



**NORTH / SOUTH LANGUAGE BODY**

**ULSTER-SCOTS AGENCY**

**AUDIT OF INEQUALITIES  
AND  
EQUALITY ACTION PLAN**

**March 31st 2015**

## Access to information

As part of our commitment to promoting equality of opportunity and good relations, we want to ensure that everyone is able to access the documents we produce. We would therefore be happy to provide any of the information in this document in alternative formats on request, including braille, large print and audio for those who are unable to access the document in its current format..

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## 1. INTRODUCTION

The Equality Commission Guidance on Section 75 (2010) recommends that public authorities undertake an 'Audit of Inequalities' to inform the development of new Equality Plans. The audit should comprise "***a systematic review and analysis of inequalities which exist for service users and those affected by a public authority's policies.***"

The guidance further recommends that public authorities develop "***an action plan which details action measures relevant to a public authority's functions, to promote equality of opportunity and good relations and address inequalities for the Section 75 categories. Action plans should outline the desired outcomes a public authority aims to achieve with related performance indicators and timescales.***"

The guidance emphasises the importance of linking equality action planning to corporate and business planning. It advises that ***“public authorities link the development of ... action plans to their corporate planning cycle, in order that equality of opportunity and good relations are incorporated and mainstreamed at a strategic level into the business of the public authority. At an operational level, we recommend that implementation of ... action plans are included in a public authority’s business planning cycle.”***

This report sets out the findings of the audit of inequalities carried out by the Ulster-Scots Agency and the equality action plan resulting from it. The action plan has been consulted on for a 12 week period and has now been finalised, taking on board comments received. The final plan has been reported to the Equality Commission.

The Agency recognises that the audit process goes beyond merely monitoring attendance but covers all the ways in which the Agency operates, and the Audit has been carried out with this in mind.

## **2. THE AGENCY’S REMIT**

The Agency’s statutory remit is the:

***“Promotion of greater awareness and use of Ullans and Ulster-Scots cultural issues, both within Northern Ireland and throughout the island”.***

The Agency’s policy framework is attached at Appendix A. Day to day work revolves around:

- supporting the communities engaged in Ulster-Scots activities, through the provision of grants and through capacity building;
- working with the education sector to introduce Ulster-Scots history and culture into the school classroom and providing teacher training and resource packs;
- facilitating summer schools, after-school clubs and peripatetic tutors to engage young people in Ulster-Scots activities;
- promoting Ulster-Scots heritage, language and culture to the general public, including visitors, through publications, events, exhibitions, drama productions and broadcast media;
- supporting cultural tourism through the visitors centre and the development of interpretive resources including heritage trails;
- undertaking outreach activities to encourage participation in Ulster-Scots activities;
- advising the Sponsor Departments and other public bodies;
- funding academic research and playing a role in the development of the Ulster-Scots Academy.

The Audit links closely to these functions by highlighting practical ways in which inequalities can exist, and steps that can be taken to address these inequalities.

The new Corporate Plan focusses on four strategic aims:

SA1 – Inspire

The Agency will identify, interpret and animate Ulster-Scots heritage, language and culture.

SA2 – Educate

The Agency will work to ensure that learning about Ulster-Scots heritage, language and culture is integrated throughout the education system.

SA3 – Empower

The Agency will equip individuals and groups with knowledge and skills to engage with Ulster-Scots heritage, language and culture.

SA4 – Improve

The Agency will work to continuously improve the governance, financial performance and customer focus of the organisation.

The implementation of these aims includes the development of new policies and programmes such as:

- the Discover Ulster-Scots brand;
- the Ulster-Scots Hairtlan programme;
- a Pre-school Sector pilot scheme;
- a School Twinning programme;
- the Flagship School Status scheme;
- Actions Plans for Music and Dance.

### **3. DESIRED OUTCOMES**

The Ulster-Scots Agency works within the framework for the promotion of Ulster-Scots heritage, language and culture set by the Department of Culture, Arts and Leisure (in Northern Ireland) and the Department of Community, Equality and Gaeltacht Affairs (in Ireland).

Government policy is driven primarily by the European Charter for Regional or Minority Languages which was adopted in 1992. With regard to Ulster-Scots, the European Charter states that policies, legislation and practice are to include the following objectives and principles:

- the recognition of Ulster-Scots as an expression of cultural wealth;
- the need for resolute action to promote Ulster-Scots;

- the facilitation and/or the encouragement of the use of Ulster-Scots in speech and writing in private and public life;
- the maintenance and development of links between groups using Ulster-Scots.

The British and Irish Government's commitment to developing regional and minority languages in respect of Irish and Ulster-Scots was confirmed by the British/Irish Agreement Act which established the North/South Language Body. Subsequently, in the St Andrews' Agreement, a commitment to develop a minority languages strategy was agreed and the Department of Culture, Arts and Leisure is taking the lead on developing this. A draft strategy was published and consulted on in 2013 but has not yet been finalised. The strategy aims to:

- create a framework where the Ulster-Scots language, heritage and culture can flourish and be shared and enjoyed;
- protect and support the development and learning of the Ulster-Scots language, heritage and culture; and
- promote wider understanding and recognition of the Ulster-Scots language, heritage and culture.

The Ulster-Scots Agency will have a pivotal role in implementing the strategy.

The work of the Ulster-Scots Agency also contributes to wider Government objectives on promoting a "shared future" and good relations policies, promoting cultural diversity and in assisting rural and community development and promoting economic development.

The desired outcomes of the Agency's work therefore include:

- increased awareness of the Ulster-Scots heritage, language and culture;
- development and maintenance of links with groups engaged in Ulster-Scots activities; increased recognition of the importance of Ulster-Scots heritage, language and culture.

The Audit aims to ensure that the work of the Agency will continue to be accessible to all communities, and including people with a disability.

#### **4. PEOPLE AFFECTED BY THE AGENCY'S POLICIES**

The Agency's work has a direct effect on:

- groups engaged in Ulster-Scots activities;
- the general public who attend festivals, events, exhibitions etc.;

- children and young people in schools, including disabled children and young people;
- visitors and tourists;
- staff of the Agency.

In carrying out this Audit, the views of all relevant stakeholders were taken into account, and a desk audit was conducted of equivalent organisations in drafting the Action Plan. Qualitative data were gathered from officers based on their experience of running projects, events and programmes in the past, and feedback that had been received, for example in relation to accessibility. This feedback had already informed the work of the Agency and is also reflected in the actions outlined below.

## **5. AVAILABLE DATA AND RESEARCH**

A range of quantitative and qualitative data were reflected on when drafting the Audit and Action Plan, including engagement with key stakeholders and Agency officers. This analysis included a thorough review of existing equality data for Northern Ireland as provided by NISRA and available on its website at: <http://www.equality.nisra.gov.uk/>. Over and above secondary research, the Audit was also informed by the Agency's primary data, and including monitoring data from previous activities. This was often of a qualitative nature but was useful in informing the Audit and emerging Action Plan.

### **5.1 Agency monitoring**

The Agency currently monitors those groups applying for funding and those participating in specific activities run by the Agency (such as training sessions). Monitoring may be both quantitative and qualitative but does not, at present, include the systematic collection of information relating to all Section 75 equality categories. This is unfortunate but is an issue that is addressed in the Action Plan (see below). The Agency has also been working with partner organisations (including libraries and museums) to find ways to monitor the profile of the general public who attend exhibitions and events and considering ways to monitor attendees at festivals. Previous EQIAs referring to engagement with similar activities were also scrutinised and provided valuable information on mitigating measures (e.g. Electronic Libraries - <http://www.belb.org.uk/documents/26.pdf>)

The two areas where information about selected equality categories is available at this time are:

- children and young people in schools – the Department of Education conducts an annual school census which provides information against age, gender, religion and ethnicity and also provides information on disabled children and young people<sup>1</sup>;

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<sup>1</sup>([http://www.deni.gov.uk/statistics\\_and\\_research-school\\_census\\_documentation.htm](http://www.deni.gov.uk/statistics_and_research-school_census_documentation.htm))

- staff – the Agency conducts general equal opportunities monitoring of job applicants and makes an annual return to the Equality Commission on the community background and gender of all staff.

As part of the Equality Action Plan, the Agency will take active steps to extend both qualitative and quantitative monitoring to include relevant equality categories.

## **5.2 Census 2011**

Respondents to the 2011 Census were asked, for the first time, to indicate their ability to speak, read, write or understand Ulster-Scots. Among usual residents aged 3 years and over, 8.1 per cent of people had some ability in Ulster- Scots. The proportion of people aged 3 years and over who could speak, read, write and understand Ulster-Scots was 0.9 per cent and 5.3 per cent said they could understand but not speak, read or write Ulster-Scots.

In terms of age groups, people in the 55-74 or 75 and over age groups were most likely to have some ability in Ulster-Scots (13 per cent and 12 per cent respectively); those least likely to have such ability were aged 3-11 (2.3 per cent).

In terms of religion or religion brought up in, almost four-fifths (79 per cent) of those with some ability in Ulster-Scots were or had been brought up as Protestants and 17 per cent as Catholics. Consistent with this, 3.1 per cent of people aged 3 and over who were or had been brought up as Catholics had some ability in Ulster-Scots in 2011, compared with 13 per cent of those who belonged to or had been brought up in Protestant denominations.

Drawing together both religion and age, 19 per cent of people aged 55-74 who belonged to or had been brought up in Protestant denominations had some ability in Ulster- Scots, compared with 5.3 per cent of those who were or had been brought up as Catholics.

Although 0.9 per cent of usual residents aged 3 and over were born in Scotland, they comprised 2.0 per cent of those with some ability in Ulster- Scots.

Over half (53 per cent) of those with some ability in Ulster-Scots had a British only national identity, 18 per cent felt Northern Irish only, 12 per cent British and Northern Irish only and 9.1 per cent Irish only.

Anecdotal information would suggest that those with a disability are likely to face greater obstacles to accessing Ulster Scots, and positive action measures should be taken to address these issues.

### 5.3 NI Omnibus Survey 2007

The NI Omnibus Survey in 2007 asked about knowledge of the Ulster-Scots language and the results showed that overall 4% of the population had some knowledge of the language. The results were broken down by Section 75 categories (see Appendix B) but there were very few categories where knowledge of the language was significantly lower, for example, 3% for people brought up as Catholic, 1% for those aged 16-24, 2% of single people and 3% of those who were divorced, separated or widowed.

### 5.4 NI Omnibus Survey 2010

Public views on Ulster-Scots culture, heritage and language were last obtained through the Northern Ireland Omnibus Survey in 2010. Three questions of particular note were:

- Heritage – Do you consider yourself to be an Ulster-Scot?
- Education – How much do you agree or disagree with the following statement ... Learning about Ulster-Scots traditions in the school curriculum has educational benefits for children at school in Northern Ireland?
- Culture – How much do you agree or disagree with the following statement ... Ulster-Scots is a valuable part of the culture of Northern Ireland?

The full results are shown in Appendix C and the main points were as follows:

#### **Heritage**

*Age* - the proportions of respondents perceiving themselves to be an Ulster-Scot increased with age: 5% of those aged 16-24 years compared with 29% of those aged 65 and over.

*Gender* - similar proportions of male and female respondents perceived themselves to be an Ulster-Scot (20% and 16% respectively).

*Religion* - over 10 times the proportion of Protestant respondents (31%) compared with Catholic respondents (3%) considered themselves to be an Ulster-Scot.

*Marital status* – people who were married or cohabiting were twice as likely to consider themselves to be an Ulster-Scot as single people (22% and 11% respectively). The figure for people who were divorced, separated or widowed was 17%.

*Disability* - similar proportions of respondents with and without a disability perceived themselves to be an Ulster-Scot (20% and 17% respectively).

*Dependants* - similar proportions of respondents with and without dependants perceived themselves to be an Ulster-Scot (17% and 19% respectively).

## **Education**

*Age* - agreement with the statement was highest in the 55-64 age group (60%) and lowest among 25-34 year old respondents (43%).

*Gender* – the same proportion of males and females agreed with the statement (48%).

*Religion* - 58% of Protestant respondents agreed with the statement compared with 35% of Catholic respondents.

*Marital status* - respondents who were married (51%) were more likely to agree with the statement than respondents who were divorced/separated/ widowed (42%).

*Disability* - similar proportions of respondents with and without disabilities agreed with this statement (52% and 49% respectively).

*Dependants* - similar proportions of respondents with and without dependants agreed with the statement (49% and 48% respectively).

## **Culture**

*Age* – agreement with the statement was highest in the 55-64 year old age group (56% of respondents in this group agreed with the statement) and lowest in the 16-24 year old age group (28%).

*Gender* - similar proportions of males and females agreed with the statement (43% and 44% respectively).

*Religion* - 55% of Protestant respondents and 31% of Catholic respondents agreed with the statement (43% and 44% respectively).

*Marital status* - single respondents (38%) were less likely to agree with the statement than other marital status groups.

*Disability* - similar proportions of respondents with and without disabilities agreed with the statement (45% and 43% respectively).

*Dependants* - similar proportions of respondents with and without dependants agreed with the statement (43% and 44% respectively).

## 6. KEY INEQUALITIES

Drawing together the above information, there are a number of Section 75 groups who may be under-represented in terms of what the Agency is seeking to achieve.

### 6.1 Knowledge of the language

Although promotion of the Ulster-Scots language is not the highest priority for the Agency, it is a key focus of the European Charter and the proposed DCAL Strategy. The Census data and the 2007 Omnibus Survey show that the following are less likely to have knowledge of the Ulster-Scots language:

- children and young people;
- people brought up as Catholic;
- single people (this result probably correlates with the age results).

The Agency has always maintained a strong focus on children and young people, both in terms of the work relating to education and the promotion of activities which are of particular interest to this age group and to families as a whole. The Agency has worked with a range of schools, including special needs schools (e.g. Knockavoe, Strabane; Foyleview, Londonderry) where the Agency has established good working relations and has engaged over a number of years with both establishments to provide appropriate forms of engagement.

### 6.2 Groups engaged in Ulster-Scots activities

A key aspect of the Agency's work is supporting groups engaged in Ulster-Scots activities and developing new groups. The data from the Omnibus Survey relating to heritage and perception of being an Ulster-Scot is valuable in terms of identifying people in different Section 75 categories who may not currently be participating in groups engaged in Ulster-Scots activities. These include:

- young people
- people brought up as Catholic
- single people (this result probably correlates with the age results).

### 6.3 Awareness of Ulster-Scots heritage, language and culture

The Agency is seeking to raise awareness of Ulster-Scots heritage, language and culture among all groups within the resident population and visitors and tourists. However, a major focus of the Agency's work is children and young people, especially those of school age. A pilot scheme for the pre-school sector is also planned.

The Omnibus Survey (2010) question “How much do you agree or disagree with the statement that learning about Ulster-Scots traditions in the school curriculum has educational benefits for children at school in Northern Ireland?” revealed that the 25-34 year old age group was the least likely to agree with the statement. This is the age group which equates to parents of young children and is therefore the group most likely to influence children and young people.

#### **6.4 Importance of Ulster-Scots heritage, language and culture**

Much of the Agency’s work is aimed at increasing recognition of the importance of Ulster-Scots heritage, language and culture to ensure a lasting legacy. The Omnibus Survey (2010) question “How much do you agree or disagree with the statement that Ulster-Scots is a valuable part of the culture of Northern Ireland?” showed that overall 16% of the population disagreed with the statement. Certain groups were more likely to disagree including males (21%), those brought up as Catholic (22%) and those aged 65+ (20%). This suggests that, although the older age groups are more likely to perceive themselves to be Ulster-Scots and have a higher awareness of the heritage, language and culture, they are less likely to consider Ulster-Scots as a valuable part of the culture of Northern Ireland. As this is the age group with the most knowledge they are therefore best placed to influence younger age groups.

## 7. EQUALITY ACTION PLAN

The above analysis shows that, in developing the Equality Action Plan, the Agency needs to consider how to increase awareness and participation among the following groups:

- children and young people;
- families;
- people aged 65 and over;
- people brought up as Catholic;
- people with a disability, and including young people

The Agency has been successful in increasing participation by men in recent years and does not see this as a priority group at the present time. However, the Agency considers that there are opportunities to increase participation by people from black and minority ethnic communities.

The Agency has also established good working relations with special needs schools, including Knockavoe and Foyleview, but there are nevertheless opportunities to extend this network even further.

There are already a number of initiatives in place that target these groups. For example:

- the Agency has a well-established suite of educational policies designed to support learning about Ulster-Scots culture and history in schools and through out of school activities such as after-school clubs and summer schemes;
- many of the festivals funded by the Agency and events in which the Agency participates are family oriented;
- a relationship is currently being developed with the Chinese community in Belfast, through a joint cultural workshop;
- the Agency has found that drama is a very effective delivery mechanism within special schools, and has set aside funds to support such activities.

The Agency also needs to consider how current monitoring can be extended to provide increased information about the effect of the Agency's work on different Section 75 groups. Monitoring information will be essential to determine whether the measures in the Equality Action Plan are having the desired effect and will also be helpful in informing future screening exercises.

Having identified these inequalities and developed a draft Action Plan, the Agency consulted with representative organisations and individuals to gather additional information to inform the Action Plan over a twelve week period. The revised Action Plan, which takes full account of all comments received, is set out overleaf. Actions 1-6 are based on continuing initiatives while Actions 7-12 are substantially new initiatives. The Agency is committed to implementing all the actions and has not found it necessary to prioritise them at this time.

**DRAFT EQUALITY ACTION PLAN**

<b>Section 75 groups</b>	<b>Action</b>	<b>Link to strategic priorities</b>	<b>Timescale</b>	<b>Desired outcomes</b>	<b>Performance measures</b>
1. Black and minority ethnic groups	<p>1.1 Ensure voluntary groups representing people from BME backgrounds are invited to cultural events</p> <p>1.2 Continue to develop relationship with Chinese Welfare Association</p>	<p><u>SA3 – Empower</u></p> <p>The Agency will equip individuals and groups with knowledge and skills to engage with Ulster-Scots heritage, language and culture.</p>	Ongoing during Current Corporate Plan 2014-16	Increased participation by BME groups in Ulster-Scots activities	1.1 No. of BME groups /individuals participating
2. Children and young people	<p>2.1 Continue to work with the education sector to introduce Ulster-Scots history and culture into the school classroom</p> <p>2.2. Continue to fund summer schools, after-school clubs and peripatetic tutors to engage young people in Ulster-Scots activities</p>	<p><u>SA2 – Educate</u></p> <p>The Agency will work to ensure that learning about Ulster-Scots heritage, language and culture is integrated throughout the education system</p>	Ongoing during Current Corporate Plan 2014-16	Increased awareness of Ulster-Scots culture among children and young people	2.1 No. of funded schemes targeted at children and young people

Section 75 groups	Action	Link to strategic priorities	Timescale	Desired outcomes	Performance measures
3. Families	3.1 Continue to fund and/or participate in events aimed at family audiences	<u>SA1 – Inspire</u> The Agency will identify, interpret and animate the Ulster-Scots heritage, language and culture	Ongoing during Current Corporate Plan 2014-16	Increased awareness of Ulster-Scots culture among children and young people	3.1 No. of funded schemes aimed at family audiences  3.2 No. of events attended with a family orientation
4. Older people	4.1 Continue to fund initiatives aimed at older people	<u>SA3 – Empower</u> The Agency will equip individuals and groups with knowledge and skills to engage with Ulster-Scots heritage, language and culture.	Ongoing during Current Corporate Plan 2014-16	Increased awareness of the value of Ulster-Scots to the culture of Northern Ireland	4.1 No. of funded schemes aimed at older people
5. People with a disability	5.1 Continue to undertake various activities within special needs schools 5.2 Ensure that all events and activities are fully accessible to those with a disability	<u>SA1 – Inspire</u> The Agency will identify, interpret and animate the Ulster-Scots heritage, language and culture	Ongoing during Current Corporate Plan 2014-16	Increased participation in Ulster-Scots activities by people with a disability	5.1 No. of schools engaged with by the Agency 5.2 Monitoring of satisfaction and complaints related to disability
6. People from a Catholic community	6.1 Continue to undertake outreach activities with Catholic schools	<u>SA1 – Inspire</u> The Agency will identify, interpret and animate	Ongoing during Current Corporate	Increased participation in Ulster-Scots activities by	6.1 No. of schools visited

background		the Ulster-Scots heritage, language and culture	Plan 2014-16	children and young people from a Catholic community background	
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Section 75 groups	Action	Link to strategic priorities	Timescale	Desired outcomes	Performance measures
7. All groups	7.1 Review current monitoring arrangements 7.2 Introduce additional monitoring questions where practicable to increase information on participation by different Section 75 groups	<u>SA4 – Improve</u> The Agency will work to continuously improve the governance, financial performance and customer focus of the organisation	2014-15	Increased information on participation in Ulster-Scots activities of people in all Section 75 categories	7.1 Completion of review 7.2 No. of additional categories included in monitoring
8. All groups	8.1 Review and update audit of inequalities 8.2 Review and update equality action plan 8.3 Consult on major changes to the action plan	<u>SA4 – Improve</u> The Agency will work to continuously improve the governance, financial performance and customer focus of the organisation	Annually in November	Increased information to assist with corporate and business planning	8.1 Completion of review of audit 8.2 Completion of review of equality action plan 8.3 No. of comments received during consultation
9. All groups	9.1 Further mainstream Section 75	<u>SA4 – Improve</u> The Agency will work to	Annually in November	Values attaching to Section 75 to form an	9.1 Evidence of Section 75

	considerations into strategic and business planning cycles	continuously improve the governance, financial performance and customer focus of the organisation		integral and explicit part of future Corporate and Business Plans	considerations within Corporate and Business Planning cycles
<b>Section 75 groups</b>	<b>Action</b>	<b>Link to strategic priorities</b>	<b>Timescale</b>	<b>Desired outcomes</b>	<b>Performance measures</b>
10. All groups	10.1 Ensure all external contracts include reference to Section 75 obligations.	<u>SA4 – Improve</u> The Agency will work to continuously improve the governance, financial performance and customer focus of the organisation	Ongoing	All those who carry out work on behalf of the Agency must uphold Section 75 responsibilities falling on the Agency	10.1 External contracts containing a clause outlining Section 75 responsibilities attaching to the terms of the contract
11. All groups	11.1 Extend staff and applicant monitoring to capture data on all Section 75 grounds	<u>SA4 – Improve</u> The Agency will work to continuously improve the governance, financial performance and customer focus of the organisation	Annually	Robust profiling data across all nine Section 75 grounds on those employed by the Agency and those seeking employment	11.1 Monitoring information on staff and applicants across all nine Section 75 grounds
12. All groups	12.1 Monitor Board membership by Section 75 grounds	<u>SA4 – Improve</u> The Agency will work to continuously improve the governance, financial performance and	On appointment	Confidence that the Board is broadly representative of the diversity of communities in	12.1 Monitoring information on Board members by Section 75 grounds

		customerfocus of the organisation		Northern Ireland	
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**NORTH / SOUTH LANGUAGE BODY  
ULSTER-SCOTS AGENCY: LIST OF POLICIES**

	<b>Policy area</b>	<b>Activities</b>	<b>Those affected</b>	<b>Performance measures already in use</b>
1	Capacity development	Training of groups Training of community workers Ulster-Scots Community Network Community Workers Scheme	Groups involved in Ulster-Scots activities	Number of groups supported Number of training programmes delivered Number of community workers
2	Education	Strategy to support Ulster-Scots culture and history in schools, including special needs schools Summer School Schemes After School Clubs Peripatetic tutor programme Teacher training Database of teaching resources	Children and young people Teachers	Number of schools participating Number of classes delivered by peripatetic tutors
3	Grant aid	Music and Dance Festivals Summer Schemes Small Grants	Grant aided groups Those attending events	Attendance at Ulster-Scots festivals
4	Research	Funding for academic research Support for the establishment of the Ulster-	Funding recipients	

		Scots Academy		
	<b>Policy area</b>	<b>Activities</b>	<b>Those affected</b>	<b>Performance measures already in use</b>
5	Cultural tourism	Website Interpretive resources Heritage trails Visitors Centre	Tourists and visitors	Number of projects supported Number of visitors to Visitors Centre
6	Marketing and promotion	Marketing and Promotional Strategy Publications Strategy Exhibitions Events Drama productions Showcasing talent Broadcasting	All NI residents Visitors and tourists	Number of exhibitions/ events etc. Number of people participating in events Number of visitors to exhibitions Number of venues used Number of publications Number of listeners to Ulster-Scots community radio
7	Outreach	Outreach activity to remove barriers to participation in Ulster-Scots activities	Under-represented groups, particularly children and young people, disabled people, minority ethnic people and those who are socially excluded	Number of people participating in outreach activities

	<b>Policy area</b>	<b>Activities</b>	<b>Those affected</b>	<b>Performance measures already in use</b>
8	Communications	IT Back UP Policy Display Screen Equipment DSE Data Protection Policy IT Security Policy Information Risk Management Policy Internet Usage Policy Email Usage Policy Mobile IT Equipment Policy Mobile Phone Equipment Policy	Staff	
9	Customer Service	Customer Charter Freedom of Information Act Policy Visitor & Security Procedures	Customers	
10	Finance	Balance Sheet reconciliation Procedure Cash Handling procedure Reconciliation of Banks Expenditure Approval Policy Fixed Asset Policy & Procedure Procurement Policy & Procedure Purchase Ledger Procedure Fraud response Plan Risk & Management Framework policy Credit Card Policy Checking in and out Invoice process	Staff	

		Bribery Policy		
	<b>Policy area</b>	<b>Activities</b>	<b>Those affected</b>	<b>Performance measures already in use</b>
11	Health & Safety	Fire & Safety evacuation Policy Health & Safety at Work Policy Statement	Staff Visitors	
12	HR	Staff Code of Conduct & Whistle Blowing Clear Desk Policy Discipline & Grievance Procedure Gifts and Hospitality Managing Attendance Policy Recruitment Policy Staff Development & Training Policy Travel & Subsistence Policy Appeals Procedure Staff Induction Policy Performance Management Policy Car parking Policy Safeguarding Policy	Staff	Recruitment Monitoring FETO monitoring

**New policies to support the 2014 Corporate Plan:**

Discover Ulster-Scots Brand	Ulster-Scots Hairtlan programme
Pre-school Sector Pilot Scheme	Flagship School Status
School Twinning Programme	Action Plan for Music
	Action Plan for Dance

## Appendix B

## Number of people who speak Ulster-Scots language in Northern Ireland 2007

	Has no knowledge %	Has some knowledge %	Base
All	96	4	1211
Male	96	4	514
Female	96	4	697
Aged 16-24	99	1	130
Aged 25-34	96	4	204
Aged 35-49	96	4	345
Aged 50-64	96	4	244
Aged 65 and over	96	4	288
Catholic	97	3	473
Protestant	95	5	663
Single	98	2	373
Married / cohabiting	95	5	559
Divorced / separated / widowed	97	3	279
Has disability	95	5	278
Has no disability	96	4	933
With dependants	96	4	434
No dependants	96	4	777

Source: NI Omnibus Survey 2007

## Data from Northern Ireland Omnibus Survey 2010

Table 1: Do you perceive yourself to be an Ulster-Scot?

	Yes %	No %	Don't know/ Refusal %	Base
All	18	80	2	1212
Male	20	77	2	530
Female	16	83	1	682
Aged 16-24	5	91	3	104
Aged 25-34	12	86	2	197
Aged 35-44	14	84	2	222
Aged 45-54	18	79	3	199
Aged 55-64	23	75	1	172
Aged 65 and over	29	70	1	318
Catholic	3	96	1	495
Protestant	31	67	2	625
Single	11	86	3	358
Married / cohabiting	22	77	2	572
Divorced / separated / widowed	17	81	2	455
Has disability	20	77	4	283
Has no disability	17	81	2	929
With dependants	17	81	2	455
No dependants	19	79	2	757

Source: NI Omnibus Survey 2010

**Table 2: How much do you agree or disagree with the following statement ... Learning about Ulster-Scots traditions in the school curriculum has educational benefits for children at school in Northern Ireland?**

	Strongly agree %	Agree %	Neither agree / disagree %	Disagree %	Strongly disagree %	Don't know / Refusal %	Base
All	7	41	29	15	6	2	1212
Male	8	40	26	15	8	2	530
Female	7	41	31	14	4	3	682
Aged 16-24	9	39	29	17	3	3	104
Aged 25-34	5	38	33	12	9	3	197
Aged 35-44	7	38	34	14	4	2	222
Aged 45-54	8	40	28	14	8	2	199
Aged 55-64	9	51	24	11	3	2	172
Aged 65+	6	40	26	18	7	4	318
Catholic	3	32	34	18	9	3	495
Protestant	10	48	25	13	4	1	625
Single	7	39	31	15	6	2	358
Married / cohabiting	8	43	28	13	6	2	572
Divorced / separated / widowed	7	35	29	20	5	4	282
Has disability	8	44	23	13	8	5	283
Has no disability	7	40	30	15	5	2	929
Dependants	6	41	33	13	6	2	455
No dependants	8	40	27	16	6	3	757

Source: NI Omnibus Survey 2010

**Table 3: How much do you agree or disagree with the following statement ... Ulster-Scots is a valuable part of the culture of Northern Ireland?**

	<b>Strongly agree %</b>	<b>Agree %</b>	<b>Neither agree / disagree %</b>	<b>Disagree %</b>	<b>Strongly disagree %</b>	<b>Don't know / Refusal %</b>	<b>Base</b>
All	10	33	35	10	6	5	1212
Male	10	33	31	12	9	4	530
Female	10	34	38	9	4	5	682
Aged 16-24	9	19	45	13	3	11	104
Aged 25-34	8	32	40	7	8	4	197
Aged 35-44	10	31	36	12	4	6	222
Aged 45-54	11	31	36	7	11	4	199
Aged 55-64	11	45	29	9	4	1	172
Aged 65+	10	39	27	13	7	3	318
Catholic	4	27	40	13	9	6	495
Protestant	15	40	30	8	4	3	625
Single	10	28	38	11	5	8	358
Married / cohabiting	10	35	35	10	7	3	572
Divorced / separated / widowed	9	37	29	13	7	5	282
Has disability	13	32	34	8	8	5	283
Has no disability	9	34	35	11	6	4	929
Dependants	8	35	38	8	6	4	455
No dependants	11	33	33	12	7	5	757

Source: NI Omnibus Survey 2010