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Good Relations Action Plan 2025-2030 – Six Monthly Update June 2026

	Status Key	No of actions	% of actions
	Fully Achieved	7	54%
	Partially Achieved	2	15%
	Not Achieved	3	23%
	Not Yet Due	1	8%
Total actions		13	100%

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Good Relations Action Plan 2025-2030

Aim 1: Staff Training - Our staff will be a motivated, resilient and expert team

Corporate Strategy 2023-28 High Level Objective: Promote a learning environment to support staff in their careers					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
1. We will deliver training to all staff to ensure they understand requirements relating to Section 75 of the Northern Ireland Act 1998 and how it relates to their role.	We will ensure all staff receive mandatory training on Section 75 of the Northern Ireland Act 1998.	MO 1: Staff understand requirements related to Section 75 of the Northern Ireland Act 1998 and how it relates to their role.	Every 3 years.	Equality Unit and Learning and Development.	Fully Achieved MO1: All staff are required to undertake a mandatory eLearning course on section 75, this incorporates Good Relations. Completion of training was undertaken and monitored by the OD & Learning Team.
2. Training and support is provided to policy authors in relation to the requirements of equality and good relations policy screening.	Support and advice are provided by the Equality and Good Relations Unit to policy authors on an ongoing basis, as requested.	MO 1: We will ensure Assembly Commission policies are screened as per the Assembly Commission's Equality Scheme and Equality Commission guidance.	Over the lifetime of the action plan.	Equality Unit and Learning and Development.	Fully Achieved MO1: Support and advice were provided, as necessary, to policy authors over the reporting period. The screening form is under continuous review. The screening form is updated and populated with current workforce data in May each year.

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Corporate Strategy 2023-28 High Level Objective: Promote a learning environment to support staff in their careers					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
	Guidance and information on policy screening for staff is provided on the Assembly Commission's intranet.	MO 2: Guidance and information is available on the Assembly Commission's intranet.			MO2: Guidance and information on equality screening is available on the intranet.
	Quarterly Screening Reports are published on the Assembly website.	MO3: Screening reports are collected and published each quarter on the Assembly website.			MO3: Quarterly screening reports were issued to the Assembly Commission's section 75 consultation list, which includes the Equality Commission for Northern Ireland and were published on the Assembly website.
3. Welcome training is provided to the Visitor Experience Team.	We will ensure the Visitor Experience Team receives 'World Host' training.	MO1: The Visitor Experience Team will be trained in 'World Host' training which relates to the delivery of excellent	World Host training to be completed by the Visitor Experience Team in their first year of employment.	Public Engagement.	Partially Achieved MO1: Recruitment for permanent AG7s and AG8s in the Visitor Experience Team is underway and part of the training and induction of new staff will be World Host Training. Training will

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Corporate Strategy 2023-28 High Level Objective: Promote a learning environment to support staff in their careers					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
		customer service.			routinely be provided to new staff within their first year of employment.

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Aim 2: Participation, dialogue and engagement - The public will understand and value the role of the Assembly and be engaged in its work

Corporate Strategy 2023-28 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
4. Establish a minority ethnic stakeholder group.	Work with partners to establish an ethnic minority stakeholder group.	MO 1: Ethnic Minority Stakeholder Group Formed.	2026.	Public Engagement.	Partially Achieved MO1 & MO2: As a forerunner to the establishment of the Ethnic Minority Stakeholder Group, a plan was created to help the Team establish contacts and build relationships with groups and organisations within the ethnic minority community. The plan outlines four stages with the first one due for completion in June 2026. It is anticipated that the Ethnic Minority Stakeholder Group will be established within the timeframe set.
	Provide support and resources to the stakeholder group.	MO 2: Evaluation of the effectiveness of the stakeholder group.			
5. Hold a Minority Ethnic Parliament as part of a series of citizen parliaments.	To ensure those who identify as being part of an Ethnic Minority Community have an opportunity to	MO 1: Positive feedback from attendees.	2026. <i>At the Senior Leadership Team (SLT) meeting on 7 July 2026, a timeline extension to</i>	Public Engagement.	Not Achieved MO1: Plans are currently being developed to establish relationships with the ethnic minority sector prior to introducing the Ethnic Minority Parliament. Engagement with and support from the sector will be

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Corporate Strategy 2023-28 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
	have their voices heard. Provide support and resources to the Minority Ethnic Parliament.	MO 2: Seek representation from different ethnic backgrounds, ages, genders and socio-economic status.	<i>Autumn 2027 was approved.</i>		essential to the Parliament's success. MO2: Between September and November 2026, representatives from groups from the ethnic minority sector will be invited to informal educational events at Parliament Buildings, where the concept of an Ethnic Minority Parliament will be introduced. Subject to sector support, a co-design panel will be established, with the first Parliament planned for Autumn 2027.
6. Create Information Packs for minority ethnic residents, illustrating how the Assembly and Committees work to	To create an Information Pack for minority ethnic residents, illustrating how the Assembly and Assembly Committees work and how to engage.	MO 1: An information pack will be co-designed with minority ethnic groups to increase understanding of the work of the Assembly and Assembly Committees and	2029. To be carried out in consultation with the Minority Ethnic Stakeholder Group.	Public Engagement.	Not Yet Due MO1: If the sector is supportive of the Ethnic Minority Parliament, this action will be developed in conjunction with the Co-Design Panel.

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Corporate Strategy 2023-28 High Level Objectives:					
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
encourage engagement.		how to participate.			
7. Host events in support of Good Relations.	We will host events to help build relationships with communities and create effective opportunities for engagement.	MO 1: Events will be held on an annual basis.	Ongoing over the lifetime of the action plan.	Public Engagement.	Fully Achieved MO1: A Speaker's event to mark Good Relations Week was held in October 2025.

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Aim 3: Accessibility and Communication - The public will understand and value the role of the Assembly and be engaged in its work

Corporate Strategy 2023-28 High Level Objectives:					
1. Make the work of the Assembly more accessible 2. Develop and implement a strategy for communicating the impact of the Assembly					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
8. Continually improve accessibility of our website and digital offerings.	Establish, with relevant Business Areas, which pages on the Assembly website should be made accessible in various languages. E.g. 'How to visit Parliament Buildings', 'How to book a tour', 'How to keep up with Assembly proceedings' etc.	MO 1: Agree a priority list of website pages with relevant business areas and produce a set of recommendations based on findings, capability and capacity.	January 2026. <i>At the Senior Leadership Team (SLT) meeting on 7 July 2026, a timeline extension to December 2026 was approved.</i>	Communications Office with relevant business areas.	Not Achieved MO1: We have yet to commence the exercise to establish which pages on the Assembly website would benefit from being made available in alternative languages. This will be addressed during the re-design of the new website. It is anticipated that this will be addressed by December 2026. Given the anticipated date to address this issue, a request to extend the timescale for this action has been submitted to the Senior Management Team.

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Corporate Strategy 2023-28 High Level Objectives:					
1. Make the work of the Assembly more accessible 2. Develop and implement a strategy for communicating the impact of the Assembly					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
	Direct website users to how they can use automatic text translation tools with the caveat that the Assembly Commission cannot guarantee the accuracy of translation.	MO 2: Investigate provision of text translation in non-English as part of the ongoing website redevelopment project and produce a report of findings and recommendations.	Scoping requirement 2025, possible delivery dependent on capability offering, January 2027.		MO2: This will be considered in line with the website redevelopment project which is still in its early stages. In the interim, a guidance page has been created on the Assembly website that directs site visitors to auto-translation tools and how to use them to translate Assembly website content into the language of their choice: Guidance on using language translation services
9. Monitor feedback from the visitor experience in Parliament Buildings with a focus on customer service, public facilities and accessibility to	The Visitor Survey is mainstreamed across services which interface with the public in order to collect data to inform access and service provision.	MO 1: A Visitor Survey to be developed and platformed on a mobile device(s) for completion by visitors to Parliament Buildings.	2025-26.	RaISe has responsibility for the analysis of survey responses. Public Engagement forward any issues raised to relevant business area.	Not Achieved MO1: The Visitor Experience Team intend to develop a short visitor survey following the appointment of new staff. The Visitor Experience Team will engage with RaISe and seek advice from the Equality Unit at that time to assist with question refinement and analysis.

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Corporate Strategy 2023-28 High Level Objectives:					
1. Make the work of the Assembly more accessible 2. Develop and implement a strategy for communicating the impact of the Assembly					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
Assembly business.					
10. Develop and implement a strategy for communicating the impact of the Assembly to Northern Ireland society promoting the advantages of community harmony delivered by a functioning representative Assembly.	Northern Ireland Assembly Commission imagery will strive to reflect different ethnic identities. Legislation or committee hearings with particular focus on community relations will be highlighted in social media and promoted to relevant communities.	MO 1: Outputs will be audited to reflect aims and objectives.	Over the lifetime of the action plan.	Communications Office.	Fully Achieved MO1: Content continues to be produced to show the diversity and inclusivity of the NI Assembly. This includes areas such as the Youth Assembly, Disabled People's Parliament and the Women's Parliament. Photography from events shows this diversity and we regularly use images from these events on social media as a result.

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Aim 4: Recruitment and workforce monitoring - Our systems and facilities will be modern, secure and efficient

Corporate Strategy 2023-28 High Level Objective: Deliver the corporate systems review project					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
11. We will continue to review and analyse applicant and employee Equality Monitoring data in relation to the Northern Ireland economically active population.	We will monitor recently added sub-categories in our recruitment monitoring against economically active data, to understand the breakdown of job applicants and Assembly Commission staff by community background, ethnic group and country of birth.	MO 1: In May of each year, report on monitoring data against 2021 Census data.	May each year.	HR Office.	Fully Achieved MO1: In May of each year the Human Resources Office review and analyse applicant and employee Equality Monitoring data in relation to the Northern Ireland economically active population. MO2 & MO3: The Equality Commission reviewed our most recent Article 55 submission for the period January 2021 – January 2024 and were content with our review. Part of this Article 55 Review compares the equality data of our workforce, applicants and appointees against the economically active population equality data to ensure fair participation. Recently added sub categories, such as country of birth, will be
		MO 2: We will consider actions to address under representations identified.	Over the lifetime of the plan.		
		MO 3: Three yearly Article 55 review completed.	Every 3 years.		

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Corporate Strategy 2023-28 High Level Objective: Deliver the corporate systems review project					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
					reviewed and monitored against economically active data.

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Monitoring and Reporting

Corporate Strategy 2023-28 High Level Objective: Ensure decisions are taken at the appropriate level					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
12. Report on progress to the Senior Management Team (SMT) every six months and the Assembly Commission every year.	Ensure that we deliver on the action plan targets.	MO 1: Following consultation with business areas, six-monthly updates are prepared for SMT and annual updates for the Assembly Commission.	Every six months (June and December each year).	Equality Unit.	Fully Achieved MO1: This first six-monthly progress report on the Good Relations Action Plan 2025-2030 which covers the April to September period was tabled at SMT in December 2025. The annual progress report will be tabled at SMT and the Assembly Commission in June 2026. MO2: The first six-monthly progress report on the Good Relations Action Plan 2025-2030 was published on the website in December 2025.
	Staff and the public are informed of progress.	MO 2: Approved six-monthly updates are published on the Assembly website.			
13. A progress report is submitted yearly to the Equality Commission for Northern Ireland	To inform the ECNI of action plan delivery and progress.	MO 1: An annual equality progress report is prepared and	Annually (submission to the ECNI by 31 August each year).	Equality Unit.	Fully Achieved MO1: The annual progress report for 2024/25 was submitted to the Equality Commission for Northern Ireland on 25 June 2025. The annual progress report

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Corporate Strategy 2023-28 High Level Objective: Ensure decisions are taken at the appropriate level					
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area	Progress Update
(ECNI) via the Annual Equality Progress Report.		submitted to the ECNI.			for 2025/26 will be submitted in June 2026.