

**Good Relations Action Plan 2022 – 2025: Update (June 2024)**

Status Key:

8	Number – Complete/Complete for Reporting Period	72.8%
2	Number – Ongoing/In Progress	18.1%
1	Number - Not complete/Overdue	9.09%
0	Number – Not yet due	0%
11	Total Actions	Percentage 100%

**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>	<p><b>Lead</b> – Learning and Development Team and Equality and Good Relations Unit</p>	<p><b>Complete for Reporting period</b></p> <p>A Good Relations e-learning module has been developed by the Equality Unit for staff as part of section 75 training. Consideration is being given to a platform on which to place training. The Equality Unit will make changes to training content to suit the most appropriate platform when agreed.</p>
		<p><b>Year 3</b> (November 2024) Staff have been trained in good relations.</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 the Reporting Period.</b></p> <p>Support and advice was provided as necessary to policy authors and quarterly screening reports were 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>	<p>Learning and Development Team</p>	<p>Screening intranet pages have been monitored and updated as necessary.</p>
		<p>Monitoring information is collected by Learning and Development Team in relation to policy screening training.</p>		
		<p>Quarterly Screening Reports are shared with Equality Commission for Northern Ireland and published on the Assembly website.</p>		

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

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

<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>census data and take appropriate action(s) to address any under-representation issues arising e.g. welcoming statement in recruitment advertising etc.</p>	<p>religious belief/political opinion.</p>	<p><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.</p>		<p>2023 and October 2023. The next review of monitoring data against Census information is due in May 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 (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</b> (March 2023) Tour Script updated.</p>	<p><b>Lead:</b> Events</p>	<p><b>Complete for 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</b> (March 2023) 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. The Quiet Room is published on the Assembly website.</p> <p>Other arrangements will be considered for staff or visitors who require a space for prayer or reflection. No requests for a space</p>

Good Relations Aim (3)				
Promotion of Good Relations and Dialogue				
Actions	Desired Outcomes	Performance Indicators	Lead	Progress Update
				for prayer or reflection have been received during this reporting period.
<b>3.3</b> Scope out, and where appropriate, procure new technologies to support <b>self-guided tours</b> .	To enhance the visitor experience, increase the number of visitors and make information more accessible.	<b>Year 1</b> (March 2023) Scope out what is possible in terms of self-guided tour technology.	<b>Lead:</b> Events	<b>Complete for Reporting Period</b>  With the development of the Visitor Experience Team, and a focus on promoting engagement, going forward we will be prioritizing an “in person” tour delivery provision.
		<b>Year 2</b> (March 2024) If appropriate, procure suitable technologies.		<b>Complete for Reporting Period</b>

**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>Complete for Reporting Period</b></p> <p>The engagement team is developing its annual plan which includes building relationships with minority ethnic communities. In addition, the team is updating its contact database to ensure it has the correct information to assist it in running targeted outreach campaigns to specific groups.</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,</p>	<p><b>Year 2</b> (March 2024) Ethnic minority</p>	<p><b>Lead:</b> Engagement, Equality and Good Relations Unit and</p>	<p><b>In Progress</b></p> <p>Preparatory work has commenced to increase our understanding of, and build</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>Action amended to: Complete preparatory work to increase our understanding of ethnic minority communities.</p>	<p>Assembly Commission services and activities by BME communities.</p>	<p>stakeholder group is established.</p> <p>Amended indicator and timeline.</p> <p>Year 3 Preparatory work is conducted and concluded to increase our understanding of ethnic minority communities.</p>	<p>Assembly Committees</p>	<p>relationships with, ethnic minority communities and representative groups.</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</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>In progress</b></p> <p>Scoping work has commenced to build relationships with ethnic minority communities and representative groups with the aim of establishing an ethnic minority stakeholder group.</p>

Good Relations Aim (4)	Participation and Engagement	Performance Indicators	Lead	Progress Update
Actions	Desired Outcomes			
	about minority ethnic cultures.			
4.4 Scope out, and where appropriate, procure new technologies to support <b>visitor feedback</b> on the Assembly website and at Parliament Buildings.	Improving the visitor experience.	Year 2 (March 2024) Scope out what is possible in terms of technology to support visitor feedback.	Lead: RalSe with support from Equality and Good Relations Unit	<b>Overdue</b> A Procurement exercise was successfully completed and awarded to a USA-based company. The company subsequently pulled out of the procurement contract due to excessive delivery and customs charges. An internal solution is being considered, and this will be progressed in 2024- 2025.
		Year 3 (March 2025) If appropriate, procure suitable technologies.		
4.5 Conduct research to discover <b>how other legislatures accommodate</b>	To gain greater reach and to raise awareness of the	Year 1 (March 2023) Working with RalSe to conduct research to	Lead: RalSe with support from	<b>Complete</b>

Good Relations Aim (4)				
Participation and Engagement				
Actions	Desired Outcomes	Performance Indicators	Lead	Progress Update
the language needs of minority ethnic communities on their websites.	services and operations of the Assembly with minority ethnic communities via the Assembly website.	identify how other UK and Irish legislatures accommodate the language needs of minority ethnic communities on their websites and identify solution options.	Equality and Good Relations Unit	Research paper to identify how other UK and Irish legislatures accommodate the language needs of minority ethnic communities on their websites and identify solution options (NIAR 72-23) completed and submitted to Equality Unit on 6 March 2024.