

# **Northern Ireland Assembly Commission**

## **Good Relations Strategy 2012 – 2016**

### **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 Strategy sets out how the Commission proposes to fulfil this duty in relation to the functions for which it is responsible.

#### **1.2 Good Relations Action Plan (2010-2011)**

This plan covered a one-year period. Following the end of the 2010-2011 plan period a progress report was issued to the Equality Commission in September 2011 setting out the progress made towards the actions detailed within the plan.

#### **1.3 Good Relations Action Plan (2012-2016)**

The Commission has now developed new targets and actions in this current plan which spans a 4 year period in line with our Corporate Strategy.

This Good Relations Strategy contains the Commission's Good Relations Policy and its second Good Relations Action Plan for the 2012 – 2016 period.

### **2. Context**

2.1 The Commission's purpose is to serve and support the Assembly in its role of representing the interests of the electorate; making effective legislation; and influencing the Executive and holding it to account.

2.2 The Commission's vision is to be at the forefront of providing outstanding and progressive parliamentary services. The Northern Ireland Act 1998 states, "there shall be a body corporate known as the Northern Ireland Assembly Commission ("the Commission") to perform:

- (a) the functions conferred on the Commission by virtue of any enactment; and
- (b) any functions conferred on the Commission by resolution of the Assembly."

2.3 The Commission is the body corporate of the Northern Ireland Assembly. It has the responsibility, under section 40(4) of the Northern Ireland Act 1998, 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 may delegate any of its functions to the Speaker or a member of staff of the Assembly and may determine its own procedures. The Commission is chaired by the Speaker and consists of five other Assembly Members:

- Chairperson, The Speaker: Mr William Hay
- Mr Peter Weir, Democratic Unionist Party (DUP)
- Mr Barry McElduff, Sinn Féin
- Mr Leslie Cree, MBE, Ulster Unionist Party (UUP)
- Mr Pat Ramsey, Social Democratic and Labour Party (SDLP)
- Mrs Judith Cochrane, Alliance

### **3. What is Good Relations?**

3.1 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>

3.2 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.

### **4. Policy**

4.1 The Commission is committed, through its Equality Scheme, to the principles of equality of opportunity and good relations. This document sets out the policy of the Commission in complying with its obligations and responsibilities in relation to Section 75 (2) of the Northern Ireland Act 1998 commonly referred to as the 'the Good Relations Duty'.

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<sup>1</sup> <http://www.equalityni.org/archive/pdf/Good%20Relations%20Summary%20Guide.pdf>

## **5. Vision**

5.1 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.

5.2 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.”<sup>2</sup>*

## **6. Key Principles**

6.1 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<sup>3</sup>, diversity and interdependence<sup>4</sup>, through the promotion of good relations within its work, in the secretariat and with all other stakeholders affected by our policies.

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

## **7. Commitment**

7.1 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.

7.2 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.

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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.

7.3 The Commission confirms its commitment to submitting an annual report to the Equality Commission on the implementation of this plan as well as carrying out a four year review of this plan.

## **8. Monitoring**

8.1 The Commission is committed to monitoring and reviewing our policies and practices to ensure that we deliver an effective and efficient service. The Commission and Corporate Support Unit (CCSU) will be directly responsible for the day-to-day monitoring of compliance with the statutory duties and reporting on progress to the Equality Commission for Northern Ireland.

8.2 This plan sets out the actions that the Commission plans to take forward over the next four years. This plan will be monitored and reviewed on an on-going basis and reported on annually through the submission of a progress report to the Equality Commission. This report will be published on the Assembly's internet and intranet websites.

8.3 The Good Relations Action Plan will be regarded as a work in progress and amended and updated as necessary to reflect any further consultation comments received and any issues emerging from the Commission's engagement with representative groups, staff, visitors and the public.

8.4 The Commission recognises that some actions contained within the plan may come under multiple aims. Where this is evidenced a \* will denote where a duplication of aims has occurred.

8.5 A copy of the Good Relations Action Plan and our annual progress Report to the Equality Commission will be made available on our website at [www.niassembly.gov.uk](http://www.niassembly.gov.uk).

## **9 Consultation**

9.1 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. We are also committed to engaging effectively with representatives in the drafting, implementation, monitoring and review of this Plan and will ensure that this engagement continues in the future. When consulting on this Strategy, the Commission will:

- Circulate consultation documents to all of those on the Commission's consultee list (included at Appendix 2);
- Seek the views of Secretariat staff;
- Seek the views of Commission Members;

- Make the consultation documents available on the Assembly's internet and intranet websites; and
- Advertise this consultation in the three main regional newspapers.

9.2 The Commission will also continue to engage with stakeholders, whilst implementing and reviewing the plan, over the four 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.

## **10 Point of Contact**

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

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The Commission's Good Relations Action Plan will be made available on request in alternative formats (such as in large print, in Braille, in audio format or on computer disc). Please contact the Assembly Commission and Corporate Support Unit on 028 90418377 to discuss your requirements.

## **11 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)

Disability Discrimination Code of Practice – rights of access goods, facilities, services and premises

<http://www.legislation.gov.uk/ksi/2002/720/made>

Every Child an Equal Child, An Equality Commission Statement on key Inequalities in Education and a Strategy for Intervention (2008)  
<http://www.equalityni.org/archive/pdf/ECkeyinequalities.pdf> PDF 253 KB

Eliminating Sexual Orientation Discrimination in NI – A Guide on the provision of goods, facilities, services and premises

<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)

## Aim 1      Dialogue and Consultation

The Commission will encourage dialogue and consultation on issues related to good relations to ensure diversity and understanding is promoted and appropriate initiatives/activities are fostered. This will be achieved by:

Action	Directorate/Area	Timescale <sup>5</sup>	Anticipated Outcome
1.1 Good Relations Policy and Action Plan.	Commission and Corporate Support Unit.	September 2012.	Implementation of Policy and Action Plan.
		September 2012.	Communication of Policy and Action Plan to all staff.
		October 2012.	Staff training updated to cross-reference with Policy and Action Plan.
1.2 Equality and Good Relations Working Group.	Commission and Corporate Support Unit.	2013.	Continued meetings discussing equality and good relations issues
1.3 The Commission engages with Holywell consultants to discuss outcomes arising from the internal good relations audit research.	Commission and Corporate Support Unit.	April 2012.	The production of a series of actions on how to take forward good relations within the NI Assembly, under the responsibility of the Commission.  Good Relations Action Plan is updated to include actions.

<sup>5</sup> Timescales refer to commencement dates

\* Denotes this action may cross reference through multiple actions contained within the plan

1.4 To continue implementation of the NIAC Equality Scheme to ensure employees understand their obligations concerning equality and good relations.	Commission and Corporate Support Unit.	On-going.	Compliance with Section 75 of the NI Act 1998.
1.5 Speaker's Art Group: Development of an Exhibitions Policy and yearly exhibitions schedule.	Office of the Speaker.	May 2012 and annual schedule thereafter.	To present a yearly plan to the Commission, for approval, of exhibitions in the Great Hall.
1.6 Consider Art works/artefacts which symbolise the diverse nature of our society*.	Office of the Speaker/Commission and Corporate Support Unit.	November 2012.	Officials to explore availability of existing art works/artefacts for long term loan for consideration by the Commission, before giving any consideration to procurement of new items.
1.7 The Speaker, assisted by the Speaker's Engagement and Liaison Group, makes proposals to the Commission on the marking of Commemorative Anniversaries*.	Office of the Speaker.	April 2012 and annually thereafter.	A list of historic anniversaries to be marked is agreed.  An annual programme of events is agreed by the Commission to mark historic anniversaries and commemorations.
1.8 The Commission to agree a range of events and initiatives to promote the 80 <sup>th</sup> anniversary of the construction of Parliament Buildings.	Office of the Speaker.	November 2012	A range of events and initiatives to promote Parliament Buildings will have been undertaken to target under-represented groups and the wider public.
1.9 To answer Assembly Questions for	Information and	Written Questions-	To answer written and oral

written and oral answer applicable to equality and good relations.	Outreach.	Daily basis Oral Questions – Quarterly basis.	questions as set out in Commission and Corporate Support Unit guidance.
1.10 To respond to and publish staff equality and good relations questions as received through the 'Director General's suggestion box'.	Information and Outreach.		To respond to questions within one week.
1.11 To conduct a staff survey every two years which includes questions regarding equality and good relations issues.	Information and Outreach.	Every two years, as proposed by Internal Communications Working Group (ICWG) and Senior Management Group (SMG).	Identification of equality and good relations issues to be addressed.  Issues arising to be addressed or forwarded to the appropriate Directorate for consideration.
1.12 To organise three teachers' conferences per year for teachers.	Information and Outreach.	Annually.	Teachers from different schools come together to learn about the work of the Assembly and meet MLAs
1.13 To organise with the Participative Democracy Partnership, Youth Action NI, Save the Children Fund and Public Achievement the 'Youth Work is Political' Conference.	Information and Outreach.		Increase in Youth Workers knowledge of the way the Assembly works.
1.14 Establish a community link networking body.	Information and Outreach.	April 2012 and on-going after establishment.	A better understanding will be created on the work of the NI Assembly by community and voluntary organisations.  Information is gathered from

			the community and voluntary sector to inform the work of the NI Assembly and contribute to our thinking on good relations as appropriate.
1.15 The Assembly delivers its education programme in a format which provides for schools from different backgrounds to learn together*.	Information and Outreach.	On-going.	Schools from different backgrounds will have had the opportunity to learn together and about each other.
1.16 Participate in the Balmoral Show*.	Information and Outreach.	On-going.	People from different rural backgrounds and the agricultural sector will have had the opportunity to discuss political issues.
1.17 To participate in the Northern Ireland Assembly and Business Trust (NIABT)*.	Information and Outreach.	On-going.	People from different backgrounds in the business sector will have had the opportunity to learn together and share opinions on issues of mutual interest. The good relations duty will have been considered and factored in as a qualifying/high priority criterion for membership.
1.18 Hold focus meetings with sectoral and voluntary groups to inform committee business.	Information and Outreach.	On-going.	We will have provided different groups with opportunities to work together to inform Committee

1.19 Provide legal advice to the NI Assembly Commission, and to staff, in relation to obligations under S75(2) of the NI Act 1998.	Legal and Governance Services.	On-going.	decisions/deliberations.
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## Aim 2      Promotion of Good Relations

The Commission will promote equality of opportunity and good relations in all aspects of its work by ensuring that all its services are delivered effectively and encourage diversity. This will be achieved by:

Action	Directorate/Area	Timescale	Anticipated Outcome
2.1 Public display of Speaker's gifts.	Office of the Speaker.	On-going.	The display of Speaker's gifts within public areas in Parliament Buildings.
2.2 Participation of external groups in Speaker's events within Parliament Buildings.	Office of the Speaker.	On-going.	Participation and inclusion of external groups in identified events held at Parliament Buildings.
2.3 Consider the good relations resource requirements.	Assembly Commission.	November 2012.	Agreement has been reached regarding the resource requirements needed for the delivery of this four-year action plan.
2.4 Identification of good relations champions (Commissioners and staff members).	Secretariat wide.	2013.	A core team is formed to ensure good relations is central within the working of the Assembly.
2.5 Training and development of good relations champions*.	Commission and Corporate Support Unit.	2013.	On-going good relations learning takes place.

2.6 Refresher good relations training is offered to all staff*.	Commission and Corporate Support Unit.	2013.	Mainstreaming of good relations is understood and its impact on the organisation.
2.7 Ensure good relations training is made available to Party staff.	Commission and Corporate Support Unit.	2013	The implications of good relations are understood.
2.8 Provide advice and guidance to the NI Assembly Commission, and to staff, on how to incorporate equality and good relations into Directorate Business Plans*.	Commission and Corporate Support Unit.	New Directorate Plans covering the 2012-2013 Period and subsequent Directorate Business Plans.	Promotion of good relations into secretariat Directorates.
2.9 To develop a Language Policy*.	Commission and Corporate Support Unit.	During the current mandate.	Development of a clear and concise policy with measurable standards.
2.10 Continue to utilise applicable codes and guidance from the Equality Commission NI as it relates to the recruitment of staff.	Commission and Corporate Support Unit.	On-going.	Commission policies continue to reflect best practice in recruitment and continue to ensure equality of opportunity for all potential job applicants.
2.11 Development of a NI Youth Assembly.	Information and Outreach.	Recruitment Autumn/Winter 2012. (Subject to a tender process and the successful awarding of a contract).  In place by April/May 2013 (N.B. this entire process is subject to Commission approval).	To encourage greater engagement of young people in the work of the NI Assembly.  To make the Assembly more accessible to young people and to give young people of NI an opportunity to have their voices heard on issues

			being considered by the NI Assembly.
2.12 Develop opportunities for shared learning and space e.g. exhibitions/displays/ Education/Youth Assembly.	Cross-Directorate.	On-going.	Opportunities to promote good relations as part of public engagement.
2.13 To develop a visitors policy to Parliament Buildings.	Facilities/Keeper of the House.	September 2012.	A protocol is in operation for access to Parliament Buildings.
2.14 Identify best practice from other sources and adopt practice following consultation with Section 75 groups and internal stakeholders.	Corporate Services Directorate.	On-going.	Best practice implemented and communicated.
2.15 Advertisement of committee inquiries and the committee stage of Bills in each of the main daily newspapers offering opportunities to all sections of the community to submit evidence.	Clerking and Reporting.	On-going.	Improved access opportunities for people to contribute to policy development and legislative scrutiny processes.
2.16 Plans in place to encourage Committees to actively engage with the community by meeting regularly outside Parliament Buildings.	Clerking and Reporting.	On-going.	Improved opportunities for all sections of the community to contribute to policy development and legislative scrutiny processes.
2.17 Establishment of a charities policy.	Information and Outreach.	2013 and annually thereafter.	Commission chooses charity for 2012-2013 period

2.18 Use exhibition spaces to reflect the multi-cultural aspects of Northern Ireland society.	Information and Outreach.	2013.	Display work undertaken by various groups and in particular minority ethnic groups.
2.19 Continued operation of a work experience programme.	Information and Outreach.	2013.	Target 16-24 year olds as noted in Engagement Strategy. Working with providers through established relationships
2.20 Continued operation of a pilot alternative placement programme with Stranmillis College (Primary school level).	Information and Outreach.	2013.	To allow the Assembly to ensure that its current education programmes continue to be compatible with teacher training best practice.

### Aim 3 Training and Development

The Commission will ensure training is an integral part of the good relations strategy. The Commission will work closely with its training providers and others, where applicable, in the development and delivery of good relations training. This will be achieved by:

Action	Directorate/Area	Timescale	Anticipated Outcome
3.1 Personal Development Plans include equality issues/updates.	Corporate Services Directorate (HR and Commission Support and Corporate Services).	2013.	On-going learning in relation to equality takes place.
3.2 Monitoring of mandatory staff training which includes the promotion of good relations as part of the	Corporate Services Directorate.	2012.	Induction training monitored and reported on.

induction process for any external appointments that occur.			
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#### Aim 4      Management Information and Data

The Commission will put in place the necessary arrangements to allow for the collection of management information and data regarding good relations. This will be achieved by:

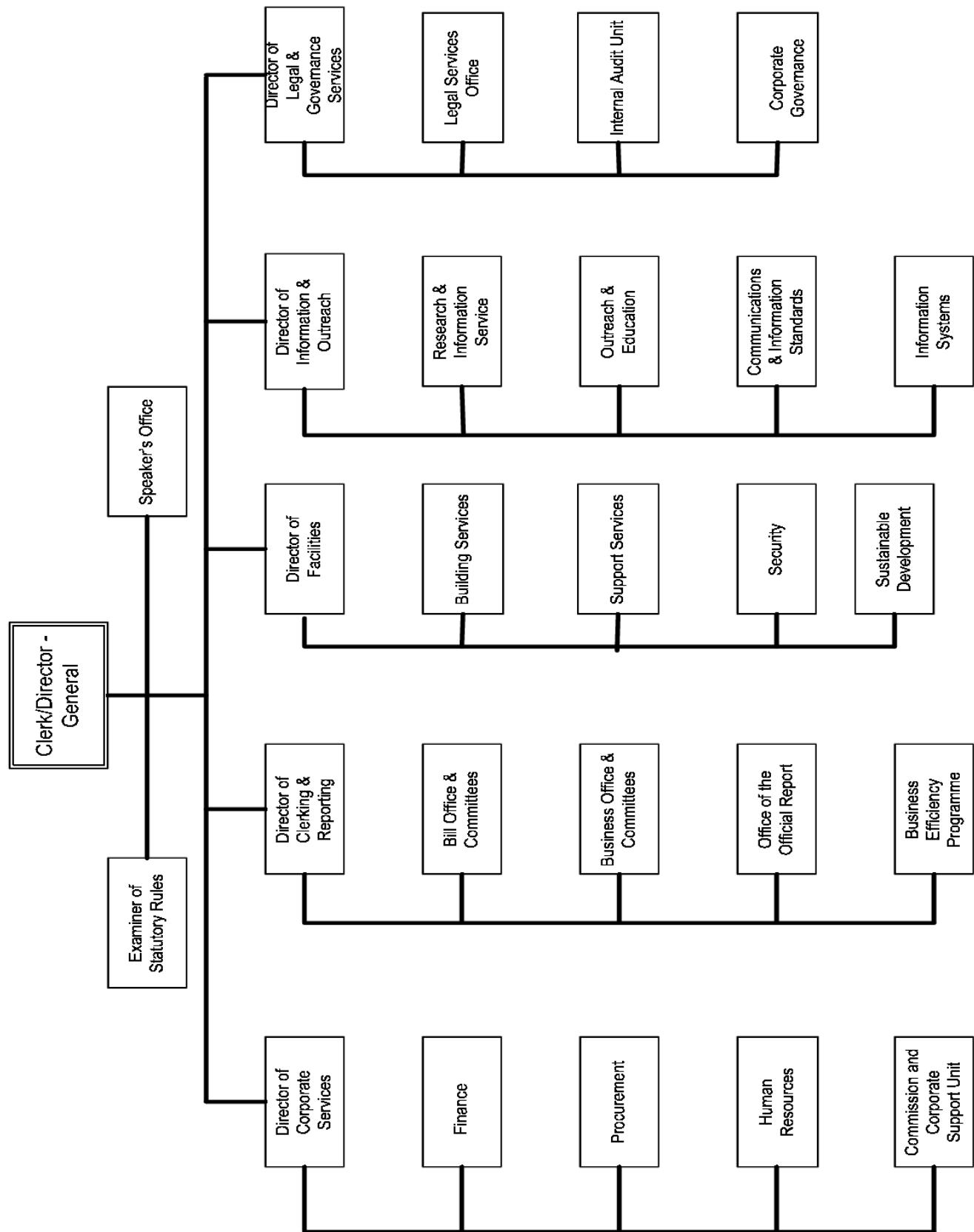
Action	Directorate	Timescale	Anticipated Outcome
4.1 Develop and implement a programme plan system to collect and collate data across Directorates.	Commission and Corporate Support Unit.	October 2012.	A structured and common approach to data collection and monitoring developed.  A central data collection and monitoring framework implemented.
4.2 To conduct a Good Relations EQIA.	Commission and Corporate Support Unit.	2013.	Information detailed on actions to be taken and timetabled within the Good Relations Plan.
4.3 Continue to hold meetings with representatives from the LGBT sector.	Commission and Corporate Support Unit.	On-going.	Information is provided to the Commission in order to inform appropriate strategies and policies.
4.4 Revise Commission and Senior Management Group template submissions to include screening forms as a	Commission and Corporate Support Unit.	April 2012.	Submit proposals to Senior Management Group and Assembly Commission.

mandatory criterion.		May 2012.  On-going.	Draft and circulate screening guidance to staff.  Direct staff to screening training.
4.5 Continued use of 'social media' to engage with people of NI and hear their views on the Assembly and political issues.	Information and Outreach.	On-going.	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.
4.6 Continue to consider opportunities for the Assembly Bursary Programme, through the Master's Degree programme with Queens University Belfast, to assist in the development of Assembly Policies.	Information and Outreach.	On-going.	The in-house resource of university students will have been used in a way which can provide closer stakeholder input to shape and inform Assembly policies and the delivery of our services.
4.7 To monitor user comments collected from feedback processes in place for all engagement activities.	Information and Outreach.	On-going.	Feedback is used, where appropriate, to help inform decisions and build the promotion of equality and good relations into the delivery of services.
4.8 Continued implementation of fully	Corporate Services.	On-going.	Commission policies continue to reflect best

compliant procurement policies and practices.			practice in public procurement, and in doing so, provides opportunities for economic and social well-being of the community.
4.9 Maintain an inventory and monitor the condition of all artefacts belonging to the Assembly.	Facilities.	1 April 2012 and annually thereafter.	An assurance that all artefacts belonging to the Assembly are kept and maintained in an appropriate manner.

# THE NORTHERN IRELAND ASSEMBLY SECRETARIAT

## Appendix 1



## **Appendix 2: List of organisations to be consulted**

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  
Bahá'í 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)  
Council for Catholic Maintained Schools (CCMS)  
Children in Need Northern Ireland (Children in Need NI)  
Children's Law Centre  
Chinese Chamber of Commerce  
Chinese Welfare Association  
Church of Ireland  
Chief Officers 3<sup>rd</sup> (CO3)  
Community Development & Health Network Northern Ireland (Community Development & Health Network NI)  
Craigavon 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)  
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  
Lesbian Line  
Mandarin Speakers Association  
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 Society for the Prevention of Cruelty to Children (NSPCC)  
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  
Polish Association Northern Ireland (Polish Association NI)  
Presbyterian Church in Ireland  
Probation Board for Northern Ireland  
Public Achievement  
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 Fein  
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  
Tuar/Barnardos  
Tuar/Barnardos  
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 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

