

# Equality Commission

Northern Ireland



**Ending  
racism.  
Advancing  
equality.**

What needs to change

May 2026



**Kaithy, Dungannon - May 2025**



# Contents

|   |           |
|---|-----------|
| <b>Foreword – Chief Commissioner</b>                                  | <b>4</b>  |
| <b>The Equality Commission – who we are and what we do</b>            | <b>6</b>  |
| <b>The facts</b>  | <b>8</b>  |
| <b>Ending racism</b>  | <b>10</b> |
| Leaders should demonstrate that racism is unacceptable                | 12        |
| Removal of physical expressions of hate from public spaces            | 14        |
| Counter misinformation and harmful narratives                         | 16        |
| Ensuring safety and support for all                                   | 18        |
| Existing laws must be fully applied                                   | 20        |
| Education is where prevention begins                                  | 22        |
| Prevention must be systematic and sustained                           | 24        |
| <b>Advancing equality</b>   | <b>26</b> |
| Delivery must be coordinated, measurable, transparent and accountable | 28        |
| Act to address inequalities in public services                        | 30        |
| Reform legislation to ensure effective protection and remedies        | 32        |
| Support schools and education providers                               | 34        |
| Embed equality in workplaces  | 36        |
| <b>Endnotes</b>   | <b>39</b> |

# Foreword

## Chief Commissioner

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### **No one should experience or have to endure racism.**

No one should be frightened of an attack on their home, nor be intimidated out of it.

No one should feel unsafe in a public space.

No child should be fearful of travelling to or attending school.

And none of this should happen because of your ethnicity, colour, national origin or the language you speak.

Our ambition is clear; everyone must have the right to live and work free from unlawful discrimination and harassment.

Achieving this requires sustained action across society. It demands leadership at every level, in our institutions, our communities and our public discourse. It requires meaningful engagement with people from those affected communities to help shape responses.

How we communicate and the language we use are part of that. Words matter. Whether in public statements, social media or the workplace, words shape how issues are understood and people feel. Used well, they can challenge prejudice. Used poorly, they can reinforce it.

The journey towards racial equality begins with education, both within communities and in school settings. Education has the power to change attitudes. Our education system has a vital and central role to play in preventing racism. It is here we can challenge prejudice, build understanding, empathy and inclusion from a young age.

But we must do more to support schools and our teachers in responding to prejudice and racist incidents. We need to embed anti-racism into the curriculum itself.

As we look forward, we must renew our commitment to creating a society where racial equality is the norm, not the exception. This is the standard to which we must hold ourselves, our communities, and our institutions.

Most people in Northern Ireland are open and welcoming to new people moving into our communities. They do not support racism in any form. We must be mindful that a range of inequalities blight our society and these must also be addressed because misinformation is widespread. We all need to work to build an understanding, countering unsubstantiated myths often circulating on social media, and prejudice coming from a small minority of people.

Delivering change requires strong leadership, accountability and coordinated action across government. The recommendations set out in this report provide clear, practical steps that government and other public bodies and organisations can adopt.

To help realise this vision, the Equality Commission, as the statutory body responsible for eliminating unlawful discrimination, advancing equality of opportunity, and promoting positive race relations, has developed this set of strategic recommendations.

**Geraldine McGahey OBE**

Chief Commissioner

Equality Commission for Northern Ireland

# The Equality Commission

## Who we are and what we do

The Equality Commission for Northern Ireland is an independent public body established under the Northern Ireland Act 1998. We work to challenge discrimination and promote equality.

Racial equality is a core part of our statutory role. Under the Race Relations (Northern Ireland) Order 1997 (the RRO), we have duties which include:

- to eliminate unlawful racial discrimination and harassment
- to promote equality of opportunity
- promote good relations between persons of different racial groups

These duties provide the basis for the recommendations set out in this report.

The Equality Commission is responsible for implementing equality legislation on age, fair employment and treatment, sex discrimination and equal pay, race, sexual orientation and disability. We do this by:

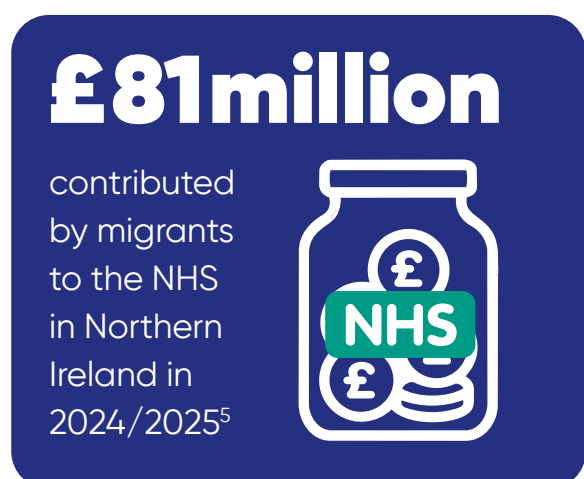
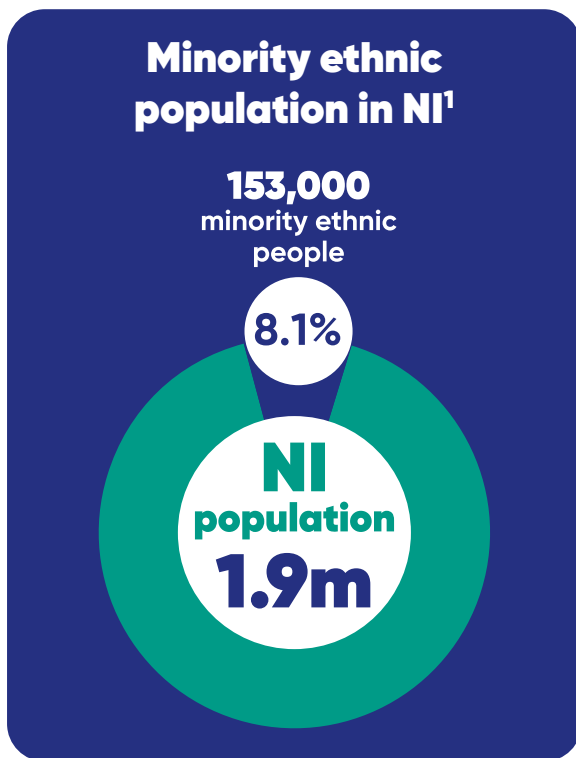
- advising and supporting public authorities to meet their equality and good relations duties under Section 75 of the Northern Ireland Act 1998
- advising and supporting individuals who experience discrimination or harassment, including through our legal casework and assistance

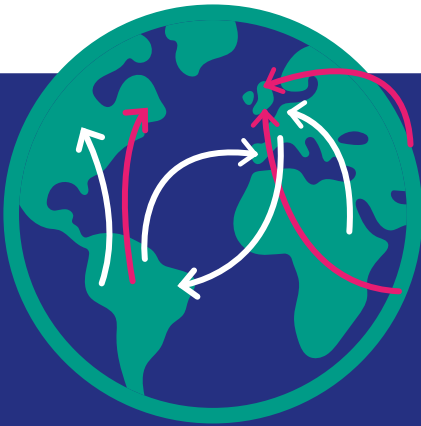
- promoting good race relations and encouraging positive practice across workplaces and service delivery on all grounds
- influencing law and policy reform, informed by the evidence, including from lived experiences and engagement with stakeholders
- researching and investigating equality issues and challenging unlawful practices
- monitoring and reporting on equality protections to international bodies

In addition, under the European Union (Withdrawal Agreement) Act 2020, the Equality Commission, alongside the Northern Ireland Human Rights Commission, has statutory functions in relation to Article 2(1) of the Windsor Framework. These functions include monitoring, advising and reporting, on the UK Government's commitment that there should be no diminution of certain rights, safeguards and equality of opportunity protections in Northern Ireland following the UK's withdrawal from the European Union.

# The facts

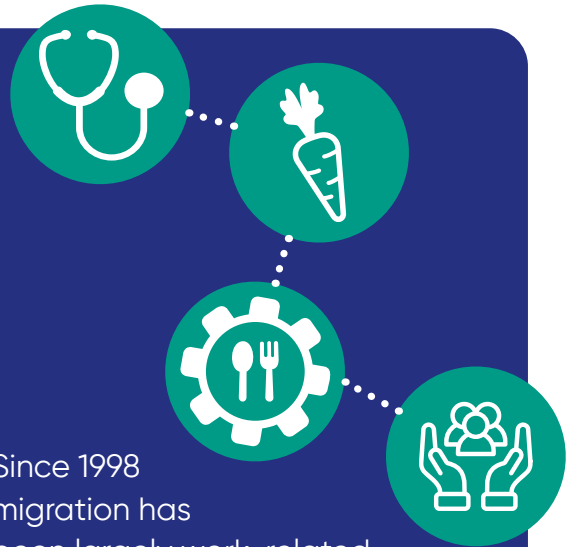
Northern Ireland has a long history of migration and immigration. Over the past 30 years, the population has become increasingly diverse in terms of ethnicity. This has brought new opportunities, alongside new challenges.





## Global displacement

123 million people forcibly displaced worldwide – nearly doubled since 2016<sup>6</sup>



Since 1998 migration has been largely work-related, supporting healthcare, agri-food, food processing and social care<sup>7</sup>



# 0.13%

of the Northern Ireland population receive asylum support.<sup>8</sup>

**This is equal to  
2,608 people**

## Most asylum seekers cannot work



Medium full time earnings in NI =

**£713**  
per week



Standard asylum support in NI =

**£49.18**  
per week<sup>9</sup>

# Ending racism

Our recommendations to end racism focus on actions that can be implemented now. They set out practical steps to prevent, respond to and challenge racism in all its forms, including Islamophobia, antisemitism, sectarianism and other related forms of hate. For the purposes of this document, these are referred to collectively as racism.

**"I don't think most people in Northern Ireland go to work thinking they're going to be abused by the people they are trying to help. I do."**

Beverly, Derry/Londonderry -  
May 2022





Belfast - August 2024

## Recommendation 1

# Leaders should demonstrate that racism is unacceptable

Leaders in public life should set the tone by clearly and consistently calling out racism, supporting those affected, and demonstrating through action that it will not be tolerated.

## What needs to be done

- **Leaders in public life should demonstrate through their words and actions that racism in all its forms is unacceptable.** The European Commission on Racism and Intolerance (ECRI) has called upon public figures, including high-level officials and politicians, to take a prompt, firm and public stance against racist hate speech<sup>10</sup>. This should include using clear, accurate and responsible language that reflects evidence, supports understanding and maintains public confidence.
- **Apply and implement codes of conduct** and existing standards which set clear expectations for promoting equality of opportunity and for promoting good relations through acting “in a way that is conducive to promoting good relations by tackling prejudice, promoting understanding and respect and encouraging participation between people on the grounds of different religion, political opinion, race, gender, age, sexual orientation and disability”<sup>11</sup>.
- **Ensure that public bodies provide spaces free from unlawful racial discrimination and harassment**, through clear policies, consistent enforcement and visible action when incidents occur.
- **Actions that seek to fuel division in communities should be recognised** as such and responded to in clear, proportionate ways, focused on inclusion and cohesion, to avoid undermining progress on equality rights and good relations<sup>12</sup>.
- **Apply the principle that a racist incident is any incident which is perceived to be racist by the victim or any other person**<sup>13</sup>. This approach helps ensure victims are believed and supported. The PSNI’s hate incident policy reflects this approach<sup>14</sup>.
- **Apply learning from successful approaches already taken.** The ‘Kick it Out’ campaign demonstrates what can be achieved through sustained action to positively influence attitudes and behaviours on multiple levels<sup>15</sup>.

### Who needs to act:

Leaders in public life, including elected representatives and those responsible for setting and upholding standards of conduct.



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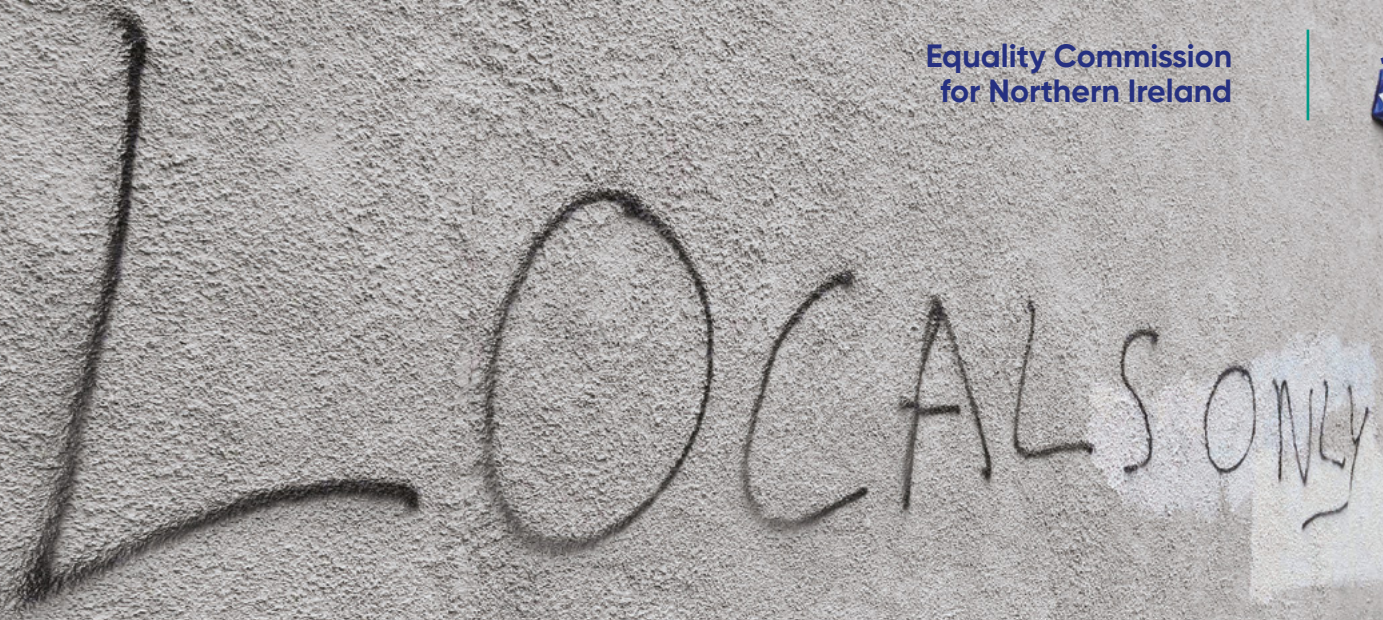
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Co. Down - 2022

## Recommendation 2

# Removal of physical expressions of hate from public spaces

Race hate material and displays in both the public realm and private spaces should not be tolerated and can undermine safety and community confidence.



LOCALS ONLY

Belfast - 2014

## What needs to be done

- **Maintain vigilance to ensure public and shared spaces are open and welcoming to all<sup>16</sup>.** Visible race hate material should never be left in place, as this risks creating a perception of tolerance.
- **Remove hate material promptly.** Property owners and organisations should take immediate action to remove material and restore affected areas as soon as it appears or is reported<sup>17</sup>.
- **Public bodies should work together to respond effectively, using an inter-agency approach.** This should include implementing the PSNI updated guidance for 'Responding to Complaints about Public Displays'<sup>18</sup>.

## Who needs to act:

PSNI, councils, Northern Ireland Housing Executive, Department for Infrastructure, and those responsible for public and shared spaces, as well as property owners.



Belfast - 2024

### Recommendation 3

## Counter misinformation and harmful narratives

Government and relevant agencies should take a proactive and coordinated approach to counter misinformation and disinformation.

## What needs to be done

- **Better understand how social media is being used to spread and amplify harmful narratives and take preventative action.** Research commissioned by the Equality Coalition<sup>19</sup> found that in 2024 social media was used to amplify harmful narratives and disinformation in Northern Ireland. Much of the activity did not originate from Northern Ireland.
- **During critical incidents, respond with clear, accessible and timely information to challenge misinformation,** particularly where false or misleading narratives are circulating. This should include coordinated, cross-agency responses, with agreed messaging to respond quickly to emerging issues and prevent escalation.
- **Develop sustained, long-term approaches to improve public understanding and challenge harmful narratives.** This should include coordinated action from across government and sectors to raise standards of communication, promote accurate information and influence attitudes and behaviours over time. Draw on effective initiatives, such as the Northern Ireland Executive's Strategic Framework on 'Ending Violence against Women and Girls'<sup>20</sup> and campaigns like 'Kick it Out'<sup>21</sup>.
- **Strengthen regulation of online platforms.** Ofcom should use its powers under the UK Online Safety Act 2023 to take action against content that is abusive or incites racial hatred<sup>22</sup>.
- **Strengthen accountability in media reporting.** In 2024 the UN Committee on the Elimination of Racial Discrimination raised concerns about '**racist and xenophobic hate speech in print and broadcast media**' in the UK. It recommended the development of a media strategy to ensure journalists and broadcasters avoid harmful stereotypes and are effectively held to account for content that promotes racial discrimination or hatred<sup>23</sup>.

### Who needs to act:

Government departments, public authorities, regulators, media organisations and those responsible for public communications.



Ballymena - 2025

#### Recommendation 4

## Ensuring safety and support for all

Everyone should feel safe in their home and in their daily lives. Public services must uphold equality rights, provide practical support, and respond proactively to those affected by racism and intimidation.

## What needs to be done

- **Take coordinated and proactive action to tackle and prevent intimidation of people from minority ethnic communities in their homes.** Help people be safe and feel safe as they go about their daily lives. This includes upholding protections from discrimination and helping people understand their rights, particularly in relation to housing.
- **Provide sufficient, safe housing for those at risk.** This should include newcomers, asylum seekers and refugees affected by intimidation or homelessness. Access to safe housing should include emergency financial support, including for those with no recourse to public funds<sup>24</sup>.
- **The Northern Ireland Housing Executive's 'Housing Selection Scheme' should weight racist violence and intimidation appropriately,** to fully reflect serious and immediate risks.
- **Provide comprehensive training for all staff involved in housing assessments,** including anti-racism, bias awareness, trauma-informed practice, and human rights; to support fair and effective decision-making.
- **Councils and the Department of Justice should fund household safety measures, such as alarms and cameras, for those most at risk.** The Hate Incident Practical Action (HIPA) can provide personal and home protection measures in particular circumstances<sup>25</sup>. Victims may also face additional costs if they have to be immediately rehoused<sup>26</sup>. This can be particularly problematic for those who have no recourse to public funds, as part of their visa conditions.
- **The PSNI and related agencies should address barriers to reporting hate crimes.** This should include raising awareness of reporting tools such as the GoodSam App, and the PSNI Portal.
- **The Department of Justice and related agencies should recognise that racist intimidation, incidents and hate crimes create a climate of fear within communities.** This should inform targeted actions to address the fear of crime and build confidence in policing.

### Who needs to act:

Organisations delivering public services, including the Department of Justice, the PSNI, the Department for Communities, the Northern Ireland Housing Executive, local councils and The Executive Office.



Ballymena - 2025

## Recommendation 5

# Existing laws must be fully applied

Existing laws must be used to their full extent to protect people, uphold their rights and the rule of law. This includes criminal law, public order law, and legislation protecting against discrimination and upholding equality rights.

## What needs to be done

- **Ensure existing laws are consistently applied to tackle racism, discrimination and hate crime.** The Equality Commission can advise individuals who believe they have experienced discrimination because of their race.
- **Ensure timely access to effective advice and support.** Those delivering public services should know how and when to signpost or refer people for appropriate advice on the law, their rights, their protections from discrimination and to relevant support services. Trade unions are amongst those, as well as the Equality Commission, who provide advice on workers' rights.
- **Sustained and adequate resourcing for non-governmental organisations that provide vital advice and support services, often on behalf of public sector bodies.** These organisations, for example the Law Centre<sup>27</sup>, provide essential services but require sustained resources to maintain their services.
- **The PSNI and associated agencies must use existing laws to their full extent.** There are reviews and recommendations for this<sup>28 29</sup>, which should ensure that there are consequences and deterrents while building confidence in the policing and criminal justice systems.
- **The Department of Justice, the Public Prosecution Service (PPS) and PSNI should improve access to justice** by strengthening outcomes on hate crime cases within the current legislative framework<sup>30</sup>.

### Who needs to act:

Organisations with responsibilities under equality and anti-discrimination law, including employers, service providers, public authorities, the PSNI, the Equality Commission and other relevant regulatory bodies.



Nursery school, Belfast - 2025

## Recommendation 6

# Education is where prevention begins

Education should play a central role in preventing racism by building understanding and respect from an early age. This requires a whole-system approach, including curriculum content, teacher support, and opportunities for open dialogue and cultural awareness.

## What needs to be done

- **Support teachers, educators and all those working in education settings with clear systems, guidance and procedures to respond effectively to racism.** This should include anti-racism training, grounded in a shared understanding of what racism is<sup>31</sup>.
- **Children and young people should see themselves and their aspirations reflected** in the curriculum, materials and wider school experience.
- **Equip teachers, children and young people to prevent and challenge racism, prejudice and stereotyping.** This should be embedded throughout a child and young person's educational journey, through cultural awareness, critical thinking and age-appropriate understanding of rights<sup>32</sup>.
- **Engage the whole school community including parents and guardians to emphasise the importance of preventing racism.** Schools should provide the environment and information for children and young people to learn and engage to prevent racism and address its long-term, inter-generational effects.
- **Apply learning from effective community based approaches to support inclusion in education.** Initiatives such as the An Tearmann project delivered by South Tyrone Empowerment Programme (STEP), demonstrate how community-led empowerment approaches can engage families, prevent discrimination, as well as early disengagement, and improve educational outcomes for minority ethnic groups, including Traveller communities<sup>33</sup>.

### Who needs to act:

Schools, education providers, education authority and policy makers, supported by the wider community, including parents and guardians.



Ballymena - 2023

## Recommendation 7

# Prevention must be systematic and sustained

Preventing racism requires coordinated, long-term action by government. This includes education, open dialogue, and collaboration across communities, grounded in the principles of the equality duty under the Northern Ireland Act 1998.

## What needs to be done

- **Put inclusive and accessible processes in place for all communities to engage on public service issues that affect them.** Ensure those processes are practical and enable an understanding of specific needs of groups who are experiencing inequality<sup>34</sup>.
- **Build understanding, positive attitudes and respect, within and between all communities<sup>35</sup>,** including new arrivals, Traveller communities and other minority ethnic communities. This should be grounded in rights and equality of opportunity.
- **Apply learning from effective community-based approaches.** Initiatives such as those developed by South Tyrone Empowerment Programme (STEP), demonstrate how sustained, locally-led approaches can respond to emerging issues, support integration<sup>36</sup> and contribute to the prevention of racism.
- **Use Section 75 of Northern Ireland Act processes to support evidence-based policy development,** particularly screening and equality impact assessment. These processes help identify and address potential impacts on race equality.
- **Address contemporary forms of racism, including subtle, systemic and institutional forms of discrimination.** Engage meaningfully with the needs and experiences of all service users when developing a policy, to identify and address the right issues.

### Who needs to act:

Government departments, public authorities, local councils and those responsible for developing and delivering public services.



# Advancing equality

Our recommendations focus on longer-term, systemic changes needed to advance equality for minority ethnic communities. They include the need to address and repair the harm caused by racism.



Secondary school, Belfast - 2026

**"My school helps me embrace my diversity, instead of making me feel excluded.... I'm made to feel my difference is a strength."**

Robert-Frederic, student,  
Malone Integrated College



Agnieszka and Artur with family, Belfast - 2026

## Recommendation 8

# Delivery must be coordinated, measurable, transparent and accountable

Advancing equality of opportunity requires clear leadership, robust governance and effective use of existing frameworks. Public authorities must meet their statutory equality and good relations duties in a way that demonstrates progress.

## What needs to change

- **The Executive Office should lead a coordinated, whole-system response to racial equality**, with clearly assigned responsibilities, measurable targets, timelines and public reporting on progress, informed by the experiences of those affected. Any oversight groups it convenes to aid its response should have representation from impacted communities.
- **Words matter. Use clear, accurate and responsible language.** Contemporary racism can be subtle, and the language used by leaders and organisations should reflect facts, empathy and understanding.
- **Public authorities must comply with their statutory equality and good relations duties.** Equality scheme processes should be used effectively to embed equality and good relations across policy development, service delivery, review and impact assessment<sup>37</sup>.
- **Strengthen the collection, analysis and use of race equality data to support measurement and accountability.** All government departments and organisations commissioning surveys should ensure data is representative and supports meaningful assessment of policy outcomes. This should include improving survey design and the introduction of a two-tier categorisation of ethnicity in the 2031 Census by Northern Ireland Statistics and Research Agency.

### Who needs to act:

The Executive Office, the Northern Ireland Assembly, government departments and public bodies responsible for leadership, governance and delivery.



Hasnaa and Ali with family, Belfast – 2026

## Recommendation 9

# Act to address inequalities in public services

Public services must take targeted and coordinated action to address persistent racial inequalities based on accurate and comprehensive evidence. This includes improving access to housing, employment and justice, and ensuring fair outcomes for all communities.

## What needs to change

- **The Home Office should end the use of hotels as contingency accommodation for asylum seekers.** It should also work with other agencies to address the risks of homelessness and destitution affecting people on the grounds of race<sup>38</sup>.
- **Councils should ensure Houses in Multiple Occupation (HMO) licensing conditions are effectively enforced,** to supporting equal access to housing and preventing discriminatory living conditions.
- **The Department for Communities, councils and the Northern Ireland Housing Executive should address the persistent inequalities and discrimination** experienced by Traveller communities in accessing appropriate accommodation<sup>39</sup>.
- **The Executive Office and other government departments should implement targeted, long-term initiatives**<sup>40</sup> to improve access to employment for Irish Traveller communities and other underrepresented groups.
- **The PSNI should build public confidence,** by ensuring that reports of racist incidents and hate crime are taken seriously, that victims are believed, and that responses are consistent, timely and effective, including full implementation of its Race and Ethnicity Action Plan<sup>41</sup>.
- **The Department of Justice, PSNI and Northern Ireland Policing Board (NIPB) should ensure surveys** on crime and safety reflect the full diversity of the population, through inclusive and representative survey design<sup>42</sup>.

### Who needs to act:

The Home Office, The Executive Office, local councils, Northern Ireland Housing Executive, the Department for Justice, the Public Prosecution Service and the PSNI.



Sattouf, Belfast - 2026

## Recommendation 10

# Reform legislation to ensure effective protection and remedies

Legislation must be strengthened to provide effective protection, robust enforcement and meaningful remedies. In Northern Ireland, this includes reform of the Race Relations (Northern Ireland) Order 1997, as well as hate crime and public order legislation.



## What needs to change

- **Reform racial equality legislation, including the Race Relations (Northern Ireland) Order 1997**, to reflect best international standards. This should strengthen protections, advance equality of opportunity, and ensure effective enforcement and access to remedies.
- **Ensure that any reform of race equality law complies with Article 2 of the Windsor Framework**, safeguarding against any diminution of rights and protections.
- **Introduce strengthened legislative measures on hate crime**, in line with the Equality Commission's recommendations.

Further details on are available at [equalityni.org](https://equalityni.org)

### Who needs to act:

The Northern Ireland Assembly, The Executive Office, the Department of Justice and political parties.



Secondary school pupils, Belfast - 2026

## Recommendation 11

# Support schools and education providers

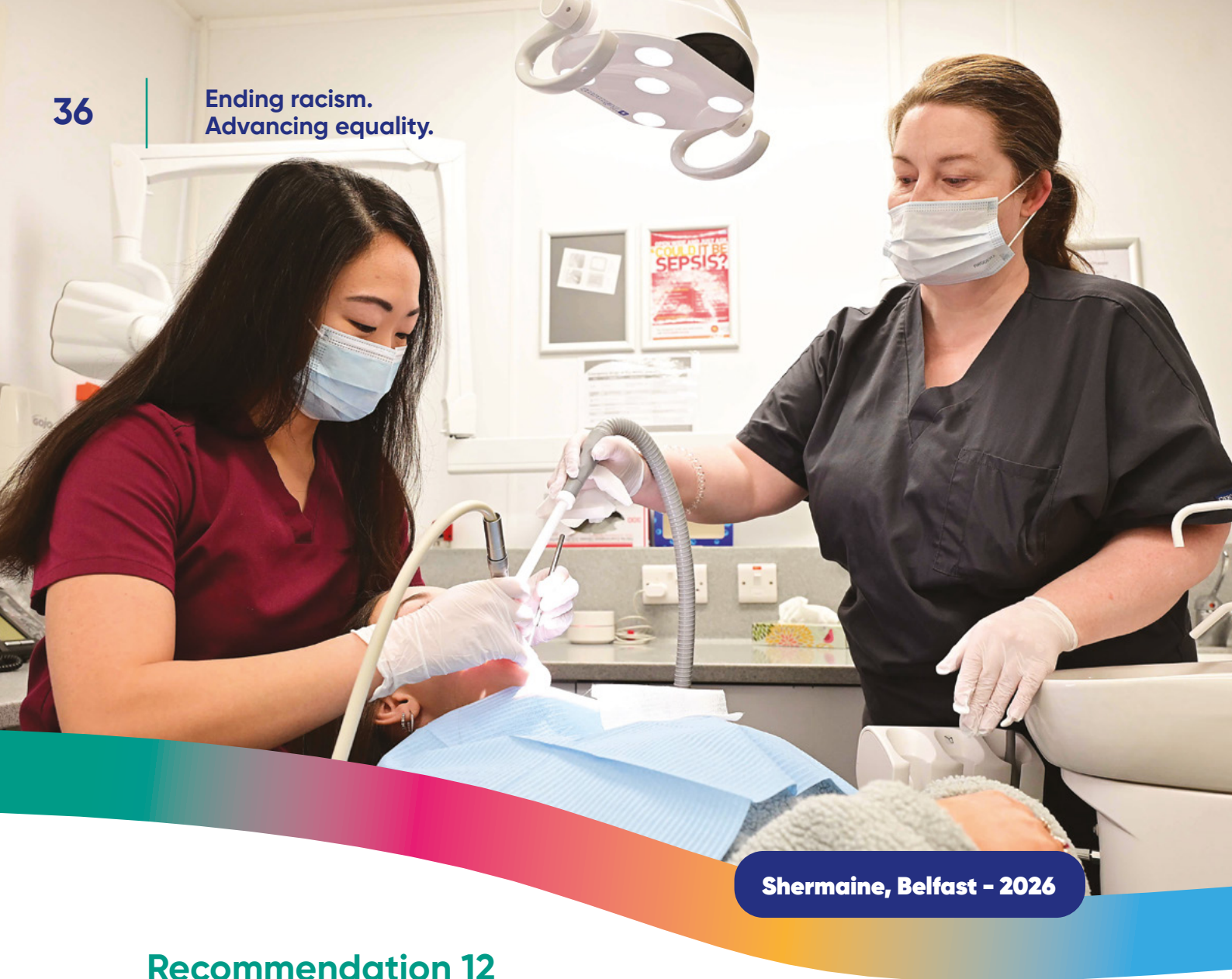
Schools and education providers must be supported to put in place the systems and resources needed to promote race equality.

## What needs to change

- **The Department of Education should address attendance, attainment gaps and wider educational disadvantage.** This includes identifying, monitoring and addressing the needs of all pupils experiencing disparities<sup>43</sup>, particularly minority ethnic pupils. It should address the gaps through targeted strategies and policies to ensure equal access to education.
- **The Department of Education should maintain and strengthen 'differential needs' funding to support minority ethnic pupils in schools.** It should monitor delivery against the policy objective, to improve the educational outcomes of young people from equality groups. Consideration should be given to how funding is used and stronger oversight where funding is not ring-fenced<sup>44</sup>.
- **Boards of Governors and school leaders should ensure compliance with bullying legislation and guidance.** They must meet their responsibilities under the Addressing Bullying in Schools Act (Northern Ireland) 2016. The Department of Education should comprehensively assess, monitor, and publish information on compliance to ensure accountability<sup>45</sup>.

### Who needs to act:

The Department of Education, schools, Boards of Governors, and the Education Authority.



Shermaine, Belfast - 2026

## Recommendation 12

# Embed equality in workplaces

Equality must be embedded across workplaces. This requires removing bias from policies and practice, supporting staff, and ensuring access to clear, rights-based information. Employers should create welcoming workplaces that reflect the communities they serve.

## What needs to change

- **Employers should ensure staff are confident and supported to recognise, challenge and respond** appropriately to racism in the workplace.
- **Employers should provide anti-racism and anti-bias training** as part of staff development and continuous professional development.
- **Employers should ensure staff are equipped to deliver inclusive and culturally competent services**, particularly in frontline sectors such as healthcare, and in services supporting refugees and asylum seekers.
- **Employers must ensure that policies and processes are in place to prevent and respond to third party harassment**, including where staff may experience abuse from service users, patients or member of the public.
- **Workers should be supported to understand their rights and what they can expect from their employer**, including protection from discrimination and access to appropriate support.
- **Employers should seek and apply advice from the Equality Commission** to support compliance with their legal responsibilities and to ensure appropriate support is available to individuals who may have experienced discrimination.
- **Government should increase the provision of, and access to, English for Speakers of Other Languages (ESOL)**, particularly for those who do not currently qualify for free access through further education colleges.

### Who needs to act:

Employers and service providers, supported by the Equality Commission, government departments, governing bodies and those responsible for business support and skills development.

## Learn more about the evidence

The Equality Commission's recommendations to end racism and advance equality are informed by a wide range of research, data and engagement with individuals, communities and stakeholders across Northern Ireland.



To explore the full evidence base behind these recommendations, scan the QR code or visit [equalityni.org](https://equalityni.org).

## How we can support you

We provide information, advice and guidance to help individuals and organisations understand and meet their responsibilities under equality law.

### For individuals

- Information on your rights under race equality law
- Advice and support if you believe you have experienced discrimination

### For employers and organisations

- Guidance on preventing race discrimination and promoting equality
- Training on equality law and good practice
- Support to help you create inclusive workplaces

Visit our website [equalityni.org](https://equalityni.org) for more information and advice.

# Endnotes

- 1 The Executive Office (November 2023): Review of Minority Ethnic Census 2021 Data – 8.1% NI Population
- 2 Ethnic group, England and Wales: Census 2021, Office for National Statistics
- 3 Scotland’s Census (2022) - Ethnic group, national identity, language and religion, Scotland’s Census  
*\* There are differences in the definitions of ethnic groups across the three jurisdictions, therefore percentages from endnotes 1,2 and 3 should be seen as a general guide.*
- 4 Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland, Update to 31st December 2025, PSNI
- 5 Minister of Health Mike Nesbitt responding to question from Diane Forsythe, AQW 30818/22-27, answered on 05/05/2026, NI Assembly
- 6 Refugee facts and statistics, (March 2026), Law Centre NI
- 7 See, for example: Formal investigation of the practices of recruitment agencies, carried out under the statutory provisions of the Race Relations NI Order 1997, (2010), Equality Commission for Northern Ireland
- 8 Refugee facts and statistics, (March 2026), Law Centre NI
- 9 Refugee facts and statistics, (March 2026), Law Centre NI
- 10 ECRI Report on the United Kingdom (sixth monitoring cycle), (2024), Council of Europe

- 11 MLA Code of Conduct and Complaints, (2021), Northern Ireland Assembly
- 12 Tackling Hate & Violent Extremism – Insights from Eric Ward’s Trip to the Island of Ireland, (2026), Social Change Initiative
- 13 Independent report The Stephen Lawrence Inquiry, (1999), Gov.uk, recommendation 12 for the definition of a racist incident:
- 14 Hate Crime, Police Service of Northern Ireland
- 15 Kick it out campaign: challenging discrimination in football, Kick It Out
- 16 See, for example: 1) Written Evidence to the Committee for Justice of the NI Assembly on the Justice Bill from the Committee on the Administration of Justice, (2025) 2) Rathcoole anti-immigration posters should have been removed sooner, Minister says, September 2024, Belfast Live
- 17 See, for example: 1) Hate expression: graffiti and signage, Part One, (March 2026), Participation and the Practice of Rights 2) Hate Harassment Toolkit, Northern Ireland Housing Executive
- 18 Responding to Complaints about Public Displays, (January 2026), Police Service of Northern Ireland
- 19 Mapping Far-Right Activity Online in Northern Ireland Project Report: Case Studies on the role of social media in anti-immigration protests and racist incidents, (2025), commissioned by the Equality Coalition, page 41
- 20 End Violence Against Women and Girls: Strategic Framework 2024–31, Northern Ireland Executive, page 27
- 21 Kick it out campaign: challenging discrimination in football, Kick It Out
- 22 Online Safety Act 2023, legislation.gov.uk

- 23 Concluding observations on the combined 24th to 26th periodic reports of the United Kingdom of Great Britain and Northern Ireland, UNCERD Committee (2024)
- 24 Temporary housing for migrants made homeless by racist attacks, Proposals to improve housing support response, (2025), Law Centre NI
- 25 Hate Incident Practical Action Scheme (HIPA) Leaflet, (accessed 26/09/25), Police Service of Northern Ireland but evidence suggests it is underutilised: Freedom of Information request FO1534, 2024, Northern Ireland Housing Executive
- 26 Northern Ireland Hate Crime Campaign: We Stand Together Manifesto, (2024), Victim Support NI, page 14
- 27 See, for example: Guide to Employment Rights for Migrant Workers in the Health and Social Care Sector, Law Centre NI
- 28 Hate crime legislation in Northern Ireland: Independent Review, (2020), Judge Marrinan, page 19
- 29 Dealing with hate expression in public space in Northern Ireland, (May 2022), Committee on the Administration of Justice
- 30 Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland, Update to 30th June 2025, and see for example: Eighth Report, (2025), Independent Reporting Commission, paragraph 4.16, page 35
- 31 Northern Ireland has 42 Schools of Sanctuary, Schools of Sanctuary, see also Schools of Sanctuary, Education Authority Northern Ireland
- 32 See, for example: Experiences of education among minority ethnic groups in Northern Ireland, (2023), Loader, R. et al
- 33 Community Partnerships, South Tyrone Empowerment Programme (STEP)

- 34 Tackling Hate and Violent Extremism – What Works, (2025), Social Change Initiative
- 35 Independent Review of the progress on the implementation of the Racial Equality Strategy 2015–25, (2024), Sabir Zazai, page 20
- 36 South Tyrone Empowerment Programme (STEP), Mid Ulster
- 37 Section 75 Guide for Public Authorities, (2010), Equality Commission For Northern Ireland
- 38 See, for example: 1) Joint Submission to FCNM Advisory Committee – Rights of Asylum Seeker Children Living in Contingency (Hotel Buildings) in NI, run by Mears Group PLC, (2022), Children’s Law Centre and South Tyrone Empowerment Programme, 2) Refugee and Asylum Forum, Priorities for Action, (2023), Law Centre NI
- 39 Inequalities experienced by Black, Asian, Minority Ethnic and Traveller People residing in Belfast, (2022), commissioned by Belfast City Council
- 40 Impact of Brexit on minority ethnic and migrant people in Northern Ireland, (2023), Equality Commission for Northern Ireland
- 41 Race and Ethnicity Action Plan 2025–2030, (2025), Police Service of Northern Ireland but our evidence refers to those who experience a different approach depending on individual PSNI officers.
- 42 Communities are welcome and inclusive, MENI Research, (2025), Equality Commission for Northern Ireland
- 43 School Leavers Data 2023/2024, provided by Department of Education to the Equality Commission
- 44 Consultation Response to Department of Education Draft Attendance Matters Strategy, (2026), Equality Commission for Northern Ireland
- 45 See, for example: Experiences of education among minority ethnic groups in Northern Ireland, (2023), Loader, R. et al



**STREET SOCCER NI**  
CHANGING LIVES THROUGH FOOTBALL

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**Players at Street Soccer NI football tournament – November 2025**



# Equality Commission

Northern Ireland

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