








## Good Relations Action Plan 2016-21: Six-monthly Update – October 2019

### Status Key:

-  Complete for this six-month reporting period
-  In progress/ongoing OR on schedule to be progressed in line with timeline
-  Partially achieved
-  Overdue
-  Action suspended
-  New action
-  Amended action

# Good Relations Action Plan 2016-21: Six-monthly Update – October 2019

## Aim 1: Dialogue and Consultation

| Action taken to better promote equality of opportunity/good relations  | Intended outcome/impact and how this will be measured   | Good Relations Category   | Progress update   |
|--|---|---|---|
| 1.1 Equality and good relations issues are discussed at Secretariat Management Group (SMG) and Assembly Commission meetings. | <p>Issues are progressed in line with the Good Relations Action Plan requirements and timings.</p> <p>Minutes of meetings are published on the Assembly website on a monthly basis.</p> | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit and Corporate Support Unit</p> <p><b>Timeline:</b> Regularly throughout 2016-2021 with the exception of Assembly recesses.</p> <p><b>Status: Complete for reporting period</b></p> <p>Cover template for all SMG/Commission papers asks for information on equality/section 75 implications and equality screening.</p> <p>Minutes of SMG/Commission meetings published.</p>   |
| 1.2 Review of initiatives on how art and exhibitions might be used within Parliament Buildings                               | Consideration of new art initiatives to allow opportunities to reflect the wider community within Parliament Buildings.   | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Engagement</p> <p><b>Timeline:</b> Long-term direction to be revisited by new Speaker and Commission in 2017/18</p> <p><b>Status: In progress</b></p> <p>Consultation had previously taken place with the Arts Council and the College of Art to look at proposals for a series of new art initiatives for 2018-19, but the political situation and the associated potential for reputational risk led to a decision not to progress matters until the political situation became clearer.</p> <p>A review of the Arts and Exhibitions Policy is still planned for the 2019-20 business year.</p> |

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| 1.3 To draft a response to Assembly Commission questions within one week of receipt   | To draft answers to Assembly Commission Questions for written and/or oral answer applicable to equality and good relations.   | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit</p> <p><b>Timeline:</b> As required during the 2016-2021 period</p> <p><b>Status: Complete for reporting period</b></p> <p>During the reporting period no questions were tabled requiring input from the Equality and Good Relations Unit</p>   |
| <p>1.4 Identification of equality and good relations issues to be addressed</p> <p>Issues arising to be addressed or forwarded to the appropriate Directorate for consideration</p> <p><i>Action amended in March 2018 update to allow for the development of a separate equality and good relations survey</i></p> | <p>Action Plan following on from 2014 staff survey will be reviewed.</p> <p>Use the results of future staff surveys to produce and implement action plans if required.</p> <p>Monitor the progress of the implementation of action plans on an annual basis.</p> <p>Staff surveys to be undertaken regularly between 2016 and 2021 and will include questions regarding equality and good relations issues.</p> | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> RaISe/Equality and Good Relations Unit</p> <p><b>Timeline:</b> Draft survey to be submitted to SMG by September 2018. Date of issue to staff to be agreed.</p> <p><b>Status: Complete for reporting period.</b></p> <p>The survey has already been submitted to SMG and issued to staff and its findings have been analysed by RaISe. Members of a working group to address issues raised within the survey have been identified and the first meeting of the group is planned before the end of October 2019.</p> |
| 1.5 Organise three teachers' conferences per year to increase teachers' knowledge of the way the Assembly works and how to participate  | <p>All teachers at primary, secondary and A-Level will be invited to participate in conferences.</p> <p>An estimated total of 70 teachers will attend 3 conferences per year</p> <p>Increased understanding in teachers' knowledge of how the Assembly works and</p>  | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Education Team</p> <p><b>Timeline:</b> Hold three conferences per year over the 2016-2021 period.</p> <p><b>Status: Complete for reporting period.</b></p> <p>A conference for primary-school teachers was held on 14 June 2019. It was attended by 10 teachers from across Northern Ireland and included special schools and schools in the controlled and</p>  |

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|   | how to participate will be measured via questionnaire and other means of feedback.   |   | maintained sectors. Conferences are scheduled for A-level politics teachers (8 October 2019) and key stage 3 and 4 teachers (6 December 2019).  |
| 1.6 The Assembly delivers its education programme in a format which provides for schools from different backgrounds to learn together | Schools from different backgrounds will have had the opportunity to learn together by attending education programmes together. | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Education Team</p> <p><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan.</p> <p><b>Status: Complete for reporting period.</b></p> <p>Programmes were delivered to school groups comprising pupils from different backgrounds, including shared education groups, integrated schools, Together: Building a United Community (T:BUC) and National Citizen Service (NCS) groups.</p> <p>Education Service delivered a programme for Springboard on 29 May 2019. The group consisted of 29 young people aged 16-24 from disadvantaged communities in North and East Belfast.</p> <p>Education Service delivered an outreach programme at Belfast LGBT Centre on 2 April 2019. On 17 June 2019, the Education Service facilitated an event for 50 pupils from different schools participating in the YMCA Youth in Government programme.</p> <p>Over 90 young people from West Tyrone, Foyle and Donegal, participating in a cross-community project, received education programmes in this period.</p> <p>In the summer period, education officers delivered sessions for 60 young people in Holywood and Omagh as part of National Citizen Service.</p> |

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| 1.7 The Assembly focuses on engagement with disenfranchised groups                                 | <p>Increased engagement with minority ethnic communities to inform groups how to utilise resources available through Assembly Community Connect &amp; partner organisations.</p> <p>Target members and representative organisations of minority ethnic communities to attend 'How the Assembly Works' sessions to encourage a 5% increase in participation.</p> | Persons of different racial group.  | <p><b>Lead:</b> Engagement Manager<br/> <b>Timeline:</b> Annually throughout the lifespan of the Good Relations Action Plan.<br/> <b>Status: In Progress</b></p> <p>Given the political situation, associated practical difficulties and the potential for reputational risk, proactive training has not been delivered, but requests for such training are met as and when received. The draft corporate action plan and draft public engagement strategy include actions to ensure engagement with a wide range of groups.</p> |
| 1.8 Hold focus meetings and engage with sectoral and voluntary groups to inform committee business | <p>Hold at least two meetings and engagement activities per month, when the Assembly is sitting, with groups which will inform committee business.</p> <p>Continue to develop a database to register voluntary and community organisations by sector</p> <p>Use database to gather information to inform committee business.</p>                                | All good relations groups   | <p><b>Lead:</b> Engagement Manager<br/> <b>Timeline:</b> At least 24 meetings annually throughout the lifespan of the Good Relations Action Plan<br/> <b>Status: Action suspended</b></p> <p>Given the ongoing political situation and the potential for reputational risk, focus meetings and engagement remains suspended whilst the Assembly and its Committees are not sitting. The Assembly Community Connect database is still available for registration.</p>   |
| 1.9 Legal Services Office continues to provide advice as necessary                                 | The provision of legal advice to the NI Assembly Commission, and to staff, in relation to obligations under S75(2) of the NI Act 1998.  | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Legal Services Office<br/> <b>Timeline:</b> As required during 2016-2021<br/> <b>Status: Complete for reporting period</b></p>   |

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### Aim 2: Promotion of Good Relations

| Action taken to better promote equality of opportunity/good relations   | Intended outcome/impact and how this will be measured   | Good Relations Category   | Progress update  |
|---|---|---|--|
| 2.1 Maintain the display of Speaker's gifts within in the Assembly and Senate Rotundas in Parliament Buildings  | Display of Speaker's gifts is accessible to the visiting public and maintained.   | Persons of different religious belief, political opinion or racial group. | <b>Lead:</b> Speaker's Office<br><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan.<br><b>Status: Complete</b>  |
| 2.2 Participation and inclusion of external groups in identified events held at Parliament Buildings            | Speaker's and other Assembly events to be used to include external guests and organisations to highlight issues and work in the wider community. Events will vary each year but will typically include: <ol style="list-style-type: none"> <li>1. Christmas event</li> <li>2. St Patrick's Day event</li> <li>3. Community Relations Week</li> <li>4. International Women's Day</li> <li>5. Chinese New Year</li> </ol> | Persons of different religious belief, political opinion or racial group. | <b>Lead:</b> Speaker's Office/ Outreach<br><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan. Subject to review on election of a new Speaker.<br><b>Status: Complete for reporting period</b><br>During the current political situation with the Assembly not sitting, a significantly reduced programme of Speaker's events is being delivered. Of those events being undertaken during 19/20, none were scheduled to fall within this period.         |
| 2.3 To further develop capacity of Assembly Commission Members on issues concerning Good Relations and Equality | Development of a mechanism to enable Members to discuss good relations issues.<br><br>Invite guest speakers and a facilitator to assist Members to discuss contentious issues through dialogue and understanding. Members' knowledge of good relations and equality issues is increased.  | Persons of different religious belief, political opinion or racial group. | <b>Lead:</b> Equality and Good Relations Unit, Corporate Support Unit and Learning and Development<br><b>Timeline:</b><br>Group is established and terms of reference completed - 2016<br>Training needs are assessed and training developed - 2016<br>Facilitator and guest speakers are identified - 2016<br>Programme of issues confirmed - 2016<br>Training complete - 2016<br>Programme timetabled with facilitator and guest speakers on good relations issues 2017 – 2021 |

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|   |  |   | <p><b>Status: Action suspended</b><br/>                     Whilst the Commission is dealing with individual issues as they arise during the period when the Assembly is not conducting normal business and taking advice accordingly e.g. dealing with centenaries and the display of artefacts, the development of a wider process including training will be subject to review when the Assembly returns to normal business and appoints a new Commission.</p> |
| 2.4 To agree a Language Policy  | <p>Prepare a paper on language policy for the Assembly Commission</p> <p>Development of a clear and concise policy with measurable standards and present to the Assembly Commission for agreement.</p>   | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit<br/> <b>Timeline:</b> Jan 2017 and 2017<br/> <b>Status: Partially achieved</b><br/>                     Language paper presented to SMG in January 2017 and March 2017. Paper ready for presentation to the Assembly Commission at a future date.</p>  |
| 2.5 Implementation and communication of Good Relations Action Plan to staff   | <p>Communication of Policy and Action Plan to all staff.</p> <p>Staff training updated to cross-reference with Good Relations Action Plan.</p>   | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit<br/> <b>Timeline:</b> 2016<br/> <b>Status: Complete</b></p>  |
| <p>2.6 Reconsideration of Civic Occasions Protocol</p> <p><i>Action added March 2017</i></p> <p><i>Lead responsibility transferred to Director of</i></p> | <p>Reconsideration of the draft protocol that was presented to the Assembly Commission in March 2016.</p> <p>Intended outcome is the provision of clear guidance with regard to the flying of the Union flag at Parliament Buildings to mark</p> | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Director of Facilities/Equality and Good Relations Unit<br/> <b>Timeline:</b> Following publication of final report by Commission on Flags, Identity, Culture and Tradition<br/> <b>Status: On schedule to be progressed in line with timeline</b></p>  |

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| <i>Parliamentary Services in October 2017 as Facilities Director post no longer exists</i> | civic occasions, eg, the accession of a new Monarch; the death of a serving or former First or Deputy First Minister; and a time of designated national disaster. |                         | Awaiting outcome of final report by Commission on Flags, Identity, Culture and Tradition. |



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### Aim 3: Equality of Service Provision

| Action taken to better promote equality of opportunity/good relations  | Intended outcome/impact and how this will be measured  | Good Relations Category   | Progress update   |
|--|--|---|---|
| 3.1 Continue to utilise applicable codes and guidance from the Equality Commission NI as it relates to the recruitment of staff  | Commission policies continue to reflect best practice in recruitment and continue to ensure equality of opportunity for all potential job applicants.      | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> HR Team<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br/> <b>Status: Ongoing</b><br/>                     This is a continuous action in that we constantly review and change policies to reflect best practice. We are currently changing how we run recruitment in the Assembly and part of that work is utilising applicable Codes and guidance from the ECNI.</p>   |
| 3.2 The Assembly focuses on engagement with disenfranchised groups   | To work with the National Assembly for Wales and the Flemish Parliament to make a joint application to Erasmus+ to deliver a trans-national youth project. | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Education Team<br/> <b>Timeline:</b> Project length anticipated 12 months (Estimated Sept 2016 - Sept 2017)<br/> <b>Status: Complete</b><br/>                     Application unsuccessful.</p>   |
| 3.3 Continue programme of local events to encourage young people from all backgrounds to meet and discuss issues with their MLAs | To hold 'Let's Talk' events for young people from all constituencies.  | Persons of different religious belief or political opinion                | <p><b>Lead:</b> Education Service<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br/> <b>Status: Action suspended.</b><br/>                     Action suspended due to the political situation. In light of there being no functioning Assembly, "Let's Talk" events have not been held because it was considered that such events could lead to reputational risk and that there would be difficulties in getting schools and MLAs to participate. However, "encouraging young people from all backgrounds to meet and discuss issues with their MLAs" has continued to be actioned by inviting</p> |

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|   |   |   | MLAs to meet groups as part of the Education Service's full programme of events, both in Parliament Buildings and in schools.  |
| 3.4 Identify best practice from other sources and adopt practice following consultation with section 75 groups and internal stakeholders (Learn and share good practice from other areas) | <p>Work with relevant teams and staff to promote the sharing of learning and outcomes from joint projects.</p> <p>Continue participation on, for example, inter-parliamentary groups and civil service groups to document models of best practice.</p> <p>Increased understanding of the good relations issues affecting the Northern Ireland Assembly.</p> <p>Best practice is implemented and communicated.</p> <p>Increased collaboration on a regional and national basis to discuss good relations issues.</p> | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit</p> <p><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p><b>Status: Complete for reporting period</b></p> <p>Continued participation on relevant groups e.g. The Executive Office equality practitioners group and ongoing meetings with the Equality Commission for NI. <i>Also see action 4.4.</i></p> |
| 3.5 Advertisement of committee stage of Bills in each of the main daily newspapers offering opportunities to all sections of the community to submit evidence                             | Improved access opportunities for people to contribute to policy development and legislative scrutiny processes.  | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Clerking</p> <p><b>Timeline:</b> Throughout the lifespan of the Good Relation</p> <p><b>Status: Action suspended</b></p> <p>Action suspended due to the political situation</p>  |

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| 3.6 Plans in place to encourage Committees to actively engage with the community by meeting regularly outside of Parliament Buildings | <p>Improved opportunities for all sections of the community to contribute to policy development and legislative scrutiny processes.</p> <p>Statutory Committees to aim to hold external meetings periodically throughout the mandate.</p> | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Clerking<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br/> <b>Status: Action suspended</b><br/>                     Action suspended due to the political situation</p>  |
| 3.7 Lighting of Building  | To light the exterior of Parliament Buildings on days as agreed by the Assembly Commission  | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Head of Building Services<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br/> <b>Status: Complete for reporting period</b><br/>                     The LED floodlighting system continues to be used to light the building on days agreed by the Assembly Commission.</p>   |
| 3.8 Continued Implementation of the 'Perspective on...' series  | To hold inclusive events to mark anniversaries within the 'Decade of Centenaries' as agreed by the Assembly Commission including in 2016 the Easter Rising and the Battle of the Somme.   | Persons of different religious belief, political opinion.                 | <p><b>Lead:</b> Speaker's Office<br/> <b>Timeline:</b> Anniversaries to be marked in the 2016-2021 mandate to be agreed by the new Commission following the election.<br/> <b>Status: Complete for reporting period</b><br/>                     The Assembly Commission agreed in October 2018 that the Commission's approach to centenaries for the mandate would commence in 2019 and agreed an outline package of anniversaries to be marked during the mandate. The first scheduled event in the package was held in January 2019, and the next agreed anniversary is to commemorate the centenary of the Government of Ireland Act in December 2020.</p> |

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|---|--|---|--|
| 3.9 Outreach Parliaments<br><br><i>(Action suspended March 2017)</i>                            | To facilitate 2 BEM Parliaments per year in order to engage people from minority groups.   | Persons of different racial group.  | <b>Lead:</b> Engagement Manager<br><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br><b>Status: Action suspended</b><br>This action has been suspended because the partner organisation, NICEM, no longer exists, allied to which the current political situation brings practical difficulties (Ministers/Committee chairpersons are required). Action 3.15 below was added in March 2017 to increase engagement with BEM groups. The draft corporate action plan and draft public engagement strategy include actions to ensure engagement with a wide range of groups. |
| 3.10 Assembly Community Connect (ACC)   | Increased engagement database of s75 groups by 20%; inform groups how to utilise resources available through Assembly Community Connect & partner organisations. | All S75 groups, including persons of different religious belief, political opinion or racial group. | <b>Lead:</b> Engagement Manager<br><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br><b>Status: Action suspended</b><br>Assembly Community Connect (ACC) remains open for registration but, given the political situation, associated practical difficulties and the potential for reputational risk, engagement is taking place on a reactive as opposed to proactive basis.   |
| 3.11 Monitoring the outcome of the EQIA on the Flying of the Union Flag at Parliament Buildings | Monitoring includes regular consideration of a range of sources such as complaints, research and related policies etc.   | Persons of different religious belief, political opinion.   | <b>Lead:</b> Equality and Good Relations Unit<br><b>Timeline:</b> Annually<br><b>Status: Complete for reporting period</b><br>Monitoring complete in line with guidance provided by the Equality Commission for NI.  |

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| 3.12 Access to information   | The Education Service has an Irish Language Champion and the education programme can now be delivered in Irish. Based on previous years' numbers, the programme will be delivered to approx. 3 Irish medium schools during the academic year. | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Education Service<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br/> <b>Status: Complete for reporting period.</b><br/>                     The Education Service received one request to deliver the programme in Irish during the reporting period and duly facilitated a visit on 3 May 2019.</p>                                   |
| 3.13 Keep under review the use of Irish in recruitment ads   | Review per recruitment competition any feedback received on the use of Irish in advertisements as relating to the recruitment process.  | Persons of different religious belief, political opinion.                 | <p><b>Lead:</b> HR Team<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br/> <b>Status: Ongoing.</b><br/>                     Any feedback received is considered at that time.</p>  |
| 3.14 Continued operation of alternative placement programme to trainee teachers ie Stranmillis College (Final year students) | To allow the Assembly to ensure that its current education programmes continue to be compatible with teacher training best practice. Max 3 places per year lasting 2 weeks each January.  | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Education Team<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br/> <b>Status: Complete for reporting period.</b><br/>                     The Education Service will address the Stranmillis Alternative Placement Conference in October 2019 and will continue to offer the placement in the next reporting period (January 2020).</p> |
| 3.15 Deliver 'Get Involved' conference to BEM groups<br><br><i>(Action added March 2017)</i>                                 | Deliver one conference every year to BEM groups.  | Persons of different racial group.  | <p><b>Lead:</b> Engagement Manager<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-21.<br/> <b>Status: Action suspended</b><br/>                     The BEM Get Involved Conference concept was suspended along with the other Get Involved events in 2017 due to the political situation and associated practical difficulties — the event</p>               |

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|---|---|-------------------------|---|
|   |   |                         | involves Members and focuses on participating in the Committee process. |

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### Aim 4: Training and Development

| Action taken to better promote equality of opportunity/good relations   | Intended outcome/impact and how this will be measured   | Good Relations Category  | Progress update  |
|---|---|--|--|
| <p>4.1</p> <p>Personal learning records to include details of equality and good relations training undertaken.</p> <p><i>Previous action was: '4.1 Personal Development Plans include equality issues/updates.'</i></p> <p><i>This action has been amended to more accurately reflect the monitoring of staff learning.</i></p> | <p>Ongoing learning in relation to equality takes place.</p> <p><i>Additional outcomes/impacts and measurements:</i></p> <p>Learning and Development Team to update personal learning records on iTrent with mandatory equality and good relations training. Staff can also add additional equality and good relations training to their personal learning plans, and this training will also be monitored by the L&amp;D team.</p> | <p>Persons of different religious belief, political opinion or racial group.</p> | <p><b>Lead:</b> HR Team<br/> <b>Timeline:</b> Annually throughout lifespan of the plan<br/> <b>Status: Ongoing</b></p> <p>We have a record of mandatory training, which includes training in equality and good relations that is carried out periodically.</p> |
| <p>4.2 Induction training monitored and reported on</p>   | <p>Monitoring of mandatory staff training which includes the promotion of good relations as part of the induction process for any external appointments that occur.</p>   | <p>Persons of different religious belief, political opinion or racial group.</p> | <p><b>Lead:</b> HR Team<br/> <b>Timeline:</b> As required<br/> <b>Status: Ongoing.</b></p> <p>We are currently reviewing our Induction processes and part of that review is ensuring that good relations continues to be highlighted to new staff members.</p> |
| <p>4.3 To provide good relations support to staff</p>   | <p>Good Relations input into training programmes as required.</p>   | <p>Persons of different religious belief, political opinion or racial group.</p> | <p><b>Lead:</b> Equality and Good Relations Unit<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-21.<br/> <b>Status: Ongoing</b></p>  |

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| To support mainstreaming of good relations at Directorate level       | <p>Meet with relevant staff to provide good relations support and information for services within the Assembly secretariat.</p> <p>Increased confidence in tackling good relations issues by staff.</p> <p>Good relations agenda is mainstreamed with Assembly staff.</p>   |   | No requests for assistance were received during the reporting period.   |
| 4.4 Develop an e-learning good relations package for staff training   | <p>E-learning package is developed to enable staff to better understand good relations and its relevance to their role in the Assembly.</p> <p>Mandatory completion of e-learning takes place by all Assembly staff.</p> <p>Monitoring of mandatory training takes place to ensure all staff complete training and it is complete to a satisfactory standard.</p> | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit and Learning and Development</p> <p><b>Timeline:</b> 2018</p> <p><b>Status: Overdue</b></p> <p>Meetings continue to be held with ECNI and DAERA to progress this issue. Parallel meetings are also taking place with ECNI, TEO, CAL, DfC and the Equality Unit on the development of the Section 75 training. The next meeting is scheduled to take place on 14 October where the inclusion of good relations in the Section 75 online training package will be discussed.</p> |



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### Aim 5: Management Information and Data

| Action taken to better promote equality of opportunity/good relations   | Intended outcome/impact and how this will be measured   | Good Relations Category   | Progress update  |
|---|---|---|--|
| 5.1 Direct staff to screening training as required  | <p>Screening guidance in place for staff.</p> <p>Training provided as required.</p> <p>Increased knowledge and skills to address good relations issues.</p>   | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit and Learning and Development</p> <p><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p><b>Status: Complete for reporting period</b></p> <p>Policy screening support and guidance was provided to colleagues conducting screening exercises.</p>   |
| 5.2 Continued use of 'social media' to engage with people of NI and hear their views on the Assembly and political issues | <p>We will have listened to the people of NI and provided different groups with a democratic understanding and the opportunity to develop mutual positions in a shared (cyber) space.</p> <p>Education Service uses Social Media (Twitter) daily to inform users of its services and initiatives.</p> | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Education Team</p> <p><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p><b>Status: Complete for reporting period.</b></p> <p>Education Service uses Social Media (Twitter) daily to inform users of its services and initiatives.</p>   |
| 5.3 To monitor user comments collected from feedback processed in place for all engagement activities                     | Feedback is used, where appropriate, to help inform decisions and build the promotion of equality and good relations into the delivery of services.   | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Engagement Manager</p> <p><b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p><b>Status: Partially achieved</b></p> <p>The report on Assembly Community Connect (ACC) 'Measuring Success', assessed feedback from 700 attendees at ACC events. Its findings will be used to inform future action in relation to the ACC programme and similar initiatives. Equality data was collected as part of the work in producing</p> |

## Good Relations Action Plan 2016-21: Six-monthly Update – October 2019

| Action taken to better promote equality of opportunity/good relations                                 | Intended outcome/impact and how this will be measured   | Good Relations Category  | Progress update   |
|---|---|--|---|
|   |   |  | <p>the report and it will help benchmark future equality targets.</p> <p>Further work on feedback systems is envisaged, but it is unlikely that further action can be advanced until the Assembly is fully functioning again.</p>   |
| <p>5.4 Maintain an inventory and monitor the condition of all artefacts belonging to the Assembly</p> | <p>All artefacts belonging to the Assembly are kept and maintained in an appropriate manner.</p> <p>Artefacts will be monitored on an annual basis.</p> | <p>Persons of different religious belief, political opinion or racial group.</p> | <p><b>Lead:</b> Head of Building Services<br/> <b>Timeline:</b> Throughout the lifespan of the Good Relations Action Plan 2016-2021.<br/> <b>Status: Complete for reporting period</b><br/>                     Artefacts belonging to the Assembly are maintained in an appropriate manner and the inventory of Assembly artefacts and artwork is reviewed at least once per year.</p> |

## Good Relations Action Plan 2016-21: Six-monthly Update – October 2019

### Aim 6: Monitoring

| Action taken to better promote equality of opportunity/good relations  | Intended outcome/impact and how this will be measured   | Good Relations Category   | Progress update   |
|--|---|---|---|
| 6.1 Good Relations Action Plan is updated to include additional relevant actions that arise during the lifespan of the plan. | <p>Monitoring relevant sources to ensure any additional actions are added as appropriate.</p> <p>Continue engagement with Assembly Directorates to discuss any potential issues for inclusion.</p> <p>Produce a monitoring report of progress and any additional action every six months and table at SMG meetings.</p> | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit/All Directorates</p> <p><b>Timeline:</b> Throughout the lifespan of the Action Plan as required.</p> <p><b>Status: Complete for reporting period</b></p> <p>Six-monthly monitoring updates show progress on actions, including additional activity and amended actions. Once approved, this update will be published on the <a href="#">Assembly website</a> alongside previous updates.</p>   |
| 6.2 To provide adequate staff resources to allow the implementation of all programme activities                              | Directorate budget includes, where relevant, for strategic development, implementation and monitoring.  | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> All Directorates</p> <p><b>Timeline:</b> Budgeting as necessary in line with Assembly policies throughout the lifespan of the Action Plan as required.</p> <p><b>Status: Complete for reporting period</b></p>  |
| 6.3 To continue implementation and reporting to SMG of Assembly Visitor's survey   | <p>Conduct a Visitor's survey 3 times a year (generally February, June and October).</p> <p>Assembly research collate data and produce a report for Equality and Good Relations Unit to be submitted to SMG with good relations six-monthly monitoring reports.</p>   | Persons of different religious belief, political opinion or racial group. | <p><b>Lead:</b> Equality and Good Relations Unit and RaISe</p> <p><b>Timeline:</b> Throughout the lifespan of the Action Plan as required.</p> <p><b>Status: Complete for reporting period</b></p> <p>SMG agreed at its March 2018 meeting that the survey should be reduced in frequency to an annual survey until such times as full Assembly business resumes, at which point a full review of the survey will be carried out.</p> <p>The next survey is due to be conducted in November 2019.</p> |

**Good Relations Action Plan 2016-21: Six-monthly Update – October 2019**