

# EQUALITY COMMISSION FOR NORTHERN IRELAND

## Public Authority 2012 – 2013 Annual Progress Report on:

- **Section 75 of the NI Act 1998 and**
- **Section 49A of the Disability Discrimination Order (DDO) 2006**

This report template includes a number of self assessment questions regarding implementation of the **Section 75 statutory duties** from *1 April 2012 to 31 March 2013 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from the *1 April 2012 to 31 March 2013 (Part B)*.

Please enter information at the relevant part of each section and ensure that it is **submitted** electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his / her absence, the Deputy Chief Executive to the Commission **by 31 August 2013**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

### **Name of public authority** (Enter details below)

**safefood**, The Food Safety Promotion Board

### **Equality Officer** (Enter name and contact details below)

S75 and DDO:

Patricia McCarthy  
HR and Administration Executive  
7 Eastgate Avenue  
Little Island  
Cork

Tel No: 00353 (0)21 2304100  
Fax: 00353 (0)21 2304111  
Text phone: 00 353 (0)86 6016002  
E-Mail: [pmccarthy@safefood.eu](mailto:pmccarthy@safefood.eu)

## **Part A: Section 75 Annual Progress Report 2012 - 2013**

### **Executive Summary**

- What were the key policy/service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?

**safefood** continues to work towards promoting an all-island ethos in its work and ensuring that all persons who live on the island of Ireland receive the message of the importance of healthy eating, food safety and nutritional issues.

The campaigns that have been promoted on an all-island basis for 2012 were 'Stop the Spread' and 'If you could see Germs'. Whilst **safefood** continues to ensure that everyone on the island can access information, our commitment for 2011-2013 has been to target groups that are considered to be particularly vulnerable in the areas of food safety and healthy eating. These are men, blind people and partially sighted people, young mothers, children and ethnic minorities.

One particular target group that we have continued to develop a partnership with is the Royal National Institute for Blind People (NI) and the National Council for the Blind. It is important that we help to ensure the accessibility of **safefood** resources to blind and partially sighted people.

- What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?

The planning process for **safefood** is from 1 January to 31 December and the main initiatives for 2013 are highlighted below. The aim of **safefood** is to continue to consolidate 2012 programmes and partnerships rather than begin new promotions.

- **safefood** funded research by the University of Ulster and The Children's Research Centre in Trinity College Dublin into 'Early School Leavers – a needs assessment from a nutrition perspective' workshops will be circulated in 2013.
- A new phase of Community Food Initiative programmes will be launched and it is hoped that a total of ten will be funded.
- An Allergy Awareness learning module has been sent to the OFMDFM for inclusion on the NI Direct.gov website.
- Sponsorship of the 'Young Allergy Person of the Year Award' will continue to be supported by **safefood** during Allergy Awareness week in September.
- **safefood**'s food waste campaign is to continue to be promoted with the Department of Environment (NI).
- The knowledge networks will further strengthen all-island stakeholder relationships with a series of programmes and workshops in Belfast.
- Further briefings and workshops are planned with the NI Food and Drinks Association (NIFDA) and the Institute of Food Science and Technology NI (IFSTNI).
- Funded research projects in Queens University and the AFBI.
- The Food Allergy Network will be developing a video on food allergies and intolerances for consumers.
- Further review and development work will be carried out in partnership with the NCBI and the RNIB (NI) including a review of the website.

- **safefood** intends to promote the 'If you could see Germs campaign' again at Balmoral.
- In partnership with the FSA(NI) **safefood** will be co-hosting a 'Food Safety in Domestic Kitchens' theme at the Food Safety Week.
- Sponsorship of 'Best Food Safety Student' Award at Queens University.
- To explore the viability of crèche resources on food allergies and intolerance and healthy eating to be introduced in NI.

## **New / Revised Equality Schemes**

- Please indicate whether this reporting period applies to a new or revised scheme and (if appropriate) when the scheme was approved?

*This reporting period applies to a revised scheme which was approved in September 2011.*

## **Section 1: Strategic Implementation of the Section 75 Duties**

- Please outline evidence of progress made in developing and meeting *equality and good relations objectives*, performance indicators and targets in corporate and annual operating plans during 2012-13.

*The following progress was made on the 2012 business plan:*

- The 'If you could see Germs' campaign which looked at cross contamination in kitchens was successfully launched in March and September. **safefood** sponsored research by the University of Ulster was used to inform this campaign.
- The 'Stop the Spread' campaign was advertised in January 2012.
- The all-island schools cookery competition 'The Takeaway My Way' was held again with nearly 1000 entries received from the schools on the island.
- A co-branded 'Cut Food Waste' awareness campaign with both the Department of the Environment NI (DENI) and the Environmental Protection Agency (EPA) was launched in November.
- Two All-Island Obesity Action Forum workshops were held. The first was supported by the Chartered Society of Physiotherapy Northern Ireland and the Irish Society of Chartered Physiotherapists and focused on the key challenges and issues involved in achieving a healthy workplace. The second workshop focused on the role of healthcare professionals and was supported by the Irish Medical Organisation.
- **safefood** promoted a 'germ scene investigation' theme for the kitchen at Balmoral to highlight the 'Germs campaign'.
- Together with the Department of Environment (NI), **safefood** presented a 'Love Food, Hate Waste' campaign during the Food Safety Week. A cookery road show visited eleven locations across Northern Ireland.
- **safefood** funded a study by The University of Ulster and The Children's Research Centre in Trinity College Dublin into 'Early School Leavers – a needs assessment from a nutrition perspective'. Workshops were presented and the full research report together with stakeholder feedback will be circulated in 2013.
- Findings on the cost of overweight and obesity on the island of Ireland were presented by **safefood**. In NI, the estimated cost was 510 million € in 2009
- The final networking event for the Community Food Initiatives (2010-2012) programme took place in Belfast. An application and review process for a new phrase was prepared for the end of the year.
- The Allergy Awareness Network continued to develop partnerships and sponsored a 'Young Allergy Person of the Year Award' in NI at the event in Newtownabbey.

- *A new on-line and learning module on food allergies and tolerances was developed and is due to go on line in 2013.*
- *Cross training mobility programmes continue to be promoted across the island and have now been expanded to food safety professionals in research and public sectors.*
- *Two workshops were held in partnerships with the NI Food and Drinks Association (NIFDA) and the Institute of Food Science and Technology NI (IFSTNI).*
- *A combined two day pathogen programme was held in Belfast.*
- *In partnership with the NCBI and the RNIB (NI), **safefood** resources were translated into appropriate formats for their audiences.*
- *The NI Food Liaison Group supported an all island research programme in the use of artificial food colours in ethnic foods.*
- *Negotiations continue on developing a generational cooking skills programme aimed at educating young people.*
- *Human Health research into nutritional needs of families and health professional attitudes was completed.*
- *The Weigh2live on-line resource was supported and promoted. Educational materials such as '**safefood** for life' were reviewed.*
- *Partnerships and research into food poverty indicators with the ESRI, DHSSPS(NI) and FSA(NI) were continued and relevant research released.*
- *'Fitter futures' implementation group successfully continued its project work.*
- *Initial development into crèche resources on food allergies and intolerance and healthy eating began.*

## **Section 2: Examples of Section 75 Outcomes / Impacts**

Given the renewed focus of Section 75 aiming to achieve more tangible impacts and outcomes and addressing key inequalities; please report in this section how the authority's work has impacted on individuals across the Section 75 categories. Consider narrative in the following structure:

- *Describe the action measure /section 75 process undertaken.*
- *Who was affected across the Section 75 categories?*
- *What impact it achieved?*

***An obesity campaign*** has been promoted by **safefood** over two years in conjunction with the Department of Health in the Republic of Ireland and the Northern Ireland 'Fitter Futures For all' Framework. Throughout this campaign which used TV advertising, media publicity, social media and free measuring tapes which were distributed to 75% of the pharmacies on the island of Ireland. The campaign focused on:

- *Raising awareness among the adult population that excess weight is now the norm rather than the exception.*
- *Motivating people to begin to manage their weight.*
- *Encourage more people to take action by measuring their waist correctly.*

**safefood** research showed that the campaign achieved growing awareness around the issue:

- *An increase in the amount of adults who now recognised they were overweight.*
- *An increased recognition by the public that obesity is a growing problem.*
- *40% of adults felt motivated by the campaign to lose weight.*

**The Weigh2live campaign** has been designed to help people lose weight in a healthy manner. Research has shown that the advertisements were positively received with 69% recall levels in Northern Ireland. One in six people in Northern Ireland claimed to have checked the website out for further information.

**The Clean Hands DVD** which teaches children at a young age to wash their hands after going to the toilet and before eating was issued to 84% of target age groups of Foundation (P1 and P2) NI. In both ROI and NI 88% of the teachers found the resource fitted in with their planned curriculum work and the remaining 12% found it useful for general hygiene at the beginning of the school year. 84% of the children canvassed enjoyed the song and dance.

**The Community Food Initiatives (CFIs)** is an all island programme run by Healthy Food for All and funded by **safefood**, and its aim is to encourage projects that could develop and encourage choices in a sustainable manner. There were three CFI Projects for disadvantaged communities that were funded during the period 2011-2013. These projects were:

- East Belfast Mission - Healthy Eating Education Programme
- Footprints Women's Centre Belfast – Building a Transition Community Programme
- Bogside and Brandywell Health Forum Derry – Food for Life

These and the other CFI Projects that were funded in the Republic of Ireland were evaluated. It was felt that the programme was successful and it was decided to fund another initiative. Again the target groups were disadvantaged communities and families. Preparation work for the next programme began at the end of 2012.

As highlighted in the Executive Summary, blind and partially sighted people are considered to be a vulnerable group with regards to healthy food choices and food safety. **safefood** is actively reviewing resources that have been identified by the RNIB and NCIB as information that they feel would be of benefit to their communities. This project is an ongoing one.

- Please give examples of changes to policies or practices using **screening or EQIA**, which have resulted in **outcomes or impacts for individuals**. If the change was a result of an EQIA please indicate this and also reference the title of the relevant EQIA.
- Please give examples of **outcomes or impacts on individuals** as a result of any **action measures** undertaken as part of your Section 75 action plan:  
**(Enter text below)**
- Please give examples of **outcomes or impacts on individuals** as a result of any **other Section 75 processes** e.g. consultation or monitoring:  
**(Enter text below)**

*There have been no specific changes to practices from screening or EQIAs.*

**Section 3: Screening**

- Please provide an update of new/proposed/revised *policies screened* during the year.

For those authorities that have started issuing of screening reports in year; this section may be completed in part by appending, to this annual report, a copy of all screening reports issued within the reporting period.

Where screening reports have not been issued, for part or all of the reporting period, please complete the table below:

<b>Title of policy subject to screening</b>	<b>What was the screening decision? E.g. screened in, screened out, mitigation, EQIA...</b>	<b>Were any concerns raised about screening by consultees; including the Commission?</b>	<b>Is policy being subject to EQIA? Yes/No If yes indicate timeline for assessment.</b>
<i>Please see attached 2012 Screening Report</i>			

**Section 4: Equality Impact Assessment (EQIA)**

Please provide an update of policies subject to EQIA during 2012-13, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2013-14.

- EQIA Timetable: April 2012 - March 2013

<b>Title of Policy EQIA</b>	<b>EQIA Stage at end March 2013 (Steps 1-6)</b>	<b>Outline adjustments to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.</b>
<i>No EQIAs required</i>		

Where the EQIA timetable for 2012-13 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

*Not applicable*

- Ongoing EQIA Monitoring Activities: April 2012 - March 2013

<b>Title of EQIA subject to Stage 7 monitoring</b>	<b>Indicate if differential impacts previously identified have reduced or increased</b>	<b>Indicate if adverse impacts previously identified have reduced or increased</b>
<i>No ongoing EQIAs</i>		

Please outline any proposals, arising from the authority's monitoring for adverse impacts, for revision of the policy to achieve better outcomes the relevant equality groups:

*Not applicable*

2013-14 EQIA Timetable

<b>Title of EQIAs due to be commenced during April 2013 – March 2014</b>	<b>Revised or New policy?</b>	<b>Please indicate expected timescale of Decision Making stage i.e. Stage 6</b>
<i>New Staff Handbook</i>	<i>Revised</i>	<i>To be screened to determine whether EQIA required</i>
<i>Communications Strategy</i>	<i>Updated</i>	<i>To be screened to determine whether EQIA required</i>

**Section 5: Training**

- Please outline training provision during the year associated with the Section 75 Duties / Equality Scheme requirements including types of training provision and conclusions from any training evaluations.

*Training was provided to all staff on Human Rights from both the ROI and NI perspective. Evaluation showed that the staff found this training informative, engaging and raised awareness of issues regarding human rights and dignity.*

**Section 6: Communication**

- Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact / success of such activities.

**safefood** continues to communicate through the following forums:

- Website
- Consultation Exercises
- Annual Report
- Focus Groups
- Press Releases
- Progress Reports
- Networking and Conferencing

*An ongoing development for 2012 is the use of Social Media forums and **safefood** will be evaluating this at the end of 2013.*

**Section 7: Data Collection & Analysis**

- Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken / commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75, including the needs and experiences of people with multiple identities.

**safefood** commissions research on a regular basis to ascertain quantitative and qualitative information. All research can be found on the **safefood** website. The information gained from our research is used to design and/or improve our messages on healthy eating and food safety to our stakeholders.

- Please outline any use of the Commission's Section 75 Monitoring Guide.

*Not applicable.*

### **Section 8: Information Provision, Access to Information and Services**

- Please provide details of any initiatives / steps taken during the year, including take up, to improve access to services; including provision of information in accessible formats.

*Please see previous sections.*

### **Section 9: Complaints**

- Please identify the number of Section 75 related complaints:
  - received and resolved by the authority (including how this was achieved);
  - which were not resolved to the satisfaction of the complainant;
  - which were referred to the Equality Commission.

*None*

### **Section 10: Consultation and Engagement**

- Please provide details of the measures taken to enhance the level of engagement with *individuals* and representative groups during the year.
- Please outline any use of the Commission's guidance on consulting with and involving children and young people.

*Discussions were started in 2012 for the **safefood** childhood obesity campaign and detailed stakeholder plans have been developed to talk to the many related stakeholders. **safefood** has identified key stakeholders on an all-island basis who will be consulted, involved and informed. These stakeholders include:*

*Department of Health, Social Services and Public Safety*

*NI Health Trusts*

*Public Health Agency*

*Department of Education, Northern Ireland*

*Royal College of General Practitioners (NI)*

*British Dietetic Association (NI)*

*Faculty of Paediatricians (through the health trusts)*

*Parenting NI*

*Gingerbread NI*

*Children in Northern Ireland*

*Northern Ireland Women's Rural Network*

*Action Cancer*

*Sport NI*

*Cancer Focus NI*

*Diabetes UK (NI)*

- *Pharmaceutical Society of Northern Ireland*
- *Ulster Chemist Association*
- *Northern Ireland Chest, Heart and Stroke*
- *Barnardos*
- *RSPCC*
- *Childline*
- *Food Standards Agency*
- *Northern Ireland Local Government Association*
- *Chartered Institute of Environmental Health Northern Ireland*

### **Section 11: The Good Relations Duty**

- Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.
- Please outline any use of the Commission's Good Relations Guide.

*See previous sections.*

### **Section 12: Additional Comments**

- Please provide any additional information/comments.

*None*

**Part B: 'Disability Duties'**  
**Annual Report 1 April 2012 / 31 March 2013**

**1. How many action measures** for this **reporting period** have been:

Fully Achieved?  Partially Achieved?  Not Achieved?

**2. Please outline the following detail on all actions that have been fully achieved in the reporting period.**

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs <sup>1</sup>	Outcomes / Impact <sup>2</sup>
National <sup>3</sup>	<i>Continued enhancement of website</i>	<i>Text buttons and colour formats</i>	<i>Accessibility for partially sighted</i>
Regional <sup>4</sup>			
Local <sup>5</sup>			

<sup>1</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

<sup>2</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

<sup>3</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>4</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

<sup>5</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	<i>Improving communications</i>	<i>Training for staff</i>	<i>Raising awareness for staff</i>
2			
3			
4			

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	<i>Consultations with community and voluntary groups</i>	<i>Assessments of needs</i>	<i>Review of resources</i>
2	<i>Consultations with blind and partially sighted groups</i>	<i>Assessment of needs</i>	<i>Review and implementation of changes</i>
3			
4			

2 (d) What action measures were achieved to '**encourage others**' to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			
3			

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			
3			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones <sup>6</sup> / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				
3				
4				

4. Please outline what **action measures have not been achieved** and the reasons why?

	Action Measures not met	Reasons
1		
2		
3		

<sup>6</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

**safefood** regularly carries out research and works with focus groups to ascertain awareness and accessibility of material.

(b) Quantitative

As above.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

Please delete: No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

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## 2012 SCREENING REPORTS

<b>Policy Name</b>	<b>Policy Aim</b>	<b>Likely impact</b>	<b>Screening decision</b>	<b>Screening Reason</b>	<b>Mitigation for any adverse impact and to better achieve promotion of equality or good relations</b>	<b>EQIA Timetable (where applicable)</b>
Misuse of Intoxicants Policy	To ensure that <b>safefood</b> considers the implication of the misuse of intoxicants whilst at work and puts necessary guidelines in place.	None as HR employment policy outlining <b>safefood</b> intended procedures	Screening not required	The policy has no effect on good relations or equality of opportunity. <b>safefood</b> also consulted with staff during the drafting of the policy	Not required	Not applicable
Equality Policy	To demonstrate a commitment to equality and diversity in all areas.	A major positive impact as the policy promotes the ethos of equality as a mainstream function.	EQIA not required	As the impact is positive, it is recommended that no EQIA be carried out.	Not required	Not applicable
Disability Awareness Policy	To provide clear guidelines in relation of provision of services and employment of people with disabilities.	A minor impact and positive action as the policy promotes awareness	EQIA not required	The impact is minor but positive.	Not required	Not applicable
Preventing and Dealing with Bullying/Harassment and Sexual Harassment	To ensure dignity at work providing clear guidelines for standards of behaviour	Minor impact as the policy promotes awareness and positive action	EQIA not required	It has a minor impact and is a positive statement	Not required	Not applicable