The Northern Ireland Assembly Commission
Draft Good Relations Action Plan
2016-2021
Alternative Formats

You can access and read this document from our website at www.niassembly.gov.uk

If you require this document in an alternative format such as Braille, audio CD/MP3, easy read, computer disc and/or another language please contact us to discuss your requirements:

Write to: Equality and Good Relations Unit
Consultations
Room 26
Parliament Buildings
Ballymiscaw
Belfast
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Telephone: 028 9041 8377/ 028 9052 1941

Textphone: 028 9052 1209

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1. Introduction

1.1 Under Section 75(2) of the Northern Ireland Act 1998, the Northern Ireland Assembly Commission (‘the Commission’) is required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. This draft good relations action plan sets out how the Commission proposes to fulfil this duty in relation to the functions for which it is responsible.

2. Previous Assembly Commission Good Relations Action Plans

2.1 The Assembly Commission has submitted two Good Relations Action Plans to the Equality Commission for Northern Ireland to show how it planned to fulfil these duties:

- The first action plan covered the period the 2010 –2011, it is accessible via the following link: http://www.niassembly.gov.uk/globalassets/documents/corporate/commission/good-relations-action-plan-2010-11.pdf
  A progress report was issued to the Equality Commission for Northern Ireland in September 2011 setting out the progress made towards the actions detailed within the plan.
The second action plan covered the period 2012 –2016; it is accessible via the following link: http://www.niassembly.gov.uk/about-the-assembly/corporate-information/policies/northern-ireland-assembly-commission-good-relations-strategy-2012-2016/. This action plan spanned a 4 year period in line with our Corporate Strategy.

Six monthly progress reports were issued to the Secretariat Management Group (SMG) during the lifespan of the plan and a report was issued to the Equality Commission for Northern Ireland annually which detailed progress made towards the actions detailed within the plan.

Progress on all good relation action plans can be viewed via the Assembly Commission’s annual equality progress returns to the Equality Commission for Northern Ireland which can be accessed via the following link: http://www.niassembly.gov.uk/ABOUT-THE-ASSEMBLY/Corporate-Information/Publications/Annual-Reports-to-the-Equality-Commission/

2.2 During this period of consultation, which lasts from March – June 2016, the draft good relations action plan 2016-2021 will be published on the Assembly intranet, website and will be issued to all of the equality consultees on the Commission consultee list. We will also email a link of the draft good relations action plan to all Assembly secretariat staff, Members, TUS and to anyone who responds to the public consultation. We will advertise this consultation in the three main regional
newspapers.

3. **Corporate Strategy for the Northern Ireland Assembly 2012-2017 (revised 2015) and Commission Equality Scheme**

3.1 When the Assembly’s Corporate Strategy was originally developed it had been intended that it would cover the final three years of the 2011-15 Assembly mandate and the first year of the 2015-19 mandate. However the passage of the Northern Ireland (Miscellaneous Provisions) Act 2014 had the effect of extending the 2011-15 Assembly by a further year which meant that equality timelines were no longer in alignment with the corporate strategy.

3.2 The final two years of the Corporate Strategy 2012-2017 will now span two mandates, 2011-2016 and 2016-2021. This issue was raised with the Equality Commission for Northern Ireland regarding the corresponding timings of the Assembly Commission Equality Scheme and other relevant strategies. The Equality Commission agreed that it is content for the Assembly Commission equality strategies to cover the period 2016-2021 to take account of the additional year. The current draft Good Relations Action Plan therefore covers the period 2016-2021.

4. **Good Relations Action Plan 2016 – 2021**

4.1 The Assembly Commission (the Commission) is fully committed
to the effective implementation of this draft Good Relations Action Plan. All necessary resources in terms of people, time and finance will be made available for this purpose.

4.2 The Commission will ensure the effective communication of the Good Relations Action Plan to all staff and will provide training and guidance for staff in relation to their responsibilities.

4.3 The Commission is committed to engaging effectively with people (including staff), and their representative groups, in the consultation, development, implementation and review of this draft good relations action plan.

4.4 The point of contact in relation to the consultation, implementation, review and evaluation of this draft Good Relations Action Plan is:

**Write to:** Equality and Good Relations Unit
Room 26
Parliament Buildings
Ballymiscaw
Stormont
Belfast BT4 3XX

**Telephone:** 028 9041 8377/ 028 9052 1941

**Text phone:** 028 9052 1209

**Email:** equality@niassembly.gov.uk

**Web:** [www.niassembly.gov.uk](http://www.niassembly.gov.uk)
4.5 If you require this document in an alternative format such as Braille, audio CD/MP3, easy read, computer disc and/or another language please contact us to discuss your requirements.

5. **Context**

5.1 **Functions of the Assembly Commission**

The primary function of the Commission is to provide the Assembly, or ensure that the Assembly is provided with, the property, staff and services required for the Assembly to carry out its work.

The Commission’s responsibilities do not include:

- The work of the Assembly as a legislature and scrutinising body;
- The functions and work of the Northern Ireland Executive, Ministers or Departments.

5.2 The Commission is chaired by the Speaker and consists of five other Assembly members.

Chairperson, The Speaker: Mr Mitchel McLaughlin
Ms Paula Bradley DUP
Ms Caitríona Ruane SF
Mr Sam Gardiner UUP
Mrs Karen McKeivitt SDLP
Mrs Judith Cochrane ALLIANCE
6. **What is Good Relations?**

6.1 The Equality Commission for Northern Ireland’s working definition of Good Relations is “The growth of relationships and structures for Northern Ireland that acknowledge the religious, political and racial context of this society, and that seek to promote respect, equity and trust, and embrace diversity in all its forms.”

6.2 Section 75 (2) of the Northern Ireland Act 1998 places a statutory duty on public bodies, such as the Commission, to proactively address good relations. Section 75 (2) formalises the shift from managing diversity and difference to promoting diversity and integration. It involves considering steps to promote good relations amongst, for example, employees, service users and others affected by our policies.

7. **Vision**

7.1 The Commission is committed to equality of opportunity and good relations. In that context the Commission will aim to ensure that the entire community can have full and fair access to, and participate in, the operations of the Northern Ireland Assembly.

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7.2 To assist in achieving its vision, the Commission, at its meeting of 10 December 2009, reiterated and formalised its commitment to Good Relations, it stated:

“The Northern Ireland Assembly Commission is committed to the promotion of good relations between persons of differing religious belief, political opinion or racial group and is committed to challenging sectarianism and racism.”

8. Key Principles
8.1 The principles that inform this policy are those which are common to good relations work in Northern Ireland. The Commission is committed to, and supports, the principles of equity\(^3\), diversity and interdependence\(^4\), through the promotion of good relations within its work, in the secretariat and with all other stakeholders affected by our policies.

8.2 Through this policy the Commission, when delivering its services and policies, will integrate these principles into daily practice.

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\(^3\) Equity is about ensuring that all sections of society have equal opportunities to participate in economic, political and social life through redressing inequalities arising independently from people’s choices. Diversity is about acknowledging how our differences as individual human beings and as members of groups can improve the quality of our lives. Interdependence is about recognizing that we are shaped by our relationships, and that our potential as human beings and as a society is dependent on the quality of our interactions with one another.

9. Commitment

9.1 The Commission is fully committed to the effective implementation of this Good Relations Action Plan. All necessary resources in terms of people, time and finance will be made available for this purpose.

9.2 We will ensure the effective communication of the Good Relations Action Plan to all staff and will provide training and guidance for staff in relation to their responsibilities.

9.3 We confirm our commitment to submitting an annual progress report to the Equality Commission on the implementation of this plan.

10. Consultation

10.1 The Commission is committed to carrying out all consultations in an open, timely and inclusive manner and in accordance with the guiding principles set out by the Equality Commission. In consulting on this draft Good Relations Action Plan, the Commission has:

- Circulated the consultation documents to all of the equality consultees on the Commission consultee list;
- Emailed all Assembly Parties and independent Members, TUS and secretariat staff details of the consultation;
- Made the consultation documents available on the Assembly’s internet and intranet websites; and
- Advertised the consultation in the 3 main regional newspapers.
10.2 This Commission consultation includes details of various methods for submitting comments, including by telephone, in writing, electronically and through meetings.

10.3 We will also continue to engage with stakeholders over the five year period covered by this plan. Through this we hope that these actions will enable us to:
   • better understand the views and experiences of stakeholders;
   • identify any further useful actions that our Directorates can take forward to promote Good Relations; and
   • monitor and review how effective our actions have been.

11. Monitoring and Review

11.1 This good relations action plan sets out the actions that the Commission plans to take forward over the next number of years. This draft plan will be kept under review and will be treated as a fluid document to which other actions can be added throughout its lifespan.

11.2 We are committed to monitoring and reviewing our policies and practices through the process of equality screening to ensure that we continue to deliver an effective service. Progress towards the targets in this draft Good Relations Action Plan will be tabled at the Secretariat Management Group (SMG) and reported on annually to the Equality Commission.

11.3 The Equality and Good Relations Unit will be responsible for the day to day monitoring of the Assembly Commission’s compliance with the good relations duties and for the reporting
on progress to the Equality Commission.

11.4 The Commission will report on the Good Relations Action Plan annually to the Equality Commission for Northern Ireland through its annual equality progress report and in addition secretariat staff will provide papers to the Senior Management Group (SMG) and/or the Commission related to progressing actions contained within the Good Relations Action Plan.

12. **How the Good Relations Action Plan will be published**

12.1 Following consultation and approval by the Assembly Commission, the Good Relations Action Plan will be submitted to the Equality Commission for Northern Ireland and a copy will be available by contacting:

Equality and Good Relations Unit  
Room 26  
Parliament Buildings  
Ballymiscaw  
Belfast  
BT4 3XX

Telephone: 028 9041 8377/ 028 9052 1941  
Textphone: 028 9052 1209

Email: Equality@niassembly.gov.uk
The Good Relations Action Plan will be available on the Assembly’s website at: http://www.niassembly.gov.uk/about-the-assembly/corporate-information/policies/equality-policies/

12.2 The Assembly Commission will, through its work with people with disabilities, ensure appropriate ways of communicating the good relations action plan. It acknowledges that disabled people may experience different barriers according to their type of disability. The plan will be made available in accessible formats on request.

12.3 The good relations action plan will also be communicated through mail shots to Section 75 consultees, meeting directly with organisations and individuals.

12.4 Assembly secretariat staff will be made aware of the Good Relations Action Plan and how their duties and responsibilities assist the Assembly Commission to meet its obligations.

We wish to thank all those who have helped us as we have worked to meet the targets in our previous Good Relations Action Plans. We look forward to continued working relationships with individuals and organisations during this consultation and as we begin work on our 3rd Good Relations Action Plan.
13. **Guidance**

A Statement on Key Inequalities, by the Equality Commission
http://www.equalityni.org/sections/default.asp?secid=1&cms=News_Key+inequalities+parent_Key+inequalities&cmsid=1_78_79&id=79


Section 75, the NI Act 1998: Guide to Statutory Duties (obligations placed on public authorities)
PDF 491 KB


Promoting Good Relations: A Summary Guide for Public Authorities

A Good Relations Framework: an approach to the development of Good Relations
http://www.community-relations.org.uk/fs/doc/Good_relations_final.pdf
### Draft Northern Ireland Assembly Good Relations Action Plan 2016-2021

#### Aim 1: Dialogue and Consultation

<table>
<thead>
<tr>
<th>Action taken to better promote equality of opportunity/good relations</th>
<th>Intended outcome/impact and how this will be measured</th>
<th>S75 Category</th>
<th>Lead</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equality and good relations issues are discussed at Secretariat Management Group (SMG) and Assembly Commission meetings.</td>
<td>Issues are progressed in line with the Good Relations Action Plan requirements and timings. Minutes of meetings are published on the Assembly website on a monthly basis.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit Corporate Support Unit</td>
<td>Monthly throughout 2016-2021 with the exception of Assembly recesses.</td>
</tr>
<tr>
<td>Review of initiatives on how art and exhibitions might be used within Parliament Buildings</td>
<td>Consideration of new art initiatives to allow opportunities to reflect the wider community within Parliament Buildings. A paper was tabled at the January 2016 Commission meeting updating the Commission on the Speaker’s exploration of new art initiatives including working with local schools of art and architecture. Review and operation of current exhibitions policy</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Speaker’s Office</td>
<td>Long term direction to be revisited by new Speaker and Commission in 2016/17</td>
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<tr>
<td>Action taken to better promote equality of opportunity/good relations</td>
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<td>Timescale</td>
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<td>suspended in the interim.</td>
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<tr>
<td>To draft a response to Assembly Commission questions within one week of receipt</td>
<td>To draft answers to Assembly Commission Questions for written and/or oral answer applicable to equality and good relations.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit</td>
<td>As required during the 2016-2021 period</td>
</tr>
<tr>
<td>Identification of equality and good relations issues to be addressed Issues arising to be addressed or forwarded to the appropriate Directorate for consideration</td>
<td>Action Plan following on from 2014 staff survey will be reviewed in March 2016. Use the results of future staff surveys to produce and implement action plans if required. Monitor the progress of the implementation of action plans on an annual basis. Staff surveys to be undertaken regularly between 2016 and 2021 and will include questions regarding equality and good relations issues.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Corporate Office</td>
<td>Regularly during the 2016-2021 period</td>
</tr>
<tr>
<td>Organize three teachers’</td>
<td>All teachers at primary, secondary and A-Level will be invited to participate in</td>
<td>Persons of different religious belief, political</td>
<td>Education Team</td>
<td>Hold three conferences per year</td>
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<tr>
<td>Action taken to better promote equality of opportunity/good relations</td>
<td>Intended outcome/impact and how this will be measured</td>
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<td>Timescale</td>
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</table>
| conferences per year to increase teachers’ knowledge of the way the Assembly works and how to participate | conferences.  
An estimated total of 70 teachers will attend 3 conferences per year  
Increased understanding in teachers’ knowledge of how the Assembly works and how to participate will be measured via questionnaire and other means of feedback. | opinion or racial group. | | over the 2016-2021 period. |
<p>| 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. | Education Team | Throughout the lifespan of the Good Relations Action Plan. |
| The Assembly focuses on engagement with disenfranchised groups | Increased engagement with minority ethnic communities to inform groups how to utilise resources available through Assembly Community Connect &amp; partner organisations. | Persons of different racial group. | Outreach Manager | Annually throughout the lifespan of the Good Relations Action Plan. |</p>
<table>
<thead>
<tr>
<th>Action taken to better promote equality of opportunity/good relations</th>
<th>Intended outcome/impact and how this will be measured</th>
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<tbody>
<tr>
<td>Target members and representative organisations of minority ethnic communities to attend ‘How the Assembly Works’ sessions to encourage a 5% increase in participation.</td>
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<tr>
<td>Hold focus meetings and engage with sectorial and voluntary groups to inform committee business</td>
<td>Hold at least two meetings and engagement activities per month, when the Assembly is sitting, with groups which will inform committee business. Continue to develop a database to register voluntary and community organisations by sector Use database to gather information to inform committee business.</td>
<td>All s75 groups</td>
<td>Outreach Manager</td>
<td>At least 24 meetings annually throughout the lifespan of the Good Relations Action Plan</td>
</tr>
<tr>
<td>Legal Services continue to provide advice as necessary</td>
<td>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.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Legal and Governance Services</td>
<td>As required during 2016-2021</td>
</tr>
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## Aim 2: Promotion of Good Relations

<table>
<thead>
<tr>
<th>Action taken to better promote equality of opportunity/good relations</th>
<th>Intended outcome/impact and how this will be measured</th>
<th>S75 Category</th>
<th>Lead</th>
<th>Timescale</th>
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</thead>
<tbody>
<tr>
<td>Maintain the display of Speaker’s gifts within in the Assembly and Senate Rotundas in Parliament Buildings</td>
<td>Display of Speaker’s gifts is accessible to the visiting public and maintained.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Speaker’s Office</td>
<td>Throughout the lifespan of the Good Relations Action Plan.</td>
</tr>
<tr>
<td>Participation and inclusion of external groups in identified events held at Parliament Buildings</td>
<td>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: 1. Christmas event 2. St Patrick’s Day event 3. Community Relations Week 4. International Women’s Day 5. Chinese New Year</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Speaker’s Office/Outreach</td>
<td>Throughout the lifespan of the Good Relations Action Plan. Subject to review on election of a new Speaker.</td>
</tr>
<tr>
<td>To further develop capacity of Assembly Commission Members on issues concerning Good Relations and Equality</td>
<td>Development of a mechanism to enable Members to discuss good relations issues. Invite guest speakers and a facilitator to assist Members to discuss contentious issues through dialogue</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit Corporate Support Unit Learning and 2016 Group is established and terms of reference completed 2016 Training needs are assessed and</td>
<td></td>
</tr>
<tr>
<td>Action taken to better promote equality of opportunity/good relations</td>
<td>Intended outcome/impact and how this will be measured</td>
<td>S75 Category</td>
<td>Lead</td>
<td>Timescale</td>
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<tr>
<td>and understanding. Members’ knowledge of good relations and equality issues is increased.</td>
<td>Development</td>
<td>training developed 2016 Facilitator and guest speakers are identified 2016 programme of issues confirmed 2016 Training complete 2017 – 2021 programme timetabled with facilitator and guest speakers on good relations issues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>To agree a Language Policy</td>
<td>Development of a clear and concise policy with measurable standards and present to the Assembly Commission for agreement.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit</td>
<td>2017</td>
</tr>
<tr>
<td>Implementation and communication of Good Relations Action Plan to staff</td>
<td>Communication of Policy and Action Plan to all staff. Staff training updated to cross-reference with Good Relations Action Plan.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit</td>
<td>2016</td>
</tr>
</tbody>
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Aim 3: Equality of Service Provision

<table>
<thead>
<tr>
<th>Action taken to better promote equality of opportunity/good relations</th>
<th>Intended outcome/impact and how this will be measured</th>
<th>S75 Category</th>
<th>Lead</th>
<th>Timescale</th>
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</thead>
<tbody>
<tr>
<td>Continue to utilise applicable codes and guidance from the Equality Commission NI as it relates to the recruitment of staff</td>
<td>Commission policies continue to reflect best practice in recruitment and continue to ensure equality of opportunity for all potential job applicants.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>HR Team</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>The Assembly focuses on engagement with disenfranchised groups</td>
<td>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.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Education Team</td>
<td>Application deadline April 2016. Project length anticipated 12 months (ESTIMATED Sept 2016 - Sept 2017)</td>
</tr>
<tr>
<td>Continue programme of local events to encourage young people from all backgrounds to meet and discuss issues with their MLAs</td>
<td>To hold ‘Let’s Talk’ events for young people from all constituencies.</td>
<td>Persons of different religious belief or political opinion</td>
<td>Education Service</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Identify best practice from other sources and adopt practice following consultation with section 75 groups</td>
<td>Work with relevant teams and staff to promote the sharing of learning and outcomes from joint projects. Continue participation on, for</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Action taken to better promote equality of opportunity/good relations and internal stakeholders (Learn and share good practice from other areas)</td>
<td>Intended outcome/impact and how this will be measured</td>
<td>S75 Category</td>
<td>Lead</td>
<td>Timescale</td>
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<tr>
<td>example, inter-parliamentary groups and civil service groups to document models of best practice. Increased understanding of the good relations issues affecting the Northern Ireland Assembly. Best practice is implemented and communicated. Increased collaboration on a regional and national basis to discuss good relations issues.</td>
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<tr>
<td>Advertisement of committee stage of Bills in each of the main daily newspapers offering opportunities to all sections of the community to submit evidence</td>
<td>Improved access opportunities for people to contribute to policy development and legislative scrutiny processes.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Clerking and Reporting</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Plans in place to encourage</td>
<td>Improved opportunities for all sections of the community to</td>
<td>Persons of different religious belief, political</td>
<td>Clerking and Reporting</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
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<tr>
<td>Committees to actively engage with the community by meeting regularly outside of Parliament Buildings</td>
<td>contribute to policy development and legislative scrutiny processes. Statutory Committees to aim to hold external meetings periodically throughout the mandate.</td>
<td>opinion or racial group.</td>
<td></td>
<td>Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Lighting of Building</td>
<td>To light the exterior of Parliament Buildings on days as agreed by the Assembly Commission</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Head of Building Services</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Continued Implementation of the ‘Perspective on…’ series</td>
<td>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.</td>
<td>Persons of different religious belief, political opinion.</td>
<td>Speaker’s Office</td>
<td>Anniversaries to be marked in the 2016-2021 mandate to be agreed by the new Commission following the election.</td>
</tr>
<tr>
<td>Outreach Parliaments</td>
<td>To facilitate 2 BEM Parliaments per year in order to engage people from minority groups.</td>
<td>Persons of different racial, age and disability groups.</td>
<td>Outreach Manager</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Assembly Community Connect (ACC)</td>
<td>Increased engagement database of S75 groups by 20% ; inform groups how to utilise resources available through Assembly Community Connect &amp; partner organisations.</td>
<td>All S75 Groups</td>
<td>Outreach Manager</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Monitoring the</td>
<td>Monitoring includes regular</td>
<td>Persons of different</td>
<td>Equality and</td>
<td>Annually</td>
</tr>
<tr>
<td>Action taken to better promote equality of opportunity/good relations</td>
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<tr>
<td>outcome of the EQIA on the Flying of the Union Flag at Parliament Buildings</td>
<td>consideration of a range of sources such as complaints, research and related policies etc. A report will be brought to the Commission in June 2016 summarising the impact of the policy during its first year of operation under the above headings. This will form part of the Annual Equality Progress report to the Equality Commission for Northern Ireland.</td>
<td>religious belief, political opinion.</td>
<td>Good Relations Unit</td>
<td></td>
</tr>
<tr>
<td>Access to information</td>
<td>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.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Education Service</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Keep under review the use of Irish in recruitment ads</td>
<td>Review per recruitment competition any feedback received on the use of Irish in advertisements as relating to the recruitment process.</td>
<td>Persons of different religious belief, political opinion.</td>
<td>HR Team</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Continued operation of alternative placement</td>
<td>To allow the Assembly to ensure that its current education programmes</td>
<td>Persons of different religious belief, political</td>
<td>Education Team</td>
<td>Throughout the lifespan of the Good</td>
</tr>
<tr>
<td>Action taken to better promote equality of opportunity/good relations</td>
<td>Intended outcome/impact and how this will be measured</td>
<td>S75 Category</td>
<td>Lead</td>
<td>Timescale</td>
</tr>
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<td>---------------------------------------------------------------</td>
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</tr>
<tr>
<td><strong>programme to trainee teachers ie Stranmillis College (Final year students)</strong></td>
<td>continue to be compatible with teacher training best practice. Max 3 places per year lasting 2 weeks each January.</td>
<td>opinion or racial group.</td>
<td></td>
<td>Relations Action Plan 2016-2021.</td>
</tr>
</tbody>
</table>

**Aim 4: Training and Development**

<table>
<thead>
<tr>
<th>Action taken to better promote equality of opportunity/good relations</th>
<th>Intended outcome/impact and how this will be measured</th>
<th>S75 Category</th>
<th>Lead</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Personal Development Plans include equality issues/updates</strong></td>
<td>Ongoing learning in relation to equality takes place.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>HR Team</td>
<td>Annually throughout lifespan of the plan</td>
</tr>
<tr>
<td><strong>Induction training monitored and reported on</strong></td>
<td>Monitoring of mandatory staff training which includes the promotion of good relations as part of the induction process for any external appointments that occur.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>HR Team</td>
<td>As required</td>
</tr>
<tr>
<td><strong>To provide good relations support to staff</strong></td>
<td>Good Relations input into training programmes as required. Meet with relevant staff to provide good relations support and information for services within the</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Aim 5: Management Information and Data</td>
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</tbody>
</table>

<table>
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<tr>
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<th>S75 Category</th>
<th>Lead</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct staff to screening training as required</td>
<td>Screening guidance in place for staff.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Action taken to better promote equality of opportunity/good relations</td>
<td>Intended outcome/impact and how this will be measured</td>
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</tr>
<tr>
<td>Continued use of ‘social media’ to engage with people of NI and hear their views on the Assembly and political issues</td>
<td>Increased knowledge and skills to address good relations issues. 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. Education Service uses Social Media (Twitter) daily to inform users of its services and initiatives.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Learning and Development</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>To monitor user comments collected from feedback processed in place for all engagement activities</td>
<td>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. Feedback is used, where appropriate, to help inform decisions and build the promotion of equality and good relations into the delivery of services.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Outreach Manager</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
<tr>
<td>Maintain an inventory and monitor the condition of all artefacts belonging to the Assembly</td>
<td>All artefacts belonging to the Assembly are kept and maintained in an appropriate manner. Artefacts will be monitored on an annual basis.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Head of Building Services</td>
<td>Throughout the lifespan of the Good Relations Action Plan 2016-2021.</td>
</tr>
</tbody>
</table>
### Aim 6: Monitoring

<table>
<thead>
<tr>
<th>Action taken to better promote equality of opportunity/good relations</th>
<th>Intended outcome/impact and how this will be measured</th>
<th>S75 Category</th>
<th>Lead</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good Relations Action Plan is updated to include additional relevant actions that arise during the lifespan of the plan.</td>
<td>Monitoring relevant sources to ensure any additional actions are added as appropriate. Continue engagement with Assembly Directorates to discuss any potential issues for inclusion. Produce a monitoring report of progress and any additional action every six months and table at SMG meetings.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit</td>
<td>Throughout the lifespan of the action plan as required.</td>
</tr>
<tr>
<td>To provide adequate staff resources to allow the implementation of all programme activities</td>
<td>Directorate budget includes, where relevant, for strategic development, implementation and monitoring.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>All directorates</td>
<td>Budgeting as necessary in line with Assembly policies throughout the lifespan of the action plan as required.</td>
</tr>
<tr>
<td>To continue implementation and reporting to SMG of Assembly Visitor’s survey</td>
<td>Conduct a Visitor’s survey 3 times a year (February, June and October). Assembly research collate data and produce a report for Equality and Good Relations Unit to be submitted to SMG with good relations 6 monthly monitoring reports.</td>
<td>Persons of different religious belief, political opinion or racial group.</td>
<td>Equality and Good Relations Unit and RaISe</td>
<td>Throughout the lifespan of the action plan as required.</td>
</tr>
</tbody>
</table>
Appendix 2: List of organisations to be consulted

Action on Elder Abuse Northern Ireland
Action on Hearing Loss
Age Northern Ireland (Age NI)
Alliance Party
Al-Nisa Association Northern Ireland (Al-Nisa Association NI)
An Munia Tober
Assembly All Party Groups
Association for Spina Bifida & Hydrocephalus
Autism Northern Ireland (Autism NI)
Aware Defeat Depression
Baha’i Community of Belfast
Bahá’í Council for Northern Ireland (Bahá’í Council for NI)
Ballymena Inter-Ethnic Forum
Barnardos
Belfast Chinese Christian Church
Belfast City Council Youth Forum
Belfast Hebrew Congregation
Belfast Islamic Centre
Belfast Jewish Community
Bulgarian Association Northern Ireland (Bulgarian Association NI)
Cara-Friend
Care in Northern Ireland (Care in NI)
Carers Northern Ireland (Carers NI)
Cedar Foundation
Comhairle na Gaelscolaíochta
Committee on the Administration of Justice
Council for Catholic Maintained Schools (CCMS)
Children in Need Northern Ireland (Children in Need NI)
Childrens Law Centre
Chinese Chamber of Commerce
Chinese Welfare Association
Church of Ireland
Chief Officers 3rd (CO3)
Community Development & Health Network Northern Ireland (Community Development & Health Network NI)
Craiggavon Traveller Support Committee
Department of Agriculture and Regional Development (DARD)
Department of Culture, Arts and Leisure (DCAL)
Department for Employment and Learning (DEL)
Department of Justice
Derry Travellers Support Group
Derry Well Woman
Department of Enterprise, Trade and Investment (DETI)
Department of Finance and Personnel (DFP)
Department of Health, Social Services and Public Safety (DHSSPS)
Disability Action
Department of Environment (DOE)
Down's Syndrome Association  
Department Regional Development (DRD)  
Department of Social Development (DSD)  
Democratic Unionist Party (DUP)  
Early Years  
East Belfast Community Development Agency  
Employers Forum on Disability  
Equality Coalition  
Equality Commission for Northern Ireland  
Equality Forum Northern Ireland (Equality Forum NI)  
Falls Community Council  
Family Planning Association (FPA)  
Focus: The Identity Trust  
Gingerbread Northern Ireland  
GMB  
Green Party  
Guru Nanak Dev Ji Sikh Community Association  
Hare Krishna Community  
Hungarian Community Association  
Include Youth  
Indian Community Centre  
Lasi (Lesbian Advocacy Services Initiative)  
Latino America Unida  
Leonard Cheshire  
Mandarin Speakers Association  
Mediation Northern Ireland  
MENCAP  
Methodist Church in Ireland  
Mid Ulster International Cultural Group  
Multi-Cultural Resource Centre  
Newry & Mourne Senior Citizens Consortium  
Newtownabbey Senior Citizens Forum  
Northern Ireland Anti-Poverty Network (NI Anti-Poverty Network)  
Northern Ireland Council for Integrated Schools (NI Council for Integrated Schools)  
Northern Ireland Filipino Community in Action (NI Filipino Community in Action)  
Northern Ireland Human Rights Commission (NI Human Rights Commission)  
Northern Ireland Mediation Service (NI Mediation Service)  
Northern Ireland Multicultural Association (NI Multicultural Association)  
Northern Ireland Muslim Family Association (NI Muslim Family Association)  
Northern Ireland Somali Community Association (NI Somali Community Association)  
Northern Ireland Women’s Aid Federation (NI Women’s Aid Federation)  
Northern Ireland Youth Forum (NI Youth Forum)  
Northern Ireland Association for the Care and Resettlement of Offenders (NIACRO)  
Northern Ireland Council for Ethnic Minorities (NICEM)  
Northern Ireland Committee – Irish Congress Trade Unions (NIC-ICTU)  
Northern Ireland Council Voluntary Action (NICVA)  
Northern Ireland Public Service Alliance (NIPSA)  
Northern Ireland Statistics Research Agency (NISRA)  
Northern Ireland Women’s European Parliament (NIWEP)  
North West Community Network
Northern Ireland Association for Mental Health
National Union of Students / Union of Students in Ireland (NUS USI)
Office of the First Minister Deputy First Minister (OFMDFM)
Oi kwan Chinese Women's Group
Oi Wah Chinese Women's Group
Oi Yin Women's Group
Older Peoples Advocate
Omagh Access Forum
Omagh Ethnic Minorities Community Association
Opportunity Youth
Pakistani Community Association
Pobal
Polish Association Northern Ireland (Polish Association NI)
Presbyterian Church in Ireland
Probation Board for Northern Ireland
Public Achievement
Rainbow Project
Royal National Institute for the Blind (RNIB)
Roman Catholic Church
Rural Community Network
Sai Pak Chinese Community Project
Save the Children
Social Democratic Labour Party (SDLP)
Sense Northern Ireland (Sense NI)
Sikh Cultural Centre
Sikh Women & Children's Association
Sinn Féin
Staff Commission for Education & Library Boards
Staff Commission for Local Government
Strabane Ethnic Community Association
The Cedar Foundation
The Community Relations Council
The Egyptian Society of Northern Ireland (The Egyptian Society of NI)
The Guide Dogs for the Blind Association
The Rainbow Project
Trademark
Tuar Ceatha
Barnardos
TUV
Ulster Scots Agency
Ulster Teachers Union
Ulster Unionist Party
UNISON
Voice Of Young People In Care (VOYPIC)
Wah-Hip Chinese Community Association
Women of the World
Women's Aid
Women's Forum Northern Ireland (Women's Forum NI)
Women's Information Group
Women's Resource & Development Agency
Women's Support Network
Youth Action Northern Ireland (Youth Action NI)
Youth Council for Northern Ireland
Youth Link Northern Ireland
Youthnet