



Northern Ireland  
Assembly

# The Northern Ireland Assembly Commission **Good Relations Action Plan 2016-2021**



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# Northern Ireland Assembly Commission

## Good Relations Action Plan 2016-2021

### 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 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.

The Good Relations Action Plan 2016-21 will replace the Good Relations Action Plan 2012-16. These Action Plans are living documents, to which actions can be added during the lifetime of the plan. Of the 53 actions in the 2012-16 Action Plan, three have not been completed – identification of good relations champions; training and development of good relations champions; and development of a language policy. The actions with regard to good relations champions have been amended, and the Action Plan for 2016-21 includes an action (2.3) to further develop the capacity of Assembly Commission Members on issues concerning good relations and equality. The action to develop a language policy has been carried forward into the 2016-21 plan (action 2.4).

Progress on all Good Relations 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 A full public consultation on the draft Good Relations Action Plan 2016-21 was held for 14 weeks from 16 March 2016 to 10 June 2016. Details of the consultation are set out at section 10.1.

### **3. Northern Ireland Assembly Commission Corporate Strategy 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 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 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 Good Relations Action Plan.

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

#### **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.

## **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."<sup>1</sup>

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

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<http://www.equalityni.org/archive/pdf/Good%20Relations%20Summary%20Guide.pdf>



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.

7.2 The Commission formalised its commitment to Good Relations in 2009 when 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.”<sup>2</sup>*

## **8. Key Principles**

8.1 The principles that inform this Acton Plan are those which are common to good relations work in Northern Ireland. The Commission is committed to, and supports, the principles of equity<sup>3</sup>, diversity and interdependence<sup>4</sup>, through the promotion

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<sup>2</sup> <http://www.niassembly.gov.uk/commission/2007mandate/minutes/2009/091210.htm>

<sup>3</sup> 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.

<sup>4</sup> The Equity, Diversity and Interdependence Framework: a Framework for Organisational Learning and Change, 2002, Future Ways Programme, University of Ulster and International Fund for Ireland Community Bridges Programme.

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.

## **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 A full public consultation on the draft Good Relations Action Plan 2016-21 was held for 14 weeks, from 16 March 2016 to 10 June 2016 – this included two additional weeks to allow for the Easter period. The consultation documents were published on the Assembly intranet and Assembly website, and an invitation to respond was issued to the Commission’s equality consultees; Assembly Members; party support staff; and

Secretariat staff. Advertisements were placed in the Belfast Telegraph, the Newsletter and the Irish News, and social media was used to inform people that the consultation was under way.

10.2 There were five responses to the consultation, from:

- Cedar Foundation User Forum
- Disability Action
- Dr Richard Montague
- Northern Ireland Council for Ethnic Minorities
- Sinn Féin

Issues raised included:

- increasing engagement with black minority ethnic (BME) communities;
- consideration of means of engagement when communicating the work of the Assembly;
- providing information in key minority languages;
- the importance of anti-racism/anti-sectarianism training for staff;
- exploring the Irish language and Ulster-Scots culture to promote good relations on a platform of inclusion.

Full consultee submissions to the public consultation have been published on the Assembly website alongside consultation document and the final Action Plan:

<http://www.niassembly.gov.uk/about-the-assembly/corporate-information/policies/equality-policies/>

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 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 the Action plan will be tabled at Secretariat Management Group (SMG) meetings.

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 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.

12. The Good Relations Action Plan is available on the Assembly's website at: <http://www.niassembly.gov.uk/about-the-assembly/corporate-information/policies/equality-policies/>

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 throughout the lifetime of this 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](http://www.equalityni.org/sections/default.asp?secid=1&cms=News_Key+inequalities+parent_Key+inequalities&cmsid=1_78_79&id=79)

<http://www.equalityni.org/archive/pdf/ECSxOrGuideOct08.pdf>

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

<http://www.equalityni.org/archive/pdf/GuidetoStatutoryDuties0205.pdf>  
PDF 491 KB

<http://www.equalityni.org/archive/pdf/S75GuideforPublicAuthoritiesApril2010.pdf>

Promoting Good Relations: A Summary Guide for Public Authorities

<http://www.equalityni.org/archive/pdf/Good%20Relations%20Summary%20Guide.pdf>

A Good Relations Framework: an approach to the development of Good Relations [http://www.community-relations.org.uk/fs/doc/Good\\_relations\\_final.pdf](http://www.community-relations.org.uk/fs/doc/Good_relations_final.pdf)

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

### 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   | Lead  | Timescale  |
|--|---|---|---|--|
| 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>Equality and Good Relations Unit</p> <p>Corporate Support Unit</p> | Regularly throughout 2016-2021 with the exception of Assembly recesses.      |
| 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. | Outreach  | Long-term direction to be revisited by new Speaker and Commission in 2016/17 |
| 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. | Equality and Good Relations Unit                                      | As required during the 2016-2021 period                                      |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

| Action taken to better promote equality of opportunity/good relations   | Intended outcome/impact and how this will be measured   | Good Relations Category  | Lead                          | Timescale   |
|---|---|--|-------------------------------|---|
| <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>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> | <p>Persons of different religious belief, political opinion or racial group.</p> | <p>Corporate Support Unit</p> | <p>Regularly during the 2016-2021 period</p>                      |
| <p>1.5 Organise three teachers' conferences per year to increase teachers' knowledge of the way the Assembly works and how to participate</p>                                       | <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 how to participate will be</p>   | <p>Persons of different religious belief, political opinion or racial group.</p> | <p>Education Team</p>         | <p>Hold three conferences per year over the 2016-2021 period.</p> |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

| Action taken to better promote equality of opportunity/good relations   | Intended outcome/impact and how this will be measured   | Good Relations Category   | Lead             | Timescale   |
|---|---|---|------------------|---|
|   | measured via questionnaire and other means of feedback.   |   |                  |   |
| 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. | Education Team   | Throughout the lifespan of the Good Relations Action Plan.          |
| 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.  | Outreach Manager | Annually throughout the lifespan of the Good Relations Action Plan. |



## Northern Ireland Assembly Good Relations Action Plan 2016-2021

| Action taken to better promote equality of opportunity/good relations                              | Intended outcome/impact and how this will be measured  | Good Relations Category   | Lead                          | Timescale   |
|--|--|---|-------------------------------|---|
| 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 s75 groups  | Outreach Manager              | At least 24 meetings annually throughout the lifespan of the Good Relations Action Plan |
| 1.9 Legal Services continue 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. | Legal and Governance Services | As required during 2016-2021  |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

### 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   | Lead  | Timescale  |
|--|--|---|---|--|
| 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. | Speaker's Office  | Throughout the lifespan of the Good Relations Action Plan.   |
| 2.2 Participation and inclusion of external groups in identified events held at Parliament Buildings           | <p>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:</p> <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. | Speaker's Office/<br>Outreach   | Throughout the lifespan of the Good Relations Action Plan. Subject to review on election of a new Speaker. |
| 2.3 To further develop capacity of Assembly Commission Members on issues concerning Good                       | <p>Development of a mechanism to enable Members to discuss good relations issues.</p> <p>Invite guest speakers and a facilitator to assist Members to discuss</p>  | Persons of different religious belief, political opinion or racial group. | <p>Equality and Good Relations Unit</p> <p>Corporate Support Unit</p> | Group is established and terms of reference completed - 2016   |

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| Action taken to better promote equality of opportunity/good relations | Intended outcome/impact and how this will be measured   | Good Relations Category   | Lead                             | Timescale  |
|---|---|---|----------------------------------|--|
| Relations and Equality  | contentious issues through dialogue and understanding.<br>Members' knowledge of good relations and equality issues is increased.              |   | Learning and Development         | Training needs are assessed and training developed - 2016<br><br>Facilitator and guest speakers are identified - 2016<br><br>Programme of issues confirmed - 2016<br><br>Training complete - 2016<br><br>Programme timetabled with facilitator and guest speakers on good relations issues 2017 – 2021 |
| 2.4 To agree a Language Policy  | Prepare a paper on language policy for the Assembly Commission<br><br>Development of a clear and concise policy with measurable standards and | Persons of different religious belief, political opinion or racial group. | Equality and Good Relations Unit | Jan 2017<br><br>2017   |

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| Action taken to better promote equality of opportunity/good relations       | Intended outcome/impact and how this will be measured  | Good Relations Category   | Lead                             | Timescale |
|---|--|---|----------------------------------|-----------|
|   | present to the Assembly Commission for agreement.  |   |                                  |           |
| 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. | Equality and Good Relations Unit | 2016      |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

### 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   | Lead                             | Timescale  |
|--|---|---|----------------------------------|--|
| 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. | HR Team                          | Throughout the lifespan of the Good Relations Action Plan 2016-2021.   |
| 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. | Education Team                   | Project length anticipated 12 months (ESTIMATED Sept 2016 - Sept 2017) |
| 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                | Education Service                | Throughout the lifespan of the Good Relations Action Plan 2016-2021.   |
| 3.4 Identify best practice from other sources and adopt practice following consultation with section 75 groups and               | Work with relevant teams and staff to promote the sharing of learning and outcomes from joint projects.<br><br>Continue participation on, for example, inter-parliamentary groups | Persons of different religious belief, political opinion or racial group. | Equality and Good Relations Unit | Throughout the lifespan of the Good Relations Action Plan 2016-2021.   |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

| Action taken to better promote equality of opportunity/good relations   | Intended outcome/impact and how this will be measured   | Good Relations Category   | Lead                   | Timescale  |
|---|---|---|------------------------|--|
| internal stakeholders (Learn and share good practice from other areas)  | <p>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> |   |                        |  |
| 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. | Clerking and Reporting | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

| Action taken to better promote equality of opportunity/good relations   | Intended outcome/impact and how this will be measured  | Good Relations Category   | Lead                      | Timescale  |
|---|--|---|---------------------------|--|
| 3.6 Plans in place to encourage Committees to actively engage with the community by meeting regularly outside of Parliament Buildings | Improved opportunities for all sections of the community to contribute to policy development and legislative scrutiny processes.<br><br>Statutory Committees to aim to hold external meetings periodically throughout the mandate. | Persons of different religious belief, political opinion or racial group. | Clerking and Reporting    | Throughout the lifespan of the Good Relations Action Plan 2016-2021.   |
| 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. | Head of Building Services | Throughout the lifespan of the Good Relations Action Plan 2016-2021.   |
| 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.                 | Speaker's Office          | Anniversaries to be marked in the 2016-2021 mandate to be agreed by the new Commission following the election. |
| 3.9 Outreach Parliaments  | To facilitate 2 BEM Parliaments per year in order to engage people from minority groups.   | Persons of different racial group.  | Outreach Manager          | Throughout the lifespan of the Good Relations Action Plan 2016-2021.   |
| 3.10 Assembly Community Connect (ACC)   | Increased engagement database of s75 groups by 20%; inform groups how to utilise resources available   | All S75 groups, including persons of different                            | Outreach Manager          | Throughout the lifespan of the Good  |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

| Action taken to better promote equality of opportunity/good relations                           | Intended outcome/impact and how this will be measured   | Good Relations Category   | Lead                             | Timescale  |
|---|---|---|----------------------------------|--|
|   | through Assembly Community Connect & partner organisations.   | religious belief, political opinion or racial group.                      |                                  | Relations Action Plan 2016-2021.                                     |
| 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.                 | Equality and Good Relations Unit | Annually   |
| 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. | Education Service                | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |
| 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.                 | HR Team                          | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |
| 3.14 Continued operation of alternative placement programme to trainee teachers ie              | To allow the Assembly to ensure that its current education programmes continue to be compatible with teacher training best practice.  | Persons of different religious belief, political opinion or racial group. | Education Team                   | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |



## Northern Ireland Assembly Good Relations Action Plan 2016-2021

| <b>Action taken to better promote equality of opportunity/good relations</b> | <b>Intended outcome/impact and how this will be measured</b> | <b>Good Relations Category</b> | <b>Lead</b> | <b>Timescale</b> |
|--|--|--------------------------------|-------------|------------------|
| Stranmillis College<br>(Final year students)                                 | Max 3 places per year lasting 2 weeks each January.          |                                |             |                  |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

### 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   | Lead                             | Timescale  |
|--|---|---|----------------------------------|--|
| 4.1 Personal Development Plans include equality issues/updates   | Ongoing learning in relation to equality takes place.   | Persons of different religious belief, political opinion or racial group. | HR Team                          | Annually throughout lifespan of the plan                             |
| 4.2 Induction training monitored and reported on   | Monitoring of mandatory staff training which includes the promotion of good relations as part of the induction process for any external appointments that occur.  | Persons of different religious belief, political opinion or racial group. | HR Team                          | As required  |
| 4.3 To provide good relations support to staff<br><br>To support mainstreaming of good relation at Directorate level | <p>Good Relations input into training programmes as required.</p> <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> | Persons of different religious belief, political opinion or racial group. | Equality and Good Relations Unit | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

|  |   |  |   |             |
|--|---|--|---|-------------|
| <p>4.4 Develop an e-learning good relations package for staff training</p> | <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> | <p>Persons of different religious belief, political opinion or racial group.</p> | <p>Equality and Good Relations Unit</p> <p>Learning and Development</p> | <p>2018</p> |
|--|---|--|---|-------------|

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

### 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   | Lead  | Timescale  |
|---|---|---|---|--|
| 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>Equality and Good Relations Unit</p> <p>Learning and Development</p> | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |
| 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. | Education Team  | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |
| 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. | Outreach Manager  | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |

## Northern Ireland Assembly Good Relations Action Plan 2016-2021

| <b>Action taken to better promote equality of opportunity/good relations</b>                   | <b>Intended outcome/impact and how this will be measured</b>   | <b>Good Relations Category</b>  | <b>Lead</b>               | <b>Timescale</b>   |
|--|--|---|---------------------------|--|
| 5.4 Maintain an inventory and monitor the condition of all artefacts belonging to the Assembly | All artefacts belonging to the Assembly are kept and maintained in an appropriate manner.<br><br>Artefacts will be monitored on an annual basis. | Persons of different religious belief, political opinion or racial group. | Head of Building Services | Throughout the lifespan of the Good Relations Action Plan 2016-2021. |

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### 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   | Lead  | Timescale   |
|--|---|---|---|---|
| 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>Equality and Good Relations Unit</p> <p>All Directorates</p> | Throughout the lifespan of the Action Plan as required.   |
| 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. | All directorates  | Budgeting as necessary in line with Assembly policies throughout the lifespan of the Action Plan as required. |
| 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</p>  | Persons of different religious belief, political opinion or racial group. | Equality and Good Relations Unit and RaISe                      | Throughout the lifespan of the Action Plan as required.   |

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| <b>Action taken to better promote equality of opportunity/good relations</b> | <b>Intended outcome/impact and how this will be measured</b> | <b>Good Relations Category</b> | <b>Lead</b> | <b>Timescale</b> |
|--|--|--------------------------------|-------------|------------------|
|  | to SMG with good relations six-monthly monitoring reports.   |                                |             |                  |