



Northern Ireland
Assembly



Easy
Read

Checking our Inequalities Report and Action Plan

2026 to 2031



Easy Read

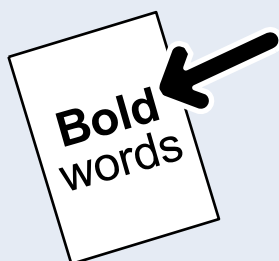


This is an Easy Read version of some information.

It uses easier words and pictures.



Some people may still want help to read it.



Some words are **bold** to show they are important.



We explain bold words if they are hard to understand.



[Blue and underlined](#) words show links to websites and email addresses.

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About this booklet



This booklet is from the Northern Ireland Assembly Commission.



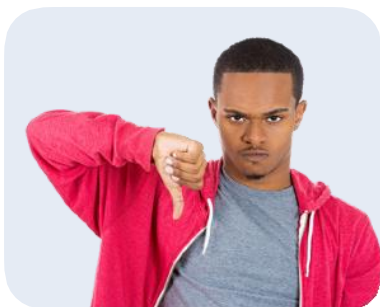
We provide the buildings, services and staff to help the **Northern Ireland Assembly** work well.



The **Northern Ireland Assembly** makes laws for Northern Ireland.



Part of our job is to check how our work can stop or lower **inequalities**.



Inequalities are when people do not get a fair chance.



We looked at lots of information about inequalities.



We wrote a plan to stop or lower inequalities in the work we do.



This booklet will explain more about what we found out and our plan.

How we checked inequalities

We checked inequalities in our work by:



- Looking at the information we have and information from other organisations.



- Looking at how we are doing with the plans we have to stop or lower inequalities.



- Using surveys to find out what people think about our work.



- Using surveys to find out what issues are affecting different groups of people.

What we found out

We will tell you about:



- What we found out about inequalities.



- How we plan to stop or lower inequalities in the next 5 years.

Making it easier to use our website

People told us that we need to:



- Make our website easier to understand.



- Make it easier to search for information on our website.

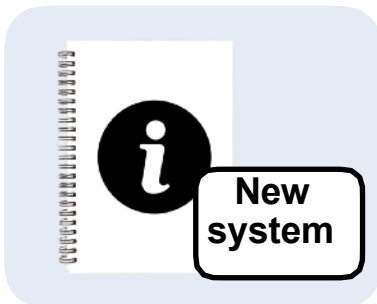


- Make it easier to click around the different parts of the website.

To make our website easier to use, we are:



- Making a new website that looks better and works well.



- Setting up a new system to manage our information that works better.



When we have made these changes, people will be able to find the information they need more easily.

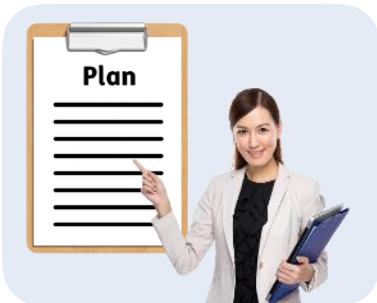
Helping people to take part



It is hard for people from different backgrounds and those with disabilities to take part in the work of the Northern Ireland Assembly.



It is important that everyone understands the work we do and how they can take part.



We have a plan to include more people from different backgrounds and with disabilities in our work, which will:



- Create new opportunities for people from different backgrounds to have their voice heard in the Assembly.



- Support more people to take part by giving them information and training.



In 2025, we helped to run a Disabled People's Parliament in the Assembly Chamber.



This was a chance for disabled people to talk about the issues that affect them.



It helped disabled people to understand more about how the Assembly works too.

Providing sign language



It is important for people who are Deaf or Hard of Hearing to get information in sign language.



There are 18,000 sign language users in Northern Ireland.



In November 2021, we started providing sign language online for some sessions at the Assembly.



People in the Deaf community found this useful and wanted it to carry on.



At the moment, sign language is provided for 1 Question Time session at the Assembly every week. We wish to carry on doing this.



Sign language has been provided for all discussions so that people who are Deaf or Hard of Hearing can take part.



Assembly Commission Staff and elected Members of the Assembly were given lessons in sign language to help them talk to Deaf people.

Checking our building

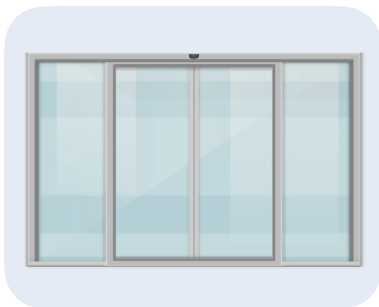


We did a check of Parliament Buildings in March 2025 to see how **accessible** it was.



Accessible means easy to use and suitable for people with different needs.

We found out that we need to improve our building, including things like:



- Putting in more automatic doors.



- Improving accessible toilets.

We also found out that we need to do things like:



- Improving how our lifts work.



- Making tea points easier to use.



- Making plans for how everyone should leave the building in an emergency.



- Making it easier for disabled people to move around our building.



Working on these things will help our building to be welcoming to more people.

Staff wellbeing



The Assembly has plans to help our staff be safe and well at work.



We did a survey of our staff and found out that we need to do more to support their wellbeing.



We have worked on a plan to help our staff feel better at work, called a **Wellbeing Framework**.



This helps staff find out how to support their wellbeing better.

Religious beliefs



There are slightly more Catholics than Protestants in jobs or looking for a job in Northern Ireland now.



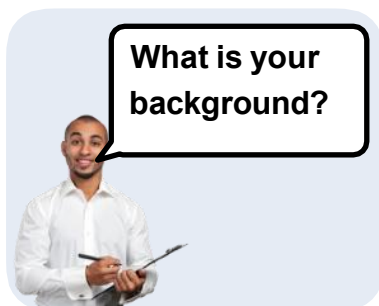
Overall, fewer Catholics work for the Assembly Commission than Protestants.



But there are more Catholics in our senior jobs.



We have used welcome statements in our job adverts to encourage Catholics to apply for jobs with us.



In the plan, we will carry on checking the backgrounds of our staff when they start working for us.

Helping people to understand our work



We want people to understand the work the Assembly does.



We go out to different local areas to tell people about how the Assembly works.



We know that some people do not understand what the Assembly does.



We have found that going out to local areas has helped to change some people's minds about the Assembly.

Over 1000



We have talked to over 1000 people about our work since February 2024.



We go to big events like the Balmoral Show to talk to lots of people about our work.



This has helped more people to understand what we do, and we will carry on doing this.

Working with ethnic minority groups



An **ethnic minority** is a small group of people from the same race in a place where most other people are a different **race**.



Race includes where you are from and the colour of your skin.



The Assembly wants to make sure people from different backgrounds have their voices heard in the Assembly.



We want to have better relationships with ethnic minority groups in Northern Ireland.



We are looking at where ethnic minority groups are and how we can go and talk to them.



We are offering different ethnic minority groups a chance to visit Parliament Buildings.



This will help them to understand more about how the Assembly works.



We are planning an event in autumn 2027 to give people from ethnic minorities a chance to speak up.



This will help people from ethnic minorities to understand more about the Assembly and our work.

Our staff and their race



Race includes where you are from and the colour of your skin.



The Assembly Commission did a survey to find out the races of our staff.



Nearly all of our staff are white.



We will include a welcome statement in our job adverts to encourage people from ethnic minorities to apply for our jobs.

Northern Ireland Youth Assembly



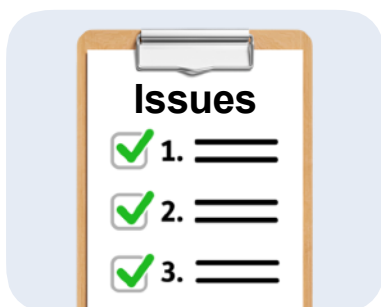
The **Northern Ireland Youth Assembly** has been running since 2021.



It gives young people a chance to have their say about what the Assembly is working on.



The Youth Assembly did a survey to find out what the biggest issues are for young people.



They then chose 3 issues to work on over the next year.



The Youth Assembly will write a report in 2027 about what they worked on.



This will help more people to understand the work of the Assembly.

The Older People's Parliament



The **Older People's Parliament** gives older people a chance to have their say on issues that affect them.



We are working with older people to find out the best way to run the Older People's Parliament.



We hope this will help more older people to take part.



We did a survey to find out what issues are affecting older people in 2024.



The Older People's Parliament met in 2024 to talk about the issues from the survey.



They said that they wanted the Northern Ireland Assembly to think more about older people when making laws.

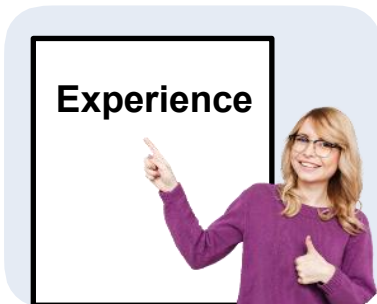
Our staff and their ages



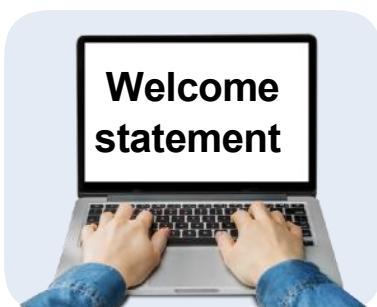
Almost 6 out of 10 of Assembly Commission staff are aged 45 or older.



We want more younger people to apply for our jobs.



But people need a lot of experience to apply for many of our jobs.



We will put a welcome statement in our job adverts to encourage younger people to apply.

The Women's Parliament



The **Women's Parliament** is a way for more women have their voices heard.



We are working with women's groups to find out the best way to run the Women's Parliament.



We did a survey of women in 2024 to find out which issues are important to them.



The Women's Parliament happened in the Assembly Chamber in February 2025.



The Women's Parliament talked about the issues that are important to women.



The Women's Parliament helps more people to understand the work of the Assembly.

We will hold another Women's Parliament

Tell us what you think



We would like to hear what you think about our work to lower inequality.

You can contact us by:



- Telephone: 028 9052 1214



- Email: equality@niassembly.gov.uk



Our website is:

www.niassembly.gov.uk

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