



Candidate Information Booklet

IRC239558

Senior Economist: Behavioural Studies

Agri-Food and Biosciences Institute

Completed Application Forms must be returned to HRConnect no later than 12 noon (UK time) on Friday 3rd May 2019

Agri-Food and Biosciences Institute Northern Ireland (AFBI)

Communication between HRConnect and you

HRConnect will issue electronically as many competition communications as possible, you should therefore check your email account to make sure that you don't miss any important communications in relation to this competition. There may, however, still be a necessity to issue some correspondence by hard copy mail.

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BACKGROUND

ABOUT THE AGRI-FOOD AND BIOSCIENCES INSTITUTE

AFBI is a leading provider of agri-food scientific research and services to government, non-governmental organisations and commercial companies.

In line with AFBI's mission of "using scientific excellence to advance the local and global agri-food sector", the Institute has developed a reputation of being an influential, internationally recognised, centre for innovation in agri-food and biosciences providing high quality and locally relevant science.

Our "2020 Strategy" includes plans for an ambitious programme of capital investment in AFBI's infrastructure, improved facilities at AFBI Hillsborough and a new veterinary sciences building, which will give us one of the most modern laboratory and ancillary estate infrastructures of any agri-food research institute in Europe.

As the Northern Ireland government's main research and statutory testing provider in the areas of agri-food, fisheries and the environment, AFBI plays a major role in the Northern Ireland knowledge economy. AFBI's scale, relationships with a wide range of international research organisations and close links with local industry mean that it is ideally placed to carry out research that is of both global and local impact.

AFBI's science is outcome-driven and aimed at solving important practical problems for a wide range of local, national and international customers in the public and private sectors. Our staff carry out world class scientific research, surveillance, and analytic and diagnostic testing for a wide range of customers in the fields of animal health and welfare, sustainable agricultural systems, plant science, food innovation and safety, environmental protection, fisheries and aquatic ecosystems, and agricultural and rural economics.

AFBI was established on 1 April 2006 as a non-departmental public body and is sponsored by Department of Agriculture, Environment and Rural Affairs (DAERA). As such, it is outside the Northern Ireland Civil Service. It is responsible for the provision of statutory and scientific programmes in the areas of agri-food, animal and plant health, fisheries and the environment, providing access to specialist expertise and providing facilities to industry and public sector bodies for contracted scientific services. AFBI has a staff complement of approximately 650 people, with a budget of approximately £55m. Details of AFBI's most recently published income and expenditure are available on its website.

The Institute has two science divisions, Sustainable Agri-Food Sciences Division (SAFSD) and Veterinary Sciences Division (VSD), which are supported by the Finance and Corporate Affairs Division.

AFBI is located on seven sites across the province, with its headquarters at Newforge Lane, Belfast. The AFBI sites are at Newforge Lane (1), Stoney Road, Stormont (2), Crossnacreevy (3), Hillsborough (4), Loughgall (5), Omagh (6) and Bushmills (7), along with a sea going research vessel, the RV Corystes (8).



AGRICULTURAL AND FOOD ECONOMICS in AFBI

Agricultural and Food Economics (AFE) is a branch within SAFSD. It is one of the main centres in the UK and Ireland for research and knowledge transfer in the field of Agri-food Economics, Behavioural Responses and Rural Development. Our programme is led by the Director of Economics, Professor John Davis and grounded in the economic and social sciences. We undertake quantitative and qualitative socio-economic research to inform agri-food and rural policy development and industry decision making, regionally and nationally.

We aim to introduce expertise in Behavioural Studies to our research team to address a diverse and interesting range of research challenges. This research area is relatively underdeveloped in the agri-food sector. Introduction of this expertise will provide important behavioural insights in a number of key areas including, uptake of science and technology to improve productivity, investment decisions, farm safety, biosecurity, environmental management and succession planning. This appointment will play a key role in understanding behaviours around these key issues and how changes in policy and practice could address them. The person appointed will be expected to interact closely with other members of the research team.

Our results are disseminated to policy and industry stakeholders via a range of accessible formats including technical papers, briefs on policy and operational issues and knowledge transfer events. We are actively involved in national and international professional associations and networks and in publishing papers in their peer reviewed journals.

Our customers include DAERA, Defra, Scottish Government, Welsh Government, EU Commission and UK Research Councils.

We are actively involved in cross-disciplinary work through collaboration with other science branches in AFBI in areas such as animal production, agri-environment, aquatics and animal and plant health. We collaborate nationally and internationally with partners including, University of Missouri, Queen's University Belfast, Newcastle University, Leeds University, University College Dublin, Teagasc, Chinese and Shanghai Academies of Agricultural Sciences and USDA Animal Health Division.

Our work programme is divided into four main technical sections each led by a senior member of staff:

Farm Businesses and Households: The economics of farm businesses and households, including the estimation of optimal livestock production systems; evaluations of rural development programme impacts on farm businesses; and the study of farm households including levels of human capital, household skills profiles and barriers to entry of young farmers.

Farm Sectors: Analysis of the impacts of policy and market developments on producer prices and production in the main livestock

and arable sectors at a UK level and for each of the four UK administrations, undertaken by the FAPRI-UK policy analysis programme in close collaboration with University of Missouri.

Agri-Food Systems: The systems work takes a holistic approach to the modelling of the region's agri-food and rural system. It maps and quantifies the economic linkages within the system, and their interaction with the wider regional, national and global economic systems.

Environmental Change: Analyses the economic impacts of agri-environment actions and land-use activities, including afforestation, using a range of market and non-market valuation techniques that aim to capture both market and wider public good values of environmental change impacts.

The new Senior Economist in Behavioural Studies will be a Project Leader and will develop a personal research programme in consultation with the Director of Economics and other senior staff. It is anticipated that the post holder will also interact with other AFBI Branches and external counterparts as appropriate.

JOB DESCRIPTION

There is currently one full-time permanent position to be filled. A reserve list will exist and will be held for a period of 12 months from the date of interview, to cover any further vacancies which may arise.

Salary

The salary for the post will be within the range £36,812- £40,473 (under review) within which pay increases will be on an incremental basis provided staff performance reports are satisfactory.

Starting salary will normally be at the minimum of the scale except for existing AFBI staff for whom starting salary may be determined by either promotion or re-grading terms if these are more favourable.

Consideration may be given to starting at a higher point on the salary scale for applicants with additional relevant experience and/or qualifications. The relevance and extent of the additional experience will be determined by AFBI at the time of offer of appointment.

Annual Leave

In addition to the usual public and privilege holidays, there is an annual leave allowance of 25 days, increasing to 30 after five year's satisfactory service, if you have already accrued the 30 days this will remain the same.

Working Hours

The successful candidate will normally be required to work 5 days each week, totalling 37 hours. On occasions the duties may include some evening and weekend working. AFBI operates a flexi working system.

Location

The successful candidate will be based at Headquarters, Newforge Lane however, they may, on occasion, also be expected to work at other AFBI sites in Northern Ireland as required.

Travel

The post may entail some travel within Northern Ireland, Republic of Ireland, nationally and internationally and for this reason the successful applicant will require access to a form of transport which will permit them to meet the requirements of the post in full.

Training

Appropriate training will be provided, where required, to enable the successful candidate to carry out the full range of assigned duties.

Further Information

Further information about the posts may be obtained from Philip White on telephone 028 9025 5060.

If you have any questions about the competition process, you should contact HRConnect on 0800 1 300 330 or email recruitment@hrconnect.nigov.net

KEY RESPONSIBILITIES

The successful applicant's initial duties will include the following:

- To provide a leadership role in developing and undertaking a strategic Behavioural Studies research programme which will provide robust analyses and evidence to inform practical policy design and knowledge transfer to support the competitive development of the agri-food sector and wider rural society. This will involve the development of a research programme in Behavioural Studies which will analyse the drivers of behaviours in a number of key areas within the agri-food sector including, but not limited to, the uptake of science and technology to improve farm productivity, investment decisions, farm safety, biosecurity, environmental management and succession planning. Other priority areas of study may also be identified in conjunction with the Director of Economics and other senior staff. It is expected that this appointment will play a key role in understanding behaviours around these issues and how changes in policy and practice could address them. The post holder will be expected to develop new and innovative approaches to this area of research.
- To communicate research results and findings in plain language and accessible formats to policymakers, farm/rural advisors, and practitioners in the agri-food and rural sectors.
- Publishing research results in appropriate formats in recognised peer reviewed journals, research reports and policy briefs
- Supervision of postgraduate students and temporary support staff as appropriate, ensuring that individual objectives align with organisational objectives.
- Demonstrating willingness to work as part of a team, and share ideas with colleagues. This may include collaboration in research projects within AFE and across AFBI as appropriate, and with universities, NGOs, government bodies and industry
- To undertake continuous professional development, including participation in relevant workshops and conferences, thus maintaining up to date specialist knowledge;
- To fulfil other duties and responsibilities, as determined by line management, that fall within the general responsibilities of the post.

This list is not exhaustive and the successful candidate will be required to carry out other duties as allocated by management.

ELIGIBILITY CRITERIA

Applicants must, by the closing date for applications:

1. Have at least a 2:1 honours degree in economics or behavioural economics or behavioural studies; or an equivalent subject with a significant element of behavioural studies.

AND

2. Have a PhD in economics or behavioural economics or behavioural studies; or an equivalent subject with a significant element of behavioural studies.

AND

3. Have at least 3 years post doctoral research experience, preferably in economics or behavioural economics or behavioural studies; or an equivalent subject with a significant element of behavioural studies.

AND

4. Have evidence of being a lead author on at least 3 papers published in appropriate formats in peer review journals, research reports or policy briefs and presenting outputs to relevant stakeholder groups*.

AND

5. Have experience of securing research income and managing research projects in terms of budget and delivery.

*Candidates must provide evidence of eligibility criterion 4 by submitting a fully cited bibliography of all publications. Candidates can provide this information within the application form itself, or if necessary, it can be sent by the closing date for applications as a separate attachment to: recruitment@hrconnect.nigov.net

The bibliography should be marked with the relevant competition reference number (IRC239558), competition title and your full name and candidate reference number.

Relevant or **equivalent** qualifications: give the type of qualification and date awarded. If you believe your qualification is equivalent/relevant to the one required, the onus is on you to provide the panel with proof of equivalency, details of modules studied, Marks Awarded and details and justification of equivalency so that a well-informed decision can be made.

SHORTLISTING CRITERIA

A sift of all application forms received will be carried out by the appointed selection panel to assess each applicant against the eligibility criteria. The selection panel will reach a decision as to whether or not an applicant meets each criterion on the basis of the evidence provided on their application form. This will be completed on a scored basis for criteria 3 – 5 with a minimum score set for each criterion. Only those applicants assessed as meeting all essential criteria will be eligible to proceed to the next stage of the selection process.

However, in the case of a high volume of applicants the Institute may decide to limit the number of applicants it invites for interview in a proportionate manner. In this instance all applicants who meet the essential requirements will be listed in merit order according to their total score and the highest scoring applicants will proceed to interview.

Please note:

- **You should ensure that you provide evidence of your experience in your application form, giving length of experience, examples and dates as required.**
- **It is not sufficient to simply list your duties and responsibilities.**
- **The panel will not make assumptions from the title of the applicant's post or the nature of the organisation as to the skills and experience gained.**
- **If you do not provide sufficient detail, including the appropriate dates needed to meet the eligibility criteria, the selection panel will reject your application.**
- **ONLY the details provided by you in your application form (the employment history and eligibility criteria) will be provided to the selection panel for the purpose of determining your eligibility for the post.**
- **The panel may decide to interview only those applicants who appear, from the information available, to be most suitable in terms of relevant experience and ability.**

PERSON SPECIFICATION

Candidates will be expected to demonstrate the skills and competencies set out in the eligibility criteria. In addition, although AFBI is outside NICS, they will also be required to demonstrate competency in Professional Knowledge & Skills pertaining to this post, together with the skills and competencies set out in the Northern Ireland Civil Service (NICS) competency framework at **Level 3** for the purpose of personal and professional development.

This post is analogous to Deputy Principal Grade in the NICS.

What is the NICS competency framework?

The competency framework sets out how all NICS employees should work. It puts the Civil Service values of integrity, honesty, objectivity and impartiality at the heart of everything they do, and it aligns to the three high-level leadership behaviours that every civil servant needs to model as appropriate to their role and level of responsibility: Set Direction; Engage People and Deliver Results. Competencies are the skills, knowledge and behaviours that lead to successful performance. The framework outlines ten competencies, which are grouped into three clusters. The competencies are intended to be discrete and cumulative, with each level building on the levels below i.e. a person demonstrating a competency at level 3 should be demonstrating levels 1 and 2 as a matter of course.

The Northern Ireland Civil Service competency framework can be accessed through www.nicsrecruitment.org.uk

It is important that all candidates familiarise themselves with the competency framework as this forms the basis of the assessment / interview criteria as outlined below.

INTERVIEW CRITERIA

PRESENTATION

Before the competence based interview, candidates will be required to deliver a presentation, lasting no more than 7 minutes.

Following the presentation, the panel may elect to ask clarification questions on the presentation. The presentation topic will be provided on the day of interview and 30 minutes preparation time will be given.

A flipchart and writing materials will be provided for candidates' use. No other materials or visual aids will be permitted unless required as a reasonable adjustment. No personal documentation may be brought in to the pre-interview room. The only materials candidates will be permitted to bring into interview will be those prepared in the pre-interview room.

The presentation will be used to assess the '**Seeing the Big Picture**' competence and partly the '**Leading and Communicating**' competence. Seeing the Big Picture is about having an in-depth understanding and knowledge of the wider environment surrounding the post and how your role fits with, and supports, organisational objectives and wider public needs.

Marks available: 20 Minimum Standard: 12

INTERVIEW CRITERIA

In addition to satisfying the eligibility criteria and shortlisting criteria applicants will also be expected to display the following qualities and skills at interview:

1. Professional Knowledge and Skills

- Demonstrate in – depth knowledge and understanding of behavioural studies principles and their application to economic challenges and the policy issues related to the agri-food and rural sector.
- Demonstrate an understanding of research methods using a range of datasets to apply statistical analysis and modelling, particularly those related to economic policy issues and the wider industry and society.
- Knowledge of current agri-food sector, environmental and rural development issues.

Marks Available: 50 Minimum Standard: 35

2. Making Effective Decisions

Effectiveness in this area is about being objective, using sound judgement, evidence and knowledge to provide accurate, expert and professional advice. For all staff, it means showing clarity of thought, setting priorities, analysing and using evidence to evaluate options before arriving at well reasoned, justifiable decisions.

Marks Available: 10

3. Leading and Communicating

At all levels, effectiveness in this area is about leading from the front and communicating with clarity, conviction and enthusiasm. It is about supporting principles of fairness of opportunity for all and a dedication to a diverse range of citizens.

Marks available: 20 Minimum Standard: 12

4. Collaborating and Partnering

People skilled in this area create and maintain positive, professional and trusting working relationships with a wide range of people within and outside the AFBI, to help to achieve business objectives and goals. At all levels, it requires working collaboratively, sharing information and building supportive, responsive relationships with colleagues and stakeholders, whilst having the confidence to challenge assumptions.

Marks Available: 20

5. Delivering at Pace

Effectiveness in this area means focusing on delivering timely performance with energy and taking responsibility and accountability for quality outcomes. For all staff, it is about working to agreed goals and activities and dealing with challenges in a responsive and constructive way. It is also about leaders providing the focus and energy to drive activities forward through others and encourage staff to perform effectively during challenging and changing times.

Marks Available: 10

Total marks available: 130

Overall pass mark: 78

COMPETENCE BASED INTERVIEWS

Selection panels will design questions to test the applicant's knowledge and experience in each of the above areas and award marks accordingly.

INTERVIEWS

It is intended that interviews for this post will take place in AFBI HQ, Newforge Lane, Belfast during week commencing Monday 3rd June 2019.

INTERVIEW GUIDANCE FOR APPLICANTS

If this is your first experience of a competence-based interview, bear in mind that it does not require you to:

- Talk through previous jobs or appointments from start to finish;
- Provide generalised information as to your background and experience; or
- Provide information that is not specifically relevant to the competence the question is designed to test.

A competence-based interview does however require you to:

- Focus exclusively, in your responses, on your ability to fulfill the competences required for effective performance in the role; and
- Provide specific examples of your experience in relation to the required competence areas.

In preparation for the interview you may wish to think about having a clear structure for each of your examples, such as:

- Situation – briefly outline the situation;
- Task – what was your objective, what were you trying to achieve;
- Action – what did you actually do, what was your unique contribution;
- Result – what happened, what was the outcome, what did you learn.

The panel will ask you to provide specific examples from your past experience in relation to each of the competences. You should therefore come to the interview prepared to discuss in detail a range of examples which best illustrate your skills and abilities in each competence area. You may draw examples from any area of your work / life experiences.

SELECTION PROCESS

The Merit Principle

Appointments to AFBI are made under the 'merit principle', where the best person for any given post is selected in fair and open competition.

Making your application

The application form is designed to ensure that applicants provide the necessary information to determine how they meet the competition requirements and the eligibility/shortlisting criteria.

Guidance for Applicants

- The space available on the application form is the same for all applicants and must not be altered.
- We will not accept CVs, letters, additional pages or any other supplementary material in place of or in addition to completed application forms.
- Applicants must complete the application form in either typescript font size 12, or legible, block capitals using black ink.
- Applicants must not reformat application forms.
- Information in support of your application will not be accepted after the closing date for receipt of applications.
- HRConnect will not examine applications until after the closing deadline;
- Do not use acronyms, complex technical detail etc. Write for the reader who may not know your employer, your Branch or your job.
- Write down clearly your personal involvement in any experience you quote. Write "I" statements e.g. I planned meetings, I managed a budget, I prepared a presentation. It is how you actually carried out a piece of work that the panel will be interested in.
- The examples you provide should be concise and relevant to the criteria. This is very important as the examples which you provide may be checked out at interview and you may need to be prepared to talk about these in detail if you are invited to interview. It is your *unique* role the panel are interested in, not that of your team or Division.

Application Form Submission

- Please refer to the Candidate Information Booklet before completing an application.
- **All** parts of the application form **must** be completed by the applicant before this application can be considered. Failure to do so may result in disqualification.
- All applications must be received by the advertised closing date. Late applications or applications received by fax or by email will not be accepted. Applicants using Royal Mail should note that 1st class mail does not guarantee next day delivery. It is also the responsibility of the applicant to ensure that sufficient postage has been paid to return the form to

HRConnect. HRConnect will not accept any application where they are asked to pay any shortfall in postage.

- Only the employment history, eligibility and shortlisting sections will be made available to the panel.
- Applicants are encouraged to submit online applications wherever possible. However, all requests for hard copy application packs are welcomed and all applications will be treated equally regardless of whether they are hard copy or online.
- When completing the online application, your information is saved as you move through the pages. You may leave the application at any time, providing you have clicked on the 'Save & Continue' button. Once your application has been submitted the option to edit will no longer be available.
- Please note - the session timeout for the online application is 40 minutes, if you do not save or change page within this time you will automatically be logged out and any unsaved work will be lost.
- Please do not attempt to reformat application forms as this will result in disqualification.

Changes in personal circumstances

Please ensure HRConnect are informed immediately of any changes in personal circumstances.

Transgender Requirements

Should you currently be going through a phase of transition in respect of gender and wish this to be taken into consideration in confidence to enable you to attend any part of the assessment process please contact HRConnect. Details of this will only be used for this purpose and do not form any part of the selection process.

Communication between HRConnect and you

HRConnect will issue electronically as many competition communications as possible, you should therefore check your email account to make sure that you don't miss any important communications in relation to this competition. There may, however, still be a necessity to issue some correspondence by hard copy mail.

Further appointments from this competition

Where a further position in AFBI is identified which is considered broadly similar to that outlined in this candidate information booklet, consideration will be given to filling the position from this competition. The merit list resulting from this competition will be valid for a period of up to one year.

Disability Requirements

We will ask on the application form if you require any reasonable adjustments, due to disability, to enable you to attend any part of the assessment process. Details of any disability are only used for this purpose and do not form any part of the selection process. If you have indicated on your application that you have a disability and are successful in the selection process and are being considered for appointment, you may be required to outline any adjustments you consider necessary in order for you to take up an appointment. If you wish to discuss your disability requirements further, please contact HRConnect.

Equal Opportunity Monitoring Form

Please note, this form is regarded as part of your application and failure to complete and return it will result in disqualification.

For guidance on completing the Monitoring Form and to read the NICS Equal Opportunities Policy Statement to which AFBI adheres please refer to page 24.

All applications for employment are considered strictly on the basis of merit. Applications are particularly welcomed from Roman Catholics and Females as these groups are currently under-represented within AFBI.

AFBI IS AN EQUAL OPPORTUNITIES EMPLOYER

Assessment Information

It is HRConnect policy that all candidates invited to attend for assessment brings sufficient documentation to satisfy the eligibility/shortlisting criteria and the Nationality and Vetting requirements. Further details regarding acceptable documentation will be issued with an invitation to attend for assessment.

You should ensure that these documents are readily available.

Employment Requirements

HRConnect must ensure that you are legally entitled to work in the United Kingdom.

Entry to the United Kingdom is controlled under the Immigration Act 1971. Everyone who does not have the right of abode is subject to immigration control. You should check whether there are any restrictions on your stay or your freedom to take or change employment before you apply for a post. If you are invited to interview we will ask you to provide documentation confirming that you are entitled to work in the UK, under the terms of the Asylum and Immigration Act 1996.

Advice on entitlement to work may be obtained from the Home Office website, www.ind.homeoffice.gov.uk.

Nationality Requirements

There are no nationality requirements for AFBI posts.

Vetting Procedures

1. Baseline Personnel Security Standard

For this post the level of vetting is a Baseline Standard. For this check you will be required to provide the following:

- a) Your passport OR
- b) A document verifying your permanent National Insurance number (e.g. P45, P60 or National Insurance card) AND your birth certificate which includes the names of your parents (long version).
- c) Other acceptable documents are listed on www.ind.homeoffice.gov.uk.
- d) A specimen signature at any assessment event and have this validated against passport, driving licence, application form etc.

We will organise a Criminal Record Check on all applicants to be carried out by AccessNI. The category of AccessNI check required for this post is;

Basic Disclosure Certificate

You should not put off applying for a post because you have a conviction. We deal with all criminal record information in a confidential manner, and information relating to convictions is destroyed after a decision is made.

PLEASE NOTE: It is a criminal offence for anyone who is included on a barred list to work or seek work, in regulated activity.

For more information, the address of the AccessNI website is: <http://www.accessni.gov.uk/>. Those applicants who are being considered for appointment will be contacted by HRConnect, normally after interview/test, and will be asked to complete the AccessNI application form. This can be downloaded from the AccessNI website. Guidance notes of the completion of the form are also included on the website. Please note that a request to complete this form should not be seen as a guarantee of an offer of appointment. Failure to complete the above form and return it within the specified time will be regarded as 'no longer interested in the position' and your application will be withdrawn.

Criminal Record information is subject to the provisions of the Rehabilitation of Offenders (NI) Order 1978.

Order of Merit

The selection panel will assess candidates against the interview criteria. Those candidates who meet the required standard(s) and pass mark will be deemed suitable for appointment. The selection panel will then list those suitable for appointment in order of merit with the highest scoring applicant ranked first. HRConnect will allocate a candidate (or candidates) to a vacancy (or vacancies) in the order listed. The order of merit is valid for one year.

GENERAL INFORMATION

Pensions

New entrants who join the Agri-Food and Biosciences Institute (AFBI) are eligible to join the NICS pension scheme.

Further details can be found on the Principal Civil Service Pensions Scheme (Northern Ireland) website at:

<http://www.dfpni.gov.uk/civilservicepensions-ni/index/new-members.htm>

or

if you are unable to access the website please contact Civil Service Pensions as follows:

Civil Service Pensions
Waterside House
75 Duke Street
Londonderry
BT47 6FP
Tel: 02871 319000
Email: cspensions.cpg@dfpni.gov.uk

Feedback

AFBI is committed to ensuring that the processes used to recruit and select staff are fair. We are consequently committed to providing feedback in respect of decisions taken in determining eligibility/shortlisting as well as at interview. Feedback in respect of eligibility/shortlisting will be communicated automatically to those candidates who fail to satisfy any criteria. All requests for feedback are welcome.

THIS INFORMATION PACK DOES NOT FORM PART OF
CONDITIONS OF EMPLOYMENT

Please apply online or post your hardcopy completed application form to the HRConnect Recruitment Team:

HRConnect
PO Box 1089
2nd Floor
The Metro Building
6-9 Donegall Square South
Belfast
BT1 9EW

NOTE: Late applications or applications received by fax or email will not be accepted.

Contact details:

If you have any queries regarding the competition process please contact HRConnect at the address above or by;

Email: Recruitment@HRConnect.nigov.net
Tel: 0800 1 300 330
Fax: 028 9024 1665

Equality, Diversity and Inclusion

Policy Statement

The Northern Ireland Civil Service Equality, Diversity and Inclusion Policy statement to which AFBI adheres is set out below.

“The Northern Ireland Civil Service (NICS) has a strong and clear commitment to equality, diversity and inclusion. It is our policy that all eligible persons shall have equal opportunity for employment and advancement in the NICS on the basis of their ability, qualifications and aptitude for the work. Everyone has a right to equality of opportunity and to a good and harmonious working environment and atmosphere where they are treated with dignity and respect. We aim to provide opportunities for all sections of the community and continue to strive to create an inclusive working environment in which difference is recognised and valued. Bringing together people from diverse backgrounds and giving each person the opportunity to contribute their skills and experience will help us to respond more effectively to the needs of the people we serve”.

We all want to work in an harmonious workplace where we feel valued, respected and included, irrespective of gender, including gender reassignment, marital or civil partnership status, race/ethnic origin, religious belief or political opinion, disability, having or not having dependants, sexual orientation and age.

In order to provide a high quality service to the people of Northern Ireland the NICS needs to attract, recruit, develop and retain the very best people at all levels. Our approach is based on three key principles:-

Equality – we promote equality of opportunity by seeking to remove barriers, eliminating discrimination and ensuring equal opportunity and access for all groups of people.

Diversity – we accept each person as an individual. Our success is built on our ability to embrace diversity – and we believe that everyone should feel valued for their contributions. By working together we will deliver the best possible service for our staff, customers and stakeholders.

Inclusion – we create a working culture where differences are not merely accepted, but valued; where everyone has the opportunity to develop in a way that is consistent with, and adheres to NICS values of impartiality, honesty, integrity and objectivity. Our aim is to be an organisation where people feel involved, respected and connected to our success.

It is the responsibility of all staff to be aware of and to apply this policy. Both Management and Trade Union Side are fully committed to the policy and will endeavour to ensure its full implementation.

Equal Opportunities Monitoring

Equality monitoring is the process of collecting, storing and analysing information that is relevant to and necessary for the purpose of promoting equality of opportunity between different categories of persons. This section sets out what information is collected, the reasons for doing so and what it is used for.

You should note that the Monitoring Form is regarded as part of your application and failure to fully complete and return it will result in disqualification. The Monitoring Form will be processed separately and neither the form nor the details contained in it will be available to those considering your application.

Monitoring equality and diversity in the workforce enables the NICS to examine how our employment policies and processes are working and to identify areas where these appear to be impacting disproportionately on certain groups of staff.

Legislative Context

This section explains the reasons for gathering this information by setting out the legislative background.

Gender

The Sex Discrimination (NI) Order 1976 (as amended) makes it unlawful to discriminate against an individual on the grounds of his or her sex. Information on gender is also provided in the annual statutory monitoring the, as required by the Fair Employment and Treatment (NI) Order 1998. Section 75 of the Northern Ireland Act 1998 requires public authorities in carrying out their functions in NI to have due regard to the need to promote equality of opportunity between men and women generally.

Age

The Employment Equality (Age) Regulations (NI) 2006 make it unlawful for employers and others to discriminate on grounds of age. Section 75 of the Northern Ireland Act 1998 requires public authorities in carrying out their functions in NI to have due regard to the need to promote equality of opportunity between persons of different ages and age groups.

Community Background

The Fair Employment and Treatment (NI) Order 1998 outlaws discrimination on the basis of religious belief or political opinion. The Order also requires the NICS to submit an annual monitoring return to the Equality Commission for Northern Ireland. This takes the form of a statistical return, providing information on the gender and community background composition of all people working in the NICS at the 1st January each year.

Section 75 of the Northern Ireland Act 1998 requires public authorities in carrying out their functions in NI to have due regard to the need to promote

equality of opportunity between persons of different religious belief and political opinion. Following guidance issued in July 2007 by the Equality Commission for NI the NICS has decided to use “community background” information as a proxy for political opinion.

Disability

The Disability Discrimination Act 1995 (the DDA) provides protection for disabled persons against discrimination on the grounds of disability.

The DDA defines disability as a “physical or mental impairment, which has a substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities.”

This definition is interpreted as follows:-

Physical Impairment: this includes, for instance, a weakening of part of the body (eyes, ears, limbs, internal organs etc) caused through illness by accident or from birth. Examples would be blindness, deafness, paralysis of a leg or heart disease.

Mental Impairment: this includes mental ill health and what is commonly known as learning disability, and social functioning.

Substantial: put simply, this means the effect of the physical or mental impairment on ability to carry out normal day to day activities is more than minor or trivial. It does not have to be a severe effect.

Long-term adverse effect: the effect has to have lasted or be likely to last overall for at least 12 months and the effect must be a detrimental one. A person with a life expectancy of less than 12 months is of course covered if the effect is likely to last for the whole of that time.

A normal day to day activity: this is something which is carried out by most people on a fairly regular and frequent basis such as washing, eating, catching a bus or turning on a television. It does not mean something so individual as playing a musical instrument to a professional standard or doing everything involved in a particular job.

What sort of effect must there be?

The person must be affected in at least one of the respects listed in the DDA: mobility; manual dexterity; physical co-ordination; continence; ability to lift, carry or otherwise move everyday objects; speech; hearing or eyesight; memory or ability to concentrate, learn or understand; ability to take part in normal social interaction and form social relationships; or perception of risk of physical danger.

What happens if the effects are reduced by medication or other treatment?

Broadly speaking, the effects that matter are those that would be present if there was no medication or treatment taking place. The exception is people

who wear spectacles or contact lenses when what matters is the effect that remain while the spectacles or contact lenses are being used.

Are there any types of condition covered by special provisions in the DDA?

Yes, because some people with particular conditions might not otherwise be counted as disabled. These are provisions covering:

Recurring or fluctuating conditions such as arthritis, where the effects can sometimes be less than substantial, which are treated as continuing to have a substantial adverse effect so long as that effect is likely to recur;

Conditions which progressively deteriorate, such as motor neuron disease, which count as having a substantial effect from the first time they have any effect at all on ability to carry out normal day to day activities even if it is not substantial, so long as there is eventually likely to be a substantial adverse effect; and

People with cancer, HIV, or multiple sclerosis are deemed to be disabled people from the point of diagnosis, regardless of whether or not they have any symptoms.

Are any conditions not covered?

Yes, the following conditions specifically do not count as impairments:

Addiction to or dependency on alcohol, nicotine or any other substance (unless resulting from the substance being medically prescribed);

Seasonal allergic rhinitis (e.g. hay fever) unless it aggravates the effect of another condition;

Tendency to set fires, or steal, or physically or sexually abuse other persons;

Exhibitionism and voyeurism;

Severe disfigurements consisting of tattoos, non-medical body piercing or attachments to such piercing are not treated as having substantial adverse effects.

What if someone has recovered from a disability?

Much of the DDA also applies to people who have had a disability in the past (for example, someone who was disabled by mental ill health) but have now fully recovered. People who were registered disabled under the Disabled Persons (Employment) Act (NI) 1945 both on 12 January 1995 and 2 December 1996 will be regarded as having had a disability in the past if they do not in any case fall within the definition of the DDA.

Section 75 of the Northern Ireland Act 1998 requires public authorities in carrying out their functions in NI to have due regard to the need to promote equality of opportunity between persons with a disability and persons without.

Race

The Race Relations (NI) Order 1997 makes it unlawful to discriminate on grounds of colour, race, nationality or ethnic or national origin. Section 75 of the Northern Ireland Act 1998 requires public authorities in carrying out their functions in NI to have due regard to the need to promote equality of opportunity between persons of different racial group(s).

Sexual Orientation

The Employment Equality (Sexual Orientation) Regulations (NI) Order 2003 makes it unlawful for employers and others to discriminate on the grounds of sexual orientation. In order to monitor the effectiveness of NICS policies information is gathered on sexual orientation. Section 75 of the Northern Ireland Act 1998 requires public authorities in carrying out their functions in NI to have due regard to the need to promote equality of opportunity between persons of different sexual orientation.

Marital Status

The Sex Discrimination (NI) Order 1976 (as amended), makes it unlawful to discriminate against married persons and civil partners in employment. Section 75 of the Northern Ireland Act 1998 requires public authorities in carrying out their functions in NI to have due regard to the need to promote equality of opportunity between persons of different marital status.

Dependants Status

Section 75 of the Northern Ireland Act 1998 requires public authorities, in carrying out their functions in NI, to have due regard to the need to promote equality of opportunity between persons with dependants and persons without.

Confidentiality of Monitoring Information

The following general principles will be applied to all individual monitoring information:-

- individual monitoring information will be afforded a high degree of confidentiality;
- misuse of monitoring information will be viewed as a disciplinary offence; and
- individual monitoring information will only be disclosed to members of staff or officials of a trade union, members of which are employed in the NICS, if it is necessary to do so for the appropriate discharge of their duties and responsibilities.

In addition to the above internal safeguards on the protection of equality monitoring information generally, the confidentiality of community background monitoring information is protected through Regulations made under the Fair Employment and Treatment (Northern Ireland) Order 1998 (FETO). These make it a criminal offence, subject to specific exceptions, for an employer or employee to disclose information on the community background of an individual which has been obtained, or is used, for the purpose of monitoring under FETO.

As with other forms of personal data, the obtaining, use, storage and disclosure of monitoring information is covered by the Data Protection Act 1998 (DPA). Monitoring information is held on computer and is protected by a high level of security. Access to this data is restricted to those NICS staff, employees of HRConnect and Trade Union officials whose duties make it necessary for them to have it. Misuse of monitoring information is viewed as a disciplinary offence.