

Northern Ireland Assembly Commission Disability Action Plan 2025-2030



Accessibility Statement

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Foreword by the Speaker and Clerk/Chief Executive

This Disability Action Plan confirms the Northern Ireland Assembly Commission's commitment to fulfilling the statutory obligations in compliance with Section 49A and 49B of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006).

However, the Disability Action Plan is about more than just compliance, it demonstrates our commitment to mainstreaming disability issues and placing them at the core of what we do.

The Assembly Commission's corporate strategy includes an aim to make the work of the Assembly more accessible. The Assembly Commission recognise that for the Assembly to effectively conduct its business we need to ensure that it is accessible to the entirety of our society. This Disability Action Plan will play an essential part in achieving that aim, helping us to prioritise disability issues across the organisation.



The Speaker, Edwin Poots MLA



**Clerk/Chief Executive,
Lesley Hogg**

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Annex A Disability Action Plan 2025 – 2030

1. Introduction

1.1 The Northern Ireland Assembly Commission ('the Assembly Commission'), as a designated public authority, is subject to two interrelated duties under Sections 49A and 49B of the Disability Discrimination Act ("DDA") 1995 (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006). Section 49A places a duty on the Assembly Commission to have 'due regard' to the need to:

- Promote **positive attitudes** towards disabled people; and
- **Encourage participation** by disabled people in public life.

1.2 Section 49B places a duty on the Assembly Commission to prepare an action plan outlining how it proposes to fulfil the Section 49A duty. This plan is a description of procedural and practical arrangements that the Assembly Commission has committed itself to. This plan is referred to as a Disability Action Plan (DAP).

1.3 A Disability Action Plan covers people with all types of disabilities; for example, physical disabilities, learning disabilities, sensory disabilities, mental health disabilities and other hidden disabilities.

1.4 Previous Assembly Commission Disability Action Plans are published on [the Northern Ireland Assembly website](#).

1.5 Progress on the Assembly Commission's DAP is reported via the Annual Equality Progress Report return to the Equality Commission for Northern Ireland (ECNI). These annual reports can be viewed via the following link [Annual Progress Reports](#).

1.6 In accordance with ECNI Guidance (para 3.41-3.44)¹, the Assembly Commission must carry out a review of its DAP every five years and a copy of

¹<http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/DisabilitydutiesGuideforPAs2007.pdf>

the review report must be forwarded to the ECNI. A five year review of the 2022-2025 DAP has been published on the Northern Ireland Assembly website and can be accessed [here](#).

2. The Northern Ireland Assembly Commission

- 2.1 The Assembly Commission is the corporate body of the Northern Ireland Assembly. It consists of a Member of the Legislative Assembly (MLA) from each of the five main parties, plus the Speaker of the House who acts as Chairperson, and its role is to oversee the organisation and to provide services, structures and property in order for the Assembly to function.
- 2.2 The Northern Ireland Assembly employs staff to support its work. The organisation consists of five directorates; Corporate Services, Legal, Governance and Research Services, Parliamentary Services and a Corporate Support Unit.

3. The Corporate Strategy and Corporate Plan

- 3.1 The Corporate Strategy guides the direction of the Assembly Commission in providing support, services and advice to the Assembly. The current Strategy covers the five year-period from 2023 to 2028, and it sets out priorities and objectives across four key values: Excellence, Positivity, Integrity and Collaboration.
- 3.2 Many of the actions in the draft Disability Action Plan 2025-2030 will support the work being undertaken through the Corporate Plan 2023-2028, in particular, the objectives to:
 - Promote a learning environment to support staff in their careers;
 - Make the work of the Assembly more accessible;
 - Develop and implement a strategy to communicate the impact of the Assembly;
 - Develop and implement a public engagement strategy; and
 - Create more opportunities to engage with Committees.

4. The Disability Action Plan 2025-2030 - Development and Public Consultation

4.1 In developing the draft Disability Action Plan 2025-2030 the Assembly Commission:

- considered what it said it would do in the 2022-2025 Disability Action Plan to see whether it was achieved, and if any actions needed to continue.
- asked staff what they felt had worked well and what could be improved.
- engaged with other legislatures to find out what they are doing to help people with disabilities, and to share ideas and good practice.
- met with the [Assembly Commission's External Disability Advisory Group](#) to get their feedback on the draft Disability Action Plan 2025-2030.
- examined feedback from visitors with disabilities to Parliament Buildings to see what they said about accessibility at Parliament Buildings.
- analysed relevant data, such as equality monitoring returns and relevant papers to the Senior Management Team (SMT).

4.2 A 12-week public consultation on the draft Disability Action Plan 2025-2030 was undertaken from 11 November 2024 to 17 February 2025. A range of accessible formats were provided from the outset, such as an Easy read version of the DAP, and British Sign Language (BSL) and Irish Sign Language (ISL) guidance videos to accompany the public consultation.

4.3 The public consultation used a range of methods including face to face meetings, emails to consultees, press advertisements, a web-based survey, emails to staff and Twitter and Facebook posts.

4.4 All consultee responses were analysed and a 'Public Consultation Outcomes Report' [here](#) was produced in March 2025 which also detailed the Assembly Commission's response to consultee comments. The Disability Action Plan 2025-2030 was approved by the Assembly Commission's SMT in May 2025, and by the Assembly Commission in June 2025.

5. What is included in the Disability Action Plan 2025-2030

5.1 The Disability Action Plan 2022-25 sets out how we intend to:

- **promote positive attitudes towards disabled people, and**
- **encourage participation by disabled people in public life.**

5.2 The DAP has six areas that are informed by guidance published by the Equality Commission for Northern Ireland. These six DAP areas are:

- Staff Training
- Communication and Feedback
- Engagement and Participation
- Awards, Accreditation and Standards
- Representation (Public Life Measures)
- Monitoring and reporting

5.3 The Disability Action Plan 2025-2030 clearly sets out what we want to do over the next five years, when we will do it, who will do it and the expected outputs. We will continue the work that we have done in certain areas under our 2022-2025 Action Plan. For example, we will continue to:

- Strive to retain our Autism Friendly Award and maintain membership of the Disability Confident Scheme;
- Provide sign language interpretation for the Northern Ireland Assembly Question Time and occasional special events;
- Work with RNID and others to provide accessible services for service users who are deaf or with hearing loss, and
- Engage with the Assembly Commission's External Disability Advisory Group, which is made up of disability organisations from across Northern Ireland.

However, the Disability Action Plan 2025-2030 now has new actions including:

- All Education and Youth Assembly Officers to complete 'Developing SEND Inclusive Learning with Confidence' course;
- Encourage SEN schools, and mainstream schools with SEN pupils, to take part in education programmes,
- Hold a Disability Parliament as part of a series of citizens parliaments, and
- Deliver accessible tours of Parliament Buildings.

6. Encouraging the participation of disable people in public life

6.1 The Assembly Commission seeks to fulfil the duty set out in section 49A of the Disability Discrimination 1995 to encourage the participation by disabled people in public life. To achieve this, a number of measures have been put in place, such as the establishment of the Assembly Commission's External Disability Advisory Group, the Northern Ireland Youth Assembly and Citizen's Parliaments, such as the Disabled People's Parliament.

6.2 [Assembly Commission's External Disability Advisory Group](#) was established in 2009 and consists of representative groups and individuals, including people with lived experiences of a range of disabilities. It provides advice and input on both the development and implementation of the Assembly Commission's DAP. Membership of the group is reviewed every two years.

6.3 In 2020, the Speaker announced that the Assembly Commission had agreed plans for a Youth Assembly. The first [Northern Ireland Youth Assembly](#) members were appointed for a two-year term in June 2021. The second mandate began in October 2023. The 90 members are between 12 and 16 years old, are a representative group from every constituency in Northern Ireland and include young people with disabilities. The Northern Ireland Youth Assembly is a platform designed to give young people the opportunity to have their voices heard. Members of the Northern Ireland Youth Assembly have a unique opportunity to share their views and directly influence decisions taken by the Assembly.

6.4 As the Northern Ireland Assembly represents and makes laws for everyone who lives in Northern Ireland, it is essential that there are ways for all sections of the community to have their say, and that opportunities are provided for them to affect change. One of the ways this is achieved is through the Citizen's Parliaments. These Parliaments provide a platform for section 75 groups to engage directly with decision-makers and raise issues of concern. Examples of Citizen's Parliaments are, the [Older People's Parliament](#), the [Women's Parliament](#), the [Pensioners' Parliament](#) and the [Disabled People's Parliament](#). An Minority Ethnic Parliament is currently being planned. The first Disabled People's Parliament was held on 3 December 2021. The Assembly Commission's Engagement Team is working towards facilitating a second Disabled People's Parliament in 2025.

7. Monitoring of the Disability Action Plan 2025-2030

7.1 The Disability Action Plan 2025-2030 is available on the Assembly website [here](#) and can be made available in alternative formats on request.

7.2 The Assembly Commission's Equality and Good Relations Unit will oversee the implementation of the DAP.

7.3 Progress will be reviewed regularly and a monitoring report update will be provided to SMT on a six-monthly basis and to the Assembly Commission annually. Monitoring report updates will detail :

- what has been undertaken to achieve targets;
- whether actions are complete or on schedule, and
- if targets are not being achieved, the rationale and action to be taken to address this.

7.4 The six-monthly monitoring progress updates will be published on the Assembly website.

7.5 Each year progress made on the implementation of the DAP will be included

in the [Assembly Commission's Annual Equality Progress Report](#), which will be submitted to the ECNI and published on the Assembly website.

- 7.6 The Assembly Commission's Equality Unit will also continue to hold meetings with the External Disability Advisory Group to keep them informed about DAP implementation, progress and review, and to also seek their advice and input where appropriate.

8. Publication of the Disability Action Plan 2025-2030

- 8.1 The Disability Action Plan 2025-2030 is available on the Assembly website [here](#) and can be made available in alternative formats on request.
- 8.2 The following arrangements are in place for the publication in a timely manner of the Disability Action Plan to ensure equality of access:
- every effort will be made to communicate widely the existence and content of the Disability Action Plan. This may include direct mail shots to groups representing, and including, disabled people.
 - a link to the Disability Action Plan will be issued to Assembly Commission Section 75 consultees. We will respond to requests for the disability action plan in alternative formats in a timely manner.

The Assembly Commission wish to thank everyone who helped in the development of the Disability Action Plan 2025-2030.

Disability Action Plan 2025 – 2030

Aim 1: Promoting positive attitudes towards disabled people

Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers				
Area: Staff Training				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
1. Deliver staff training to ensure staff understand the requirements relating to disability equality legislation and disability awareness, including hidden disabilities.	Ensure staff are up to date with required disability training, how it relates to their work and the importance of being treated with dignity, fairness, equality, and respect.	Development of an eLearning course on Disability Awareness co-produced with disabled people.	Over the lifetime of the plan.	Learning and Development. Equality Unit.
		Monitoring records show training has been delivered to all staff.		
		Evaluation of training shows increase in staff knowledge of disability legislation and related issues.		

Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers				
Area: Staff Training				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
2. Offer staff Masterclasses focusing on a range of disabilities.	To raise staff awareness on a range of disabilities and how they impact on people's lives.	Evaluation of Masterclasses shows increase in staff awareness and knowledge.	Over the lifetime of the Action Plan.	Learning and Development.
3. All Education and Youth Assembly Officers complete the course 'Developing SEND ² Inclusive Learning with Confidence'.	Ensure staff are trained in delivery of Educational programmes to SEND groups.	Staff feedback on the value of the course and their preparedness to cater for SEND groups.	All Education and Youth Assembly Officers will have completed training by March 2026.	Education Service and Youth Assembly
4. Continue to deliver training, and provide guidance, to ensure staff who are content creators/publishers, understand online accessibility and compliance with the requirements set out in relevant regulations ³ .	To ensure that staff, who are content creators/publishers, are aware of the latest accessibility guidance and know how to apply it in their work.	All staff involved in creating content or online publishing are offered training.	Over the lifetime of the plan.	Communications Office.
		Monitoring records show training has been delivered to relevant staff.		

² SEND refers to Special Educational Needs and Disability.

³ [The Public Sector Bodies \(Websites and Mobile Applications\) Accessibility Regulations](#).

Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers				
Area: Staff Training				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
		Video guides, advice, and guidance are made available on intranet for all staff and updated as required.	Over the lifetime of the plan.	
	General awareness training on online accessibility is offered once a year to all staff.	Monitoring records show that awareness training has been delivered to interested staff.	Annually.	
		Evaluation of training shows increase in staff knowledge.		
	Specialised accessibility training is provided to CMS ⁴ editors in web team.	Monitoring records show training has been delivered to all relevant staff.	As and when required.	
		Evaluation of training shows increase in staff knowledge of		

⁴ Content Management System.

Corporate Strategy 2023-2028 High Level Objective: Promote a learning environment to support staff in their careers				
Area: Staff Training				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
		accessibility best practice.		

Corporate Strategy 2023-2028 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				
Area: Communication and Feedback				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
5. Continually improve the accessibility of our website and digital offerings, and strive for compliance with accessibility regulations.	Complete the website redevelopment project by 2028 taking into account potential accessibility barriers and creating a site which allows all users to perceive, understand, navigate, interact with and contribute to the site.	Track and consider 80% of user-reported accessibility issues within a 3-month timeframe.	Development stage commenced in Autumn 2024.	Communications Office.
		Consider the top 5 most frequently accessed pages with accessibility barriers with a view to addressing the issues if possible.	Every six months.	

Corporate Strategy 2023-2028 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

Area: Communication and Feedback

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
		Conduct annual accessibility audits using tools like WebAIM WAVE to measure against WCAG 2.2 AA standards. Record and report any issues to the IS Office for development support.	Annually.	
		Update website accessibility statement annually based on audit results.	Annually.	
	Investigate the feasibility of a Content Strategy to accompany the website redevelopment project that provides direction on how to standardise and present all published information in	Establish the parameters for the formulation of a content strategy.	In line with the lifetime of the website redevelopment project.	
		Produce a paper with recommendations for Heads of Business.		

Corporate Strategy 2023-2028 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

Area: Communication and Feedback

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
	a more user-friendly and accessible manner for all users.	Establish resource implications to deliver the content strategy recommendations.		
6. Communicating the work of the Assembly.	Provide sign language interpretation for the Northern Ireland Assembly Question Time and occasional special events.	Sign language interpretation (British Sign Language, BSL & Irish Sign Language, ISL) is provided for at least one Northern Ireland Assembly Question Time per week, with Question time to The Executive Office (TEO) always to be interpreted; and that certain special events, such as the first sittings in a new mandate, are sign language interpreted (subject to availability).	Over the lifetime of the plan.	Parliamentary Services.

Corporate Strategy 2023-2028 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

Area: Communication and Feedback

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
	The new Assembly website will be compliant with The Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018.	Manual accessibility website audit conducted.	Two yearly over the lifetime of the plan (2026, 2028 and 2030).	Communications Office.
7. Monitor feedback from the visitor experience in Parliament Buildings with a focus on customer service, public facilities and accessibility to Assembly business.	The Visitor Survey is mainstreamed across services which interface with the public in order to collect data to inform access and service provision.	Visitor survey feedback considered and action taken as appropriate.	Every six months.	RaISe has responsibility for the analysis of survey responses. Public Engagement to forward any issues raised to relevant business area.
8. Identify opportunities to promote positive attitudes of disability through images on the Assembly website, on	We will have a corporate approach to the use of staff and visitor images which promote positive	Review of images used in Assembly communications to ensure they are representative of people in the	Ongoing over the lifetime of the Action Plan.	Communications Office.

Corporate Strategy 2023-2028 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				
Area: Communication and Feedback				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
social media and in Assembly publications.	attitudes towards disabled people.	community and, where possible, of people engaging with, or participating in, Assembly Commission services, including those with a disability.		

Corporate Strategy 2023-2028 High Level Objectives:				
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees				
Area: Engagement and Participation.				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
9. Awareness days (including those related to particular disabilities) to be marked/celebrated by the Assembly Commission, including	To mark awareness days over the course of the action plan with the aim of raising awareness of particular disabilities as well as demonstrating how	Awareness days will be delivered on an annual basis.	Annually.	Public Engagement.

Corporate Strategy 2023-2028 High Level Objectives:				
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees				
Area: Engagement and Participation.				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
annual plan of engagement events.	people can participate in the work of the Assembly. A targeted approach will be adopted to identify the most relevant awareness days.			
10. Continue to encourage SEN ⁵ schools, and mainstream schools with SEN pupils, to take part in the education programmes.	Offer inclusive and bespoke activities suitable for pupils.	Increased number of SEN schools and pupils taking part in education programmes either through a visit to Parliament Buildings, a virtual session or an outreach session.	Over the lifetime of the plan.	Education Service.
	Develop more visual/sensory resources for children with special educational needs.	Positive feedback from teachers.		

⁵ SEN refers to Special Educational Needs

Corporate Strategy 2023-2028 High Level Objectives:				
1. Develop and implement a public engagement strategy 2. Create more opportunities to engage with Committees				
Area: Engagement and Participation.				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
11. Deliver accessible tours of Parliament Buildings.	To provide people with additional needs the opportunity to take part in a tour of Parliament Buildings.	Increased delivery of specific accessible tours.	Over the lifetime of the plan.	Public Engagement.
		Over the course of the plan measure uptake of these tours.		

Corporate Strategy 2023-2028 High Level Objective: Make the work of the Assembly more accessible				
Area: Awards, Accreditations and Standards				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
12. Maintain Autism Friendly Award.	To show our commitment to ensuring that Parliament Buildings is a welcoming place for autistic people and their families.	Standards met as required.	Annually.	Facilities.

Corporate Strategy 2023-2028 High Level Objective: Make the work of the Assembly more accessible				
Area: Awards, Accreditations and Standards				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
13. Work with RNID and others to provide accessible services for service users who are deaf or with hearing loss. 'Service users' includes visitors, building users and staff.	To show commitment to improving access to Parliament Buildings for people with deafness, tinnitus and hearing loss.	Annual review of disability access audit (2024) findings.	Annually.	Facilities.
14. Maintain membership of the Disability Confident Scheme. Disability Confident is a government scheme that encourages employers to recruit, retain and develop disabled people.	To ensure that, as an employer, we continue to enable disabled people to have the opportunity to fulfil their potential.	Membership of the Disability Confident Scheme is maintained.	2025	Human Resources Office.
15. Maintain JAM (Just a Minute) Card standards.	To make Parliament Buildings a welcoming place for people with a learning difficulty,	Renew JAM card license each year.	Over the lifetime of the plan	Learning and Development.

Corporate Strategy 2023-2028 High Level Objective: Make the work of the Assembly more accessible				
Area: Awards, Accreditations and Standards				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
	autism or a communication barrier.	Ensure new employees complete the JAM card e-learning course.		

Aim 2: Encouraging the participation of disabled people in public life

Corporate Strategy 2023-2028 High Level Objectives:				
1. Develop and implement a public engagement strategy 2. Create opportunities to build networks and teams				
Area: Representation				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
16. Continue to engage with our External Disability Advisory Group (EDAG). EDAG is made up of practitioners and representatives from the disability sector who	Engagement and participation of disabled people and their representative groups continues to inform the implementation of the Disability Action Plan.	Full meeting of the Group is held once or twice a year (or as agreed by the Group) and separate meetings on particular initiatives/issues are held as required.	Meetings arranged as required throughout the lifetime of the Action Plan.	Equality Unit.

Corporate Strategy 2023-2028 High Level Objectives:				
1. Develop and implement a public engagement strategy 2. Create opportunities to build networks and teams				
Area: Representation				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
assist with the development and implementation of the Disability Action Plan.				
		Membership is reviewed every two years to ensure a full range of disability organisations are represented on the Group.	Review of membership carried out every two years: by June 2027 and 30 June 2029.	
17. Continue to provide short-term supported placements for people with a disability under the Apprenticeship and Placement Framework.	To provide opportunities for people with a disability to develop their skills and confidence in the workplace and gain meaningful work experience.	Further short-term supported placements are facilitated during the lifetime of the Plan.	First placement to be facilitated by 31 March 2026 and further placement by 31 March 2028.	Human Resources Office.
18. Hold a Disability Parliament as part of a	To afford people with Disabilities the opportunity to have	Annual Parliament for People with Disabilities is held.	Annually.	Public Engagement.

Corporate Strategy 2023-2028 High Level Objectives:				
1. Develop and implement a public engagement strategy 2. Create opportunities to build networks and teams				
Area: Representation				
Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
series of citizens parliaments.	their voices heard on issues that are important to them.			
19. Young people with disabilities are represented on the Northern Ireland Youth Assembly.	To ensure the Northern Ireland Youth Assembly is representative of the youth population of Northern Ireland.	Young people with disabilities are represented on the Northern Ireland Youth Assembly.	Throughout the lifetime of the DAP. Youth Assembly recruitment happens every 2 years (2025, 2027, and 2029).	Youth Assembly.
	To ensure that the voices of young people with disabilities are heard in the Northern Ireland Assembly.			

Monitoring and Reporting

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
20. Ensure staff are kept up to date on progress on new Disability Action Plan.	To raise staff awareness of the work the Assembly Commission is doing on disability and of wider disability issues.	Once the Plan is approved, staff are kept informed on progress on the results of the consultation; where to find the final agreed Plan and what the Plan contains.	May 2025	Equality Unit.
		Staff are notified by email of availability of six-monthly updates on the website.	Bi-annually	
21. Report on progress to Senior Management Team (SMT) every six months and the Assembly Commission every year.	To ensure that we deliver on the targets in our plan and that we keep staff and the public informed of progress.	Following consultation with business areas, six-monthly updates are prepared for SMT and annual updates for the Assembly Commission.	Bi-annually	Equality Unit.
		Approved six-monthly updates are published on the Assembly website.	Bi-annually	

Action	Aims and Objectives	Measurable Outputs	Timescale	Lead Business Area
22. Report on progress yearly to the Equality Commission.	To ensure that we deliver on the targets in our plan and that we keep the Equality Commission informed of progress.	Following approval by SMT and the Assembly Commission, annual progress reports are prepared and submitted to the Equality Commission.	June each year (ECNI deadline for submission is 31 August each year).	Equality Unit.
		Following a meeting with the Equality Commission to discuss annual report content, reports are published on the Assembly website.	October each year	
23. Carry out a five-year review of our Disability Action Plan.	To review our plan to make sure it is effective and achieve what it sets out to do.	Review of the Disability Action Plan is carried out, in consultation with business areas, and presented to SMT and the Assembly Commission.	2030	Equality Unit.
		Once approved, the review is published online. Email is issued to staff and stakeholders to inform them the review is available.	2030	

