants in tha multi-pairty taaks tae set oot a plan fur devolved government in Norlin Airlan oan a stable an inclusive steid. In Pairt Thrie o tha Greeance ('Richts, Safeguards an Equality o Opportunity') tha follaein commitments were gien about 'Economic Social an Cultùrl Issues':

*Aal fowks ken tha importance o raespeck, unnèrstannin an tolerance in raelation tae leid diversity, includin in Norlin Airlan tha Airish leid, Ullans an tha leids o tha diffrent ethnic resydentèrs, aal o whutch ir a pairt o tha cultùrl wealth o tha Island o Airlan.*

### **Tha Joint Declaration 20an03**

In 20an03 the British an Airish Governments gien a Joint Declaration as pairt o a flit taewards the rae-establishment o devolution. The British Government set oot that they intended tae deliver an expand oan the commitments gien tae Ullans waein the Baelfawst Greeance:

*The British Government... wull forbye tak steps tae encoorage support tae bae made available fur an Ullans academie.*

### **Norlin Airlan (St Andras Greeance) Ect 20an06 an Tha Norlin Airlan Ect 19an98**

Follaein the 20an06 Greeance at St Andras the British Government passed laa's at Westminster tae amen the NA Ect 19an98 tae gie a lift oan the commitment unnèr Richts, Safeguards an Equality o Opportunity. Section 28D o thir Ect says the follaein:

*The Heid Cooncil Committee shall tak oan a roadin settin oot hoo it plans tae bettèr develop the Ullans leid, heirskip an cultùr.*

### **Programme fur Government 20an11-20an15**

In its Programme fur Government 20an11-15, ootset oan 12 Mairch 20an12, the Heid Cooncil raecognised the importance o hereabouts fowk settin priorities fur the oncum an seizin the opportunity offered bae devolution tae gie a lift tae a shared an bettèr oncum fur aal. Thir wus follaed up unnèr Rankin 4 o 'Buildin a Strang an Shared Resydentèrs', whutch focuses among ither thins oan buildin relationships atween communities an tappin intae the potential o the cultùr sector as an instrument fur positive change. A roadin fur the Ullans leid, heirskip an cultùr as a key buildin block tae deliver agin Rankin 4 wus pit in the Programme fur Government 20an11-20an15.

### **Euraip Chairtèr fur Kintrie-Pairt an Unnèr-Docht Leids**

In the United Kindom the follaein leids ir protected unnèr the Euraip Chairtèr:

Ullans	Pairt II Airticle 7
Cornish	Pairt II Airticle 7
Manx Gaelic	Pairt II Airticle 7
Scotch	Pairt II Airticle 7
Aairish	Pairt II Airticle 7 & Pairt III (Airticles 8 – 14)
Scotch Gaelic	Pairt II Airticle 7 & Pairt III (Airticles 8 – 14)
Welsh	Pairt II Airticle 7 & Pairt III (Airticles 8 – 14)

The Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids (the Chairtèr) bes an owerseys convention designed tae protect an promote Kintrie-Pairt an Unnèr-Docht leids as a threatened aspect o Euraip's cultùrl heirskip. Fur thir raeson, as weel as haein a non-discrimination clause that concerns the uise o the leids, it forbye gies fur

measures that offer active support for them. *“Ainly in thir wye can such leids bae compensated, whur necessary, fur unfavourable conditions in tha past an preserved an developed as a leevin pairt o Euraip’s cultùrl identity”.*

The Charter promotes a monie-cultùrl approach tae the leids it protects. Its aims, whitch influence thir roadin, ir tae mak a cultùr whur Kintrie-Pairt an Unnèr-Docht leids can succeed alangside each ither an alang wae the majority leid o the state. Its overridin aim bes tae protect an promote Kintrie-Pairt or Unnèr-Docht leids as a threatened aspect o Euraip’s cultùrl heirskip.

The UK Government bak’ed the Euraip Charter in Mairch 20an01 an unnèrtuk tae protect an promote Ullans. The Ullans leid haes Pairt II status, whitch sets oot objectives an principles oan whitch policies, laas an practices shud bae based. These objectives an principles ir considered tae constitute the necessary framewurk fur the preservation o Kintrie-Pairt or Unnèr-Docht leids. They faal unnèr sax main heidins:

- Raecognition o Kintrie-Pairt or Unnèr-Docht leids (Airticle 7, paragraph 1.a)
- Raespeck fur the kintries airt o each Kintrie-Pairt or Unnèr-Docht leids (Airticle 7, paragraph 1.b)
- Need fur guid hannlin fur the guid o Kintrie-Pairt or Unnèr-Docht leids (Airticle 7, paragraphs 1.c an 1.d)
- Raelations atween fowks speakin a Kintrie-Pairt or Unnèr-Docht leids (Airticle 7, paragraphs 1.e an 1.i)
- Guarantee o the lairnin an study o Kintrie-Pairt or Unnèr-Docht leids (Airticle 7, paragraphs 1.f an 1.h)
- Facilities afforded tae non-taakers o Kintrie-Pairt or Unnèr-Docht leids tae acquire a ken hoo o thaim (Airticle 7, paragraph 1.g)

Pairt II o the Charter covers the stappin o discrimination agin Kintrie-Pairt or Unnèr-Docht leids (Airticle 7, paragraph 2). It says that the prevention o discrimination in raespeck o the uise o these leids has a wee guarantee fur the taakers o such leids. Thurfur, measures that pit aff the uise or endanger the maintenance or oncum o a Kintrie-Pairt or Unnèr-Docht leid shud bae stopped. The Charter accepts that positive measures may bae needed tae preserve an promote such leids.

Airticle 7, paragraph 3 deals wae promotion o mutual raespeck an unnèrstannin atween leid fowks. Raespeck fur Kintrie-Pairt or Unnèr-Docht leids an the oncum o a spirit o tolerance taewards thaim ir pairt o a general concern tae develop unnèrstannin fur a situation o leid plurality waein a state. The oncum o thir spirit o tolerance an raecceptiveness throu the lairnin system an the media bes an important fecter in the practical preservation o Kintrie-Pairt or Unnèr-Docht leids.

### **United Nations Convention oan the Richts o the Wean**

The United Nations Convention oan the Richts o the Wean bes a boadies richts treaty settin oot the civil, poalitics, economic, social, health an cultùrl richts o weans. The UK Government bak’ed the Convention in 19an91 an bes bound tae it bae owerseys laas.



Articles 29, 30 and 31, in particular, which deal with the goals of learning; means of Unnèr-Docht/our own folk; and leisure, play and culture, and its significance to Ullans. The articles say that:

- means of learning shall be directed to the extent of respect for their own cultural identity, and values and that of others;
- means have the right to enjoy their culture, practise their religion and use their own language;
- means have the right to join in a wide range of cultural activities, and opportunities for which shall be appropriate and equal.

### **United Nations Convention for the Safeguarding of the Cultural Heritage**

The 2003 UN Convention for the Safeguarding of the Cultural Heritage sets the role of language in the expression of living heritage. All cultural heritage depends on language for its day-to-day vitality and for being passed on to the next generation. In relation to oral heritages, whether it be song, poetry or old sayings, language is not only the vehicle that carries in it the cultural heritage but also its very essence.

### **United Nations Educational, Scientific and Cultural Organisation (UNESCO) Language Vitality Assessment**

As well as looking at the pressure of globalisation, the UNESCO Ad Hoc Expert Group on Endangered Languages has put in place a Framework for working out the vitality of a language in order to give a hand to the Governments and others in policy-making, identification of needs and appropriate safeguarding measures. The Framework, based on nine criteria.

**European Framework Convention for the Protection of National Unnèr-Docht** The broad aims of the Framework Convention, which came into force in 1998, are to ensure that the signatory states, which include the UK, protect national Unnèr-Docht and the rights and freedom of bodies relating to their Unnèr-Docht. The Framework has articles about respect and understanding for cultural and language identity.

### **EU Charter of Fundamental Rights**

The EU Charter says simply that, 'the Union shall respect cultural, religious and language diversity'. The EU Charter has been put into effect.

### **European Convention on Human Rights (ECHR)**

The ECHR and the general case law of the European Court of Human Rights in Strasbourg set a general understanding of the state to respect language pluralism and Unnèr-Docht rights. The ECHR has been put into effect.

### **Cooncil Government (Miscellaneous Provisions) (NA) Order 19an95**

The Cooncil haes a statutory poower unnèr Airticle 11 o tha Order tae erect nameplates way street names in English an oany ither leid. Whan exercisin thir poower, tha Cooncil maun hae regard tae oany views oan tha metter said bae tha occupiers o premises in that street.

### **Fair Employment an Treatment (NI) Order 19an98:**

Airticle 19, plaices a oanice oan employers in Norlin Airlan tae hae a guid an quait wurkin environment. Tha Fair Employment Code o Practice gies guidaunce fur employers oan tha promotion o such an environment. At Section 5.2 it says that, 'Tae promote equality o opportunity ye shud promote a guid an quait wurkin environment an atmosphere in whutch nae wurker feels unnèr threat or intimidated baecause o his or hir religious baelief or poaliticks opinion.'

### **OFMDFM Thagithar: Buildin a Shared Resydentèrs 20an13**

In May 20an13, tha Office o tha Furst Männystèr an Deputy Furst Männystèr (OFMDFM) produced a guid relations / shared oncum roadin document whutch had in it a nummer o commitments tae help fordèr resydentèrs relations an gie a lift tae a united an shared society in Norlin Airlan.

O perteeclar note, tha roadin haes a shared aim tae, 'Create a resydentèrs whutch promotes mutual raespeck an unnèrstannin, bes strengthened bae its diversity an whur cultùrl expression bes celebrated an embraced'. Tae further thir aim, tha roadin requires each airt cooncil tae pit in plaice a Airt Cooncil Guid Relations Programme an associated Hannlin Plan.

### **Equality Commission (NA) Guidaunce oan Promotin a Guid an Quait Wurkin Environment 20an10 – Extracts Takn Fra tha Document**

"A guid an quait wurkin environment bes yin whur aal wurkers ir treated wae dignity an raespeck, an whur nae wurker bes subjected tae harassment bae conduct that bes related tae religious baelief or poaliticks opinion. Agin tha same principles wull apply wae regard tae tha promotion o a guid an quait wurkin environment oan gruns o race, gender, seekness, sexual orientation an age. Commonsense says that wha wull defin a guid an quait wurkin environment may change ower tim an plaice."

"Wile tha Commission see that sim employers wull still choose tae promote thair wurkplaice environment as a "neutral" space, it bes important tae raecognise that tha twa concepts "quait" an "neutral" ir naw aalways linked. In ither wurd an "quait" wurkin environment does naw necessarily need tae bae a "neutral" yin."

"Tha uise o leids ither than English, fur yin in corporate logos an screevens, wull naw, in general, constitute an infringement o a guid an quait wurkin environment. Hooiver in keepin wae ither pairts o thir guidaunce, decisions oan thir maun rest wae tha employer an shud bae based oan relevant policies an procedures that ir proportionate, raesonable an richt tae tha context in whutch tha organisation

operates. They shud forbye bae compliant wae tha requirement an principles o equality o opportunity. Such decisions may forbye bae affected bae tha terms o tha Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids.”

#### 1.4 (b) Leid laa’s in tha UK an Rol

Leid laa bes aalready in effect in Wales, Scotlan an tha Republic o Airlan. Thir bes summarised alow.

##### Wales

Tha Welsh Leid Ect 19an93 set up tha principle tha, in tha daeins o public business an tha wurk o laa in Wales, tha Welsh an Inlish Leids shud bae treated oan tha steid o equality.

##### Scotlan

Tha Gaelic Leid (Scotlan) Ect 20an05 set up tha stannin o tha Gaelic leid as an official leid o Scotlan, haein equal respect wae tha Inlish leid.

##### Republic o Airlan

Tha Airish Laa says that tha Airish Leid bes tae bae regarded as tha furst oficial leid, wile tha Official Leids Ect 20an03 gien tha public tha richt tae dae business wae tha state solely throu Airish. Tha Ect requires tha preparation bae public authorities o Airish Leid Schemes, specifyin whutch services wull bae gien aal in Airish, aal in Inlish an wae tha uise o baith leids.

#### 1.4 (c) DCAL Ullans Roadin fur Norlin Airlan

Tha Männystèr o Fowkgates, Airts an Aisedom (DCAL) haes raecently ootset a roadin tae Enhance an Protect tha Oncum o tha Ullans Leid ower tha period 20an15 tae 20an35. In its Programme fur Government 20an11 tae 20an15, tha Norlin Airlan Heicht Cooncil (tha Heicht Cooncil) haes gien a roadin fur tha Ullans leid, heirskip an cultùr as a key buildin block unnèr Rankin 4 ‘Buildin a Strang an Shared Resydentèrs’. Thir follaes greeance atween tha British an Airish Governments, whutch led tae tha Norlin Airlan (NI) Ect 1998 baein amened in 20an06 tae include a need fur tha Heicht Cooncil tae *“tak oan a Roadin settin oot hoo it plans tae enhance an develop tha Ullans*

##### Aims o tha Roadin

In strivin tae raelise an dae the wurk upon tha Rankin 4 o tha Heicht cooncil’s Programme fur Government 20an11 tae 20an15 an tha philosophy set oot in tha Euraip Chairtèr fur Kintrie-Pairt an Unnèr-Docht Leids tha roadin wull aim tae:

**Aim 1: Promote an safeguard tha stannin o, an raespeck fur, tha Ullans leid, heirskip an cultùr.**

Objective 1: Tae hae mair raespeck fur tha Ullans leid, heirskip an cultùr.

Objective 2: Tae fordèr awareness an ken hoo o tha Ullans leid, heirskip an cultùr at hame an owerseys.

Objective 3: Tae wurk on Ullans as a leevin leid in line wae tha Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids.

Objective 4: Tae meet tha Ullans leid, heirskip an cultùrl duties o tha Euraip Framewurk Convention fur tha Protection o National Unnèr-Docht an tha United Nations Convention oan tha Richts o tha Wean.

Objective 5: Tae hae lang stannin a guid lairnin provision relatin tae aal aspects o tha Ullans leid, heirskip an cultùr.

### **Aim 2: Build up tha lang stannin, ken hoo an infrastructure o tha Ullans resydentèrs.**

Objective 6: Tae hae mair o tha lang stannin capacity o tha Ullans resydentèrs sector bae promotin cultùrl an heirskip based tourism.

Objective 7: Tae set up an Ullans Academie.

Objective 8: Tae mak tha maist o tha economic an social guid o tha Ullans leid, heirskip an cultùr.

### **Aim 3: Foster an inclusive, wider unnèrstannin o tha Ullans leid, heirskip an Cultùr in a wye tha wull contribute taewards buildin a strang an shared resydentèrs.**

Objective 9: Tae order quality raesearch in Ullans leid, heirskip an cultùr.

Objective 10: Tae hae mair o tha amount an quality o Ullans media provision, particularly television broadcastin an online material.

Objective 11: Tae hae mair positive cross-resydentèrs attitudes taewards, an a wider unnèrstandin o, tha Ullans leid, heirskip an cultùr.

### **Objectives o tha Roadin**

In order tae dae tha aims, tha follaein objectives hae bin set:

- Tae hae mair raespeck fur tha Ullans leid, heirskip an cultùr.
- Tae fordèr unnèrstannin an raecognition o tha Ullans leid, heirskip an cultùr at hame an owerseys.
- Tae wurk on Ullans as a leevin leid in line wae tha Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids.
- Tae meet tha Ullans leid, heirskip an cultùrl duties o tha Euraip Framewurk Convention fur tha Protection o National Unnèr-Docht an tha United Nations Convention oan tha Richts o tha Wean.
- Tae hae lang stannin an quality lairnin provision relatin tae aal aspects o tha Ullans leid, heirskip an cultùr.
- Tae hae mair tha lang stannin capacity o tha Ullans resydentèrs sector bae promotin cultùrl an heirskip based tourism.
- Tae set up an Ullans Academie.
- Tae mak tha maist o tha economic an social guid o tha Ullans leid, heirskip an cultùr.
- Tae commission quality raesearch in Ullans leid, heirskip an cultùr.

- Tae hae mair o tha amount an quality o Ullans media provision, petteclar television broadcastin an online material.
- Tae hae mair positive cross-resydentèrs attitudes towards, an a wider unnèrstannin o, tha Ullans leid, heirskip an cultùr.

#### 1.4 (d) Policies o ither cooncils in Norlin Airlan

O tha 11 new cooncils set up oan 1<sup>st</sup> Aprile 20an15, onlie Derry City an Strabane Airts Council haes an Ullans Leid Policy. Fermanagh an Omagh Airts Council ir currently wurkin oan a Ullans Policy tae pit forrit.

Derry City an Strabane Airts Council: Tha Council set up a policy fur Ullans in September 20an14. It haes in it a Courtesy Code fur wurkers, set oot tae help wurkers deal richtly wae questins in Ullans.

Fermanagh an Omagh Airts Council: Tha Council ir noo wurkin oan thur Ullans Leid Policy tae pit forrit. Waein tha policy ections tha Council wull hae Ullans leid trainin fur Elected fowk an aal wurkers an tae werk on haein Bursaries, Grants, Guid Relations Programmes, Civic Receptions fur Ullans Leid initiatives, programmes an fowks.

#### 1.4 (e) Infurmation Received afore Consultation

As pairt o seekin infurmation oan tha uise o Ullans in Mid Ulstèr a range o stak houlers waere ast as pairt o tha screengin intae conductin thir Equality Impact Assessment. Tha follaein raesponses gien:

**Arts Council o Norlin Airlan:** Tha follaein infurmation wus gien oan wha tha Arts Council says is Ullans an relates tae cultùr overaal.

Finance Yeir	Caa'd	Type	award	LGD 19an92 Caa'd	LGD 20an14 Caa'd
20an11-20an12	Maghera Musickal Appreciation Society	Musickal Instruments	£5,000.00	MAGHERAFELT	Mid Ulstèr
20an11-20an12	William Kerr Memorial Pipe Band	Musickal Instruments	£5,000.00	DUNGANNON	Mid Ulstèr
20an11-20an12	Tamlaght O'Crilly Pipe Band	Musickal Instruments	£3,054.00	MAGHERAFELT	Mid Ulstèr
20an11-20an12	Matt Boyd Memorial Pomeroy Pipe Band	Musickal Instruments	£4,176.00	COOKSTOON	Mid Ulstèr
20an11-20an12	Dunamoney Flute Band	Musickal Instruments	£4,410.00	MAGHERAFELT	Mid Ulstèr
20an11-20an12	HOWARD MEMORIAL PIPE BAND	Musickal Instruments	£5,000.00	DUNGANNON	Mid Ulstèr
20an11-20an12	Magherafelt Highland & Country Daunce Group	Smaal Grants Programme	£2,646.00	MAGHERAFELT	Mid Ulstèr

20an12-20an13	Clogher & Airt Pipe Band	Musickal Instruments	£5,000.00	DUNGANNON	Mid Ulstèr
20an12-20an13	Stewartstain Amateur Flute Band	Musickal Instruments	£4,412.00	COOKSTOON	Mid Ulstèr
20an12-20an13	Derryfubble Accordion Band	Musickal Instruments	£5,000.00	DUNGANNON	Mid Ulstèr
20an12-20an13	Castledawson Flute Band	Musickal Instruments	£5,000.00	MAGHERAFELT	Mid Ulstèr
20an12-20an13	Curlough Accordion Band	Musickal Instruments	£3,709.00	DUNGANNON	Mid Ulstèr
20an12-20an13	Crimson Star Accordion Band	Musickal Instruments	£4,612.00	MAGHERAFELT	Mid Ulstèr
20an12-20an13	Bruces' True Blues Accordion Band	Musickal Instruments	£5,000.00	MAGHERAFELT	Mid Ulstèr
20an12-20an13	Aughintobaer Pipe Band	Musickal Instruments	£3,123.00	DUNGANNON	Mid Ulstèr
20an12-20an13	Tamlaghtmair Silver Band	Musickal Instruments	£5,000.00	COOKSTOON	Mid Ulstèr
20an12-20an13	Magherafelt Highland & Kintrie Daunce Group	Smaal Grants Programme	£3,087.00	MAGHERAFELT	Mid Ulstèr
20an13-20an14	Cloughfin Pipe Band	Musickal Instruments	£5,000.00	COOKSTOON	Mid Ulstèr
20an13-20an14	Annaghmair Star & Crain Flute Band	Musickal Instruments	£5,000.00	MAGHERAFELT	Mid Ulstèr
20an13-20an14	Ballyronan Accordion Band	Musickal Instruments	£5,000.00	COOKSTOON	Mid Ulstèr
20an13-20an14	Crilly Pipe Band	Musickal Instruments	£5,000.00	DUNGANNON	Mid Ulstèr
20an13-20an14	Lislea Lambaeg Drummin Club	Musickal Instruments	£1,500.00	MAGHERAFELT	Mid Ulstèr
20an13-20an14	Dungannon Silver Band	Musickal Instruments	£5,000.00	DUNGANNON	Mid Ulstèr
20an14-20an15	Tullycoll Coronation Accordion Band	Musickal Instruments	£5,000.00	COOKSTOON	Mid Ulstèr
20an14-20an15	Ballynenagh True Blues Flute Band	Musickal Instruments	£1,436.00	NA	Mid Ulstèr
20an14-20an15	Sandholes Accordion Band	Musickal Instruments	£4,773.00	COOKSTOON	Mid Ulstèr

### Ulstèr-Scotch Resydentèrs Netwurk

Tha Ullans leid usage waein Mid Ulstèr haes yet tae hae richt primarie screengin carried oot oan in at, so, unfortunately, wae dinnae hae oany specific leid details whutch wud assist. Tha goverment figgers an goverment heid coont infurmation fra whutch ye wull lakly tak infurmation bes wrang fra oor view, in tha moany fowk uise Ullans oan a daily steid waeoot kennin it.

Kintrie wide tha airt haes a strang Ullans element an a unnèrstannin in order tae ken tha extent o tha leid uisage; hooiver, agin, thaur bes nae primarie screengin ken tae us whutch fill thir hale land airt. Sim screengin haes bin done aroon tha sooth Londonderry airt bae Dr Bill Macafee.

Ullans bes maistly a taaked leid, rather than a scribeven yin, but scribeven wurks o tha leid uisage appears recently an hìstòrically; scribevers in tha locality usin Ullans, include Lydia Foster o Newmills, publishin in tha 19an30s an tha recently ootset 'Fra tha Beagh tae Maghera' bae James Armour, whutch includes a glossary o wurds.

### **Noarth Sooth Männystrie Coouncil**

Thir organisation houls nae infurmination.

#### Consultation Questin

Dae ye agree wae tha wye in whutch tha policy his bin planned an set oot in thir raepert?

Dae ye hae onie mair feedback about thir pairt o tha EQIA?

## **2. Assessment o available figgres an screengin**

**Tha second step o tha equality impect assessment wye o daein it thinks about whether available figgres an screengin can show an insicht intae tha potential impects o tha policy pit forrit oan fowk in tha diffrent fowks waein tha nine Section 75 equality categories (tha Section 75 fowks).**

### **2.1 Sources o infurmination**

Thaur bes a range o ootset figgres an screengin whutch bes uised tae thir EQIA. Tha wurk done alow haes bin drawn fra tha follaein sources:

#### **Population figgers**

Tha 20an11 Government heid coont gies infurmination oan tha population o Mid Ulstèr Airts bae religion (or religion brocht up in), ethnic fowk, age, gender, merrit stannin, seekness (or lang-stannin seekness), hoosehoul set up (includin dependent weans), provision o unpaid care, kintrie o birth an richt nationality. Tha raesults o tha 20an14 elections tae tha Coouncil show an indication o poalitics taakin. Thaur bes naw primarie figgres oan sexual orientation but tha Rainbow Project says tha, oan tha steid o national an owersyes screengin, yin in ten fowk in Norlin Airlan wud naw identify as baein heterosexual.



## Wurkers figgres

Airts cooncils mak an yeirly raeturn tae tha ECNI oan tha breakdoon o thur wurkers bae resydentèrs bakgrun an gender. Mid Ulstèr Airts Cooncil haes naw yet gien its furst raeturn but infurmation fra tha thrie oul cooncils bes gien.

## Figgres oan uise o Ullans Leid

Tha Government heid coont 20an11 an added figgers fur Mid Ulstèr in 20an14 gies us infurmation oan tha nummer o fowk wae sim hannelin in Ullans leid. Thaur bes forbye infurmation oan tha uise o, Ullans fra tha Continuous Hoosehoul Surveys.

## Consultations fra afore

Onlie yin cooncil (Derry City) haes cerried oot a consultation oan an Ullans leid policy an tha finins o thir gies sim insicht intae tha lakly impects o tha policy pit forrit.

## 2.2 Population figgers

Figgers fur tha population o Mid Ulstèr Airts broken doon bae Section 75 fowks bes set oot in fu in Appendix 2. Tha population o tha Airts oan Government heid coont Day 20an11 wus 138,590 an tha mid-yeir population rouchly (20an13) wus 141, 329. Accordin tae tha Government heid coont, rouchly 64 pairts tha hunnèr o tha population bes fra a Kethlick resydentèrs bakgrun an 33 pairts tha hunnèr fra a Prodysan resydentèrs bakgrun.

## 2.3 Wurkers figgres

Wurkers ir a key stakhouler as they wull aal bae affected bae tha policy in sim wye. Figgres ir gien fur tha nummer o wurkers bae resydentèrs bakgrun:

As at 1 April 20an15	Cookstoon	Dungannon	Magherafelt	Total
Wurkers lakly tae bae fra tha Prodysan resydentèrs	159	160	97	416 (44.9 pairts tha hunnèr)
Wurkers lakly tae bae fra tha Kethlick resydentèrs	150	214	117	481 (51.9 pairts tha hunnèr)
Wurkers whaese resydentèrs cannae bae determined	8	20	2	30 (3.2 pairts tha hunnèr)



## 2.4 Figgres oan uise o Ullans Leid bae S75 Category

### Religious Baelief – Mid Ulstèr Government heid coont 20an11

Ability	Kethlick	Prodysan an Ither Christian (includin Christian related)	Ither religions, nae religion an religion naw stated	Total
Sim ability in Ullans	3 pairts tha hunnèr	13 pairts tha hunnèr	7 pairts tha hunnèr	6 pairts tha hunnèr
Nae ability in Ullans	97 pairts tha hunnèr	87 pairts tha hunnèr	93 pairts tha hunnèr	94 pairts tha hunnèr

Tha Continuous Hoosehoul Survey (CHS) 20an11/20an12 fun that thaur wus a higher proportion o Prodysans thon Kethlicks wha hae ken hoo o Ullans (21 pairts tha hunnèr an 8 pairts tha hunnèr) richtly. Tha 20an12/20an13 (CHS Survey) says that 22 pairts tha hunnèr o Prodysan adults an 4 pairts tha hunnèr o Kethlick adults had tuk pairt wae Ullans cultùr an heirskips. Tha 20an11 Government heid coont says that aalmaist 13 pairts tha hunnèr o Prodysans an Ither Christians had sim ability in Ullans tae aalmaist 3 pairts tha hunnèr o Kethlicks. Aalmaist 7 pairts tha hunnèr o fowk o Ither religions or nae religion forbye had sim ability in Ullans.

### Poalitics Opinion

Tha elections tae Mid Ulstèr Airt Cooncil in May 20an14 had tha follaein pettern o poalitics opinion:

Pairty	Votes cast	Pairts tha hunnèr o nummer o vote	Saits takin
Sinn Féin	22,587	41.0	18
SDLP	7,600	13.8	6
DUP	9,723	17.6	8
UUP	9,573	17.4	7
Independent	2,689	4.9	1
TUV	2,380	4.3	0
Alliance	350	0.6	0
UKIP	195	0.4	0

Nae raesearch haes bin done into tha nummer o fowk wha voted fur each pairty oan tha steid o whether or naw thay hae sim or nae ability in Ullans. Neither ir thaur oany figgers available at tha Mid Ulstèr Airt Cooncil level.

### Racial Fowk Status fur N Airlan

Status	Sim Ability in Ullans	Nae Ability in Ullans
White	8 pairts tha hunnèr	92 pairts tha hunnèr
Unnèr-Docht Ethnic Fowk	4 pairts tha hunnèr	96 pairts tha hunnèr

Information fra N A Government heid coont 20an11

### Age – Mid Ulstèr Government heid coont 20an11

Age	Sim ability in Ullans	Nae ability in Ullans
Aged 3 tae 24	19 pairts tha hunnèr	34 pairts tha hunnèr
Aged 25 tae 44	26 pairts tha hunnèr	31 pairts tha hunnèr
Aged 45 tae 64	34 pairts tha hunnèr	23 pairts tha hunnèr
Aged 65 an ower	21 pairts tha hunnèr	13 pairts tha hunnèr

### Figgers oan Merrit & Civil Partnership Status fur N Airlan

Status	Sim Ability in Ullans	Nae Ability in Ullans
Single	7 pairts tha hunnèr	93 pairts tha hunnèr
Merrit	11 pairts tha hunnèr	89 pairts tha hunnèr
Paired	7 pairts tha hunnèr	93 pairts tha hunnèr
Divorced	10 pairts tha hunnèr	90 pairts tha hunnèr
Widowed	10 pairts tha hunnèr	90 pairts tha hunnèr

Information fra N A Government heid coont 20an11

### Men & Women – Mid Ulstèr Government heid coont 20an11

Gender	Sim ability in Ullans	Nae ability in Ullans
Lads	54 pairts tha hunnèr	50 pairts tha hunnèr
Lassies	46 pairts tha hunnèr	50 pairts tha hunnèr

<b>Combined Total</b>	6 pairs tha hunnèr	94 pairs tha hunnèr
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### Disability or Lang Stannin Seekness (Aged 3+)

Status	Sim Ability in Ullans	Nae Ability in Ullans
<b>Limited Day-tae-Day Activities</b>	10 pairs tha hunnèr	90 pairs tha hunnèr
<b>Day-tae-Day Activities Naw Limited</b>	8 pairs tha hunnèr	92 pairs tha hunnèr

Information fra N A Government heid coont 20an11

### Dependency Status fur N Airlan

Status	Sim Ability in Ullans	Nae Ability in Ullans
<b>Hoosehous wae nae dependent weans</b>	11 pairs tha hunnèr	89 pairs tha hunnèr
<b>Hoosehous wae dependent weans</b>	7 pairs tha hunnèr	93 pairs tha hunnèr

Information fra N A Government heid coont 20an11

### Sexual Orientation

Richt noo thaur ir nae figgers oan tha nummer o individuals in Norlin Airlan in thir category. Hooever, based oan owerseys raesearch an infurmation fra tha Rainbow Coalition it bes estimated that about 10 pairs tha hunnèr o tha fowk ir Gay / Lesbian / Bi-sexual / Transgender wae 90 pairs tha hunnèr baein Heterosexual.

Thaur ir nae figgers in relation in thir category oan tha nummer o fowk wae sim ability in Ullans.

### General Figgers

Tha 20an11/12 Continuous Hoosheoul Survey (CHS) ast questins oan ken hoo o Ullans. Tha CHS showed jest ower yin in ivery seven (15 pairs tha hunnèr) o tha fowk had sim ken hoo o Ullans. Rouchly yin in seven (14 pairs tha hunnèr) cud unnèrstan taaked Ullans, wile a ween fowk cud taak, read or scribe Ullans (4 pairs tha hunnèr, 4 pairs tha hunnèr an 1 pairs tha hunnèr) richtly. Yin in ten (10 pairs tha hunnèr) o tha fowk were keen in lairnin mair about Ullans.

Tha 20an12/13 (CHS) ast questins aboot tae engagement wae an unnèrstannin an raespeck fur Ullans cultùr an heirskip bae tha adult population o NA. Tha CHS fun that 7 pairts tha hunnèr o adults tuk pairt in Ullans cultùrl activities wile 12 pairts tha hunnèr went tae Ullans cultùrl events, resultin in 13 pairts tha hunnèr o adults havin wurked wae Ullans cultùr an heirskip. Tha survey forbye fun that 8 pairts tha hunnèr o adults had a lock o unnèrstannin aboot Ullans cultùr an heirskips; 28 pairts tha hunnèr had naen at aal. 35 pairts tha hunnèr o adults had a lock o raespeck fur Ullans cultùr an heirskips, wile 12 pairts tha hunnèr had naen at aal.

### Continuous Hoosheoul Survey 20an11 – 20an12 Figgers (N Airlan)

Categories	Current ability tae unnèrstan, taak, read or scribe Ullans					
	Pairts tha hunnèr (%) o respondents wha can currently:					
	Unnèrstan, taak, read or scribe Ullans	Unnèrstan taaked Ullans	Taak Ullans	Read Ullans	Scribe Ullans	Steid
<b>Aal</b>	15	14	4	4	1	3,684
<b>Lad</b>	16	15	5	4	1	1,607
<b>Lassie</b>	14	13	4	4	1	2,077
<b>16-24</b>	10	8	3	3	1	323
<b>25-34</b>	9	8	2	2	0	614
<b>35-44</b>	14	13	3	3	1	695
<b>45-54</b>	15	14	5	4	2	678
<b>55-64</b>	20	18	5	5	2	587
<b>65 an ower</b>	24	21	9	7	3	787
<b>Kethlick</b>	8	7	2	1	1	1,459
<b>Prodysan</b>	21	19	7	6	2	1,874
<b>Merrit / Cohabitin</b>	16	15	5	4	2	2,186
<b>Single</b>	11	10	3	3	1	828
<b>Widowed</b>	18	16	5	5	2	320
<b>Pairted / Divorced</b>	19	17	6	6	2	350

<b>Hae limitin langstandin seekness</b>	19	17	5	5	2	1,003
<b>Nae limitin langstandin seekness</b>	14	12	4	4	1	2,680
<b>Leevin in maist deprived airts</b>	10	9	3	3	1	709
<b>Leevin in least deprived airts</b>	15	14	3	3	1	698
<b>Urban</b>	12	11	3	3	1	2,334
<b>Rural</b>	20	18	7	5	2	1,339

## 2.5 Consultations fra afore

### (a) Derry City Airts Council

Derry City Council ir the onlie Council that hae carried oot an Equality Impact Assessment (June 20an08) oan the outline o an Ullans Leid Policy. Thur finins show'd the follaein:

The policy was seen as a guid step bae Council taewards promotin Ullans an raecognisin the protected stannin the Ullans haes unnèr the Euraip Chairtèr fur Kintrie-Pairt an Unnèr-Docht Leids.

- That the policy wud hae a guid impact oan Ullans fowks an organisations.
- That a range o different taakins exists in relation tae Ullans
- That the Council was still at an early pairt in devisin hoo best tae support Ullans an Ullans taakers.
- That the Council cud benefit fra mair taakin wae Ullans taakers an/or organisations tae see wha thur needs ir in accessin infurmination an services.

### (b) Extrects fra the Taakin expressed bae the Equality Commission oan DCAL's 20an12 Plan fur Ullans Leid, Heirskip an Cultùr

“As the Commission disnae hae direct jurisdiction oan leid issues, oor raesponse shud bae viewed waein the context o the Commission's remit in relation tae anti-discrimination laa's (includin the Fair Employment an Treatment Order - FETO) an Section 75 o the Norlin Airlan Ect 19an98.

The Commission raecognises the unnèr-docht leid taakers hae richts tae protection o thur owerseas raecognised richts includin thaim set oot in the Council o Euraip Chairtèr fur Kintrie-Pairt an Unnèr-Docht Leids an the Framewurk Convention fur the Protection o the Richts o National Unnèr-Docht. Wae aalsae

acknowledge the references to the Belfast Agreement (1998), the Joint Declaration (2003) and the St. Andrews Agreement (2006). The UK Government ratified the European Charter for Regional or Minority Languages in 2001, recognising that it has to protect and promote the Ullans language, which has been accorded Part 2 status under the Charter which sets out objectives and principles in relation to the Regional or Minority Languages.

Following the St Andrews Agreement, the Northern Ireland Act 1998 was amended to include a provision (Section 28D) that the High Council Committee shall take on strategies to enhance and protect the status of the Irish language and to enhance and develop the Ullans language, heritage and culture. The Commission understands that the Council of Europe's Committee of Ministers has said that the UK strengthen efforts to defend the position of Ullans (Council of Europe, Recommendations of the Committee of Ministers RecChL (2007)2, adopted 14 March 2007, recommendation 6). Furthermore, the Committee of Ministers, in relation to its 2008 further to the UK's examination under the Framework Convention for National Minorities, for example called for "further support... for the Ulster Scots language, culture and heritage" (Council of Europe, Committee of Ministers Resolution CM/ResCMN (2008)7, taken up 9 July 2008, p 2). The Convention's Advisory Committee had said the High Council take on strategies "in accordance with the commitment expressed in the 2006 St Andrews Agreement" for Irish and Ullans "at the earliest opportunity" (Council of Europe, Advisory Committee on the Framework Convention, Second Opinion on the United Kingdom, ACFC/OP/II(2007)003, adopted 6 June 2007, para 190).

The Commission therefore welcomes the provisions of the Roadmap which are issued in parallel to the Irish language, taken forward as part of the Northern Ireland High Council's commitment under the Programme for Government 2011-15 to deliver again the rank of 'Build a Strong and Shared Society'. The Commission notes that the use of any language should be a neutral act and that the status of Ullans or its more general use in the society should not step the rights of those who have a right to their Irish identity be given in the Good Friday Agreement. Likewise, the Commission says that the wider use of Irish should not in any way step the rights of those who have a right to their Ullans identity be likewise agreed. The status of any language in Northern Ireland should not be seen as a threat to any body or group, nor should it be intended in any way

### Consultation Question

Dae ye agree wae tha wye in whutch tha richt infurmentation his bin wurked on an set oot in thir raepert?

Dae ye hae onie mair feedback about thir pairt o tha EQIA?

## 3. Assessment o impacts

Tha next pairt o tha EQIA wye o daein it bes tae wurk oot whether tha policy pit forrit micht hae a diffrent impact oan fowk in onie o tha Section 75 categories an whether tha extent o diffrent impact an whether tha impact bes adverse. Diffrent impact says tha a perteeclar Section 75 fowk wull bae affected mair differently bae tha policy (ither favourably or unfavourably), wile ill daein bes an indication that tha effect wull bae less favourable (i.e. negative) an potentially unlaaful. (Practical Guidaunce oan Equality Impact Assessment, Equality Commission fur NI, 20an04 (pp.22-23))

Tha wurk done abain hae bin uised tae wurked oot whether thaur ir perteeclar Section 75 fowks tha micht bae differently affected bae tha policy pit forrit. Wae raegard tae tha policy noo, it bes lakly that tha ill daeins fun wull raelate furstly tae twa Section 75 gruns, religious thocht an/or poalitics taakin. Bae implementin tha policy it bes naw lakly that thur wull bae ill daeins oan fowk bae reason o thur age, merrit stannin, sexual orientation, seekness, race/ethnic origin, gender, or baecause they hae or dinnae hae dependants.

Tae wurk oot lakly ill daeins, it micht bae richt tae draw a diffrence atween thaim wha access tha guids, facilities an services that tha Cooncil gies (Service Fowk) an thaim Cooncil staff wha maun implement tha policy (Cooncil Wurkers). Tha Cooncil wull forbye luk at Guid Relations oan tha steid o whether thaur ir opportunities, waeoot diffrence, tae tha equality o opportunity duty, tae bètter promote guid relations atween Section 75 equality categories, throu tacklin prejudice an/ or promotin unnèrstannin?

### 3.1 Service Fowk

Tha policy bes wurked oot tae facilitate an encoourage tha uise o Ullans leid in baith taak an scribevin waein tha Airts an Cooncil; tae promote a range o thins tha wull cut doon intolerance an promote unnèrstannin o Ullans leid aroon tha Airts an waein tha Cooncil; an tae ken an celebrate Ullans leid waein tha broader context o leid diversity aroon tha Airts an Cooncil; an tae maintain an hae links atween fowks taakin Ullans leid, wae ither fowks taakin Ullans leid an/or Airish leid. Tha guid ection misures wae

tha policy pit forrit wull afford mair access tae tha Ullans Leid in baith its scribeven an taak'd forms.

### **Religion & Poaliticks Stannin**

Fra lukin at Section 75, it bes clear fra tha figgres wurked on that tha maist o thaim wha wull benefit maist fra tha policy at thir tim (i.e. thaim wae an existin hannelin in Ullans) ir fra a Prodysan resydentèrs bakgrun, an tha fowk ten tae bae ouler fowk. Wile fowk fra thesefowk wull benefit maist fra tha ootline o tha policy at thir tim, it can bae said tha thaim wae nae hannelin in Ullans wull lakly get mair in tha lang term fra exposure tae a new leid.

Fur thaim wha choose tae wurk wae tha Cooncil ainly throu tha medium o Ullans, it shud bae said tha service wull naw bae lak that gien in Inglish. Fur yin, an boadie telephonin tha Cooncil an wishin tae taak in Ullans wull naw bae pit tae an Ullans taaker.

Hence thaur bes naw onie guarantee tha Cooncil wull bae able tae deliver a service o as guid a quality tae Ullans taakers whan tha policy bes staired.

Thaim wha micht feel hard done bae tha ootline o tha policy cud bae thaim wae naw hannelin in Ullans, an these ten tae bae fowk o tha Kethlick an Nationalist resydentèrs. Wile tha policy luks tae bètter tha Ullans Leid, it forbye embraces twa leid skeels.

It haes tae bae said that thaur micht bae a diffrence in tha quality an timliness o wurk done whutch wud hae a negative impect oan aal customers. Fur yin:

- translations intae Ullans wud taak tim an micht slow doon tha deliver o services, e.g. raesponses tae Freedom o Infurmination requests, scribeven o documents, access tae tha wabsite, length o meetins – thir wud impect negatively oan aalfowks;
- tha policy haes coast implications tae implement an thir micht impect oan monies oan ither services thurbae impectin negatively oan aal customers;

Hooiver, it shud bae said that tha ill daeins wud impect oan aal yins o Cooncil services, irrespective o Section 75 stannin.

Mair perteeclar ill daeins relatin tae Section 75 gruns cud add tae 'coul fector' that cud bae said wae tha increased profile o Ullans waein tha Cooncil, whutch micht pit aff wurkin wae tha Cooncil an its facilities an daeins. Wile moany supporters o tha Ullans Leid wud argue tha its uise bes, an shud bae, apoaliticks an neutral, ithers micht say bes that tha issue haes bin deliberately politicised. Whaiver tha merits o each side, if thir thinkin or sentiment bes richtly held so it cannae bae forgotten. Such a thinkin micht impect oan a fowk's wullinness tae wurk wae tha facilities an daein whutch tha Cooncil haes an thaurfur hae an ill daein. Thaim wha ir maist lakly tae hae an adverse effect ir thaim fra tha Kethlick an/or Nationalist resydentèrs.



### 3.2 Cooncil Wurkers

Section 75(1) tae promote equality o opportunity an Section 75(2) tae promote guid relations cannae bae forgot gien its links wae tha anti-discrimination laa's generally. Fur yin, unnèr tha Fair Employment an Treatment (NA) Order 19an98 (FETO), tha Cooncil as an wurkers haes a richt tae maintain a guid an quait wurkin surroons, that bes, yin in whutch nae wurker feels unnèr threat or intimidated oan accoont o hi's or hir religious thocht or poaliticks taakin.

Whilst wurkers mae lakly welcum leid diversity, thaur micht bae a thinkin amang sim wurkers that tha wae o tha Ullans Leid haes takn oan a poaliticks dimension ower an abain tha celebration o leid diversity.

In wurk done afore oan an Airish Leid Policy (specific tae Magherafelt Airts Cooncil) wurkers fun a nummer o concerns tae tha wurkin surroons. It micht bae that tha same concerns wull bae gien wae tha ootline o thir Ullans policy such as:

- fear o haein mair sectarian bullyin if wurkers ir fit tae say thins about ithers in a leid they dinnae unnèrstan;
- fear o losin thur jobs if taakin Ullans baecums needed (or desirable) criterion fur thur post;
- fear o baecumin alane an disadvantaged if thay dinnae want tae tak pairt in tha Ullans Leid lairnin an oncum programme.

### 3.3 Summarie

Thaur bes smaal concrete wurk tae say that tha ootline o tha policy wull nae cause ither a drap in wurk done or haim tae tha guid an quait nature o tha wurkin surroons. At tha same tim it wud bae wrang tae naw think about tha lakliness tha thir micht happen. Tha Cooncil shud wurk tae pit in plaice safeguards tae mak sure tha smooth implymentin o tha policy throu tha settin up o a set programme o awareness, taakin an infurmatoin.

Wae aal o this in mine, wile tha policy pit forrit micht hae ill daeins diffrent impacts, it bes argued tha these ir naw set in stane but can bae wurked on throu a planned an staged wye o implymentin. Thir wull set oot that tha leid diversity o tha airt can bae built oan fur tha enrichment o iveryboadie.

### Consultation Question

Dae ye agree wae tha wye tha ill daeins hae bin wurked on an set oot in thir raepert?

Dae ye hae onie mair feedback about thir pairt o tha EQIA?

## 4. Consideration o ither policies an misures tae cut doon ill daeins

Tha wye o daein tha EQIA requires that, if it bes decided that tha policy haes an ill daein oan yin or mair o tha nine equality gruns than tha Cooncil maun think about misures whutch micht cut doon tha ill daein an ither wyes o wurkin oot tha policy aims whutch hae a less ill daein oan tha relevant equality category or whutch bètter promote equality o opportunity an guid relations. (Practical Guidaunce oan Equality Impact Assessment, Equality Commission fur NA, 20an04 (pp.30-31).

Tha Cooncil needs tae think whether thaur ir oany further misures tha can bae takin tae stap oany o tha potential negative daeins o tha policy fra heppenin or reduce tha level o impact if thay dae heppen. These misures micht bae takin durin tha implymentin o tha policy or micht hae tae bae added ections outside o tha policy.

### 4.1 Cerryin oot tha policy

Thaur ir a nummer o real issues tha need tae bae wurked oan tae ensure that tha policy can bae done waeoot oany deterioration in tha timliness an quality o wurk delivery, such as translation services. Fur yin, thaur ir sim pairts o tha policy pit forrit whutch ir subject tae qualifyin phrases such as ‘accordin tae need an as resources unnèr’, an ‘whur possible an appropriate’ it wull bae needed tae wurkoot tha ways in whutch thir elements wull bae set oot.

Thaur bes forbye a need tae mak sure that tha policy disnae hae an ill daein oan tha wurkin o a guid an quait surroons, ither amang Cooncil wurkers or waein tha Airts as a hale.

Wae lukin tae tha possible ill daeins fun in tha last pairt, it shud bae said that tha policy pit forrit aalredy haes a nummer o bits tae tak awa potential concerns an thaurbae cut doon ill daeins:

- Tha Courtesy Code fur Ullans wull mak it able fur wurkers wha dinnae taak Ullans but cum in contact wae a member o tha public wha wishes tae taak Ullans;
- Translation services wull bae made fur tae wurkers wha hae naw ken o Ullans wha ir needed tae luk at internal scribevens;
- Taakin in tha Ullans Leid wull naw bae needed fur oany position tha wud naw need tha appointment o an Ullans taaker.
- Wurkers wull bae needed tae uphoul tha Ullans Courtesy Code an wull hae tae follae guidelines
- Attendaunce bae wurkers at Ullans leid trainin wull bae optional

Mair generally, tha Cooncil plans tae pit in plaice tha policy in a wye whutch bes sensitive tae tha identity o aal thaim that it wurks wae, includin resydentèrs, visitors an wurkers, an in a wye that celebrates leid diversity waein tha Airts.

Tha Cooncil forbye commits tae tha phased ootline o policies that hae a bearin oan ither leid forms includin ither unnèr-docht ethnic leids (e.g. Polish an Lithuanian) an leids fur thaim wae sensory or cognitive seekness (e.g. braille, sign leid, easyread).

## 4.2 Pitin oot tha policy

As tha last section says, tha roadin pit forrit nicht cause concerns amang resydentèrs an wurkers. In order tae stap these concerns, tha Cooncil nicht hae tae clear up pairts o tha policy an ensurin tha it bes toul tae aal resydentèrs an wurkers in a wye thay bètter unnèrstan an tha need fur tha policy bes fully set oot. Tha policy cud bae publicised throu inside taakin channels, press releases, newsletters, werkshaps an meetins wae fowk.

### Consultation Question

Dae ye agree wae tha wye in whutch tha misures tae let oot an preliminary finins hae bin drawn up an set oot in thir raepert?

Dae ye hae onie mair feedbak about thir pairt o tha EQIA?

## 5. Consultation

The Council is committed to consultation which is timely, open and inclusive, and conducted in accordance with the Equality Commission's Guiding Principles. The consultation period in respect of this EQIA will last for at least two weeks to allow time for people to consult amongst themselves in order to form a view.

All consultation documents will be made available in hard copy and other formats on request on a timely basis. As much background information as possible has been given within this report. If there is any information which has not been given, the Council will make every effort to do so on request. If anyone has difficulty accessing the background information, the Council will think about giving summaries in other formats or explaining issues on a case-by-case basis.

### 5.1 Equality Outline consultees

The EQIA Consultation Report will be brought to the attention of every person who might be affected by the policy and they will have the opportunity to provide feedback on the first findings and recommendations. The report will therefore be posted on the Council's website and the persons normally consulted on Section 75 issues will be informed of its availability.

### 5.2 General public

The public will be given every chance to provide feedback and the consultants will develop a simple statement response form for publication on the website to assist consultees and to facilitate focused responses. They will invite consultees to provide feedback on the assessment of impacts and potential mitigation measures set out in the report and will allow for the gathering of some personal figures about respondents (residents background, gender and age). However, responses will be welcomed in any format.

### 5.3 Workers and Trade Unions

Workers and Trade Unions are key stakeholders in relation to the policy proposal. Advance notice of the EQIA consultation will be given to all workers through the workers newsletter. At the start of the EQIA consultation, a leaflet will be given free (by email and in hard copy format for those staff who do not have regular access to email) giving a short description of the way in which the EQIA and the issues under consideration. Workers will therefore be offered an opportunity to contact the consultants by email or telephone.

The consultants will be available to meet formally with Trade Union representatives, either at a scheduled or special meeting of the Joint Forum. Workers will therefore have an opportunity to meet with the consultants informally, either as individuals or in small groups, on a **strictly confidential** basis. The consultants will be able to meet with workers on agreed dates set in advance at Council offices and depots in Cookstown, Dungannon and Magherafelt.

#### 5.4 Elected Heid Yins

The Consultants will have an chance to meet with Elected Fowk so that they might give their views on their EQIA.

#### 5.5 Confidentiality

It is good practice to ensure that consultees have the chance to put in their views on a confidential basis, in order to have a high level of response and a full and frank discussion of the issues. The consultants will therefore facilitate the submission of all responses direct to their offices or by email.

#### Consultation Question

Do you agree with the way in which consultation has been planned and set out in this report?

Do you have any further feedback about this part of the EQIA?

## 6. Decision an publication o the results o the EQIA

At the end o the consultation period, another report will be worked on (the EQIA Decision Report) haen in the finis o the first fower stages o the wye o daen the EQIA (updated as needed) an the results o the consultation an engagement process. The EQIA Decision Report will be gien tae the Council tae help thaim tae mak final decisions oan the Ullans Leid Policy pit forrit. The Council's decisions oan the issues brocht up in the EQIA will be pit intae a summarie EQIA report whuch will set oot the consideration gien tae the impact o ither policies an mitigatin actions.

The final EQIA summarie report will be made available oan the Council's website. In addition, Equality Scheme consultees an thaim wha responded tae the consultation will be taul o the availability o the report. Thir will complete Part 6 o the EQIA.

### Consultation Question

Do ye agree wae the wye in whuch the decision an publication procedures ir set oot in thir report?

Do ye hae onie mair feedback about thir part o the EQIA?

## 7. Monitorin

The last part in the way of doing the EQIA is the setting up of a system to monitor the impact of the Ullans Leid Policy in order to find out the effect on Section 75 folks. The results of the monitoring must be looked over on an yearly basis and must be set out in the Council's yearly Section 75 report to the Equality Commission. (Practical Guidance on Equality Impact Assessment, Equality Commission for Northern Ireland (20an04) p50)

If the monitoring and looking at the results over a two year period show that the Ullans Leid Policy has resulted in greater ill doing than thought, or if chances arise which would allow for more equality of opportunity and/or good relations to be promoted, the Council must ensure that the policy is revised to achieve better outcomes for the relevant equality folks.

The EQIA Decision Report will have further reasons to ensure that the Ullans Leid Policy can be properly monitored for ill doings in the future and will for by set out how the monitoring results will be set out.

### Consultation Question

Do you agree with the way in which monitoring of the policy is planned and set out in this report?

Do you have any more feedback about this part of the EQIA?

Do you have any more feedback about the EQIA Consultation Report in general, including its findings and plans?



Appendix 1

**DRAFT Mid Ulstèr Airt Cooncil  
Ullans Leid Policy**

**DRAFT**

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## **Policy Aim an Objectives**

Mid Ulstèr Airt Cooncil kens that wae leeve in a multi-cultùrl an multi leid society an that Ullans leid contributes tae tha leid, cultùrl an hìstorical heirskip o thir airt. Tha 20an11 Goverment heid coont shows that 8,131 fowk (6.2 pairts tha hunnèr) oot o a airt population o 132,025 hae sim ken hoo o Ullans leid. In perteeclar 1,056 (0.8 pairts tha hunnèr) fowk cud taak, read, scribe an unnèrstan Ullans leid.

As such tha Cooncil kens that tha proactive promotion o Ullans leid, as weel as caterin fur tha needs o its growin Ullans taakin fowk, can enhance tha rich leid nature o tha airt an add tae tha appeal o tha airt as a tourist plaice. Thir policy wull facilitate an encourage tha uise o Ullans leid in taak an scribeven, in hame an wurk life.

### **1. Policy Aim**

Operatin waein tha spirit o tha Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids, an haein due regard tae tha status afforded tae Ullans waein that Chairtèr, Mid Ulstèr Airt Cooncil aims tae tak positive hannlin tae promote tha uise o Ullans leid in tha Airt an waein tha Cooncil.

### **2. Policy Objectives**

- Tae facilitate an encourage tha uise o Ullans leid in baith speech an scrienin waein tha Airt an Cooncil;
- Tae dae a range o initiatives that wull raeduce intolerance an promote unnèrstannin o Ullans leid across tha Airt an waein tha Cooncil; an
- Tae hae an celebrate Ullans leid waein tha broader context o leid diversity aroon tha Airt an Cooncil; an
- Tae maintain an develop links atween fowks usin Ullans leid, wae ither fowks usin Ullans leid an/or Ullans Leid.

### **3. Policy Guidin Principles**

Tha Mid Ulstèr Airt Cooncil Ullans Leid Policy bes based oan tha requirements o Pairt II o tha Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids (gien in Appendix II). Tha policy presents a nummer o guidin principles fra whutch tha Cooncil wull implement a range o guid ections tae promote, enhance an protect tha Ullans leid whilst encooragin its uise in taak an scribevin in hame an wurk life. Specific misures fur implymentin relatin tae each guidin principle ir gien in Appendix I. Tha practical actions tae bae unnèrtakin bae tha Cooncil hae bin shaped wae tha Fishman Model fur reversin leid shift in mind as adapted bae tha Ullans Agency.

#### **1. Guidin Principle 1: Support fur tha Ullans Leid**

Mid Ulstèr Airt Cooncil bes committed tae tha protection an uise o tha Ullans leid. Tha Cooncil kens that thaur bes a need fur tha Cooncil tae promote Ullans in order tae help protect it.

Tae thir en:

- Tha Cooncil wull mak a plan fur tha Mid Ulstèr Cooncil airt oan hoo it wull promote tha oncum an promotion o tha Ullans leid. Tha oncum plan wull wurk oot ways tae promote an lairn tha leid; an
- Tha Cooncil, throu implymentin o tha roadin, wull hae bètter unnèrstannin o tha shared linuistic nature o Ullans leid. It wull forbye recognise tha contribution that tha Ullans leid can mak tae the hale society waein Mid Ulstèr.

## **2. Guidin Principle 2: Publications**

Wae raegard tae Cooncil publications, scribeven/printed materials made bae Mid Ulstèr Airt Cooncil fur iveryboadie wull hae Ullans leid whur appropriate. Cooncil papers wull bae uised tae raise awareness o tha Ullans leid. Newsletters wull hae airticles oan tha Ullans leid whur appropriate.

Tae thir en:

- Design/publishin o material in tha Ullans Leid wull bae o an equal standard wae tha same material in English.
- Cooncil papers wull raise ken hoo o tha Ullans Leid whur appropriate.

## **3. Guidin Principle 3: Publicity**

Mid Ulstèr Airt Cooncil wull encourage an support wireless, TV an video wurk that broadcast in English an Ullans furmat.

Tae thir en:

- Tha Cooncil wull build relationships wae tha Ullans leid media; an
- Whur possible a richt, media wurk carried oot bae Mid Ulstèr Airt Cooncil wull hae English leid an Ullans leid elements.

## **4. Guidin Principle 4: Correspondence**

Mid Ulstèr Airt Cooncil wull lut tha fowk o Ullans leid pit in taakin or scribeven communications in Ullans leid. Mid Ulstèr Airt Cooncil wull scribeve in tha chosen leid o tha boadie, whur thir choice bes ken.

Tae thir en:

- A Courtesy Code fur Ullans wull bae wurked on.
- Users o Ullans leid may pit in taaked or scribeven correspondence in Ullans leid tae Mid Ulstèr Airt Cooncil;
- Oany correspondence put in Ullans leid wull bae raesponded tae in Ullans leid; an

## **5. Guidin Principle 5: Presentations / Public Speakin / Daeins**

Mid Ulstèr Airt Cooncil wull wurk that in plannin its presentations, daeins an family daeins that appropriate allooance bes made fur haein in it tha ken an uise o tha Ullans leid.

Tae thir en Mid Ulstèr Airt Cooncil wull:

- Ensure visual presentations oan PowerPoint or ither systems wull hae Ullans leid whur appropriate.
- Whur appropriate, hae Ullans leid waein events, festivals an civic celebrations.

**6. Guidin Principle 6: Wurkers an Administrative Practices**

Mid Ulstèr Airt Cooncil wull lairn Cooncil fowk in whutch in thir policy so that thay wull bae able tae raespond richtly tae questins in Ullans leid.

Tae thir en Mid Ulstèr Airt Cooncil wull:

- Offer appropriate awareness, trainin an guidaunce tae staff; an
- Provide translation services tae staff.

**7. Guidin Principle 7: Sicht o Ullans**

Mid Ulstèr Airt Cooncil wull enhance tha sicht o Ullans leid an hae diffrent ways o accessin tha leid.

Tae thir en Mid Ulstèr Airt Cooncil wull:

- Promote links atween Ullans leid an/or Ullans Leid fowks
- Permit tha uise o Cooncil facilities fur Ullans leid sessions

## Appendix 1 – Guidin Principles Specific Misures fur Implimentin

Timeframe relates tae Yeir 1 – Yeir 4 o tha furst term o tha Mid Ulstèr Airt Cooncil.

Guidin Principle	Misures fur Implimentin	Timline
<b>Support fur Ullans Leid</b>	Prepare an pit in plaice a roadin oan tha oncum an promotion o tha Ullans leid.	Yeir 1 – Yeir 4
<b>Publications</b>	Tha format fur English an Ullans materials wull bae Ullans an English, side-bae-side, wae baith leids o equal size.	Yeir 1 – Yeir 4
	Accordin tae need an as resources aloo, Cooncil scribevens wull raise awareness o tha Ullans Leid whur appropriate.	Yeir 1 – Yeir 4
	Material aimed exclusively at fowk o Ullans may bae produced in Ullans leid ainly.	Yeir 1 – Yeir 4
	Newsletters / bulletins wull hae airticles oan tha Ullans leid, whur appropriate.	Yeir 1 – Yeir 4
	Design/ publishin o material in tha Ullans leid wull bae o an equal standard wae tha same material in English.	Yeir 1 – Yeir 4
<b>Publicity</b>	Raelationships wae tha Ullans leid media wull bae set up.	Yeir 1 – Yeir 4
	Whur possible an appropriate, wireless, T.V. an video wurk cerried oot bae fowk o Mid Ulstèr Airt Cooncil wull hae English an Ullans elements. Wurkers wull naw bae left oot fra wireless, T.V. an video wurk baecause o a lack o ken hoo o tha Ullans leid.	Yeir 1 – Yeir 4

<b>Correspondence</b>	In scribeven communications o English leid an Ullans leid format, baith leids wull bae plaiced side-bae-side, wae tha Ullans leid version oan tha left an tha English oan tha richt, or if thir bes naw practicable, bae placin tha Ullans leid version abain tha English.	Yeir 1 – Yeir 4
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<b>Guidin Principle</b>	<b>Misures fur Implimentin</b>	<b>Timeline</b>
	Oany Scribevens raeceived in Ullans leid wull bae raesponded tae in Ullans.	Yeir 1 – Yeir 4
	Aal staff waein each daepairtment wull bae lairned oan tha Courtesy Code fur Ullans leid whutch wull forbye mak provision fur courtesy tae wurkers o tha Cooncil wha dinnae taak Ullans leid but cum in contact wae a member o tha public wha wants tae taak in Ullans leid.	Yeir 1
<b>Presentations /Daeins</b>	Visual presentation oan PowerPoint or ither systems wull bae English leid an hae Ullans leid whur appropriate.	Yeir 1 – Yeir 4
	Mid Ulstèr Airt Cooncil wull ensure that family daeins/ civic celebrations whutch tha Cooncil daes or helps mak richt allooance fur haein tha ken hoo an uise o tha Ullans leid.	
<b>Wurkers an Administrative Practices</b>	Guidaunce wull bae gien tae receptionists an telephonists so that thay wull bae able tae raespond richtly tae questins in Ullans.	Yeir 1
	Translation, correction an proofreadin services wull bae made available tae aal wurkers an external providers o these services wull bae quality-assured.	Yeir 1 – Yeir 4

	Ullans leid awareness clesses wull bae gien as pairt o an inservice lairnin programme fur wurkers wha wish tae tak it up.	Yeir 1 – Yeir 4
<b>Sicht o Ullans</b>	Links atween Ullans leid an/or Ullans Leid fowks wull bae promoted	Yeir 1 – Yeir 4
	Ullans leid scribevens wull bae uised mair in Mid Ulstèr Airt Cooncil's wabsite.	Yeir 1 – Yeir 4
	Uise o Cooncil facilities fur Ullans leid sessions wull bae alood	Yeir 1 – Yeir 4



## **Appendix II - Relevant Laa an Guidaunce**

### **Tha Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids**

Tha Euraip Chairtèr fur Kintrie-Pairt or Unnèr-Docht Leids (Pairt 2 – applies tae Ullans Leid an Airish Leid), waein tha territories in whutch such leids ir used an accordin tae tha situation o each leid, requires Pairties tae base thair policies oan:

- Tha need fur resolute hannlin tae promote Kintrie-Pairt or Unnèr-Docht leids in order tae protect thaim; an
- Facilitation an/or mak uise o Kintrie-Pairt or Unnèr-Docht leids in speech an scribevin in hame an wurk life.

Pairt II o tha Chairtèr shows tha need tae base policies, laa an practice oan tha principles o raecognisin, promotin an encooragin tha uise o Ullans tae preserve an protect tha leid. Pairt II o tha Chairtèr plaices tha onus oan tha Cooncil tae proactively encoorage tha uise o tha Ullans leid in speech an scribevin in hame an wurk life.

### **Tha Baelfawst Greeance (19an98)**

Tha Baelfawst Greeance (19an98) unnèr section ‘Richs, Safeguards an Equality o Opportunity: Economic, Social an Cultùrl Issues’ forbye makes reference tae Ullans.

Paragraph 3:

“3. Aal participants raecognise tha importance o raespeck, unnèrstannin an tolerance in raelation tae linuistic diversity, includin in Norlin Airlan, tha Ullans leid, Ullans an tha leids o tha various ethnic communities, aal o whutch ir pairt o tha cultùrl wealth o tha island o Airlan.”

Follaein tha signin o Tha Baelfawst Greeance (1998) an Ullans leid boadie wus set up; tha Boord o Ulstèr-Scotch whutch seeks tae "promote tha study, conservation an oncum o Ullans as a leevin leid; tae encoorage an develop tha fu range o its attendant cultùr; an tae promote an unnèrstannin o tha histrie o tha Ullans fowk”.

In 2003 tha British an Airish Governments gien a Joint Declaration as pairt o a flit towards tha re-establishment o devolution. Tha Governments said that they needed tae expand oan tha commitments gien tae Ullans waein Tha Baelfawst Greeance (1998)

“Tha British Goverment... wull forbye tak steps tae encoorage support tae bae made available fur an Ullans academie”.

### **Norlin Airlan (St Andrew’s Greeance) Ect 20an06**

Additional provisions were gien fur Ullans in tha St Andrew’s Greeance – Annex B, in whutch it states:

“Tha Goverment firmly baelieves in tha need tae enhance an develop tha Ullans leid, heirskip an cultùr an wull support tha incomin Heid Cooncil in takin thir forrit”

## **Euraip Chairtèr oan Boadies Richts**

Tha NA Boadies Richts Commission haes said that, fra a human richts perspective, it bes difficult tae see oany legitimate gruns fur objectin tae a Unnèr-Docht leid baein promoted bae an employer or, mair generally, a public boadie.

Oan broader issues, tha Commission haes drawn attention tae tha fact that thaur bes nae “richt tae bae offended” bae anither party exercisin a richt. Thir bes a general principle o freedom o expression (ECHR Airticle 10) whutch can bae read wae ECHR Airticle 14 oan non-discrimination oan gruns that include leid.

Tha Commission haes said that tha richt tae uise a Kintrie-Pairt or Unnèr-Docht leid in hame an wurk life bes an richt conformin tae tha principles in tha United Nations Owerseys Covenant oan Civil an Poalitics Richts (ICCPR), an accordin tae tha spirit o tha Council o Euraip Convention fur tha Protection o Human Richts an Fundamental Freedoms.

Tha Commission haes concluded that official acknowledgement o a Unnèr-Docht leid cannae bae a violation o tha richts o thaim wha dinnae uise that leid.

## **DCAL Consultative Document 20an12 – Draft Roadin fur Ullans**

In July 20an12 DCAL ootset a consultative document containin plans fur a roadin fur tha Ullans leid, heirskip an cultùr as a key buildin block unnèr Rankin 4 ‘Buildin a Strang an Shared Resydentèrs’ in tha Heid Council’s Programme fur Government 20an11-20an15. Thaur was a consultation period lastin fur 20 weeks, fra Wednesday 11 July until Tuesday 27 November 20an12. Tha results o tha consultation ir naw yet available.

Tha purpose o thir public consultation was tae seek views an feedbak oan tha content o tha draft Ullans leid, heirskip an cultùr roadin, whutch includes aims, objectives an airts fur hannlin tae proactively protect, enhance an develop tha Ullans leid, heirskip an cultùr.

Tha key aims o tha draft roadin ir tae:

- Create a framewurk whur tha Ullans leid, heirskip an cultùr can succeed an bae shared an enjoyed;
- Protect an support tha oncum an learnin tha Ullans leid, heirskip an cultùr; an
- Promote wider unnèrstannin an raecognition o tha Ullans leid, heirskip an cultùr.

Tha draft roadin haes tha follaein objectives:

- Increase lairnin provision o aal aspects o Ullans leid, heirskip an cultùr;
- Increase access tae Ullans leid media includin online material;
- Promote tha economic benefits o tha Ullans leid, heirskip an cultùr; an
- Promote raesearch in raelation tae tha Ullans leid, heirskip an cultùr.

Key airts fur hannlin tae protect, enhance an develop tha Ullans leid, heirskip an cultùr include Lairnin, Media, Uise o Leid, Public Services, Cultùr.

**Appendix 2 GOVERNMENT HEID COONT FIGGRES OAN THA POPULATION O MID ULSTÈR  
AIRT TOTAL RESIDENTS: 138,590**

**TOTAL HOOSEHOULS: 47,772 Religious baelief (religion or religion brocht up in)**

	Mid Ulstèr		Norlin Airlan	
	Nummer.	pairts tha hunnèr	Nummer.	pairts tha hunnèr
Kethlick	88,375	63.77	817,385	45.14
Prodysan & ither Christian (includin Christian related)	46,372	33.46	875,717	48.36
Ither religion	690	0.50	16,592	0.92
None	3,153	2.28	101,169	5.59

**National identity (Note: raespondents cud indicate mair than yin national identity)**

	Mid Ulstèr		Norlin Airlan	
	Nummer.	pairts tha hunnèr	Nummer.	pairts tha hunnèr
British	45,022	32.49	876,577	48.41
Airish	53,772	38.80	513,390	28.35
Norlin Airish	40,667	39.34	533,085	29.44

**Kintrie o birth**

	Mid Ulstèr		Norlin Airlan	
	Nummer.	pairts tha hunnèr	Nummer.	pairts tha hunnèr
Norlin Airlan	123,212	88.90	1,608,853	88.84
Great Britain	4,053	2.93	82,724	4.56
Republic o Airlan	2,250	1.62	37,833	2.09
Ither EU prior tae 20an04 expansion	945	0.68	9,703	0.54
Ither EU efter 20an04 expansion	5,850	4.22	35,704	1.97
Ither	2,280	1.65	36,046	1.99

Note: Eicht countries joined the Euraip Union in May 20an04: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia an Slovenia.

## Age

	Mid Ulstèr		Norlin Airlan	
	Nae.	pairts tha hunnèr	Nae.	pairts tha hunnèr
Unnèr 16	31,962	23.06	379,323	20.95
16-24	17,957	12.95	227,634	12.57
25-44	40,098	28.93	498,046	27.50
45-64	31,192	22.51	442,140	24.42
65-84	15,348	11.07	232,324	12.83
85+	2,043	1.48	31,396	1.73

## Gender

	Mid Ulstèr		Norlin Airlan	
	Nae.	pairts tha hunnèr	Nae.	pairts tha hunnèr
Lad	69,362	50.05	887,323	49.00
Lassie	69,228	49.95	923,540	51.00

## Disability

	Mid Ulstèr		Norlin Airlan	
	Nae.	pairts tha hunnèr	Nae.	pairts tha hunnèr
Disability / lang stannin seekness	26,870	19.39	374,646	20.69
Nae disability / lang stannin seekness	111,720	80.61	1,436,217	79.31

## Dependents

	Mid Ulstèr		Norlin Airlan	
	Nae.	pairts tha hunnèr	Nae.	pairts tha hunnèr
Hoosehous wae dependent weans	18,626	38.99	238,094	33.86
Yin parent hoosehous wae dependent weans	3,485	7.30	63,921	9.09
Fowk providin unpaid care	12,821	10.69	213,980	11.82

## Poalitics opinion

Tha elections tae Mid Ulstèr Airt Cooncil in May 20an14 showed tha follaein pattern o poalitics opinion:

Pairty	Votes cast	pairts tha hunnèr o nummer o vote	Saits takin
Sinn Féin	22,587	41.0	18
SDLP	7,600	13.8	6
DUP	9,723	17.6	8
UUP	9,573	17.4	7
Independent	2,689	4.9	1
TUV	2,380	4.3	0
Alliance	350	0.6	0
UKIP	195	0.4	0

Source: [www.ark.ac.uk/elections/](http://www.ark.ac.uk/elections/)

## Ethnic group

	Mid Ulstèr		Norlin Airlan	
	Nummer.	pairts tha hunnèr	Nummer	pairts tha hunnèr
White	136,485	98.48	1,778,449	98.21
Chinese	270	0.19	6,303	0.35
Airish Traveller	258	0.19	1,301	0.07
Indian	173	0.12	6,198	0.34
Pakistani	23	0.02	1,091	0.06
Bangladeshi	6	-	540	0.03
Ither Asian	198	0.14	4,998	0.28
Blak Caribbaean	21	0.02	372	0.02
Blak African	199	0.14	2,345	0.13
Blak Ither	256	0.18	899	0.05
Mixed	396	0.29	6,014	0.33
Ither	305	0.22	2,353	0.13

## Sexual Orientation

Tha Rainbow Project says that, oan tha steid o national an owerseys raeseach, yin in ten fowk in Norlin Airlan would naw identify as baein heterosexual

## Appendix 3 – Consultees

1. Action on Hearing Loss
2. Age UK – Northern Ireland
3. An Tearman
4. Aware NI
5. Barnardos
6. British Deaf Association
7. Cara-Friend
8. Carer's & Friends Mentally Handicapped
9. Carer's National Association NI
10. Child Care NI
11. Children's Law Centre
12. Children in Need
13. Citizens Advice
14. CINI
15. Chinese Welfare Association
16. Coalition on Sexual Orientation
17. Committee on the Administration of Justice
18. Community Disabled & Retired Association
19. Community Foundation Northern Ireland
20. Community Relations Council
21. Contact Northern Ireland
22. Cookstown Benefits Uptake Campaign
23. Cookstown Chamber of Commerce
24. Cookstown PCSP
25. Cookstown Enterprise Centre
26. Cookstown St Vincent de Paul
27. Cookstown Clergy
28. Co-Operation Ireland
29. COSTA
30. CWSAN
31. Council for the Homeless Northern Ireland
32. Cruse Bereavement Care (NI)
33. Democratic Unionist Party
34. Disability Action
35. Down's Syndrome Association
36. Dungannon SVDP
37. Dungannon Art Disability Stakeholder Forum

38. Dungannon Vineyard
39. Dungannon Churches Forum
40. Dungannon Clergy Forum
41. Dungannon First Steps Women's Group
42. Dungannon & Cookstown Women's Aid
43. Dungannon STEP Migrant Forum
44. Dungannon Clergy Forum
45. Dungannon LARG Disability Group
46. Dungannon Youth Forum
47. Dungannon Regeneration Partnership
48. Early Years
49. Employer's for Disability NI
50. Employers for Childcare
51. Equality Coalition
52. Equality Commission for Northern Ireland
53. Equality Forum NI
54. Foster Care Support Group
55. Foras na Gaelige
56. Gay Lesbian Youth NI
57. General Consumer Council
58. Gingerbread NI
59. GMB
60. Guide Dogs for the Blind Association
61. Housing Rights Service
62. Information Commissioners Office
63. Irish Congress of Trade Unions
64. Law Centre NI
65. Lesbian Advocacy Services Initiative
66. Lesbian Line
67. Local Government Staff Commission
68. Loup Women's Group
69. Mencap
70. Men's Action Network
71. Mid-Ulster Women's Network
72. Mind Wise
73. Muslim Family Association NI
74. National Children's Bureau
75. NIACRO
76. NIPSA



77. Northern Ireland Anti-Poverty Network
78. NIAMH
79. NICCY
80. ICTU
81. NICEM
82. NICVA
83. Northern Ireland Dyslexia Association
84. Northern Ireland Human Rights Commission
85. NIPSA
86. Northern Ireland Youth Forum
87. NSPCC NI
88. OFMDFM – Equality Unit
89. Older People’s Advocate
90. Parents Advice Centre
91. Parents & Professionals & Autism
92. Participation Network
93. Playboard
94. Play NI
95. Polish Association NI
96. Praxis Care
97. Probation Board Northern Ireland
98. Queer Space
99. Rainbow Project
100. Royal National Institute for Blind
101. Royal National Institute for Deaf People
102. Rural Community Network
103. Rural Development Council
104. Samaritans
105. Save the Children
106. Sense NI
107. Simon Community
108. Sinn Féin
109. Social Democratic and Labour Party
110. Sperrins Tourism Ltd
111. Talking Newspaper Association
112. The Cedar Foundation
113. Traveller’s Movement NI
114. Ulster Scots Agency
115. Ulster Supported Employment Ltd
116. Ulster Unionist Party

117. UNISON
118. Unite
119. Victim Support NI
120. Volunteer Now
121. William Keown Trust
122. Women into Politics
123. Women's Resource and Development Agency
124. Women's Support Network
125. Women's Network NI
126. Women's European Platform
127. Women's Aid NI
128. Youth Action
129. Youth Council for Northern Ireland
130. Youth Link Northern Ireland
131. Youth Net
132. Youth Forum NI
133. Ballymoney Ancestry
134. The Institute of Ulster Scots Studies
135. Arts Council of Northern Ireland
136. North South Ministerial Council
137. Culture Northern Ireland
138. Northern Ireland Tourist Board
139. Ulster Historical Foundation
140. Department of Arts, Heritage and the Gaeltacht
141. Ulster Scots Community Network
142. Scots Language Centre
143. BBC Ulster Scots