

***INTERIM EVALUATION OF  
NEW TARGETING SOCIAL NEED (NEW TSN)***

***A METHODOLOGY DOCUMENT FOR CONSULTATION***

## **Minister's Foreword**

We made clear in our Programme for Government how determined we, and all Ministers, are to tackle the problems that disadvantaged people face. We are doing this through our New Targeting Social Need policy.

In the Programme for Government, we gave a commitment that we would evaluate New Targeting Social Need by December 2002. We will use the outcome of the evaluation to help us think about future policy.

In this document we explain how we propose to carry out the evaluation. That is, how we plan to examine the way in which New TSN has been implemented so far, and the impact it has had. We are also proposing indicators against which future changes can be monitored.

We encourage you to examine our proposals carefully, and to let us know your views - so that we can take account of them in finalising our plans for this important evaluation.

**Rt Hon David Trimble MP MLA**  
**First Minister**

**Mark Durkan MLA**  
**Deputy First Minister**

## SUMMARY

The Programme for Government includes a commitment to evaluate the New TSN policy by December 2002. This paper briefly details the background to the policy and how the evaluation is to be carried out.

New TSN aims to tackle social need and social exclusion by targeting efforts and available resources within Departmental programmes towards people, groups and areas in greatest social need. It is a policy running through all relevant existing spending programmes across all Northern Ireland Departments, including some Next Steps Agencies, Non-Departmental Public Bodies and North-South Implementation Bodies. It means Departments changing the way in which they target the money they have within spending programmes so that more of it can be used to benefit those who are most disadvantaged.

The aim of the evaluation will be to assess, the extent to which New TSN is being implemented and to examine its impact, with a view to informing future thinking.

The evaluation is therefore expected to provide feedback to aid future policy development and planning and to identify any changes which might improve how it is implemented and managed. More specifically the evaluation is expected to allow an assessment of how the policy has impacted on the people, groups and areas who are intended to benefit.

There are three main strands of the evaluation:

- an assessment of the implementation of New TSN;

The aim here will be to assess the effectiveness of the arrangements which Departments have made to take the policy forward. In particular it will look at (i) the co-ordinating roles of OFMDFM and DFP; (ii) the roles of cross-departmental groups working together to ensure implementation; (iii) the roles of those Branches within Departments responsible for co-ordination of New TSN; (iv) Departmental Action Plans, particularly how consistent they are with the core New TSN principles; and (v) arrangements for working together with partners outside Government to identify and tackle Social Exclusion (the 'Promoting Social Inclusion element' of New TSN).

- an assessment of evidence of impact of New TSN (ie is there evidence of change in line with its objectives);

This part of the evaluation will assess:

- evidence of reduction in the socio-economic gaps between the most disadvantaged people in Northern Ireland and the rest of Northern Ireland;
- the redirection of efforts and available resources within spending programmes towards individuals and areas in greater social need;

- evidence of Departmental actions having complimentary impacts, using two disadvantaged areas as 'case studies'.
- development of relevant statistical indicators (ie what are the most appropriate indicators of change).

This part of the evaluation will aim to provide monitoring indicators which will reflect the changes referred to above and which will be capable of regular updating and reporting.

### **The Evaluation Plan**

In order to complete the evaluation by the end of 2002, the following stages of the work are required by the dates shown:-

June 2002	Consultation with Committees and public. A seminar involving Departmental representatives, the Equality Commission, academics, the voluntary and community sector and other key stakeholders will be held to consider and comment on the proposed methodology
June 2002	An Advisory Panel will be formed comprising key stakeholders who will be asked to provide informed comment and views on the evaluation as it progresses.
June-October 2002	Following Executive agreement on methodology, the evaluation will commence with appointment of External Evaluator(s) to undertake the work.
October 2002	Departments report outcomes of evaluations of Departmental Action Plans.
October 2002	Completion of Evaluation of TSN Implementation.
October 2002	Advisory Panel invited to provide comment and views on emerging findings.
December 2002	Executive advised on the outcome of the evaluation and implications for future policy, taking account of views of the Advisory Panel.

## 1. THE NEW TSN POLICY

- 1.1 The Programme for Government highlights New TSN as its major policy for combating social exclusion and poverty. The Executive set out its New TSN policy in Making it Work: the New TSN Action Plans Report published in March 2001. Through both the Programme for Government and Making it Work, the Executive made clear its commitment to evaluate New TSN by the end of 2002.
- 1.2 New TSN aims to tackle social need and social exclusion by targeting efforts and available resources within Departmental programmes towards people, groups and areas in greatest social need.
- 1.3 New TSN is a policy running through all relevant existing spending programmes across all Northern Ireland Departments, including some Next Steps Agencies, Non-Departmental Public Bodies and North-South Implementation Bodies. It requires Departments to change the way in which they target the money they have within spending programmes so that more of it can be used to benefit those who are most disadvantaged.
- 1.4 New TSN is not just about money; it is also about targeting efforts. This means changing the way things are done so that programmes and services are delivered in ways that are more helpful to disadvantaged people.
- 1.5 Those in greatest social need must be identified objectively and targeted fairly, regardless of attributes such as gender, religion or race. New TSN does not discriminate against any section of the community.
- 1.6 However, New TSN aims to contribute to the reduction of inequalities among different sections of society. For example, evidence collected over a number of years shows that, compared with Protestants, Catholics are over represented among the unemployed and that, consequently, they fare less well than Protestants on some other socio economic indicators such as income. By consistently addressing the problems of people who are objectively shown to be in greatest social need, New TSN should, over time, contribute to the erosion of these inequalities.
- 1.7 However, it will be necessary that objective measures of inequality are agreed by the Administration – as a matter of urgency – before any measurement is used to test the effectiveness of these policies.
- 1.8 New TSN comprises three complementary elements:
  - it has a particular focus on tackling unemployment and increasing employability
  - it aims to tackle inequalities in areas such as health, education and housing; and the problems of disadvantaged areas'

- it includes Promoting Social Inclusion (PSI) through which Departments work together and with partners outside Government to identify and tackle factors which contribute to social exclusion; and to undertake positive initiatives to improve and enhance the life and circumstances of the most deprived and marginalized people in our community.
- 1.9 Unemployment is the most profound cause of poverty. For most people of working age, a job with a decent wage is the best protection against poverty. New TSN is therefore particularly concerned with tackling the problems of unemployment and with increasing people's employability. This means creating the conditions for an increase in the number of jobs available. It also means helping disadvantaged people to increase their knowledge, skills and confidence – and removing barriers to employment so that people can make the most of the employment opportunities that are available.
- 1.10 Poverty tends to be associated with other types of need, such as poor health, low educational achievement and fewer choices in the housing market. Getting a job is not an option for everyone and increased employment does not address all the problems that disadvantaged people face. Departments must therefore make special efforts across the range of their programmes to address the needs of disadvantaged people.
- 1.11 Even when services are delivered on a universal basis, such as health and education, resources and efforts need to be directed towards those who are most disadvantaged so that inequalities can be reduced.
- 1.12 Some areas and communities are subject to higher than average levels of unemployment and are more deprived than others. New TSN recognises this and commits Departments, where appropriate to target such areas for special attention.
- 1.13 The factors that cause social inclusion do not always fit comfortably within the areas of responsibility of individual Departments. Furthermore, there are some groups within our community whose members are more at risk of exclusion than others and whose needs must be addressed by Departments and other agencies in a coherent way.
- 1.14 The Promoting Social Inclusion element of New TSN involves Departments working together and with partners outside Government to identify and tackle factors that can contribute to social exclusion. Promoting Social Inclusion addresses a series of issues, concentrating on a small number at any one time. It emphasises prevention, co-ordination and evidence-based decision making.
- 1.15 The Executive published details of this element of New TSN in Promoting Social Inclusion: Consultation on Future Priorities May 2001. Work has already progressed in relation to Travellers, the position of ethnic minority people, making information more accessible and teenage parenthood. Following public consultation the Executive announced in its Programme for Government in December 2001 that PSI work on Disability and older people would begin in 2002.

## **New TSN Action Plans**

- 1.16 Making it Work set out 3 year New TSN Action Plans showing how the Northern Ireland Departments are implementing New TSN within their respective programmes; relevant Non Departmental Public Bodies and North South implementation Bodies have their own New TSN Action Plans. The Northern Ireland Office is also implementing a published New TSN Action Plan.
- 1.17 These Plans identify the social needs that Departments are tackling and the desired outcomes; they identify New TSN objectives and actions and/or targets by which these will be achieved and by when. The Action Plans are built around three themes: they show how Departments are building New TSN into their organisational plans and culture; how they are targeting their efforts and resources more closely on those in greatest social need; and how they are gathering the necessary data to inform the implementation of the policy.
- 1.18 As would be the case with any new policy of this magnitude, it was essential for Departments to build New TSN into their Departmental planning process and to ensure that it was fully embedded in their organisational culture and thinking. Actions listed under this theme of the Action Plan underpinned implementation of the policy across programme areas.
- 1.19 The main focus of the Action Plans is on the redirection of efforts and available resources towards the most deprived individuals and areas. The most deprived individuals or areas must be identified using objective measures. NISRA recently published The Northern Ireland Multiple Deprivation Measures 2001 (“Noble”), which shows the relative deprivation of NI electoral wards. This is now the standard measure to be applied for the identification of multiple deprivation within wards for New TSN targeting purposes. Depending on the programme under consideration there is a range of methods in which resources and efforts may be targeted; examples of these are set out in Making it Work.
- 1.20 Making it Work noted that Departments need accurate information to establish baselines in relation to particular policies and programmes, set objectives and targets for change, track progress and measure outcomes. Departments’ Action Plans show the steps they are taking to collect any additional information they need to inform their implementation of New TSN.
- 1.21 In addition, NISRA have recently launched a web-based dissemination service that gives access to a wide range of statistical indicators at ward level. These indicators include the Noble deprivation measures but cover a much wider range of statistical subject areas. This web-based service is being developed to include a still wider range of statistics, and incorporate the results of the 2001 Census.

## **Working Together**

- 1.22 The Programme for Government emphasises Ministers' commitment to a joined-up approach to policy making and better communications between Departments. This applies to New TSN in the same way as to other areas of work.
- 1.23 The Office of the First Minister and Deputy First Minister (OFMDFM) has a central role in relation to other Northern Ireland Departments. One of its key responsibilities is to promote New TSN and other elements of the equality agenda across Departments.
- 1.24 Within OFMDFM, two Branches have particular responsibilities in relation to New TSN: the New TSN Unit and the OFMDFM Research Branch. The New TSN Unit has central policy and executive responsibility for the development and implementation of New TSN policy. It promotes and drives forward the policy, setting overall objectives; advises and, where necessary, challenges Departments; and reports progress. Research Branch provides research and statistical support. Both these Branches work with all Northern Ireland Departments and the Northern Ireland Office both collectively through cross-Departmental groups and bilaterally.
- 1.25 DFP, with its responsibilities for financial and manpower resources, also has an important role in supporting other Departments in implementing New TSN. NISRA, which is an Agency of DFP, is leading work in conjunction with OFMDFM to develop data systems and methodologies to help all Northern Ireland Departments to identify disadvantaged people, groups and areas, to target resources and to monitor progress.
- 1.26 OFMDFM works with dedicated cross Departmental groups to drive forward New TSN in a co-ordinated way. As work on New TSN has progressed, the role of these groups has been reviewed and changed to ensure an effective approach. In August 2000 the responsibilities of earlier groups dealing with New TSN Action Plans and PSI, respectively were amalgamated to form a New TSN Steering Group with responsibility for all aspects of the policy. This Steering Group was later joined with the cross-departmental group on implementation of the statutory equality duty to form the Equality and Social Need Steering Group. Like its predecessors, the Equality and Social Need Steering Group is Chaired by the Grade 3 Director of Equality, Human Rights and Community Relations and its members are senior representatives of Departments.
- 1.27 Cross-Departmental collaboration and data sharing and the exchange of experience, expertise and methodologies are promoted by the Equality and Social Need Research and Information Group. This group is chaired by NISRA with the support of OFMDFM Research Branch. It includes professional statisticians from all Northern Ireland Departments and the Northern Ireland Office, along with representatives of the Equality Commission and the Northern Ireland Council for Voluntary Action (NICVA).



## **2. NATURE OF THE EVALUATION**

### **Introduction**

- 2.1 Policy or programme evaluations are undertaken for a variety of reasons including:
- assessing whether the policy or programme has met its objectives;
  - judging the effectiveness of implementation processes;
  - increasing the effectiveness of programme management and administration; and
  - informing ongoing decisions about future programmes and/or policy.
- 2.2 In relation to New TSN, the term 'evaluation' is taken to mean an assessment of the implementation and relevant impact of the policy, consistent with principles outlined in Department of Finance and Personnel Guidance on the conduct of evaluation. Evaluation, in addition to having a legitimate concern with outcomes, is also concerned with process and it is common for both summative (achievements) and formative (process) evaluation to form part of an overall approach.
- 2.3. The aim of the evaluation will be to assess the way in which New TSN is being implemented and to examine its impact with a view to informing future thinking on the policy.
- 2.4 It is proposed therefore that the evaluation should comprise three elements. The first two of these will focus, respectively, on the implementation of New TSN and on its impact on disadvantaged people and areas. The third will involve the identification of indicators which can be used to establish current levels of social need and to track change over time.
- 2.5 The nature of the policy, the recency of its introduction, and the fact that it is implemented within spending programmes across all Departments pose challenges for the evaluator. Throughout the design and implementation of these exercises it will be essential to bear in mind that the Executive's New TSN policy was introduced relatively recently, and some important aspects of the work are at a developmental stage.

### **Implementation of New TSN**

- 2.6 This element of the work will assess the effectiveness of the arrangements in place to drive forward and support the implementation of the policy, so as to ensure that its intended outcomes are achieved.
- 2.7 In particular, it will include examination of:

- The central roles of OFMDFM and DFP in driving forward implementation of the policy – this will include the role of the New TSN Unit, and of OFMDFM Research Branch and NISRA in promoting data collection, analysis and research in support of the policy
- The roles of the cross-Departmental groups through which OFMDFM, NISRA and Departments work together to ensure effective implementation of the policy
- The roles of the Units responsible for driving forward New TSN within their respective Departments and for representing their Departments on the relevant cross-Departmental groups
- The action plans approach – that is Departmental Action Plans which set out the social needs that Departments are addressing, the desired outcomes and the objectives, targets and actions towards the achievement of these. This will consider the extent to which core New TSN principles were articulated through Departmental plans, as well as arrangements for ongoing monitoring and annual reviews
- The approach to PSI and arrangements for its implementation

2.8 This element of the evaluation will be tendered externally and will involve desk research, structured interviews and focus groups.

### **The Impact of New TSN**

2.9 Policy Evaluation typically aims to identify a range of policy effects from short-term through to medium and long-term. Given the relatively short time in which New TSN has been in place as a policy, this evaluation will tend to focus more on the short-term impact. It should therefore assess:

- evidence of a reduction in gaps, particularly in areas of employment, education and health, between the most disadvantaged people in Northern Ireland (and the places in which the most disadvantaged people live) and the rest of Northern Ireland. A series of impact indicators which measure such gaps will be developed and monitored as part of the evaluation. (This will be discussed in the section on Identification of Indicators.)
- the redirection of efforts and available resources within spending programmes towards individuals and areas in greatest social need. This will look at the impact of the policy on Departmental spending plans and priorities.

- the combined impact of Departmental Action Plans on selected urban and rural areas which are subject to relatively high levels of multiple deprivation (this is explained in more detail in Annex 1).

### **Identification of Indicators**

- 2.10 It is essential to keep under review the major elements of social need on which New TSN aims to impact, and to track changes over time.
- 2.11 To achieve this a battery of indicators has been identified and reports on these should be published periodically in the context of the Executive's agreed arrangements for reporting progress on New TSN.
- 2.12 The indicators selected for this purpose will be of two types. Impact Indicators: baseline figures will be established to represent the position against which the progress (impact) of New TSN will be monitored. Secondly background (context) Indicators which show the changing socio economic conditions in Northern Ireland generally. The specific indicators proposed are listed in Annex 2.

The first report on these indicators will be published in the evaluation report. The indicators themselves will be kept under review to ensure their continued relevance.

### **"Joining Up" The Evaluation**

- 2.13 While OFMDFM has overall responsibility for the evaluation, individual Departments will have separate responsibility for evaluating the impacts of their respective Action Plans. These evaluations will provide an important source of information and data for the overall evaluation of New TSN. It is important therefore that the approach to evaluation taken by Departments, while tailored to their specific actions and initiatives, should be broadly consistent in terms of addressing themes that are common across the policy. Annex 1 outlines the proposed approach that would ensure the overall evaluation of New TSN will draw, in a consistent manner, on the results of Departmental evaluations. Departments will thus be asked to address a common set of evaluation questions as outlined in Annex 1.
- 2.14 To determine the consistency and coherence of actions within Departmental Action Plans it is proposed to examine two appropriately defined geographic areas, one rural and one urban, both reflecting high levels of social need. Departments will be asked to identify specifically the outputs from actions relevant to these areas and to specific groups within these areas. This approach will also enable the overall evaluation to assess the extent of complementarity of Departmental actions.

### **Outcome of the Evaluation**

- 2.15 Together these elements will provide a comprehensive evaluation of the New TSN policy as it has been implemented so far and of the differences that the early period of the policy have made to the lives of disadvantaged people and

areas. It will establish baselines against which future trends in the social needs that New TSN aims to tackle can be tracked.

- 2.16 The Executive will examine the outcome of the evaluation. It will take account of the findings in considering the future policy direction and in making certain that appropriate arrangements are in place to ensure effective implementation of its agreed policy, and to track levels of social need over time.

### **3. MANAGEMENT OF THE EVALUATION**

- 3.1 A key consideration in all aspects of the evaluation of New TSN is to ensure that the outcome of the evaluation and resulting recommendations are constructive and of value to the Executive in considering the future of New TSN.
- 3.2 It will be critical for the success of the evaluation for Departments and others to be clear about the nature of the evaluation, the aims and objectives and the outcomes.
- 3.3 To ensure that these aims are realised, the evaluation will be developed and managed by a sub-group of the Equality and Social Need Research and Information group (ESNRIG). This group is chaired by NISRA and includes as members statisticians from all Northern Ireland Departments and the Northern Ireland Office, along with representatives of the Equality Commission and the Northern Ireland Council for Voluntary Action.
- 3.4 All final reports from the evaluation will be made publicly accessible.

#### **4. CONSULTATION QUESTIONS**

1. Are there any other aspects of New TSN that should be examined in addition to implementation (para 2.6-2.8) and policy impact (para 2.9)?
2. Is the approach outlined in paragraphs 2.6-2.9 to the evaluation of the implementation and impact of New TSN comprehensive?
3. Is the approach outlined in Annex 1 to the ongoing evaluation of the Departmental TSN Action Plan key objectives, comprehensive?
4. Are the indicators listed in Annex 2 comprehensive?

**1. EVALUATION OF DEPARTMENTAL ACTION PLAN KEY OBJECTIVES – ESTABLISHING A CONSISTENT APPROACH**

1.1 Given the considerable number of Departmental New TSN objectives, Departments will identify for evaluation key objectives and action points that had a particularly high profile and were expected to make a demonstrable impact. The criteria for selecting these were that the objectives should be relevant to the issues of:

- reducing unemployment;
- increasing employability;
- reflecting redirection of resources;
- effecting impact within the policy areas of the Department.

1.2 Departments will be responsible for taking forward the evaluation of key action points within their Action Plans. Each Department will be responsible for their evaluation of key objectives and for applying evaluation methods most appropriate to these.

1.3 However to ensure consistency of approach between Departments, a common set of evaluation issues will be addressed by each Department through their ongoing evaluations of Action Plans. In so doing they will identify:

**General**

- implementation of Action Plan objectives and targets;
- factors which have facilitated or impeded the implementation of objectives and targets;
- the extent to which New TSN has, where appropriate, been imbedded in the culture of the organisation.

**For Each Objective Selected for Evaluation**

- the indicators used objectively to identify individuals or areas for targeting purposes;
- the method used for redirecting resources towards the most disadvantaged individuals or areas;
- the extent to which efforts within the programme have been redirected toward people, groups and areas objectively defined as being in

greatest social need;

- the resulting benefits to disadvantaged people or areas;
- the extent to which Departments have established data systems to support achievement of New TSN objectives.

- 1.4 Departments may choose to externally commission this aspect of the evaluation. The approach of external evaluators however must be consistent with the framework detailed here.
- 1.5 Departments conducting this aspect of the evaluation internally, will be asked to ensure that the final evaluation of their key New TSN objectives are quality assured by Departmental representatives on the Equality and Social Need Research and Information Group, who are NISRA Statisticians.
- 1.6 It is also proposed to identify 2 disadvantaged areas one urban and one rural, for the purpose of identifying the extent to which Departmental actions targeted at these areas have been complementary and effective.
- 1.7 To meet the time frame of the overall New TSN evaluation, it will be necessary for each Department to initiate their evaluation plan as soon as possible and to forward a summary report to the Equality Directorate Research Branch and the Equality and Social Need Research and Information Group in October 2002.



**MONITORING INDICATORS FOR NEW TSN**

1. The Evaluation will employ two types of monitoring indicators. The first, impact indicators, would be expected to reflect changes resulting from New TSN particularly as they affect the most disadvantaged in society. New TSN has a particular focus on tackling the problems of unemployment, and on increasing employability. It is also concerned with inequalities disadvantaged people experience in relation to health, housing and education. Correspondingly indicators have been chosen to reflect these areas of social and economic change. Furthermore, indicators have been chosen and organised in such a way as to reflect change both in disadvantaged areas and between groups. The general framework for the indicators is outlined in Table 1 (A&B). Indicators reflecting disadvantage in areas are consistent with those published by Noble (2001).
2. It is important to recognise that change in impact indicators will be influenced by factors other than New TSN and for that reason a second series of indicators will be included which reflect the general change in the socio economic climate within which New TSN is operating. These are listed in Table 1(C).
3. Social need and social exclusion are not evenly distributed among the population, for example some sections of society are more likely than others to be unemployed.
4. It is important that we understand the differing experiences of groups such as women and men, people of different religions or ethnic background and different age groups. Indicators listed in Table 1(b) will be analysed in terms of variation from the baseline position over time.
5. Many of the datasets on which these indicators are based include information such as gender, religion and/or age. For example, the indicators relating to employment and unemployment will be calculated using data from the Labour Force Survey, which include information about all 3 of these characteristics.
6. Where such information exists, and where the datasets are sufficiently large to support reliable conclusions, analysis will be conducted to compare the position of different sections of society.
7. Work is constantly ongoing to improve the scope of the data available, and we in particular are committed to improving the coverage of categories identified under Section 75 of the Northern Ireland Act 1998. The indicators will be kept under review, and as additional information becomes available, the level of analysis will be developed accordingly.

**Statistical Analysis of Indicators**

8. As a key objective of New TSN is to reduce the gaps between the most disadvantaged in society (and the areas in which the most disadvantaged live) and the rest of Northern Ireland, then it is important to apply appropriate

statistics to these indicators to show the extent to which these gaps are reducing.

9. Two types of analysis are proposed:

**Focus on Disadvantage**

- a. The first examines the extent of any disproportionate concentration of disadvantage in particular areas. To monitor this a statistic referred to as the 'Gini Co-Efficient' will be calculated. The Gini Co-efficient is a statistic, typically used to measure inequality in income distribution. It would reflect that, for example, in a country the income of the bottom 20% of households might account for say only 7% of national income, the bottom 40% for 20% of national income and the top 20% for say 40%. The co-efficient would change as these gaps reduce. It is applied here to measures of deprivation listed in Table 1(A) which make up the employment, education, health and housing deprivation domains published by NOBLE (2001). The Gini Co-Efficient has been recommended by the Social Protection Committee of The European Commission as a suitable indicator for monitoring poverty and disadvantage.

(For a further description of the Gini Co-Efficient see, for example, J Le Grand, The Economics of Social Problems, McMillan 1992.)

**Focus on the Relative Improvements in the Most Disadvantaged Areas**

- b. The second examines the relative improvements in the socio economic conditions of the most disadvantaged 2% of wards in Northern Ireland in respect of employment, education, health and housing deprivation (see Table 2 below). This will be reflected in any reduction in the disadvantage accounted for by the worst 2% of wards (as in Table 2 below) for a specific measure, ie 2% minus percent of disadvantage accounted for, on the same deprivation measure). This will enable socio economic conditions within the worst wards in Northern Ireland to be monitored for evidence of closure of the deprivation gap.

It is recognised that there will be enumeration districts (areas smaller than wards) which suffer very high levels of deprivation and which are located in wards which are not among the worst 2% of wards identified using the Nobel Indicators and listed in Table 2. For monitoring purposes however the electoral ward is the most appropriate unit of spacial geography as it is only at this level that robust data is available across all employment, education, health and housing deprivation domains of the Noble Indicators.

**TABLE 2****Most Disadvantaged Wards in terms of Employment, Education, Health and Housing**

<b>Employment</b>	<b>Education</b>	<b>Health</b>	<b>Housing</b>
The Diamond	St Annes	Crumlin	Fivemiletown
Crumlin	Crumlin	Whiterock	Agivey
St Annes	The Mount	New Lodge	Moy
Ballymacarrett	Tullycarnet	Ballymacarrett	Kinbane
Woodvale	Whiterock	Falls	Ringsend
Binevenagh	Woodvale	Shaftesbury	Donaghmore
Shankill	Blackstaff	St Annes	Donagh
Victoria	Falls	Ardoyne	Blackstaff
Flying Horse	Shankill	Upper Springfield	Greenisland
Westland	Braden	Woodvale	Ballysillan
Falls	Brandywell	Brandywell	Central

**TABLE 1**

**A. Impact Indicators (Areas)**

<b>Employment</b>
- Unemployment Claimant Counts
- Incapacity Benefit Receipts
- Severe Disability Allowance Recipients
- New Deal Participants

<b>Education</b>
- Working age adults with no qualifications
- Numbers of those leaving school aged 16 and not entering Further Education
- Severe Disability Allowance Recipients
- New Deal Participants

<b>Health</b>
- People receiving one or more of Attendance or Disability Living Allowance or Incapacity Benefit or Severe Disablement Allowance
- Proportion of all 12 to 17 year olds with extractions and registered with a GDS dentist, and those not registered with a GDS dentist
- Drugs prescribed for depression or anxiety

<b>Housing</b>	
-	Housing in disrepair.
-	Houses without central heating
-	Houses lacking insulation

## B. Impact Indicators (Groups)

<b>Children</b>	<b>Description</b>
	Incidence of low birth weight babies.
	The proportion of workless households with dependent children (aged under 16).
	The proportion of children living in high benefit dependent households.
	Education indicators – (a) Proportion of pupils achieving no qualifications (b) Proportion of pupils achieving no GCSEs (c) Proportion of pupils not achieving 5+ GCSEs (A*-G) (d) Proportion of pupils not achieving 5+ GCSEs (A*-C)
	The number of births to mothers aged under 16.
	The proportion of children that live in homes that are: (a) unfit (b) below bedroom standard
	The number of children aged under 16 in residential care.

<b>Young Adults</b>	<b>Description</b>
	The proportion of people aged below 25 who are unemployed.
	The proportion of young adults aged between 16 – 24 who do not have a basic education (NVQ level 2 or equivalent).

<b>Adults</b>	<b>Description</b>
	The proportion of working age people in employment.
	The proportion of working age people who are unemployed.
	The proportion of working age people living in workless households.
	Employment rates of people with disabilities, lone parents and those aged over 50.
	The proportion of working age people without a

	qualification.
	The proportion of working age people who would like paid work but do not have it.
	The proportion of workless households where no-one has worked for two years or more.

<b>Older People</b>	<b>Description</b>
	The proportion of pensioners with no income other than the state retirement pension and state benefits.
	Pensioners' weekly spend on essentials (food, fuel, clothing and footwear and household goods).
	The proportion of elderly households that live in homes that are  (a) unfit  (b) below bedroom standard

**C. Macro (Context) Indicators**

	<b>Description</b>
	Household dependency on means tested benefits.
	The proportion of individuals of working age in receipt of a means tested benefit.
	The number of individuals claiming JSA or IS for a period of 2 years or more.
	The proportion of workless households.
	The proportion of households that live in homes that are:  (a) unfit (b) below bedroom standard
	Long Term Unemployment Rate
	Life Expectancy at Birth
	Self Perceived Health Status

