

NORTHERN IRELAND OFFICE

VICTIMS LIAISON UNIT

CORE FUNDING SCHEME FOR VICTIMS AND SURVIVORS GROUPS

EQUALITY IMPACT ASSESSMENT

Equality Impact Assessment Core Funding Scheme

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EQUALITY IMPACT ASSESSMENT OF THE CORE FUNDING SCHEME 2002/2004 FOR VICTIMS AND SURVIVORS GROUPS

1. INTRODUCTION

- 1.1 Section 75 of the Northern Ireland Act 1998 requires public authorities to have due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations. These duties are designed, in particular, to ensure that equality issues are integral to the whole range of public policy decision making. Public authorities, such as the Northern Ireland Office, are required to submit Equality Schemes to the Equality Commission for Northern Ireland and to carry out Impact Assessments of their policies in certain circumstances. The NIO Equality Scheme, approved by the Equality Commission on 28 November 2001, sets out how the Department proposes to fulfil those duties and obligations with regard to all of its policies, functions and duties.
- 1.2 In line with the NIO Equality Scheme, the Core Funding Scheme was screened against the following criteria:
- Is there any evidence of higher or lower participation or uptake by different groups?
 - Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy?
 - Is there an opportunity to promote equality of opportunity or good relations better by altering the policy or working with others in government or the community at large?
 - Have consultations with relevant groups, organisations or individuals indicated that particular policies, functions or duties create problems that are specific to them?
- 1.3 Following the screening exercise and in line with commitments given in the Department's Equality Scheme, the VLU has decided to carry out an Equality Impact Assessment of the Core Funding Scheme 2002/2004.
- 1.4 The purpose of this consultation document is to record the findings of the Equality Impact Assessment and invite comments. This document can also be made available, on request, in alternative formats including Braille, large print, computer disk, audio cassette and signed video cassette, and in minority languages to meet the needs of those who are not fluent in English.

2.0 BACKGROUND

- 2.1 The Belfast Agreement 1998 made specific reference to the importance of acknowledging and addressing the suffering of victims of violence as a necessary element of reconciliation, and looked forward to the results of the work of the NI Victims' Commission.
- 2.2 In November 1997 the Government had appointed Sir Kenneth Bloomfield as head of a Victims' Commission 'to examine the feasibility of providing greater recognition for those who have become victims in the last 30 years as a consequence of events in Northern Ireland' and asked him to consult various organisations concerned with the welfare of the bereaved and disabled as well as with community groups, churches and political parties and to make recommendations.
- 2.3 Following publication of his report "We Will Remember Them" in April 1998, the Government appointed Adam Ingram as Minister for Victims and the Victims Liaison Unit was established to take forward the implementation of Sir Kenneth's report. The VLU spent its first three months consulting with groups about the Bloomfield Report and laying the groundwork for future initiatives to support victims. The Bloomfield Report had recommended that groups in the voluntary sector working with victims receive government funding, and this suggestion was strongly supported in the consultation exercise.
- 2.4 In response, Government allocated £3 million to a Core Funding Scheme for groups working with victims and survivors. The Scheme, administered on behalf of the NIO by the Northern Ireland Voluntary Trust, was launched in January 2000. A further £100,000 was allocated to the Scheme in 2001.
- 2.5 In July 2001 the Victims Liaison Unit commissioned the Clio Evaluation Consortium (CEC) to carry out an independent evaluation of the Scheme. The evaluation was completed in March 2002 and the CEC's report was published and distributed to groups in April 2002. The evaluation measured the impact and effectiveness of the Core Funding Programme, highlighted innovative approaches adopted by the projects, identified the longer-term organisational requirements of groups and described the potential synergies between the Core Funding Programme and the New Peace II Measures for Victims. The evaluation also made recommendations regarding the targeting of future funding.
- 2.6 In December 2001, the Victims' Minister, Des Browne, announced the allocation of a further £3 million for Core Funding for a period of 2 years. The VLU, in consultation with the Victims' Unit in OFMDFM has now drawn up the criteria for the Core Funding Scheme 2002/2004. The criteria are based on the CEC's findings and recommendations; on the outcomes of two consultative seminars with victims' groups held in May and June 2002; and on written submissions from victims' groups sent to the Victims Liaison Unit subsequent to the seminars.
- 2.7 In addition to Core Funding, Government has put in place a number of other initiatives to support victims of the Troubles and in total has committed over £18.25 million to victims' issues. Funding includes:

- £700,000 for a Family Trauma Centre in Belfast which provides therapeutic service addressing the psychological needs of families and young people.
- £300,000 for an Educational Bursary Pilot Scheme – for individuals whose education was directly affected by the Troubles, 350 people received awards.
- £4 million to the Northern Ireland Memorial Fund with a commitment of a further £1 million for 2003-2004.

The Fund has put in place a number of schemes including:

- ❑ The Small Grants Scheme
- ❑ The Chronic Pain Management Scheme
- ❑ The Short Break Scheme
- ❑ The Wheelchair Assessment Scheme
- ❑ The Amputee Assessment Scheme
- ❑ The Education and Training Scheme
- ❑ The Back to School Grant
- £225,000 initially for a Victim Support Grants Scheme to assist community groups and voluntary organisations to take forward recommendations in the Bloomfield report; and more recently a further £750,000 to extend this Small Grants Scheme.
- £500,000 for initiatives in Great Britain including £250 k for The Legacy Project. This project aims to identify and meet the needs of victims of the Troubles living in Great Britain.
- £1.5 million over the next 3 years for the development of the Northern Ireland Centre for Trauma and Transformation.
- £1.5 million over the next two years to the Devolved Administration's Strategy Implementation Fund to help NI Departments fulfil their commitment to addressing victims' needs.

3. CORE FUNDING SCHEME 2002/2004 FOR VICTIMS/SURVIVORS GROUPS

3.1 Introduction

Government has allocated £3 million to this Scheme which exists to help in a practical way non-statutory organisations/groups which support victims/survivors of the Troubles who live in NI. The funding is available to distribute over the period 2002/2004 to provide core funding for organisations/groups which are either made up of victims/survivors and their carers, or are working in direct support of victims/survivors. The Scheme is open to organisations/groups which fit this description and meet the application criteria defined by the Scheme. Core funding covers core costs only, again as defined by the Scheme. So while core funding will target organisations/groups which are engaged in particular activities which the Scheme wants to encourage, it will not pay the costs of those activities nor will it necessarily pay the salaries of people working on them – rather, it will pay the core costs of the organisation/group. The Government has made no commitment to extend the scheme beyond 2002/2004.

3.2 The Scheme's aims and anticipated outputs

Through core funding key support services, the Scheme aims to help victims/survivors regain fulfilment in their lives and where appropriate to help reintegrate them as members of society. The emphasis of core funding will be on the benefits it brings to individual victims/survivors. Priority will be given to organisations/groups which provide support services to victims/survivors which they cannot access elsewhere.

The Scheme will be managed so as to:

- Promote the unique support provided by organisations/groups to individual victims/survivors
- Encourage organisations/groups that provide services in parallel with others to develop partnerships that complement rather than duplicate service delivery
- Encourage cohesion between and within organisations/groups so that service provision can be shared and fragmentation of organisations/groups avoided
- Encourage organisations/groups to develop business/ strategic plans which show how they will be sustained; how they will diversify their funding base; how they will address the training needs of their staff and management committee; and how they will aim to provide a service to all communities.

The Scheme must be able to show that core funding has:

- supported the development and cohesion of organisations /groups to provide support services which victims/survivors cannot access elsewhere
- encouraged the development of partnerships in such a way that it can be demonstrated that the provision of services by organisations/ groups funded complements rather than duplicates provision elsewhere.

3.3 Structure of the Scheme

CEC's evaluation of the previous similar Scheme proposed that organisations/groups applying for core funding within the victims/survivors sector could be categorised as: parallel service providers; self-help; or volunteer. These categories have been adopted for the purposes of the new Scheme, although some organisations/groups may find their work extends over more than one category. For that reason, the application form will be in 3 parts, one for each category and applicants will complete the relevant part or parts. While the criteria will make it easier for self-help and voluntary organisations/groups to receive funding, the money will not be 'streamed' and applications made under more than one category will be considered as a single application.

There will be a common cut off date for receipt of applications; a small contingency reserve will be created to allow for new organisations/groups which emerge during the currency of the scheme to be considered for seeding grants. It will be a condition of grant, and written into each letter of offer, that organisations/groups comply with all necessary monitoring and evaluation requirements. These will be specified in the letter of offer.

3.4 Criteria

To be classed as a parallel service provider, the organisation/group must:

- show a willingness and ability to engage in partnership with the statutory sector and show that the services it provides are complementary to those available in the statutory sector, rather than a duplication of such services
- demonstrate partnerships with self -help and volunteer organisations/groups
- show openness and accountability to their users
- show a 3 year strategic plan
- show evidence of a strategy for raising alternative funding
- show a strategy for providing services to all communities
- show that its professional staff are suitably accredited
- show that services provided are complementary to existing services, therefore avoiding duplication
- show a strategy for sustainability
- show a strategy for 'exiting' core funding.

Core funding will be targeted at parallel service providers who:

- show both partnerships and synergies with the statutory sector
- offer support, partnership or training for self-help organisations/groups
- show a strategy for professional staff development
- run projects not likely to be covered by the statutory sector which provide direct services for victims/survivors.

Core funding will pay for the following parallel service provider costs:

- running costs
- administration costs

- the salaries of Co-ordinator/Director; Counsellor; Administrator; Development Officer/Project Worker. The number of salaries paid for will depend on the size of the client group, and the number of projects running.

To be classed as self-help, organisations/groups must:

- show openness and accountability to users and have a high degree of user involvement in decision-making
- show a degree of co-operation with other organisations/groups working in the sector
- show a needs assessment
- show the development of and involvement in partnerships with parallel service providers, voluntary or community organisations/groups and/or with the statutory sector

Core funding will be targeted at self-help organisations/groups who:

- are engaged in befriending, outreach, advice-giving, remembering (but not memorials), social activities, youth work, and family support
- are building relationships and networks and (in particular) trust and confidence within and between members of their organisation/group and the wider community
- are developing strategic plans exploring sustainability or exit strategies
- show a strategy for sourcing alternative funding.

Core funding for self-help organisations/groups will cover:

- running costs
- administration costs
- staff training in skills for organisational development
- the salaries of Co-ordinator/Director; Administrator; Development Officer/Project Worker. Again, the number of salaries funded will depend on the size of the client group and the number of projects running.

To be classed as a volunteer provider, organisations/groups must:

- demonstrate the benefit of their work to users.

Core funding will target volunteer providers who are:

- engaged in basic support, befriending, outreach, remembering (but not memorials) and social activities
- working in areas where there are particular infrastructure difficulties.

Core funding for Volunteer providers will cover:

- expenses, particularly travel costs
- social events considered a core part of volunteer operations
- limited running costs

3.5 Exclusions

Core funding will not support:

- activities that are either party political or political in nature
- proposals that fall within the remit of other funders

- proposals that duplicate services available elsewhere
- research projects
- capital expenditure
- memorials
- travel outside NI.

3.6 Administration of the Scheme

The scheme will be administered by an Intermediate Funding Body. The IFB, still to be appointed, will be required to:

- show evidence of sound /efficient administrative systems and evidence that it is capable of devising clear and specific contractual understandings
- undertake as part of its contract with the funding body to monitor/evaluate core funding grants made in accordance with Government Audit requirements
- show an awareness and understanding of the impact of dealing with violence-related work and, as part of its contract with the funding body, make a commitment to train its staff in this area and to provide off-line supervision for all front-line staff
- again as part of its contract, set up rolling information, communication and support systems (including grievance procedures) for successful applicants to the Scheme
- show a capacity to sponsor workshops which will focus on dealing with the long-term needs of victims/survivors.

3.7 The criteria for the Scheme have been drawn up jointly with the Victims' Unit OFMDFM to cover the event that funder responsibilities are devolved from the NIO to the OFMDFM at some point during the currency of the Scheme.

4. CONSIDERATION OF AVAILABLE DATA AND RESEARCH

- 4.1 In conducting this Equality Impact Assessment the VLU took into account data and research findings from the following sources:

Northern Ireland's Troubles, The Human Costs: Marie-Therese Fey, Mike Morrissey and Marie Smyth

CLIO Evaluation Consortium Evaluation of the Core Funding Programme for Victims/Survivors Groups: 1 March 2002

Lost Lives 2001 Edition: David McKittrick, Seamus Kelters, Brian Feeney and Chris Thornton

Disability and Religion in Northern Ireland: Martin Melaugh

'We Will Remember Them': Report by Sir Kenneth Bloomfield

- 4.2 The VLU also took into account the outcomes of two consultative seminars with victims' groups and written submissions from victims' groups received subsequent to the seminars.

5.0 ASSESSMENT OF IMPACTS

An assessment of the possible impacts of the Core Funding Scheme 2002/2004 for Victims/Survivors Groups is set out below, taking the 9 section 75 categories in Turn.

5.1 Religious Belief

5.1.1 Quantitative data on the religious beliefs of those affected by the Troubles has been obtained from two sources:

According to 'Northern Ireland's Troubles, the Human Costs', the distribution of deaths by religion (of the total 3601 deaths from 1969-1994) was 1548 (43%) Catholic and 1065 (29.6%) Protestant. Included in the total is a 'don't know' category that includes 333 (9.2%) from a security force background and 655 (18.2%) from outside of Northern Ireland.

Statistics from "Lost Lives" on the status of deaths from the Troubles is tabulated differently. It indicates that from 1966-2001 the total number of deaths recorded is 3665. The number of deaths of Catholic civilians is 1238 (33.78%); Protestant civilians 705 (19.24%); local security forces, including RUC/RUCR, UDR/RIR is 509 (13.89%); Army 503 (13.72%); Republican Paramilitaries 394 (10.75%); Loyalist Paramilitaries 157 (4.28%); and Other 159 (4.34%).

5.1.2 'We Will Remember Them' reports that the death rate has been rather higher within the Catholic than the Protestant population (2.5 per 1,000 for Catholics and 1.9 per 1,000 for Protestant).

5.1.3 No data is available on the religious belief of those physically injured and psychologically traumatised by the Troubles.

5.1.4 The CEC Evaluation of the Core Funding Scheme 2000/2002 for Victims/Survivors Groups analysed the equality and spread of funding by community served. The results were as follows:-

Community served	Number of groups	%	Funds Granted	%
Cross-Community	26	37.68	£1,499,837	48.12
Largely Catholic	17	24.64	£778,533	24.94
Largely Protestant	24	34.78	£817,078	26.21
Unknown	2	2.90	£21,500	0.69
	69	100	£3,116,948	100

It is important to note that under the Core Funding Scheme 2000/2002 there were 75 applications of which 69 were accepted (92%). Of the six applications refused, these were referred on to other funders, or clearly did not fit with the aims of the funding.

Almost half of the funding went to groups which served communities from across the Catholic and Protestant divide in Northern Ireland. In terms of groups that largely serve one community or another, there was a relatively even spread.

The evaluation found that a number of groups that worked largely with only one section of society argued that, rather than being single identity, they should be classed as cross-community, as they were happy to work with anyone who needed help. Often the individuals approaching a group were from the same community background largely because of the geographical location and accessibility of the group's offices. Other groups, again, while welcoming individuals from the 'other' community, clearly represented a specific identity group and often lobbied around particular interests.

CEC concluded that, while it was important that there are groups actively working in a cross-community manner with victims, it was also important that single identity groups continued to work with specific communities of victims, as many feel that these types of groups can be more community-based, and best represent their interests.

- 5.1.5 Following publication of the CEC's report the VLU engaged in a consultation process with victims' groups on the findings and how these might inform and shape the criteria for the new Scheme. To meet the criteria for the Scheme: parallel service providers will have to show a strategy for providing services to all communities; and self-help groups will have to show a degree of co-operation with other organisations/groups working in the sector and show the development of, and involvement in, partnerships with parallel service providers and voluntary or community organisations/groups. The Scheme will be managed so as to encourage organisations/groups to develop business strategies/strategic plans which show how they will aim to provide a service to all communities.
- 5.1.6 Funding from the new Scheme will be available as before to groups that are cross-community and single identity. Therefore the VLU has no reason to believe that there is any adverse differential impact on those with differing religious beliefs in the delivery of its scheme.

5.2 Political Opinion

- 5.2.1 'Northern Ireland's Troubles, The Human Costs' shows that of the 3601 deaths up to 1994, civilian deaths were reckoned to be 1925 (53.5%); NI security forces 536 (14.9%); non-NI security forces 593 (16.5%); Republican and ex-Republican paramilitaries 363 (10%); Loyalist and ex-Loyalist paramilitaries 119 (3.3%); and, others 65 (1.8%).
- 5.2.2 No data is available on the political opinion of those physically injured or psychologically traumatised as a result of the Troubles. Police statistics show only a breakdown between security forces and civilians as follows: of a total of 45,949 people injured up to 2001, 29084 (63.3%) were civilians; 10677 (23.23%) were RUC/RUCR; 5628 (12.25%) were Army; and 560 (1.22%) were UDR/RIR. (It should

be noted that Police statistics show only reported injuries that occurred within Northern Ireland.)

- 5.2.3 The CEC Evaluation of the Core Funding Scheme 2000-2002 found that a number of groups, notably groups working with people who had been injured or bereaved as a result of action by the state, felt that their concerns had not been represented in the Bloomfield Report and that it had reflected only certain types of victim, namely, victims of paramilitary violence. It was felt that the Bloomfield Report did not empathise equally with victims of state security forces. The fact that the Core Funding Scheme had been based on the Bloomfield Report had been a negative factor for groups working with these victims.
- 5.2.4 CEC's evaluation found that this view was compounded by a press statement announcing the Scheme which (according to the evaluation) said: 'For the first time in 30 years government recognised the need to specifically address the needs of victims of terrorism'. While the Press Statement issued by the Northern Ireland Information Service on 27 September 1999 used the phrase 'victims of violence', there seems to have been a perception that the money was not intended to address the needs of all victims. However, the criteria for the Scheme were later drawn up to include work with all victims of the conflict and, as has been demonstrated by the statistical breakdown of the allocation of funds, the money was in fact distributed reasonably evenly across the community divide.
- 5.2.5 CEC found that, for those groups working primarily with people from nationalist backgrounds, the fact that the money for the Core Funding Scheme came through the VLU was problematic, since the VLU is based within the Northern Ireland Office. This prevented some groups from applying and caused tensions within some groups who had received money under the Scheme. For other groups, there was little understanding of the fact that the money had come from the VLU, as it was associated very much with the Intermediate Funding Body (IFB) who administered the Scheme on behalf of the NIO. Indeed, the role of the IFB in administering the fund proved problematic for some groups, particularly a number which work within unionist communities, and with people who are victims of paramilitary violence. The IFB had also administered funds to groups working with ex-prisoners, and this had made some groups feel it was sympathetic to ex-prisoners at the expense of victims. The evaluation found no evidence that the experience of funding ex-prisoners' groups had any impact on the IFB's objectivity in administering the Core Funding Programme.
- 5.2.6 The CEC also found that there were perceptions that funds were allocated on political grounds, with certain groups feeling that larger allocations were not made to them because of their political background. This accusation was heard from both main political traditions.
- 5.2.7 Funding for the new Scheme will be also administered by an IFB, still to be appointed. The new Scheme will be widely publicised to encourage applications from all organisations/groups which are either made up of victims/survivors and their carers, or are working in direct support of victims/survivors. A small contingency reserve will be created to allow for new organisations/groups which emerge during the currency of the Scheme to be considered for seeding grants. As

part of its contract, the IFB will run induction seminars for prospective applicants which will clarify the funding, its criteria and the application process.

- 5.2.8 The criteria for the new Scheme have been shaped by the findings of the evaluation and by the views put forward by victims' groups at consultation seminars.
- 5.2.9 While some groups, because of their political opinion, may be reticent about applying for funding to a Scheme which is backed by the NIO, it is hoped that the positive measures taken by the VLU as detailed above will mitigate against this. The Scheme will be open to all regardless of political opinion. It will not support any activity that is either party political or political in nature, but the fact that a group happens to have a particular political attachment, or a particular political agenda, will play no part in deciding its application for grant.

5.3 Racial Group

No data is available on the ethnic origin or race of victims of the Troubles so it is difficult to assess the likely impact of the Scheme on this category. Minority ethnic applicants may have difficulty communicating in English but during the operation of the Core Funding Scheme 2000/2002 there has been no recorded request to produce information in any language other than English which suggests that this is not a major issue. Information about the new Scheme will be made available, on request, in minority languages. The VLU would welcome information on how the Troubles have affected ethnic groups in Northern Ireland and on the information and advice needs of any ethnic group so affected.

5.4 Age

- 5.4.1 Statistics from 'NI Troubles, The Human Costs' show that 557 (15.6%) of those who died were under the age of 20.; 1298 (36.5%) were aged 20-29; 757 (21.3%) were aged 30-39; 436 (12.2%) were aged 40-49; 310 (8.7%) were aged 50-59; 143 (4%) were aged 60-69; and 59 were aged 70+.
- 5.4.2 No data is available on the ages of those who have been physically injured or psychologically traumatised by the Troubles.
- 5.4.3 As 42.6% (1562) of deaths occurred in the 1970s, it is reasonable to assume that a correspondingly high percentage of those bereaved, eg bereaved parents, will now be 50+. Our contacts with victims' groups would indicate that this is the case though no recorded data is available. That said, many groups provide support for families, which includes bereaved and traumatised children and some 'second generation' victims; again, figures are not available. It is possible that nonetheless there may be a differential impact on the basis of the age of those who benefit from the services groups provide.
- 5.4.4 We conclude that while the Scheme will be open to all regardless of age, there may be a positive differential impact on the basis of age.

5.5 Marital Status

No data is available on the marital status of the victims of the Troubles so it is difficult to assess the likely impact of the Scheme on this category. Anecdotal evidence suggests that a significant proportion of those seeking support from victims' groups will be widowed and – given the data at 5.7 below – female. While the Scheme will be open to all regardless of their marital status, provided they have been affected by the Troubles, it is likely to have a positive differential impact on women who, in their victimhood, have been made widows.

5.6 Sexual Orientation

No data is available on the sexual orientation of victims of the Troubles so it is difficult to assess the likely impact of the Scheme on this category. The Scheme will be open to all regardless of their sexual orientation, provided they have been affected by the Troubles. The VLU has no reason to believe that there is any adverse differential impact on victims covered by this category in the delivery of the Scheme.

5.7 Gender

- 5.7.1 Data from 'NI Troubles, The Human Costs' shows that out of 3601 deaths up to 1994, 3279 (91.1%) were male, 322 (8.9%) were female. These statistics indicate a differential impact on the basis of gender; those bereaved are primarily women.
- 5.7.2 There is no data available on the gender of victims who have been physically injured or psychologically traumatised as a result of the Troubles. Qualitative data indicates that the majority of carers for those injured or traumatised are female.
- 5.7.3 The Scheme will be open to all regardless of gender provided they have been affected by the Troubles but statistics indicate that women are likely to be positively affected by the Scheme.

5.8 Disability

- 5.8.1 Police statistics show that, up to 2001, a total of 45,949 people were injured in Northern Ireland as a result of the Troubles.
- 5.8.2 Research undertaken in 1989/1990 by the then Policy and Planning Research Unit (PPRU) estimated that in Northern Ireland 17.4% of the adult population was living with a disability – at that time the estimated total number of disabled people living in private households was 188,000; the estimated total number of disabled people living in communal establishments was 13,000.

- 5.8.3 The Disability and Religion in Northern Ireland Report, based on a secondary analysis of the database on disability compiled by PPRU, found that overall an estimated 1.6% of disabled adults living in private households were disabled as a result of the Troubles. See Table below:-

Estimated percentage of disabled adults by cause of disability (or first complaint if more than one) by religion

Cause of Disability	Catholic %	Protestant %	Total %
Born with a disability	7.8	4.8	5.6
Result of an accident	9.1	10.3	10.0
Industrial disease	2.1	3.3	3.1
The Troubles	1.7	1.7	1.6
Due to an illness	42.5	41.3	42.0
Old age	14.4	15.8	15.1
Other cause	22.5	22.9	22.6

1.6% = 3008

- 5.8.4 There is no breakdown available by cause of disability for disabled adults living in communal establishments. There is no data available on the number of children disabled as a result of the Troubles.
- 5.8.5 The Scheme will be open to all regardless of disability, provided they have been affected by the Troubles, but we conceive that that proportion of disabled people whose disability is a result of the Troubles is likely to be positively affected by the Scheme.

5.9 Dependants

No data is available on the dependency 'rating' of victims of the Troubles so, again, it is difficult to assess the likely impact of the Scheme on this category. However, the majority (91.1%) of those who died were male, and 57.8% were in the age range 20-39; this suggests that a significant proportion of victims, certainly at the time of victimhood, were women of child-bearing age. While the Scheme may well therefore have a positive differential impact on those who have dependants, it will be open to all regardless of the number of dependants, provided they have been affected by the Troubles

6. CONCLUSION

- 6.1 The criteria for the new Scheme have been based on the findings of the CEC evaluation of the Core Funding Scheme 2000/2002 and on the outcomes of consultative seminars with victims' groups. It is intended that the criteria will mitigate against the problems and perceptions identified to the CEC and detailed in this Equality Impact Assessment.
- 6.2 The scheme has the potential to make differential impacts in the following categories: marital status, gender, age, disability and dependants. We consider these positive differential impacts justified.
- 6.3 Where there is an adverse differential impact identified as a result of this consultation, the VLU will review and take appropriate action to mitigate the impact of this policy, by amending and modifying the scheme as necessary. It should be noted, however, that the composition of the victims' community varies from that of the Northern Ireland population in the following areas:-
- the high occurrence of bereaved women
 - those injured/disabled
 - the particular age categories requiring support

7. Formal Consultation

7.1 The VLU now wishes to consult as widely as possible on the findings of this equality impact assessment. To achieve this objective the VLU proposes to take the following actions:

- press releases will be prepared and submitted to various media outlets
- prominent advertisements inviting the public to comment on this matter will be placed in all three Belfast daily newspapers including the North-West edition of the Belfast Telegraph
- this report will be issued to all of the consultees listed in Appendix 1 and to any member of the public on request
- this report can be made available, on request, in alternative formats including Braille, large print, audio cassette, signed videocassette, computer disk and in minority ethnic language formats.

7.2 All enquiries about this consultation should be made to:-

Anne O'Connell
Victims Liaison Unit
Room 128
Stormont House Annexe
Belfast
BT4 3SH

Tel: 028 90527090
Fax: 028 90527901
E-Mail: victims@nics.gov.uk

7.3 **The closing date for responses is 11 October 2002**

8. PUBLICATION OF THE RESULTS OF THIS IMPACT ASSESSMENT

The outcomes of this Equality Impact Assessment will be made publicly available. Results will be posted on the NIO's website at www.nio.gov.uk, and on OFMDFM's website at www.victimsni.gov.uk. They will also be available in printed form and on request in accessible formats such as Braille, large print, audio cassette, signed videocassette, computer disk and in minority ethnic languages.

9. MONITORING ARRANGEMENTS

- 9.1 The NIO, including the VLU, will establish a system to monitor the impact of the policy outlined in this Equality Impact Assessment. Ongoing evaluation and monitoring of the core funding grants will be an integral part of the IFB's administration of the Scheme and consideration will be given as to how monitoring against the Section 75 categories can be incorporated into this. The compilation of this consultation document has illustrated a lack of quantitative and qualitative data in respect of many of the Section 75 categories. Systems of monitoring which allow for the routine collection of data in relation to the nine equality categories will enable effective monitoring for adverse impact in the future.
- 9.2 Monitoring will be sensitive to issues associated with human rights and privacy and systems will be established in consultation with victims' groups.

APPENDIX 1

Consultation List

- Age Concern Northern Ireland
- Age Sector Reference Group
- Aisling Centre
- Alanna Consultancy Associates
- An Crann/The Tree
- Antrim Borough Council
- Ardoyne Commemorative Project
- Ards Borough Council
- Armagh City and District Council
- Association for Family Therapy
- Baha’I Faith NI
- Ballymena Borough Council
- Ballymoney Borough Council
- Ballymurphy Woman’s Centre
- Banbridge District Community Network
- Banbridge District Council
- Baptist Church
- BASE 2
- Belfast City Council
- Belfast Hebrew Congregation
- Belfast Interface Project
- Bloody Sunday Centre
- Bloody Sunday Trust
- Boys and Girls Clubs of NI
- Breaking the Silence
- British Deaf Association (NI)
- Calms
- Carafriend
- Care in Crisis
- Carers National Association Northern Ireland
- Carnary Community Association
- Carrickfergus Borough Council
- Castlereagh Borough Council
- Child Care Northern Ireland
- Child Poverty Action Group
- Childline NI
- Childrens Law Centre
- Chinese Welfare Association
- Christian Scientists
- Church of Ireland
- Coalition on Sexual Orientation (CoSO)
- Coleraine Borough Council

- Committee on the Administration of Justice
- Community Conflict Impact on Children
- Community Relations Council Churches Advisory Group
- Community Relations Council Community Advisory Group
- Community Relations Council Core Funding Committee
- Community Relations Council Cultural Diversity Advisory Group
- Community Relations Council Members
- Community Relations Council Victims Advisory Group
- Community Relations Resource Centre
- Community Relations Unit
- Conflict Trauma Resource Centre (formally MARC)
- Cookstown District Council
- Corpus Christi Counselling Services
- Corrymeela
- Counselling Network NI
- Craigavon Borough Council
- CROSS
- Cruse Bereavement Centre (NI)
- Cúnamh
- Democratic Dialogue
- Derry City Council
- Disability Action
- Divis Community Centre
- Down and Connor Youth Commission
- Down District Council
- Downs Syndrome Association
- DPOA – Disabled Police Officers Association
- Dungannon District Council
- EH&SSB
- Employers Forum on Disability
- EPIC
- Equality Commission
- Equality Forum NI
- Extern
- FACT (Families Against Crime By Terrorism)
- FAIR (Families Acting for Innocent Relatives)
- Family Trauma Centre
- FEAR (Fear Encouraged Abandoning Roots)
- Fermanagh & South Tyrone Terrorist Victims Association
- Fermanagh District Council
- Fermanagh Rural Community Network
- Fermanagh Women's Network
- Firinne
- Free Presbyterian Church
- Friends of the Regiment
- Gay and Lesbian Youth Northern Ireland
- Gingerbread Northern Ireland

- GIVE – Give Innocent Victims Equality
- Glencree
- Greater Belfast Community Network
- Groundwork NI
- HAVEN (Help and Advice for Victims Every Need)
- Healing Through Remembering Project
- Help the Aged Northern Ireland
- Holy Trinity Centre
- HOPE
- Human Rights Commission
- HURT (Homes United by Ruthless Terror)
- ICPD - Institute for Counselling and Personal Development
- INCORE
- Indian Community Centre
- Institute for Conflict Research
- Interact Counselling Agency
- Irish School of Ecumenics
- KAIROS
- Kids in Control
- Koram Centre
- Larne Borough Council
- Lenadoon Counselling Project
- Lesbian Line
- LifeLine
- Lifeways Psychotherapy Counselling Centre
- Limavady Borough Council
- Linen Hall Library
- Lisburn Borough Council
- Lisburn Counselling Project
- Loughgall Truth & Justice Campaign
- Magherafelt District Council
- Marantha
- MAST
- Members of Parliament and MEP's for Northern Ireland
- Members of the Local Assembly (All MLAs)
- MENCAP (Royal Society for Mentally Handicapped Children and Adults)
- Methodist Church
- Moyle District Council
- Multi-Cultural Resource Centre
- MUST – Mid Ulster Survivors of Terrorism
- NAS/UWT
- New Life Counselling Service
- Newry and Mourne District Council
- Newtownabbey Borough Council
- NI Terrorist Victims Together
- NIACRO
- NIGAT

- NIGRA (Northern Ireland Gay Rights Association)
- NIPSA
- North & West Belfast Health & Social Services Trust-Community Development Unit
- North Down Borough Council
- Northern Health & Social Services Board
- Northern Ireland African Cultural Centre
- Northern Ireland Anti-Poverty Network
- Northern Ireland Association for Mental Health
- Northern Ireland Committee Irish Congress of Trade Unions (NIC-ICTU)
- Northern Ireland Council for Ethnic Minorities (NICEM)
- Northern Ireland Council for Integrated Education
- Northern Ireland Council for Voluntary Action (NICVA)
- Northern Ireland Gay Rights Association
- Northern Ireland Human Rights Commission (NIHRC)
- Northern Ireland Memorial Fund
- Northern Ireland Women's Aid Federation
- NOVA
- NSPCC
- NUS/USI
- Omagh Community Trauma Team
- Omagh District Council
- Omagh Independent Advice Services
- Omagh Support & Self Help Group
- Omagh Women's Area Network
- PACE
- PAIN – Positive Action for Innocent Victims of North Down
- Political Parties (all Northern Ireland)
- Presbyterian Church
- Prison Fellowship
- Psychotherapy & Counselling Network
- Queer Space
- Relatives for Justice
- Religious and Church Leaders
- Roman Catholic Church
- Royal National Institute for Deaf People (NI)
- Royal National Institute for the Blind (NI)
- Rural Community Network
- Rural Development Council
- Samaritans
- Save the Children
- SAVER (South Armagh Victims Encouraging Recognition)
- Sense NI
- Shankill Stress & Trauma Group
- Soldiers, Sailors and Airmens Families Association
- South & East Belfast Health & Social Services Trust
- South Down Action for Healing Wounds
- South East Fermanagh Foundation

- South Tyrone Area Partnership Board
- Southern Health & Social Services Board-Trauma Advisory Panel
- Sperrin Lakeland Trust-Victims Programme
- STEER – Mental Health Charity
- Strabane Befriending & Counselling Association
- Strabane District Council
- Survivors of Trauma
- Tar Anall
- TARA Counselling & Personal Development
- The Bridge Centre
- The Community Foundation for Northern Ireland (formally NIVT)
- The Equality Unit
- The Women's Centre
- Threshold
- Traveller Movement Northern Ireland
- UDR Ballymoney/Coleraine Regimental Association
- Ulster Quaker Service
- UNISON
- United Service Mens Club Victims' Survivor Group
- VAST - The Victims and Survivors Trust
- Victim Support NI
- Victims Unit
- WAVE Trauma centre-Armagh, Belfast, Ballymoney, Derry, Omagh
- Well Woman Centre
- West Tyrone Voice
- Western Health & Social Services Board – Trauma Advisory Panel
- Wider Circle
- Women's Information Group
- Women's Resource and Development Agency
- Women's Support Network
- Youth Action
- Youth Council NI
- Youth Link
- YouthNet