

**Health and Safety Executive
for Northern Ireland**

**Equality Impact Assessment on ensuring that an effective and an
up to date regulatory framework for health and safety at work is
maintained**



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1. Executive Summary

The Health and Safety Executive for Northern Ireland (HSENI) is the lead body for health and safety in employment in Northern Ireland.

One of the key objectives of HSENI is to:

‘Ensure that an effective and an up to date regulatory framework for health and safety at work is maintained’

To achieve that objective, HSENI submits proposals for health and safety legislation to the Department of Enterprise, Trade and Investment (DETI) and to the Secretary of State for Northern Ireland. Those proposals are based on legislation enacted in Great Britain and on Directives issued by the European Union.

HSENI has conducted an assessment of its Legislative Policy to determine if there is any adverse impact on any of the nine groups covered by Section 75 of the Northern Ireland Act 1998. The assessment concluded:

- that HSENI’s approach in developing legislation is seen to be transparent, accountable, targeted, consistent and proportionate.
- while the consultative process itself was recognised as being open there was however room for some improvements in relation to consistency in consultative documents, and in particular the covering letter. These issues have been addressed.

The protection provided by the legislation applies to all people at work, regardless of their gender, age, religious belief, political opinion, racial group, marital status or sexual orientation. Health and safety legislation provides additional protection from hazards for people deemed to be

vulnerable; in particular women of child bearing age, young people and children.

- There are now few circumstances in which health and safety issues can be used legitimately to discriminate against disabled employees at work. Not only does the HSWO require employers to exercise a duty of care to all employees, including the disabled, recent changes to the Workplace (Health, Safety and Welfare) Regulations requires employers to make any physical changes necessary to take account of the needs of their disabled employees; complementing the provisions of the DDA.
- The development of legislation does not, in itself, promote good relations between persons of different religious belief, political opinion and racial groups. However there are other areas of HSENI's work which can and are being used to address the issue of good relations, eg the provision of information and advice.

2. Background

HSENI is a body corporate established under Article 12 of the Health and Safety at Work (Northern Ireland) Order 1978 as amended by the Health and Safety at Work (Amendment) (Northern Ireland) Order 1998, (the Order). Under Article 12(5) of the Order, the functions of HSENI, its Officers and servants are performed on behalf of the Crown. For administrative purposes, HSENI is an executive non-departmental public body sponsored by the Department of Enterprise, Trade and Investment.

HSENI, subject to the Minister responsible for the Department of Enterprise, Trade and Investment (DETI) has primary responsibility under the Order for the regulation of health and safety at work in Northern Ireland. HSENI is empowered to inform, stimulate, guide and where necessary, compel those with duties of care and others concerned with health and safety at work. In practice this involves proposing and setting necessary standards and securing compliance with those standards in the workplace. It also involves undertaking other forms of activity, including organising and taking part in events and exhibitions, issue of news releases and updating of the website, all of which are designed to stimulate, guide or support necessary action to control risk by those people and organisations that actually create the risk.

Within HSENI there is an Employment Medical Advisory Service established by Article 48(1) of the Order. It supports the Executive on workplace health issues; provides information and advice concerning the safe-guarding and improvement of the health of persons at work.

HSENI is the enforcing authority for health and safety in a wide range of workplaces including:-

manufacturing; schools and universities; chemical plants; hospitals and nursing homes; construction; disciplined services; district councils; gas

supply and distribution; government departments; agriculture; fairgrounds; mines and quarries.

Whilst HSENI is the lead body responsible for the promotion and enforcement of health and safety at work standards, it shares this responsibility with the 26 District Councils who are the enforcing authority in a range of sectors including retail, catering and leisure.

The standards of health and safety achieved in Northern Ireland are delivered by a flexible, goal setting, regulatory system. Since the Order was introduced in 1978 HSENI and its predecessors have been engaged in the progressive reform of health and safety law, seeking to replace industry-specific legislation where ever possible with regulations expressed in terms of goals and general principles to be achieved. The regulations are supported by guidance (which is available on request in minority languages) and approved codes of practice setting out how compliance might be accomplished.

3. HSENI's Equality Scheme

Section 75 of the Northern Ireland Act 1998 requires HSENI in carrying out its functions, powers and duties to have due regard of the need to promote equality of opportunity between:-

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- men and women generally;
- persons with a disability and persons without; and
- persons with dependants and persons without.

In addition, and without prejudice to these obligations, HSENI in carrying out all of its functions, powers and duties must have regard to the desirability of promoting good relations between persons of different religions, political and racial groups.

HSENI, as required by Schedule 9 to the Northern Ireland Act 1998, has prepared and published an Equality Scheme setting out how it proposes to fulfil the duties imposed by Section 75 of the Act. Copies of the Equality Scheme are available in print form and a summary will also be available on request in Braille, large print, disc, audio cassette or in Irish, Ulster Scots or other languages of the minority ethnic communities in Northern Ireland from:

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Health and Safety Executive for Northern Ireland
Services Division
83 Ladas Drive
Belfast BT6 9FR
Tel:028 9024 3249 Textphone: 028 9054 6896
Fax: 028 9023 5383
e-mail: lorna.brown@detini.gov.uk

The Equality Scheme can also be accessed on HSENI's website at: www.hseni.gov.uk

Under its Equality scheme, HSENI is committed to carrying out equality impact assessments on how each of its main policy areas impact upon the promotion of equality of opportunity between Section 75 Groups and on the promotion of good relations between people of different religious, political and racial groups.

A timetable for carrying out these assessments can be found in Annex D of the Equality Scheme. The timetable has been drawn up on the basis of:-

- relevance to social need;
- effect on people's daily lives;
- effect on economic, social and human rights; and
- scale of expenditure incurred by the policy.

Taking account of these factors, it was decided that the fourth of HSENI's policies to be subject to the equality impact assessment process would be its legislative policy.

4. HSENI Legislation Making Process

HSENI has a staff of 93 employees, the majority of whom are based at headquarters located at 83 Ladas Drive, Belfast. However, an increasing number of staff are out-stationed throughout Northern Ireland, with offices in Belfast City Centre, Omagh and Enniskillen. HSENI has an Executive Board consisting of 10 members which are representative of its social partners viz employers, trade unions and District Councils. The organisation is structured into three general Divisions comprising Compliance Division, Services Division and Support Division. While legislation policy and the preparation of proposals for regulations is for the most part a 'back office' activity it interfaces with all three divisions and the Executive board, who are involved in the development of legislation providing advice based on their fields of expertise.

For example, inspectors with specialist knowledge in particular subject areas provide a practical, experienced input to Consultation and Guidance documents as well as the draft proposals for regulations.

Northern Ireland's health and safety legislation is separate from that of Great Britain, but it has been long standing policy that the health and safety regulatory framework should match that of Great Britain.

HSENI's key objective regarding its legislative policy is "to ensure that an effective and up-to-date health and safety at work regulatory framework is maintained."

In pursuance of this objective HSENI will:

- ensure that due account is taken of relevant EU Directives;
- ensure that legislative parity with Great Britain is maintained where appropriate; and

- ensure that appropriate and proper consultation is undertaken in relation to HSENI's proposals to introduce new Regulations and Approved Codes of Practice.

In working to achieve this objective, HSENI submits proposals for new health and safety legislation to the Department of Enterprise, Trade and Investment (DETI) and to the Secretary of State for Northern Ireland.

This policy has been reinforced in recent years by an increasing flow of European Directives dealing with health and safety at work, which require uniform legal implementation throughout the United Kingdom.

In developing its policy, HSENI follows the principles of good regulation as adopted by the UK Government ensuring that it is:-

- transparent- legislation must be clear and easy to understand with its aims written in clear, simple language; people and businesses as part of the consultative process are given the opportunity to comment and time to comply with its requirements before it comes into effect;
- accountable- HSENI answers to the Assembly/Ministers and the public for any legislation it proposes, with appeal procedures for enforcement actions embodied within;
- targeted- legislation is focused to reduce any side effects to a minimum; it is usually goal based and reviewed for its effectiveness;
- consistent- new legislation is consistent with existing regulations in the context of health and safety and other related subject areas; and is compatible with international law and standards; and

- proportionate - the effect which regulations have on people and businesses; the balance between risks and costs and that alternatives to state regulation are fully considered.

In following these principles a wide range of options are considered in the development of any legislative initiative. It starts with the collecting of evidence to see if legislative intervention is justified. Alternative solutions including non-legislative ones are considered, their impacts assessed, and associated existing legislation considered for contradictions and/or compatibility.

5. Consultation on Legislation

Once a legislative proposal has been developed, approved by the Executive's Board and the Department, a Consultation Document (CD) is issued for public comment setting out the options. It may also include draft guidance and/or an ACoP to support the legislative proposals. The process is designed to obtain broad public support, avoid unintentional consequences, produce a solution that is enforceable and also balances risks, costs and benefits.

HSENI is particularly concerned that its proposals do not adversely impact upon or discriminate unfairly against any person or minority group. To help ensure that this is the case HSENI's list of consultee's, attached at Annex 1, includes the Section 75 Groups. This approach provides independent equality proofing of the proposals by any group or groups who may consider themselves disadvantaged by them and allows for any issue(s) raised to be addressed before they become law.

Since the Health and Safety Executive for Northern Ireland was established in 1999 no adverse comments have been received in respect to the proposed content of regulations impacting adversely on the Section 75 Groups.

HSENI now publishes all its CD's on its website (www.hseni.gov.uk). The documents are in portable document format (PDF), which is universal and allows anyone with the necessary software, available free, to download, read, copy and print the document as required.

However, HSENI Consultee's are still notified by letter of the publication of CD's. It provides a brief description of the proposals and offers a printed copy free. Executive Summaries can be made available in accessible formats including Braille, large print, audiotape and ethnic minority languages, if requested.

HSENI tries to make its Consultative Process as thorough and open as possible. Responses to any set of legislative proposals issued for public comment are kept at the office of HSENI after the consultation period, where they may be inspected by members of the public or be copied by them.

HSENI has noted, in analysing comments received in relation to CD's that one organisation seemed confused as regards costs and the availability of alternative formats. They also pointed to the fact that there was variation in the layout and structure of the CD's. While there was no unfavourable comment in relation to the content of the regulations themselves HSENI reviewed the position with help from DETI's Equality and Diversity Unit, to ensure that letters accompanying future CD's and the CDs themselves will be as uniform in presentation as possible, using clearer type face and font size. Alternative formats of Executive Summaries will continue to be made available, free of charge.

6. Regulatory Impact Assessment

All legislative proposals and published guidance that have an impact on businesses, charities or the voluntary sector are supported by a regulatory impact assessment (RIA). This:-

- identifies the problems and specific objectives of the proposals;
- assesses the risks;
- compares the benefits and costs of a range of options including the 'do nothing' case and non-regulatory solutions;
- summarises which sectors bear these costs and benefits; identifies any equality issues and how they might be addressed; and
- outlines the impact on small firms and any measures to help them to comply

The impact assessment develops throughout the policy process; and a draft forms part of the CD. Any feedback is then used to refine the proposals.

7. Evaluation and Review

The success of the legislation will be judged against how well it meets its objectives. Legislation, once introduced, is normally evaluated against a pre-determined timetable and kept under review, usually after five years.

8. Equality Issues - the European Dimension

The interaction of equality issues with health and safety legislation is not new. Article 119 of the Treaty of Rome provided the foundation for a series of Directives that now form a platform of rights on equal treatment. For example, The Sex Discrimination (NI) Order 1976 and the Employment (Miscellaneous Provisions) Order 1981 removed provisions of the Factories Act (Northern Ireland) 1965 that restricted, overtime, shift working and the hours of work for which women and young people could be employed.

This reflects the fact that health and safety at work constitutes one of the European Union's most concentrated and important social policy sectors. It has adopted a global approach to well being at work, taking account of changes in the world of work and focuses on the emergence of new risks especially those of a psycho- social nature and their possible remedy.

HSENI's approach reflects the EU concepts of consolidating a culture of risk prevention, by using a variety of measures of which legislation is but one. HSENI continues to develop its dialogue with its social partners; promoting corporate social responsibility, the use of best practice and health promotion in the workplace.

There is now a developed body of EU law embedded in UK legislation. While regulations made by HSENI are equality proofed in as far as it is able to do so there are a number of legislation equality issues over which it has no control.

9. **Impact of Health & Safety Legislation on people covered by Section 75**

Data collection

The Equality Impact Assessment below has been completed using available qualitative and quantitative information. HSENI has been able to consider data from the 2001 Census and the Northern Ireland Labour Force Survey, Autumn 2004 for quantitative data relating to general employment in Northern Ireland. According to the Labour Force Survey, the total number in employment in Autumn 2004 was 727,000. This comprises of 398,000 males (55%) and 329,000 females (45%). Consideration was also given to data routinely collected by HSENI under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (Northern Ireland) 1997. Unfortunately data from these sources whilst providing some information has been limited in use when considering all Section 75 Groups.

Qualitative data was obtained by informal discussions with HSENI staff and other groups, which has helped shape the recommendations for improvement.

Religious Belief

Legislation to provide protection for employees will apply equally to men and women regardless of their religious belief, HSENI has no reason to conclude that health and safety legislation will impact on the religious belief of any group of people at work. For example, hours of work are not restricted for men or women, but there is no compulsion in health and safety legislation for a person to work on a day held special by their faith. Similarly, slaughter of animals in accordance with religious custom is not constrained by the protection from harm of the workforce employed.

Political belief

No quantitative or qualitative data is available on the political beliefs of people affected by HSENI's legislation policy. This is viewed as a statistical cross section of the community but legislation policy and development is neutral with regard to impact on political belief, being concerned only with safety of the workforce. HSENI has no reason to believe that there is any differential impact on employers or employees by virtue of their political beliefs.

Racial group

There is no quantitative information on employment by racial group in the data available to HSENI.

HSENI has not received any comments from a group which identified themselves as representing a specific race community. Legislation is published in the national language by the Stationary Office, to which requests for copies of regulations in other languages should be addressed.

As noted earlier, HSENI will provide copies of the executive summary of a consultation document in other languages and will provide guidance material in a range of the other languages. The guidance material is available through the HSENI Information and Advice Centre at 83 Ladas Drive, Belfast.

Age

The Census of Population gives the number of people employed between the ages of 16 and 74 by broad industry sectors. In general, health and safety legislation deals with the capability of an individual to perform certain tasks, however young people and children are afforded special protection from hazards, such as dangerous machinery or ionising radiations.

Existing health and safety legislation provides a framework to protect the health and safety of children and of young people at work. Children under 13 are generally prohibited from any form of employment; children between 13 and the minimum school leaving age may not work in industrial undertakings such as factories, construction sites etc. (There are however, special arrangements for school children to get work experience.) HSENI did note the desire of some organisations to retain provisions which allowed 13 year olds to drive tractors. However the number of accidents involving children and machinery indicated a need to improve the protection of young people and was a factor which ultimately led to an increase in the age limit.

- The Management of Health and Safety at Work Regulations (Northern Ireland) 2000 require employers to take particular account of risks to vulnerable groups including young people when undertaking risk assessments and making the relevant arrangements, including preventing young people undertaking certain types of work.

There are exceptions for young persons who are no longer children where the work is necessary for their training. However they have to be supervised by a competent adult and any risk has to be reduced to the lowest level that is reasonably practicable. These provisions implement EC Directive 94/33/EEC - Protection of Young People at Work.

Gender

In general health and safety legislation will apply regardless of a person's gender. However the Management of Health and Safety at Work Regulations 2000 provide additional protection for women of child-bearing age from certain work activities and work processes. Similarly the Control of Lead at Work Regulations (Northern Ireland) 2003 set "action levels" at which an employer must take reasonable steps to reduce blood-lead levels for his employees regardless of age or gender with lower levels set for

young people and women of reproductive capacity. The Regulations also set a “suspension level” at which a doctor may suspend any employee from work. Here again the level is lower for young people and women of reproductive capacity.

These regulations implement, in part, Council Directive 98/24/EC.

Marital Status

There is no quantitative or qualitative data available on the marital status of HSENI customers involved in the promotion of key occupational health and safety messages and themes.

HSENI have no reason to believe that there is any adverse differential impact on customers of differing marital status in the development of health and safety legislation, messages and themes.

Sexual Orientation

There is no quantitative or qualitative data available on the sexual orientation of customers involved in the promotion of key occupational health and safety messages and themes.

HSENI have no reason to believe that there is any adverse differential impact on customers of differing sexual orientation in the promotion of key occupational health and safety messages and themes.

Disability

Disability as defined in sections 1 and 2 and in Schedules 1 and 2 to the Disability Discrimination Act 1995, the DDA, includes physical disability, sensory disability, mental illness and learning disability.

The Autumn 2004 NI Labour Force Survey would indicate that 11% of Northern Ireland's working population have a current disability as covered by the 1995 Disability Discrimination or a work-limiting disability. In promoting equality of opportunity, HSENI adheres to the relevant provisions of the Disability Discrimination Act 1995 and has revised its services in response to part 3 of the Act which came into force in October 2004.

Employers' 'concern' about health and safety issues has been identified as an artificial barrier to the employment of disabled people. However the Health and Safety at Work (Northern Ireland) Order 1978, requires that employers exercise a general duty of care towards all their employees. Most employees with a disability neither require nor seek health and safety provisions beyond those already in place for the workforce as a whole. The duty of care extends to ensuring that disabled people are not exposed to workplace environments that become hazardous as a consequence of their disability. Employers are required by the DDA to make reasonable adjustments to accommodate the needs of the disabled they employ.

It is against this background that HSENI produced the booklet, 'Balancing Disability Rights & Health and Safety Requirements', working in partnership with Disability Action, the Equality Commission for Northern Ireland and the District Councils in Northern Ireland.

The booklet is targeted at employers and aims to clarify their responsibilities under both DDA and workplace health and safety legislation. It explains the main issues and uses case studies to illustrate what practical steps can be taken to make reasonable adjustments and still comply with the requirements of health and safety legislation. It also provides information on local sources of advice.

HSENI's legislative policy towards the employment of people with disabilities is clear. There are very few circumstances in which health and safety

issues can be used as a legitimate means of discriminating against persons with disabilities.

The conclusions of the assessment of the impact of HSENI's legislative policy on the equality of opportunity in respect to Section 75 Groups are set out below in both general and in particular terms.

10. Conclusions

The purpose of this Equality Impact Assessment was to determine if HSENI's Legislative Policy created any differential impacts on Section 75 Groups and if so whether it was seen as being adverse. HSENI's policy is largely determined by the requirements of the European Union whose aim is to have in place a comprehensive legislative framework using a holistic approach to health, safety and equality.

The legislative policy of HSENI and its predecessors has always been open to public scrutiny, as outside consultation is an integral part of the legislative process.

The Regulatory Impact Assessment (RIA) forms part of the proposals to make regulations and is included in Consultative Documents. It identifies relevant issues, including any that impinge upon equality. This enables any Group(s) or individuals who may feel disadvantaged by the proposals to raise issues of concern and have them addressed before they become law.

While certain aspects of health and safety legislation may on the surface thought to be discriminating, they are not. The measures have been put in place for the good of individuals, implementing the requirements of EC Directives. The protection provided applies equally to all women, young people and children regardless of their religious belief, political opinion, racial group, marital status or sexual orientation. [Not sure about this para. – seems to be mixing the groups]

HSENI is pleased to be able to report that since its establishment, no unfavourable comments have been received from any Section 75 Groups on the content of regulations that may have impacted on them.

HSENI's approach in implementing its legislative policy is seen to be transparent, accountable, targeted, consistent and proportionate. Indeed even after regulations have been made, copies of and responses to any of its legislative proposals issued for public comment are kept at HSENI's

offices after the consultation period ends where they can be accessed and copied by members of the general public.

Alternative formats, including Braille, large print, audio- tape and ethnic minority languages, Executive Summaries only, will continue to be made available, on request and free of charge.

11. Monitoring Arrangements

HSENI regularly monitors the impact its policies have on the equality of opportunity in respect to Section 75 Groups and welcomes comments on how it can improve its legislation making process. Monitoring exercises in relation to its legislative policy are in effect carried out on every set of legislative proposals issued for public comment through the mechanism of the Regulatory Impact Assessment that, among other things, identifies and highlights equality issues.

HSENI also gets feedback on its legislative policy, again by way of the consultation process, in the form of comments received from organisations and individuals. However, for the most part, the information received is not broad based enough to be broken down in terms of individual Section 75 Groups. HSENI will continue to seek alternative indicators to demonstrate that HSENI's policies do not have an adverse or differential impact on Section 75 Groups.

12. Publication of the Equality Impact Assessment

A copy of this Equality Impact Assessment is available in printed format or other accessible formats upon request from HSENI's Services Division (see section 3 for details).

This Equality Impact Assessment can also be found on the HSENI website at: www.hseni.gov.uk

The publication of this Equality Impact Assessment has been drawn to the attention of the public by advertisements in the three Belfast daily newspapers and the North West edition of the Belfast Telegraph.

13. Consultation

This Equality Impact Assessment has been brought to the attention of all the groups and individuals listed in the Appendix for comment. The consultation period will last from 29th July to 21st October 2005. This list of consultees is not intended to be exhaustive.

APPENDIX

Age Concern
Alliance Party of Northern Ireland
Amalgamated Engineering & Electrical Union
Amalgamated Transport & General Workers Union
Amicus – Manufacturing Science Finance
Antrim Borough Council
Antrim Enterprise Agency Ltd
Archbishop of Armagh and Primate of All Ireland
Ards Borough Council
Ards Business Centre
Argyle Business Centre Ltd
Armagh Business Centre Ltd
Armagh City & District Council
Association of Chief Officers of Voluntary Organisations
Association of Independent Advice Centres
Association of Teachers & Lecturers
Association of University Teachers.

Bahai Office for Northern Ireland
Bakers, Food and Allied Workers Union
Ballymena Borough Council
Ballymena Business Development Centre Ltd
Ballymoney Borough Council
Banbridge Borough Council
Banbridge Enterprise Centre
Bar Council c/o Royal Courts of Justice
Barnardos
Belcoo Enterprise Ltd
Belfast City Centre Management
Belfast Centre for the Unemployed
Bedfast Hebrew Congregation
Belfast Traveller Education & Development Group
Blind Centre (Northern Ireland)
British Deaf Association (Northern Ireland)
Brookfield Business Centre Ltd
Bryson House
Business in the Community

Cara Friend

Carers' National Association (Northern Ireland)
Carrickfergus Borough Council
Carrickfergus Enterprise Agency Ltd
Castleberg & District Enterprises Co Ltd
Castlereagh Borough Council
Castlereagh Enterprises Ltd
Cedar Foundation
Chief Executives Forum
Child Care Northern Ireland
Child Poverty Action Group
Children's Law Centre
Chinese Chamber of Commerce
Chinese Welfare Association
Christian Action Research & Education (CARE)
Church of Ireland
Coalisland & District Development Association
Coalition on Sexual Orientation (CoSo)
Coleraine Borough Council
Coleraine Enterprise Agency
Committee on the Administration of Justice
Communication Workers' Union
Community Dialogue
Community Relations Council
Community Relations Training/Learning Consortium
Community Union
Confederation of British Industry (Northern Ireland)
CONNECT
Construction Employers' Federation
Construction Industry Training Board
Cookstown Borough Council
Cookstown Enterprise Centre Ltd
Co-Operation Ireland
Counteract
Craigavon Borough Council
Craigavon Industrial Development Org Ltd
Creggan Enterprises Ltd

Democratic Left
Democratic Unionist Party
Derry City Council
Derry Well Woman

Development Department
Disability Action
Down District Council
Down's Syndrome Association
Dungannon & South Tyrone Borough Council
Dungannon Enterprise Centre Ltd

East Belfast Community Development Agency
East Belfast Enterprise Park
Employers' Forum on Disability
Engineering Employers' Federation
Engineering Training Council
Engineers and Managers Association (EMA)
Enterprise Northern Ireland
Enterprise Ulster
Equality Commission
Equality Forum NI
Eurocentre West Ltd

Falls Community Council
Farset Enterprise Park
Federation of Small Businesses
Fermanagh District Council
Fermanagh Enterprise Ltd
Fermanagh Women's Network
Fire Brigade's Union
Forum for Community Work NI
Foyle Women's Information Network
FPA NI (formerly Family Planning Association)

Gingerbread Northern Ireland
Glenwood Enterprises Ltd
GMB
Graphical Paper and Media Union
Greater Belfast Community Network
Greater East Belfast Partnership Board
Greater Shankill Partnership
Green Party

Head of NI Civil Service
Health and Environmental Services Department

Help the Aged

Incore Conflict Resolutions Ltd
Indian Community Centre
Institute of Directors
Institute of Management
Institute of Professionals, Managers & Specialists (IPMS)
Irish Bank Officials' Association
Irish National Teachers' Organisation

Keady Business Centre Ltd
Kesh Development Association Charitable Trust
Knitwear, Footwear & Apparel Trades

Labour

Larne Borough Council
Larne Development Forum
Larne District Partnership Board
Larne Enterprise Development Co Ltd
Law Centre (NI)
Limavady Borough Council
Lisburn Borough Council
Lisburn Enterprise Organisation Ltd
Local Strategy Partnership
Lurgan Council for Voluntary Action

Magherafelt District Council
Magherafelt Womens Group
Mallusk Enterprise Park
MENCAP
Methodist Church in Ireland
Moyle District Council
Moyle Enterprise Co Ltd
MLAs, MPs, and MEPs
Mr M Curran
Mr T Dick
Multi-Cultural Resource Centre

National Association of Schoolmasters/Union of Women Teachers
National Association of Teachers in Further & Higher Education
National Energy Action Charity

National Union of Journalists
National Union of Rail, Maritime & Transport Workers
National Union of Students/Union of Students in Ireland
New Social Economy Agency (NI)
Newry & Mourne District Council
Newry & Mourne Enterprise Agency
Newry & Mourne Senior Citizens Consortium
Newry & Mourne Women
Newtownabbey Borough Council
Newtownabbey Senior Citizens Forum
NI-CO (Northern Ireland Public Sector Enterprises Ltd)
North Belfast Partnership Board
North City Business Centre Ltd
North Down Borough Council
North Down Dev Organisation Ltd
North West Community Network
North West Forum of People with Disabilities
Northern Ireland African Cultural Centre
Northern Ireland Agricultural Producers' Association
Northern Ireland Anti-Poverty Network
Northern Ireland Assembly Members
Northern Ireland Association for Mental Health
Northern Ireland Association for the Care & Resettlement of Offenders
Northern Ireland Association of Citizens' Advice Bureaux
Northern Ireland Centre for Competiveness
Northern Ireland Chamber of Commerce & Industry
Northern Ireland Chamber of Trade
Northern Ireland Committee/Irish Congress of Trade Unions
Northern Ireland Council for Ethnic Minorities
Northern Ireland Council for Voluntary Action
Northern Ireland Economic Council
Northern Ireland Economic Research Centre
Northern Ireland Energy Authority
Northern Ireland Gay Rights Association
Northern Ireland Human Rights Commission
Northern Ireland Islamic Centre
Northern Ireland Occupational Health & Safety Group
Northern Ireland Partnership Board
Northern Ireland Public Service Alliance
Northern Ireland Statistics and Research Agency (NISRA)
Northern Ireland Unionist Party

Northern Ireland Women's Aid Federation
Northern Ireland Women's Coalition
Northern Ireland Women's European Platform
Northern Ireland Volunteer Development Agency
Northern Ireland Voluntary Trust
North West Community Network
NSPCC

Omagh District Council
Omagh Enterprise Co Ltd
Omagh Women's Area Network
Ormeau Enterprises Ltd
Organisation for the Unemployed Northern Ireland

Parents and Professionals and Autism
POBAL
Presbyterian Church in Ireland
Press for Change
Prince's Youth Business Trust
Progressive Unionist Party
Public Commerce Services Union (PCS)

Queens University

Relate
Roe Valley Enterprises Ltd
Roman Catholic Church
Roslea Enterprises Ltd
Royal National Institute for Deaf People
Royal National Institute for the Blind
Rural Community Network
Rural Development Council

Save the Children
SDLP
Sense NI
Services Industrial Professional Technical Union
Sikh Cultural Centre
Sinn Fein
Society of Occupational Medicine
South Belfast Partnership Board

South West Fermanagh Dev Organisation Ltd
Sperrin Lakeland Senior Citizens Consortium
Staff Commission for Education and Library Boards
STEP
Strabane District Council
Strabane Industrial Properties Ltd

The Guide Dogs for the Blind Association
The Local Government Staff Commission for NI (LGSC)
The Most Reverend Bishop Walsh
The Women's Centre
The Workers Party
Townsend Enterprise Park Ltd
Training for Women Network Ltd
Transport Salaried Staffs Association
Transport Training Services Limited
Traveller Movement (Northern Ireland)

Ulster Democratic Party
UK Unionist Party
Ulster Farmers' Union
Ulster Scots Heritage Council
Ulster Teachers' Union
Ulster Unionist Party
Union of Construction, Allied Trades & Technicians
Union of Shop, Distributive & Allied Workers
UNISON
University of Ulster at Coleraine

West Belfast Development Trust Ltd
West Belfast Economic Forum
West Belfast Partnership Board
West Link Enterprise Ltd
Women Together for Peace
Women's Forum
Women's Information Group
Women's Resource & Development Agency
Women's Support Network
Women's Training, Enterprise and Childcare

Youth Action Northern Ireland Gender Equality Unit
Youth Council for Northern Ireland