

## Good Relations Action Plan 2022 – 2025: Update (December 2023)

Status Key:

5	Number – Complete/Complete for Reporting Period	45.44%
0	Number – Ongoing/In Progress	0%
3	Number - Not complete/Overdue	27.3%
3	Number – Not yet due	27.3%
11	<b>Total Actions</b>	<b>Percentage 100%</b>

**Corporate Strategy Theme – Investing in the development, expertise and well-being of our people**

<p>Good Relations Aim (1)</p> <p>Training and Development</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
<p><b>1.1 Identify an e-learning good relations package for staff.</b></p>	<p>Staff better understand good relations and its relevance to them in their roles within the Assembly Commission.</p>	<p><b>Year 2</b> (March 2024) Identification and implementation of a Good Relations E-Learning programme for staff.</p> <hr/> <p><b>Year 3</b> (November 2024) Staff have been trained in good relations.</p>	<p><b>Lead</b> – Learning and Development Team and Equality and Good Relations Unit</p>	<p><b>Not yet due</b></p> <p>Work has begun to develop a Good Relations e-learning module for staff by March 2024.</p>
<p><b>1.2 Ongoing training and support</b> to policy authors in relation to the requirements of equality and <b>good</b></p>	<p>Assembly Commission policies are screened for equality and good relations as per the Assembly Commission’s Equality Scheme and</p>	<p><b>Over the Lifetime of the plan:</b></p> <p>Support and advice is provided by Equality and Good Relations</p>	<p><b>Lead</b> – Equality and Good Relations Unit</p>	<p><b>Complete for Reporting Period.</b></p> <p>Support and advice are provided as necessary to policy authors and quarterly screening reports are shared with the Equality Commission for Northern Ireland and published on the Assembly website.</p>

<p>Good Relations Aim (1)</p> <p>Training and Development</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
<p><b>relations policy screening.</b></p>	<p>Equality Commission guidance.</p>	<p>Unit to Policy Authors on an ongoing basis.</p> <hr/> <p>Monitoring information is collected by Learning and Development Team in relation to policy screening training.</p> <hr/> <p>Quarterly Screening Reports are shared with Equality Commission for Northern Ireland and published on the Assembly website.</p>	<p>Learning and Development Team</p>	<p>Implementation/roll out of training to staff involved in equality screening is planned by 31 March 2024.</p>

**Corporate Strategy – Building excellence and innovation in our services “Ensuring high standards in equality, governance and regulatory compliance through effective and efficient processes.”**

<p>Good Relations Aim (2)</p> <p>Representation</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
<p><b>2.1 Analyse recruitment data for minority ethnic</b> applicants and appointees and, <b>community background</b> of applicants and appointees, against 2021</p>	<p>Staffing is reflective of the Northern Ireland working age population in relation to ethnicity and community background i.e.</p>	<p><b>Year 1 – 3</b> In May of each year produce an annual written review of monitoring data against 2021 Census data.</p>	<p><b>Lead:</b> Human Resources</p>	<p><b>Complete for Reporting Period</b></p> <p>The Human Resources Office analyses equality data of applicants on an ongoing basis and takes positive steps to attract applicants from under-represented groups.</p> <p>A review of monitoring data against the 2021 Census was provided to SMT in May</p>

Good Relations Aim (2) Representation Actions	Desired Outcomes	Performance Indicators	Lead	Progress Update
census data and take appropriate action(s) to address any under-representation issues arising e.g. welcoming statement in recruitment advertising etc.	religious belief/political opinion.	<b>Year 1 – 3</b> Positive steps used where necessary in external recruitment to attract more applicants from minority ethnic communities and from persons of a community background that is under-represented.		2023 and October 2023. The next review of monitoring data against Census information is due in May 2024.

**Corporate Strategy – Building excellence and innovation in our services “Ensuring high standards in equality, governance and regulatory compliance through effective and efficient processes.”**

<p>Good Relations Aim (3)</p> <p>Promotion of Good Relations and Dialogue</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
<p><b>3.1 Update the Events tour script</b> to include the artefacts and images in Parliament Buildings.</p>	<p>To enhance the visitor experience.</p>	<p><b>Year 1 (March 2023)</b> Tour Script updated.</p>	<p><b>Lead:</b> Events</p>	<p><b>Complete for the reporting period</b></p> <p>The Events tour now includes the artefacts and images in the exhibition as standard. This has been well received by visitors.</p>
<p><b>3.2</b> Publicise the Assembly ‘Quiet Room’ as a <b>space for visitors and staff</b> with/without faith for prayer and reflection.</p>	<p>The shared space for prayer and reflection for visitors, service users and staff of all faiths, and none, is publicised.</p>	<p><b>Year 1 (March 2023)</b> Quiet Room is publicised on the Assembly website.</p>	<p><b>Lead:</b> Head of Building Services</p>	<p><b>Complete for reporting period</b></p> <p>The Assembly’s accreditation by the National Autistic Society requires that the Quiet Room is reserved for the use of people with autism. Other arrangements will be considered for staff or visitors who require a space for prayer or reflection. The Autism Accessibility video on the Assembly’s website is being updated to include the availability of the Quiet Room.</p>

<p>Good Relations Aim (3)</p> <p>Promotion of Good Relations and Dialogue</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
<p><b>3.3</b> Scope out, and where appropriate, procure new technologies to support <b>self-guided tours</b>.</p>	<p>To enhance the visitor experience, increase the number of visitors and make information more accessible.</p>	<p><b>Year 1</b> (March 2023) Scope out what is possible in terms of self-guided tour technology.</p>	<p><b>Lead:</b> Events</p>	<p><b>Not complete/overdue</b></p> <p>Year 1 - The Events team are identifying venues /attractions using new technologies to support self-guided tours. The team will visit some of these venues to gather information and scope out appropriate options.</p>
		<p><b>Year 2</b> (March 2024) If appropriate, procure suitable technologies.</p>		

**Corporate Strategy - Strengthening engagement with the public “Building connections with target groups”**

<p>Good Relations Aim (4)</p> <p>Participation and Engagement</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
<p><b>4.1</b> Deliver awareness raising and capacity-building <b>seminars</b> specifically for <b>minority ethnic communities</b>.</p>	<p>Increased participation by minority ethnic communities in the work and activities of the Assembly.</p>	<p><b>Year 1</b> (March 2023) Host a series of awareness raising and capacity-building seminars.</p>	<p><b>Lead:</b> Engagement</p>	<p><b>Not complete/overdue</b></p> <p>The engagement team are currently reviewing and updating the community database and will begin a targeted outreach campaign for minority ethnic groups either when normal Assembly business resumes or, in the absence of this, early 2024.</p> <p>One event, to mark Good Relations week, has been completed in which the Engagement Team worked with the Office of the Speaker to deliver an evening event in the Long Gallery. The theme was ‘Together’ and four speakers from various backgrounds shared their experiences of being from/working with ethnic minority communities. The event was well attended and well received.</p>



<p>Good Relations Aim (4)</p> <p>Participation and Engagement</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
<p><b>4.2</b> Establish an external <b>ethnic minority stakeholder group</b>.</p>	<p>Improved targeting of, access to, and participation in, Assembly Commission services and activities by BME communities.</p>	<p><b>Year 2</b> (March 2024) Ethnic minority stakeholder group is established.</p>	<p><b>Lead:</b> Engagement, Equality and Good Relations Unit and Assembly Committees</p>	<p><b>Not yet due</b></p> <p>Work has commenced to establish an ethnic minority stakeholder group.</p>
<p><b>4.3</b> Hold a planned <b>series of cultural events</b> with minority ethnic groups.</p>	<p>Raise awareness of Assembly services with minority ethnic communities and also raise the awareness of staff about minority ethnic cultures.</p>	<p><b>Year 1 – 3</b> A series of events is held over the lifetime of the plan.</p>	<p><b>Lead:</b> Engagement and Clerking</p>	<p><b>Complete for the reporting period</b></p> <p>An annual awareness day plan is being developed to highlight various days and events throughout the calendar year raising awareness and promoting understanding of a wide range of issues including cultural and minority ethnic issues.</p> <p>The events will commence in January 2024 and will be reviewed and refreshed on an</p>

<p>Good Relations Aim (4)</p> <p>Participation and Engagement</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
				<p>annual basis for maximum scope and outreach opportunities.</p>
<p><b>4.4</b> Scope out, and where appropriate, procure new technologies to support <b>visitor feedback</b> on the Assembly website and at Parliament Buildings.</p>	<p>Improving the visitor experience.</p>	<p><b>Year 2</b> (March 2024) Scope out what is possible in terms of technology to support visitor feedback.</p>	<p><b>Lead:</b> RaISe with support from Equality and Good Relations Unit</p>	<p><b>Not yet due</b> Procurement exercise conducted in 2023. Tenders received from six concerns. A US-based company (Survey Stance) selected on grounds of value for money. Some issues still to be clarified with this company before proceeding further.</p>
		<p><b>Year 3</b> (March 2025) If appropriate, procure suitable technologies.</p>		
<p><b>4.5</b> Conduct research to discover <b>how other legislatures accommodate</b></p>	<p>To gain greater reach and to raise awareness of the</p>	<p><b>Year 1</b> (March 2023) Working with RaISe to conduct research to</p>	<p><b>Lead:</b> RaISe with support from</p>	<p><b>Not complete/overdue</b> Work has just begun on this project, and it is anticipated that a Paper will be submitted</p>

<p>Good Relations Aim (4)</p> <p>Participation and Engagement</p> <p>Actions</p>	<p>Desired Outcomes</p>	<p>Performance Indicators</p>	<p>Lead</p>	<p>Progress Update</p>
<p><b>the language needs</b> of minority ethnic communities on their websites.</p>	<p>services and operations of the Assembly with minority ethnic communities via the Assembly website.</p>	<p>identify how other UK and Irish legislatures accommodate the language needs of minority ethnic communities on their websites and identify solution options.</p>	<p>Equality and Good Relations Unit</p>	<p>by end February 2024. Delay due to pressure of other commitments.</p>