

Audit of Inequalities Action Plan 2022 – 2026: Update (December 2023)

Status Key:

8	Number – Complete/Complete for Reporting Period	100%
0	Number – Ongoing/In Progress	0%
0	Number - Not complete/Overdue	0%
0	Number – Not yet due	0%
8	Total Actions	Percentage 100%

Equality Group	Audit of Inequality Findings	Equality Actions	Expected Outcomes	Lead and Timescale	Progress Update
<p>1. Ethnicity</p>	<p>The majority of Assembly staff have a White ethnicity (98.5%)</p> <p>The proportion of Assembly staff from an ethnic minority is two percentage points lower than the comparable figure for the economically active population (3.6%) in Northern Ireland, as drawn from the March 2021 Labour Force Survey (LFS).</p> <p>Ethnic minorities are under-represented in Assembly Commission staff.</p>	<p>HR Office to use a focused welcoming statement on recruitment advertising, targeting a range of ethnic minority groups.</p>	<p>An increase in applications from people from ethnic minority communities.</p>	<p>HR Office</p> <p>Ongoing Yearly</p>	<p>Complete for Reporting Period</p> <p>A welcome statement is used for recruitment competitions to attract applications from minority ethnic communities.</p>

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<p>2. Age (Younger People)</p>	<p>The proportion of Assembly staff aged 34 or under (6.4%) is substantially less than the comparable economically active population (45.2%). Younger people are under - represented in Assembly Commission staff.</p>	<p>HR Office to monitor the age of applicants applying for jobs with the Assembly Commission and consider findings with the intention of taking steps to address any known problems.</p>	<p>To see an increasing number of applications for employment by the Assembly Commission from younger people i.e. under the age of 35.</p>	<p>HR Office Ongoing Yearly</p>	<p>Complete for Reporting Period The Human Resources Office monitors applicants in relation to Section 75 categories on an ongoing basis and where appropriate, takes steps to address any known problems, including using welcome statement for younger people.</p>

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3. Age (Younger People)	See findings for action 2.	To participate in relevant University Recruitment Fairs and relevant Job Fairs.	See Above.	HR Office Ongoing Yearly	<p>Complete for Reporting Period</p> <p>We participated in recruitment fairs in October 2023, which enabled us to promote current and future job opportunities to a range of potential applicants including university graduates and younger people under the age of 35.</p>
4. Age (Younger People)	See findings for action 2.	The HR Office to use a focused welcoming statement on recruitment advertising targeting people under the age of 35 years old.	See Above.	HR Office Ongoing Yearly	<p>Complete for Reporting Period</p> <p>A welcome statement is used for recruitment competitions to attract applications from young persons (under the age of 35).</p>

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<p>5. Gender</p>	<p>There is a slight under representation of women in the Assembly Commission staff. Monitoring figures record that Assembly Commission staff is composed 53% Male and 47% female.</p> <p>There are however variations between different grades of staff. So, for example, for staff at Assembly Grades 1 to 4 and Assembly Grades 5 and 6 there is a slight imbalance in favour of females.</p> <p>However, the largest differential is evident at Assembly Grades 7 and 8 in favour of males and that is the largest contributor to the overall figure.</p>	<p>Using the relevant Standard Occupational Classification (SOC) categories, take positive action in recruitment and selection at Assembly Grades 7 and 8 to attract more female applicants to the Assembly Commission.</p>	<p>To see an increasing number of applications for employment by the Assembly Commission from females.</p>	<p>HR Office Ongoing Yearly</p>	<p>Complete for Reporting Period</p> <p>The Human Resources Office refers to relevant Standard Occupational Classification (SOC) categories for each recruitment competition and where appropriate, we have taken action in recruitment and selection for Assembly Grades 7 and 8 to attract female applicants.</p>

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6. Gender	Please see above.	To consider new contracts of employment for relevant posts at Assembly Grades 7 and 8 which may appeal to females e.g. not working during Summer Recess.	See Above.	HR Office Ongoing Yearly	<p>Complete for Reporting Period</p> <p>Contracts of employment for AG8 Assembly Usher have been considered as part of planning for forthcoming recruitment (in 2024). For business reasons, contracts will require working over Summer Recess at this stage.</p> <p>Consideration will continue to be given to required working hours for future recruitment at Assembly Grades 7 and 8.</p>

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<p>7. Religious Belief</p>	<p>HR data (2021) confirms that 56% of the permanent workforce is from the Protestant community and 39% from a Roman Catholic Background.</p> <p>When compared to the economically active population in Northern Ireland at the 2011 census where 52.6% Protestants were economically active compared to 47.4% Roman Catholics.</p>	<p>HR Office to monitor the community background of applicants applying for jobs with the Assembly Commission and consider findings with the intention of taking steps to address any known problems.</p>	<p>Assembly Commission staff are more reflective of the economically active population of Northern Ireland.</p>	<p>HR Office Ongoing Yearly</p>	<p>Complete for Reporting Period</p> <p>The Human Resources Office monitors applicants in relation to Section 75 categories on an ongoing basis and if necessary, considers steps to address any known problems.</p>

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8. Religious Belief	See Above.	Using the relevant Standard Occupational Classification (SOC) categories, take positive action in recruitment and selection at Assembly Grades 7 and 8 to attract more applicants from a Roman Catholic	See Above	HR Office Yearly Ongoing	Complete for Reporting Period The Human Resources Office refers to relevant SOC categories for each recruitment competition and takes positive action in recruitment and selection at Assembly Grades 7 and 8 to attract applicants from the Roman Catholic Community.