

Good Relations Action Plan 2016-21: Update October 2020

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	Progress update
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>Lead: Equality and Good Relations Unit and Corporate Support Unit</p> <p>Timeline: Regularly throughout 2016-2021 with the exception of Assembly recesses.</p> <p>Status: Complete for reporting period</p>
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.	<p>Lead: Engagement</p> <p>Timeline: Long-term direction to be revisited by new Speaker and Commission in 2017/18</p> <p>Status: In progress</p> <p>Consultation had previously taken place with the Arts Council and the College of Art to look at proposals for a series of new art initiatives for 2018-19, but the political situation and the associated potential for reputational risk led to a decision not to progress matters until the political situation became clearer. The Assembly returned to normal business in January 2020 and a review of how art and exhibitions might be used within Parliament Buildings will be undertaken as part of the work to review and develop the visitor experience and offering in Parliament Buildings under the new Assembly Corporate strategy 2019 to 2023.</p>
1.3 To draft a response to Assembly Commission	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.	<p>Lead: Equality and Good Relations Unit</p> <p>Timeline: As required during the 2016-2021 period</p>

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<p>questions within one week of receipt</p>			<p>Status: Complete for reporting period During the reporting period no questions were tabled requiring input from the Equality and Good Relations Unit</p>
<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><i>Action amended in March 2018 update to allow for the development of a separate equality and good relations survey</i></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>Lead: RaISe/Equality and Good Relations Unit Timeline: Draft survey to be submitted to SMG by September 2018. Date of issue to staff to be agreed. Status: Complete for reporting period. RaISe has prepared a report presenting the survey findings, and a cross-directorate working group has been established. At the group's June 2020 meeting, it was agreed that a further report should be prepared, grouping the findings into themes, and using this as a discussion document for further action. RaISe has agreed to undertake this additional review, which will be completed in October 2020. A further meeting of the group will be scheduled to discuss the RaISe document.</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 measured via questionnaire and other means of feedback.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Education Team Timeline: Hold three conferences per year over the 2016-2021 period. Status: Partially achieved Due to COVID-19 restrictions, and the resultant closure of schools until September 2020 and the ongoing closure of Parliament Buildings to the public, no conferences were held in PB during this period. Work is under way to deliver this output in a remote way via a series of online, recorded presentations, including: Dr Claire Rice, 13</p>

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			October 2020; Westminster Clerk, Judith Boyce, 18 November; a Committee Chair and Minister in December/January. Schools have been informed of the programme via email and social media.
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.	<p>Lead: Education Team</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan.</p> <p>Status: Partially achieved</p> <p>Due to COVID-19 restrictions, and the resultant closure of schools until September 2020 and the ongoing closure of Parliament Buildings to the public, no inward or external visits took place during the period. Work is under way to design and virtually deliver elements of the education programme, to commence in October 2020.</p>
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 & 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.	<p>Lead: Engagement Manager</p> <p>Timeline: Annually throughout the lifespan of the Good Relations Action Plan.</p> <p>Status: Complete for reporting period</p> <p>Due to the public health situation and associated regulations and guidelines, and the closure of Parliament Buildings to the public in March 2020, no training was held until August 2020. Work was undertaken to design outputs for virtual delivery of training and all organisations on the Engagement Unit database, including organisations of minority ethnic communities, have been made aware of the virtual facility. Requests for training have been received from two organisations representing refugees and asylum seekers and those requests</p>

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			will be facilitated before Christmas 2020. Since June 2020, the unit has been working with the Ad Hoc Committee on the Bill of Rights to help it engage with hard-to-reach and marginalized groups, including black and ethnic minority groups.
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 good relations groups	<p>Lead: Engagement Manager</p> <p>Timeline: Annually throughout the lifespan of the Good Relations Action Plan.</p> <p>Status: Complete for reporting period</p> <p>Due to the public health situation and associated regulations and guidelines, and the closure of Parliament Buildings to the public in March 2020, no physical meetings or engagement activities were held until August 2020, but work was undertaken to design outputs for remote delivery. Delivery of those outputs started in late August 2020 and are being gradually rolled out. Approximately 50 requests will be facilitated prior to Christmas 2020; work has been or is being undertaken with five Committees (Bill of Rights, Education, Communities, Health, and Economy), which has and will include meetings to assist those Committees in consultation exercises. For example, a focus group with third sector organisations took place in September 2020, which focused on how to engage with the hard to reach and marginalised groups, with specific reference to the Ad Hoc Committee on a Bill of Rights. A major survey was also undertaken in August/September in conjunction with the</p>

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			Committee for Education in relation to post-primary transfer to seek the views of parents, teachers and young people (over 9,200 responses were received, with just under 800 from young people). Stakeholder events for the Health and Economy Committees will be held in October 2020.
1.9 Legal Services Office continues 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.	Lead: Legal Services Office Timeline: As required during 2016-2021 Status: Complete for this six-month reporting period

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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	Progress update
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.	Lead: Speaker's Office Timeline: Throughout the lifespan of the Good Relations Action Plan. Status: Complete
2.2 Participation and inclusion of external groups in identified events held at Parliament Buildings	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: <ol style="list-style-type: none"> 1. Christmas event 2. St Patrick's Day event 3. Community Relations Week 4. International Women's Day 5. Chinese New Year 	Persons of different religious belief, political opinion or racial group.	Lead: Speaker's Office/ Engagement Timeline: Throughout the lifespan of the Good Relations Action Plan. Subject to review on election of a new Speaker. Status: Complete for reporting period No events have taken place during the period April to September due to the on-going COVID-19 situation when Parliament Buildings has been closed to the public and event bookings have not been taken.
2.3 To further develop capacity of Assembly Commission Members on issues concerning Good Relations and Equality	Development of a mechanism to enable Members to discuss good relations issues. Invite guest speakers and a facilitator to assist Members to discuss contentious issues through dialogue and understanding. Members' knowledge of good relations and equality issues is increased.	Persons of different religious belief, political opinion or racial group.	Lead: Equality and Good Relations Unit, Corporate Support Unit and Learning and Development Timeline: Group is established and terms of reference completed - 2016 Training needs are assessed and training developed - 2016 Facilitator and guest speakers are identified - 2016 Programme of issues confirmed - 2016 Training complete - 2016

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			<p>Programme timetabled with facilitator and guest speakers on good relations issues 2017 – 2021 Status: In progress</p> <p>The original action was agreed by a previous Commission in a different political context. Following the restoration of the Assembly, it is intended to consult the new Commission on this action to consider the most practical means of identifying and addressing the good relations and equality needs of current Commission Members. Due to prioritisation of COVID-19 matters this issue has yet to be considered by the Commission.</p>
2.4 To agree a Language Policy	<p>Prepare a paper on language policy for the Assembly Commission</p> <p>Development of a clear and concise policy with measurable standards and present to the Assembly Commission for agreement.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit Timeline: Jan 2017 and 2017 Status: Action suspended</p> <p>While a language paper was presented to SMG in January 2017 and March 2017 in anticipation of it being presented to the Assembly Commission when the Assembly resumed normal business, this action has now been superseded by the language commitments in the New Decade, New Approach (NDNA) deal, which was published in January 2020. The Assembly Commission will consider the actions required within its remit in the context of the legislation passed by the Assembly.</p> <p>In addition, the Committee on Procedures is expected to consider the NDNA commitment to develop new Standing Orders to be agreed by the Assembly to provide for simultaneous translation</p>

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			of Assembly business into Irish and Ulster Scots. Subject to the development of Standing Orders by the Assembly, the Assembly Commission will need to consider the associated resourcing implications.
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.	<p>Lead: Equality and Good Relations Unit</p> <p>Timeline: 2016</p> <p>Status: Complete</p>
<p>2.6 Reconsideration of Civic Occasions Protocol</p> <p><i>Action added March 2017</i></p> <p><i>Lead responsibility transferred to Director of Parliamentary Services in October 2017 as Facilities Director post no longer exists</i></p>	<p>Reconsideration of the draft protocol that was presented to the Assembly Commission in March 2016.</p> <p>Intended outcome is the provision of clear guidance with regard to the flying of the Union flag at Parliament Buildings to mark civic occasions, e.g., the accession of a new Monarch; the death of a serving or former First or Deputy First Minister; and a time of designated national disaster.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Director of Parliamentary Services/Equality and Good Relations Unit</p> <p>Timeline: Following publication of final report by Commission on Flags, Identity, Culture and Tradition</p> <p>Status: On schedule to be progressed in line with timeline</p> <p>Awaiting outcome of final report by Commission on Flags, Identity, Culture and Tradition.</p>

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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	Progress update
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.	<p>Lead: HR Team Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period This is a continuous action in that we constantly review and change policies to reflect best practice. We have recently completed a review of recruitment and utilised applicable codes and guidance from the ECNI when completing the review.</p>
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.	<p>Lead: Education Team Timeline: Project length anticipated 12 months (Estimated Sept 2016 - Sept 2017) Status: Complete Application unsuccessful.</p>
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	<p>Lead: Education Service Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Action suspended Due to COVID-19 restrictions, and the resultant closure of schools until September 2020 and the ongoing closure of Parliament Buildings to the public, no inward or external visits took place during the period. Consequently no 'Let's Talk' events took place during the period.</p>

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<p>3.4 Identify best practice from other sources and adopt practice following consultation with section 75 groups and internal stakeholders (Learn and share good practice from other areas)</p>	<p>Work with relevant teams and staff to promote the sharing of learning and outcomes from joint projects.</p> <p>Continue participation on, for example, inter-parliamentary groups 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>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Equality and Good Relations Unit Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period Ongoing meetings with the Equality Commission and other stakeholders. Continued participation in relevant groups, for example, the NICS Equality Practitioners Group and the NICS/Equality Commission Statutory Duties Forum</p>
<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</p>	<p>Improved access opportunities for people to contribute to policy development and legislative scrutiny processes.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Clerking Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021 Status: In progress</p>
<p>3.6 Plans in place to encourage Committees to actively engage with the community by meeting</p>	<p>Improved opportunities for all sections of the community to contribute to policy development and legislative scrutiny processes.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Clerking Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: In progress</p>

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regularly outside of Parliament Buildings	Statutory Committees to aim to hold external meetings periodically throughout the mandate.		Given the current situation with COVID-19, there has been no opportunity for Committees to meet outside of Parliament Buildings during this reporting period, but it is hoped that opportunities will arise as guidance changes.
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.	<p>Lead: Head of Building Services</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Complete for reporting period</p> <p>The LED floodlighting system continues to be used to light the building on days agreed by the Assembly Commission.</p>
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.	<p>Lead: Speaker's Office</p> <p>Timeline: Anniversaries to be marked in the 2016-2021 mandate to be agreed by the new Commission following the election.</p> <p>Status: Complete for reporting period</p> <p>None of the events agreed by the Commission occurred during April-October 2020. The Assembly Commission has agreed arrangements to mark the anniversary of the Government of Ireland Act in November 2020 within the 'Decade of Centenaries' programme approach.</p>
3.9 Outreach Parliaments <i>(Action suspended March 2017)</i>	To facilitate 2 BEM Parliaments per year in order to engage people from minority groups.	Persons of different racial group.	<p>Lead: Engagement Manager</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Action suspended</p>

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			<p>This action has been suspended because the partner organisation, NICEM, no longer exists, allied to which the political situation up to January 2020 brought practical difficulties (Ministers/Committee chairpersons are required).</p> <p>Action 3.15 below was added in March 2017 to increase engagement with BEM groups.</p>
3.10 Assembly Community Connect (ACC)	Increased engagement database of s75 groups by 20%; inform groups how to utilise resources available through Assembly Community Connect & partner organisations.	All S75 groups, including persons of different religious belief, political opinion or racial group.	<p>Lead: Engagement Manager Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period</p> <p>Due to the public health situation and associated regulations and guidelines, and the closure of Parliament Buildings to the public in March 2020, engagement was largely reactive as opposed to proactive during the reporting period. However, work was undertaken to design outputs for remote engagement and those outputs are gradually being rolled out. All organisations on the Engagement Unit database, including organisations representing s75 groups, have been made aware of the virtual facility. Approximately 50 requests, including some from s75 groups, for such engagement activities will be facilitated before Christmas 2020. Draft proposals for a new engagement programme called Assembly Connect have been drafted and will be progressed during the next reporting period.</p>

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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.	Lead: Equality and Good Relations Unit Timeline: Annually Status: Complete for reporting period Monitoring complete in line with guidance provided by the Equality Commission for NI.
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.	Lead: Education Service Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period The Education Service received no requests to deliver the programme in Irish during the reporting period. Work continues with CCEA to finalise the updating of the translation into Irish of the primary section of the Education Service website, which should be complete in October 2020. Work on translating the other sections will commence in November 2020.
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.	Lead: HR Team Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period Any feedback received is reviewed/considered on receipt.
3.14 Continued operation of alternative placement programme to trainee teachers ie Stranmillis College (Final year students)	To allow the Assembly to ensure that its current education programmes continue to be compatible with teacher training best practice. Max 3 places per year lasting 2 weeks each January.	Persons of different religious belief, political opinion or racial group.	Lead: Education Team Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete This action was not due to take place during the reporting period and therefore is complete.

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<p>3.15 Deliver 'Get Involved' conference to BEM groups</p> <p><i>(Action added March 2017)</i></p>	<p>Deliver one conference every year to BEM groups.</p>	<p>Persons of different racial group.</p>	<p>Lead: Engagement Manager Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-21. Status: In progress Due to the public health situation and associated regulations and guidelines, and the closure of Parliament Buildings to the public in March 2020, no conference was held during the reporting period. However, work was undertaken to design outputs for remote engagement and those outputs are gradually being rolled out. All organisations on the Engagement Unit database, including organisations representing BEM groups, have been made aware of the virtual facility. Approximately 50 requests, for such engagement activities will be facilitated before Christmas 2020, and will include BEM groups.</p>

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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	Progress update
<p>4.1</p> <p>Personal learning records to include details of equality and good relations training undertaken.</p> <p><i>Previous action was: '4.1 Personal Development Plans include equality issues/updates.'</i></p> <p><i>This action has been amended to more accurately reflect the monitoring of staff learning.</i></p>	<p>Ongoing learning in relation to equality takes place.</p> <p><i>Additional outcomes/impacts and measurements:</i></p> <p>Learning and Development Team to update personal learning records on iTrent with mandatory equality and good relations training. Staff can also add additional equality and good relations training to their personal learning plans, and this training will also be monitored by the L&D team.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: HR Team Timeline: Annually throughout lifespan of the plan Status: Complete for reporting period.</p> <p>The COVID-19 pandemic has resulted in the majority of training opportunities being offered on a virtual basis. The L&D team have continued to offer a range of virtual learning opportunities in relation to equality matters (9 categories). All training is recorded on iTrent and reported to senior management on a monthly basis and as part of the annual review cycle. The Equality Manager in consultation with the ECNI and the NICS is continuing to support the development of several e-learning packages in both equality (Section 75) and Good Relations. These e-learning packages will then be delivered through the LInKS platform on a mandatory basis.</p>
<p>4.2 Induction training monitored and reported on</p>	<p>Monitoring of mandatory staff training which includes the promotion of good relations as part of the induction process for any external appointments that occur.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: HR Team Timeline: As required Status: Complete for reporting period</p> <p>Any feedback received is reviewed/considered on receipt. All new staff as part of the on-boarding programme are advised of all mandatory packages to be completed. The L&D team are awaiting the new e-learning package from NICS/ECNI for delivery to all staff. The L&D team are finalizing a new e-learning 'Dignity at Work' package, which</p>

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			will be rolled out to all staff before Christmas Recess. The L&D team intend to build a resources section on the Moodle platform, which would allow staff additional information in relation to building good relations.
<p>4.3 To provide good relations support to staff</p> <p>To support mainstreaming of good relations at Directorate level</p>	<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>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Equality and Good Relations Unit</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-21.</p> <p>Status: Ongoing</p>
<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>Lead: Equality and Good Relations Unit and Learning and Development</p> <p>Timeline: 2018</p> <p>Status: Overdue</p> <p>Staff in the Equality and Good Relations Unit have continued to attend meetings of the NICS/Equality Commission Statutory Duties Forum, which is considering a range of equality matters including Section 75 online training. An e-learning package is to be developed in consultation with forum members. The work of the forum is behind schedule due to COVID-19 situation.</p>

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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	Progress update
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>Lead: Equality and Good Relations Unit and Learning and Development</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Complete for reporting period</p>
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.	<p>Lead: Education Team</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Partially achieved</p> <p>Due to COVID-19 restrictions, and the resultant closure of schools until September 2020 and the ongoing closure of Parliament Buildings to the public, no inward or external visits took place during the period and there was little or no demand from stakeholders as schools were closed. However, with the return of schools in September 2020, work is under way to design and virtually deliver elements of the education programme, to commence in October 2020.</p>
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.	<p>Lead: Engagement Manager</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Complete for reporting period</p> <p>Feedback has been and will be after each activity and is used to inform service delivery and the</p>

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			promotion of equality and good relations into the delivery of services.
5.4 Maintain an inventory and monitor the condition of all artefacts belonging to the Assembly	<p>All artefacts belonging to the Assembly are kept and maintained in an appropriate manner.</p> <p>Artefacts will be monitored on an annual basis.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Head of Building Services</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Complete for reporting period</p> <p>Artefacts belonging to the Assembly are maintained in an appropriate manner and the inventory of Assembly artefacts and artwork is reviewed at least once per year.</p>

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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	Progress update
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>Lead: Equality and Good Relations Unit/All Directorates</p> <p>Timeline: Throughout the lifespan of the Action Plan as required.</p> <p>Status: Complete for reporting period</p> <p>Six-monthly monitoring updates show progress on actions, including additional activity and amended actions. Once approved, this update will be published on the Assembly website alongside previous updates.</p>
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.	<p>Lead: All Directorates</p> <p>Timeline: Budgeting as necessary in line with Assembly policies throughout the lifespan of the Action Plan as required.</p> <p>Status: Complete for reporting period</p>
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 to SMG with good relations six-monthly monitoring reports.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit and RaISe</p> <p>Timeline: Throughout the lifespan of the Action Plan as required.</p> <p>Status: Complete for reporting period</p> <p>SMG agreed at its March 2018 meeting that the survey should be reduced in frequency from three times a year to an annual survey until such times as full Assembly business resumes, at which point a full review of the survey will be carried out. While full Assembly business resumed in January 2020, the sample review period of March 2020</p>

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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	Progress update
			<p>was interrupted due to the COVID-19 pandemic and as a result Parliament Buildings was closed to members of the public on 18 March 2020. Results from the one event surveyed during the review period will be included in the next findings report, which will be available in the next reporting period following the re-opening of Parliament Buildings to the public.</p> <p>Now that the Assembly has resumed normal business, a review of the survey has commenced, in consultation with the relevant business areas, and a revised survey will be presented to SMG in the March 2021 update.</p>