

Annex 1

**Northern Ireland Assembly Audit of Inequalities Action Plan
2012-2016 (ongoing actions)**

Action taken to better promote equality of opportunity/good relations	Outcome Area(s)	S75 Category	Intended outcome/impact and how this will be measured	In the current service Business Plan (Yes/No)	Lead	Timescale
Improve accessibility to the Chamber and Official's Boxes within the Chamber	Access to Parliament Buildings	Persons with a disability and persons without	Improved accessibility to Chamber for all Members. Increased capacity for Official's with mobility issues.	No. Further improvements will require extensive re-modelling of the chamber. If required (and approved), such works will be included in future Business Plans.	Head of Building Services	To be agreed.
Implementation of access audits completed by RNIB, Disability Action and Action on Hearing Loss regarding a programme of works	Access to Parliament Buildings Access to Services	Persons with a disability and persons without	Improved accessibility to Parliament Buildings for persons with a disability. All works projects are designed and constructed in accordance with Building Regulations and other relevant legislation.	No. All work items relating to the audits have been completed. Other wider 'estate' issues have been passed to DFP. Further agreed improvements will be included in relevant Business Plan.	Head of Building Services	To be agreed.

Action taken to better promote equality of opportunity/good relations	Outcome Area(s)	S75 Category	Intended outcome/impact and how this will be measured	In the current service Business Plan (Yes/No)	Lead	Timescale
Provision of translation from Irish and Ulster Scots to English to the Speaker and Clerks at the table	Good Relations	Persons of different religious belief Persons of different political opinion Persons of different racial group	That the Speaker/Clerks at Table receive and understand what is being said. Without such a service there could potentially be a breach of Assembly Standing Orders. Measured by exception i.e. Speaker/Clerks at Table advise that no such service is provided and by recording translation audio channel on SLIQ system.	Yes	Editor of Debates	Ongoing
Ensure Parliament Buildings is welcoming to all sections of society and cultures by reviewing art, artefacts and exhibitions	Good Relations	Persons of different religious belief Persons of different political opinion Persons of different racial group	Exhibitions policy being reviewed to consider how exhibitions can be better used in Great Hall to enhance the visitor experience.	Yes but expected to change.	Advisor to the Speaker	October 2015
Language Policy	Good Relations	Persons of	The Education	Yes	Education	Ongoing

Action taken to better promote equality of opportunity/good relations	Outcome Area(s)	S75 Category	Intended outcome/impact and how this will be measured	In the current service Business Plan (Yes/No)	Lead	Timescale
		different religious belief Persons of different political opinion Persons of different racial group	Service now provides a programme in Irish, and is also currently working on translating the primary section of the website and some video resources into Irish.		Manager/ Equality Manager	
EQIA on the Flying of the Union Flag at Parliament Buildings	Good Relations	Persons of different religious belief Persons of different political opinion Persons of different racial group	The completion of an EQIA on the policy review will assist the Commission in making a decision on the policy.	Yes	Equality Manager	May 2015 (further report and monitoring to be timetabled).
Develop revised Engagement Strategy	Participation	All groups	Inform the public of how NIA engages with stakeholders and how it will seek to improve this.	Yes	Outreach Manager	May 2015
Support for Members and staff with child care responsibilities	Participation Equality Issues for Existing Staff	Men and women generally Persons with dependents and persons without	The Assembly Commission will continue to provide support to staff with childcare responsibilities. Provision of support to	The way in which support is provided is currently under review by the Commission.	Head of HR	Review completed and changes to arrangements, if any, to be implemented by 31 March 2016.

Action taken to better promote equality of opportunity/good relations	Outcome Area(s)	S75 Category	Intended outcome/impact and how this will be measured	In the current service Business Plan (Yes/No)	Lead	Timescale
			Members is now a matter for Independent Financial Review Panel (IFRP) and not the Commission.			
Engaging with women, people with disabilities and ethnic minorities under-represented in public life through Assembly Community Connect	Participation	Men and women generally Persons with a disability and persons without Persons of different racial group	Increased engagement with women, people with disabilities and ethnic minorities; inform groups how to utilise resources available through Assembly Community Connect & partner organisations	Yes	Outreach Manager	Ongoing
Engagement with young people through Education Service school visits programme	Participation	Persons of different age	Education Programme and resources provided for young people from Key Stage 1 (age 8) to Key Stage 5 (Post 16)	Yes	Education Manager	Ongoing
Engagement with young people through a youth panel	Participation	Persons of different age	To involve 30 young people aged 16-18 in a year long, youth driven project to develop proposals for a	No	Education Manager	Substantial engagement completed by end December 2012. Since then, occasional

Action taken to better promote equality of opportunity/good relations	Outcome Area(s)	S75 Category	Intended outcome/impact and how this will be measured	In the current service Business Plan (Yes/No)	Lead	Timescale
			youth assembly – March 2010 -March 2011.			correspondence to update on Assembly's Youth Assembly project.
Development of Secretariat Gender Action Plan	Recruitment and Selection Equality issues for existing staff	Men and women generally	The removal of any actual or perceived barriers to gender equality within the secretariat through the production and implementation of a gender action plan.	Yes	Equality Manager	January 2016

Revised/additional actions recorded within the monitoring period

Action	Directorate	Outcome	Date	Updated position as at March 2015
The Assembly focuses on engagement with young people, including disenfranchised groups	Information and Outreach	'Structured Dialogue' Project – a report will be produced by 36 young people about an issue concerning young people. The inquiry process will involve participants consulting young people, MLAs and other stakeholders and reporting their findings to an assembly committee. The opportunity to get involved will be advertised widely.		The project, called 'Connections' is being funded by Erasmus+. Participants will be recruited in April 2015 and training will take place in May and June 2015, with inquiry activities planned from August onwards. The report will be presented to an Assembly Committee by end January 2016. The aim is that half of the young people involved will be from backgrounds which may traditionally have made their participation difficult e.g. Due to socio-economic background or disability.

Northern Ireland Assembly Equality Action Plan

Completed Actions (2012-2014)

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 the 2011 Audit of Inequalities)	People with disabilities	Improved facilities for partially sighted visitors	Colour contrast materials in toilet facilities	Facilities Manager	2012 Complete
	People with disabilities	Access through the front door for all persons	Install an electronic opening device at the front door to allow for disabled access	Facilities Manager	2012 complete
	People with disabilities	A Changing Places facility to be installed at the ground floor level	A fully equipped Changing Places facility to be installed for people with severe physical disabilities	Facilities manager	Complete
	People with disabilities	Improved facilities for partially sighted visitors	Improved blistered and corduroy paving	Facilities Manager	2012 Complete
		Improved facilities for partially sighted visitors	To provide a braille tour of the building for any visitors	Facilities manager	Complete
	People with disabilities	Improved facilities for people who are hearing impaired	To work towards Action on Hearing Loss 'Louder than Words' accreditation	Facilities manager	Complete – accreditation has been received and is renewed each year

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
	People with disabilities	Improved facilities for people who are hearing impaired	To provide a signed tour of Parliament Buildings in British and Irish Sign language.	Facilities manager	Complete – tour can be accessed via the external website prior to visiting or visitors to the building can use a tablet provided by Events.
Access to Services (Theme 1b of the 2011 Audit of Inequalities)	People with disabilities	Improved environment for those with autism or on the autistic spectrum	Mystery shop and feedback session with representative groups and their users to be held	Facilities Manager	2012 Complete
Access to Services (Theme 1b of the 2011 Audit of Inequalities)	People with disabilities	Improved environment for those with autism or on the autistic spectrum	Creation of a quiet room, signage and review internal policies. All front line staff to be trained and Autism Champions to be identified.	Facilities Manager	Complete. Autism accreditation award received in 2012 and reassessed every year thereafter.
	People with disabilities	Improved exhibition space	Picture hanging system for ground floor	Facilities Manager	Complete. In place in Great Hall of Parliament Buildings
	People with disabilities	Improved exhibition access	Braille descriptors for Speaker's gifts	Facilities Manager	Partially complete. Braille signage erected in Great Hall for toilets.
Access to Services (Theme 1b of the 2011 Audit of Inequalities)	Young People	Increased access to the political process	Produce 5 videos to explain (1) the importance of voting (2) Council elections (3) Northern Ireland	Education Manager	2014 Complete

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
			Assembly elections (4) UK Parliament elections (5) European Parliament elections		
Access to Services (Theme 1b of the 2011 Audit of Inequalities)	Young People	Increased access to the political process	Develop NI Assembly educational material for iBook	Education Manager	2014 Complete
	Young People	Increased access to the political process	'Making a Law' animation with subtitles	Education Team	Complete
	Young People	Increased access to the political process	Develop a bespoke visitor programme for Key Stage 1 users	Education Team	Complete

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
Good Relations (Theme 1c of the 2011 Audit of Inequalities)	Religious belief, Political opinion and/or race	Encourage joint participation	Invite post Primary schools to take part in panel Q&As and in small group discussions with MLAs. These 'Let's Talk' style events will take place in different constituencies	Education Manager	West Tyrone/Mid Ulster. Complete November 2014 Belfast Complete November 2014 Other constituencies ongoing

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
	Religious belief, Political opinion and/or race Religious belief, Political opinion and/or race	EQIA on the Review of the Policy of the Union Flag flying on Parliament Buildings. Completed EQIA report delivered on time and within budget	Procurement exercise undertaken for steps 2-5 of the EQIA process Risk registry and risk group established Project initiated document approved Consultation strategy developed Interim report developed	Equality Manager Equality Manager	Complete. Contract commenced on 16 July 2014.
	Religious belief, Political opinion and/or race	Consultation, to include public engagement, comments returned within agreed deadline	Pre-consultation exercise conducted Formal public consultation exercise conducted	Equality Manager	Complete. Pre- consultation ran from 1 October to 14 October 2014
	Religious belief, Political opinion and/or race	Assembly Commission report on EQIA findings published and decision taken on policy position	Agreement by Assembly Commission of findings and consultee report formulated	Equality Manager	

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
Participation (Theme 1d of the 2011 Audit of Inequalities)	Young people	To encourage increased participation in politics amongst young people (Involving young people in the work of the Assembly)	Specific schools from all sectors to be targeted to take part in the Education Committee Shared and Integrated Education Inquiry	Education Manager	Sept-Nov 2014. Complete
Access to Services (Theme 1d of the 2011 Audit of Inequalities)	Young People	To encourage increased participation in politics amongst young people (Involving young people in the work of the Assembly)	To assist the Environment Committee in seeking views of young people on the Road Traffic (Amendment) Bill	Education Manager	Oct-Nov 2014. Complete
	Ethnic minority groups (note Assembly Community Connect (ACC) is currently targeting the S75 groups of Women, people with disabilities and minority ethnic groups as per the Audit of Inequalities findings).	To encourage increased participation in politics amongst Northern Ireland's ethnic minority communities	BEM Parliament		Complete
			'Get Involved' campaign and participation at Mela Festival	Outreach Manager	Complete
			Commonwealth Day event	Outreach Manager	Complete

Inequality Identified	Section 75 Categories	Performance Indicators	Action Measures	Lead Responsibility	Timescale
			at Parliament Buildings		
		To encourage increased participation in politics amongst women	To complete the Cinemagic 'Reel Politics' project. Young participants will be tasked with the challenge of creating short original films within five days about the benefits of young women in politics.	Outreach Manager	Complete.
		To encourage increased participation in politics amongst women	Assembly Community Connect (ACC) to target women's groups and provide relevant training	Outreach Manager	6 groups received training in 2014.

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 for NI.	Head of HR	Ongoing. The procedures for internal and external recruitment have been reviewed to ensure compliance with good practice. A guaranteed interview scheme has been implemented for both internal and external recruitment
Recruitment and Selection (Theme 2b of Audit of Inequalities)	All	To work to continue improving workplace relations	Compare the results of the 2010 and 2012 staff surveys	Head of HR/ Head of Corporate Support Unit	Complete. An action plan was established to take forward issues arising from the staff survey, including a targeted initiative to address problematic workplace relations
Recruitment and Selection (Theme 2b of Audit of Inequalities)	All	Use the results of the staff survey 2010 and the Carecall report 2011 to produce and implement an action plan	Monitor the progress of the implementation of this action plan	Head of HR/ Head of Corporate Support Unit	Complete. A further comparison from 2012 with the results from the impending 2014 survey will be made, and required actions identified

