

Checklist for the consideration of Equality as part of the assessment of applications to EU programmes in NI

Consideration of the Equality Cross-Cutting Theme

The following factors should be considered when scoring the equality cross-cutting theme

Factors for consideration (DFP Guidance Note 9, Appendix 2)	Highly Evident/Best Practice
<p>1. Has the applicant made links with any target group / equality organisation?</p>	<p>There should be clear demonstration that the project will pro-actively develop opportunities for all / some socially excluded groups listed within Section 75 Legislation / Equal Status Act.</p> <p>This could include,</p> <ul style="list-style-type: none"> • Meaningful engagement with representatives / experts representing the target groups. • Sustained engagement, rather than one off meetings, which raise new questions, offer new challenges and develop new practices. • Analysis of the possibilities and limitations of greater inclusion in the group / organisation.
<p>2. Has the applicant submitted their organisation's equality policy / action plan (if they have one) and / or have they signed the application form's statement on Equality of Opportunity?</p>	<p>It is mandatory to include the organisation's Equality of Opportunity Statement with a full application.</p> <p>The application should also demonstrate how equality and good relations relate to the applicant's central purpose and business.</p> <p>This could include:</p> <ul style="list-style-type: none"> • Clear links between equality policy and how the group / organisation sets its strategic direction. • Strategic commitment within the organisation to value difference and build good relations both internally and externally. • Analysis on the composition of staff and board alongside commentary

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	<p>explaining how this make up was arrived at (and corrective planning if appropriate).</p>
<p>3. When asked how they intend to promote / integrate equality, has the applicant simply reiterated their equality policy / action plan, rather than explained what they will do in terms of the specific project to improve equality of opportunity?</p>	<p>The application should Include analysis and narrative illustrating how the equality policies of the Lead Partner (and project partners) result in good practice (including clear examples of how the policy will pro-actively aim to result in better equal opportunities).</p> <p>This could include:</p> <ul style="list-style-type: none"> • Engagement and consultation with ‘minority’ voices and experts in order to develop the project at clearly defined stages. • Findings and lessons learnt from the process of engagement. • Clear demonstration of research carried out or data generated.
<p>4. How does the proposed project intend to address directly the needs of the target group(s) expected to benefit from the project?</p>	<p>The application should demonstrate how key target groups have been meaningfully involved in the consultation and drawing together of the project proposal in order to ensure that the project outcomes will positively affect them.</p> <p>This could include:</p> <ul style="list-style-type: none"> • Clear explanation of how the needs of target groups have been determined. • Clear identification of whose voices count. • Explanation of how those at the heart of the inequality will be involved in the design, implementation, monitoring, evaluation and the benefit of the project.
<p>5. How does the proposed project intend to indirectly address the needs of the target group(s) expected to benefit from the project?</p>	<ul style="list-style-type: none"> • <i>Point covered in Answer 4.</i>

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<p>6. Has the applicant given full and proper consideration to the identification of any barriers which could affect the access, participation and outcomes for specific Section 75 groups?</p>	<p>The application should identify barriers to participation and describe how the project will mitigate against these.</p> <p>This could include:</p> <ul style="list-style-type: none"> • Explanation of what space, resources and time are given and taken by staff, members and the board to critically reflect on such issues as race, gender and sexuality. • Commitment to open conversations about how the applicant works with and understands these issues. • Explanation of how the group actively seeks out and listens to the minority and excluded voices which are to benefit from the project. • Description of the positive actions that the project proposes.
<p>7. If barriers have been identified, how will they be overcome?</p>	<p>See 6 above, and could also include:</p> <ul style="list-style-type: none"> • Engagement with relevant groups / individuals regarding solutions for overcoming barriers. • Clear outline of any advice, conversations and thinking accessed. • Explanation of corrective measures taken by the applicant to overcome the barriers.
<p>8. Does the applicant explain how they will train / recruit from the target groups? Does this include e.g. awareness of the need for languages other than English and formats suitable for people with disabilities, or with particular cultural or religious needs?</p>	<p>The application should include an explanation, supported by a justification of need, of activities that will be undertaken to engage target groups.</p> <p>This could include:</p> <ul style="list-style-type: none"> • Innovative recruitment processes that go to where people in the target groups can usually be found. • A commitment to working with peer recruiters from the target groups. • Adequate provision of space, resources and time used by staff, members and board to ensure effective engagement of the target groups. • Adequate budget for additional communication / cultural needs.

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<p>9. Does the application indicate compliance with the Disability Discrimination Act 1995 (NI Order 2006) in relation to access issues (e.g. transport, flexible hours, loop systems, wheelchair ramps and childcare)? Have these been discussed with a relevant agency?</p>	<p>The application should demonstrate how the project will comply with DDA requirements, particularly with regards to outreach events, training, seminars etc.</p> <p>This could include:</p> <ul style="list-style-type: none"> • Engagement with relevant groups / individuals regarding solutions for overcoming access issues. • Clear outline of any advice, conversations and thinking taken into account regarding DDA. • Explanation of what corrective measures the applicant has taken to overcome barriers of access. • Explanation of how the group monitors and evaluates the impacts of corrective actions.
<p>10. Is there an attempt to mainstream equality? (i.e. by fully integrating equality of opportunity across all aspects of the project)</p>	<p>The application should demonstrate a commitment to and description of how equality will be mainstreamed across the project acknowledging time requirements and buy-in from relevant staff.</p> <p>This could include:</p> <ul style="list-style-type: none"> • Internal training/learning programme across and for the duration of the project. • Explanation of how equality 'experts' will be key influencers in mainstreaming activities. • Identification of the difference mainstreaming will make in terms of participation and benefits to tackling equality of opportunity.
<p>11. Is there evidence that the applicant understands the equality of opportunity potential within the project and can deliver upon it, or is the commitment vague?</p>	<p>The application should demonstrate going beyond meeting basic legislative requirements for equality and show that they are pursuing positive action.</p> <p>This could include:</p> <ul style="list-style-type: none"> • Identification of key milestones in equality work.

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	<ul style="list-style-type: none"> • Robust evidence of issues raised and subsequently tackled. • Identification of how the journey to date will influence the project and if the project will allow a new journey or direction to occur.
<p>12. Has the applicant considered the cost of mainstreaming equality (e.g. budget for translation, childcare costs or additional transport costs)?</p>	<p>The applications should identify the costs of mainstreaming equality in order to deliver on equality targets. Financial figures contained in the budget should support the equality actions contained in the proposal.</p> <p>This should be supported by:</p> <ul style="list-style-type: none"> • Explanation of how the costs have been identified and whether “experts” have been given an opportunity to say what would make the difference to them. • Explanation of how much expert advice has been listened to and factored in. • Explanation of what risks there are to non-participation and benefit if these costs are not included.
<p>13. Does the application include evidence of need, targets and realistic outcomes in relation to equality?</p>	<p>The application should clearly describe need, with identified targets and outcomes detailed in the workplan.</p> <p>See 4 above and could include:</p> <ul style="list-style-type: none"> • Identification of who set the targets and why they have been set. • Identification of who will be involved in delivering the outcomes (from top level to the most vulnerable).

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14. Does the application contain monitoring and evaluation details or baseline data on which the project can build (i.e. how will you know it has achieved its targets?)	<p>The application should include measures to monitor the equality impact and be able to report on its impact on the target groups.</p> <p>This could include:</p> <ul style="list-style-type: none"> • Description of systems to capture and record monitoring and evaluation data. • Establishment of a regular internal reflection space at staff and board level. • Description of robust processes for effective consultation / allowing the “experts” to inform the project that it is making a difference (“the so what experience”).
15. What measures will be put in place to monitor the equality impact?	<p>See 14 above and could include:</p> <ul style="list-style-type: none"> • Description of measures to capture qualitative measures of equality impact.