



Northern Ireland
Assembly

Northern Ireland Assembly
Equality Scheme Action Plan
2012-2016

This document refers directly to the Audit of Inequalities

Function one: The acquisition and maintenance of premises and equipment to provide suitable accommodation, facilities and support services in which a fully functioning Assembly can operate.

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
Access to Parliament Buildings (Theme 1a of Audit of Inequalities)	Disabled people	Improved facilities for partially sighted visitors	Colour contrast materials in toilet facilities. Improved blistered and corduroy paving	Facilities Manager Facilities Manager	Complete October 2012

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
Access to Services (Theme 1b of Audit of Inequalities)	Disabled people	Improved environment for those with Autism	Mystery shop and feedback session to be held with representative groups and their users	Facilities Manager	February 2012
	Young People	Increased access to the political process	'Making a Law' animation with subtitles Develop a bespoke visitor programme for Key Stage 1	Education Team	Complete. Schools can access subtitled version. March 2012

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
Good Relations (Theme 1c of Audit of Inequalities)	All	Improved exhibition space	Picture hanging system for ground floor	Facilities Manager	October 2012
		Improved exhibition access	Braille descriptors for Speaker's gifts	Facilities Manager	October 2012
		Encourage joint participation	Cross community school hub events and video conferencing events	Education Team	Ongoing. First cross community events held.

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
Participation (Theme 1d of Audit of inequalities)	Young people	To encourage increased participation in politics amongst young people	Youth Assembly	Education Manager	Appointment of Youth Assembly Members December 2011
	Ethnic minority groups	To encourage increased participation in politics amongst Northern Ireland's ethnic minority communities	'Get Involved' campaign and participation at Mela Festival in Botanic Gardens	Outreach Manager	Complete
			Commonwealth Day event in Parliament Buildings	Outreach Manager	March 2012

Function two: The recruitment and ongoing development of suitably qualified and experienced staff to support the Assembly

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
Recruitment and selection (Theme 2a of Audit of Inequalities)	All	Ensuring that all recruitment competitions are fully accessible	Apply Welcome Statements or affirmative action if appropriate in consultation with the Equality Commission	Head of HR	Ongoing. Action measures applied to internal competitions.

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
Equality issues for existing staff (Theme 2b of Audit of Inequalities)	All	<p>To work to continue improving workplace relations</p> <p>Use the results of the staff survey 2010 and the Carecall report 2011 to produce and implement an action plan</p> <p>Monitor the questions and comments in the DG's box</p>	<p>Compare the results of the 2010 and 2012 staff surveys</p> <p>Monitor the progress of the implementation of this action plan</p> <p>Ongoing</p>	Head of HR/ Head of Commission and Corporate Support Unit	July 2012

