

Good Relations Action Plan 2016-21: March 2019 Update

Status Key:

-  Complete for reporting period
-  In progress/ongoing
-  Partially achieved
-  Overdue
-  Action suspended
-  New action
-  Amended action

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Aim 1: Dialogue and Consultation

Action taken to better promote equality of opportunity/good relations	Intended outcome/impact and how this will be measured	Good Relations Category	Progress update
1.1 Equality and good relations issues are discussed at Secretariat Management Group (SMG) and Assembly Commission meetings.	<p>Issues are progressed in line with the Good Relations Action Plan requirements and timings.</p> <p>Minutes of meetings are published on the Assembly website on a monthly basis.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit and Corporate Support Unit</p> <p>Timeline: Regularly throughout 2016-2021 with the exception of Assembly recesses.</p> <p>Status: Complete for reporting period</p> <p>Cover template for all SMG/Commission papers asks for information on equality/section 75 implications and equality screening.</p> <p>Minutes of SMG/Commission meetings published.</p>
1.2 Review of initiatives on how art and exhibitions might be used within Parliament Buildings	Consideration of new art initiatives to allow opportunities to reflect the wider community within Parliament Buildings.	Persons of different religious belief, political opinion or racial group.	<p>Lead: Engagement</p> <p>Amended Timeline: Long-term direction to be revisited by new Speaker and Commission as and when elected.</p> <p>Please note that this timeline was previously: 'Long-term direction to be revisited by new Speaker and Commission in 2017/18'</p> <p>Status: In progress</p> <p>The Assembly hosted three exhibitions during the period, each lasting two weeks: 10 October 2018 "Now you see me", connected with mental health; 2 November 2018 "Witold Pilecki", connected with God, honour, homeland; and 4 March 2019 in connection with International Women's Day.</p> <p>Consultation had previously taken place with the Arts Council and the College of Art to look at proposals for a series of new art initiatives for</p>

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			<p>2018-19, but the political situation and the associated potential for reputational risk lead to a decision not to progress matters until the political situation became clearer.</p> <p>A review of the Arts and Exhibitions Policy is planned for the 2019-20 business year.</p>
<p>1.3 To draft a response to Assembly Commission questions within one week of receipt</p>	<p>To draft answers to Assembly Commission Questions for written and/or oral answer applicable to equality and good relations.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Equality and Good Relations Unit Timeline: As required during the 2016-2021 period Status: Complete for reporting period During the reporting period no questions were tabled requiring input from the Equality and Good Relations Unit.</p>
<p>1.4 Identification of equality and good relations issues to be addressed</p> <p>Issues arising to be addressed or forwarded to the appropriate Directorate for consideration</p> <p><i>Action amended in March 2018 update to allow for the development of a separate equality and</i></p>	<p>Action Plan following on from 2014 staff survey will be reviewed.</p> <p>Use the results of future staff surveys to produce and implement action plans if required.</p> <p>Monitor the progress of the implementation of action plans on an annual basis.</p> <p>Staff surveys to be undertaken regularly between 2016 and 2021 and will include questions regarding equality and good relations issues.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: RaISe/Equality and Good Relations Unit Timeline: Draft survey to be submitted to SMG by September 2018. Date of issue to staff to be agreed. Status: Complete for reporting period The Equality and Good Relations Unit conducted a staff survey in October and November 2018. The purpose of this survey was to gather the views of Secretariat staff on how the Assembly Commission is performing in fulfilling its statutory equality and good relations obligations and to give Secretariat staff an opportunity to raise any equality related issues. The staff survey closed on Tuesday 20th November 2018 and the data was analysed by the</p>

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<p><i>good relations survey and to reflect new lead and timeline.</i></p>			<p>RaISe. A report on the findings was received by the Equality and Good Relations Unit on 5th February 2019. The findings of the report should help to inform the development and monitoring of a number of key equality documents, such as the Assembly Commission's Audit of Inequalities and the Annual Equality Progress Report to the Equality Commission for Northern Ireland. Consideration is currently being given to the establishment of a working group to address issues raised within the survey. A paper will be tabled at SMG in due course.</p>
<p>1.5 Organise three teachers' conferences per year to increase teachers' knowledge of the way the Assembly works and how to participate</p>	<p>All teachers at primary, secondary and A-Level will be invited to participate in conferences.</p> <p>An estimated total of 70 teachers will attend 3 conferences per year</p> <p>Increased understanding in teachers' knowledge of how the Assembly works and how to participate will be measured via questionnaire and other means of feedback.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Education Team Timeline: Hold three conferences per year over the 2016-2021 period. Status: Complete for reporting period Two conferences were held during this reporting period. A conference for A-Level teachers on 2 October 2018 was attended by 37 teachers; a KS3 / 4 event was held on 1 December 2018 and attended by 28 teachers. The teachers were from across Northern Ireland and from grammar and secondary schools in the controlled, maintained, voluntary and integrated sectors. A Key Stage 2 (Primary) conference was held on 1 June 2018, and was attended by 13 teachers.</p>
<p>1.6 The Assembly delivers its education programme in a format which provides for</p>	<p>Schools from different backgrounds will have had the opportunity to learn together by attending education programmes together.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Education Team Timeline: Throughout the lifespan of the Good Relations Action Plan. Status: Complete for reporting period</p>

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schools from different backgrounds to learn together			<p>Programmes were delivered to school groups comprising pupils from different backgrounds, including shared education groups, integrated schools, Together: Building a United Community (T:BUC) and National Citizen Service (NCS) groups.</p> <p>There were 9 shared education groups: 2 at KS2 level with 70 participants; 4 at KS3 level with 346 participants; and 3 at AS level with 96 participants. Educational programmes were provided to 3 integrated primary school groups with 119 participants, and 8 integrated secondary schools with 507 participants.</p> <p>The Education Service also organized a “Living Law” event, in partnership with the Attorney General’s Office, for secondary schools from different community backgrounds. This took place on 6 February 2019 and involved 72 students from 20 schools in 14 constituencies.</p> <p>On 11 March 2019, the Education Service facilitated a debating event for 25 pupils from different schools participating in the YMCA Youth in Government programme.</p>
1.7 The Assembly focuses on engagement with disenfranchised groups	<p>Increased engagement with minority ethnic communities to inform groups how to utilise resources available through Assembly Community Connect & partner organisations.</p> <p>Target members and representative organisations of minority ethnic communities</p>	Persons of different racial group.	<p>Lead: Outreach Manager</p> <p>Timeline: Annually throughout the lifespan of the Good Relations Action Plan.</p> <p>Status: In Progress</p> <p>Given the political situation, associated practical difficulties and the potential for reputational risk, proactive training has not been delivered, but is available on request. Work on a draft public</p>

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	to attend 'How the Assembly Works' sessions to encourage a 5% increase in participation.		engagement strategy is well under way. The draft strategy is due to be considered by SMG and the Commission, and increased engagement with those least engaged with the Assembly is included in the current draft strategy.
1.8 Hold focus meetings and engage with sectoral and voluntary groups to inform committee business	<p>Hold at least two meetings and engagement activities per month, when the Assembly is sitting, with groups which will inform committee business.</p> <p>Continue to develop a database to register voluntary and community organisations by sector</p> <p>Use database to gather information to inform committee business.</p>	All good relations groups	<p>Lead: Outreach Manager</p> <p>Timeline: At least 24 meetings annually throughout the lifespan of the Good Relations Action Plan</p> <p>Status: Action suspended</p> <p>Given the political situation, associated practical difficulties and potential for reputational risk, focus meetings and engagement has been suspended whilst the Assembly and its Committees are not sitting. The Assembly Community Connect database is still available for registration.</p>
1.9 Legal Services Office continues to provide advice as necessary	The provision of legal advice to the NI Assembly Commission, and to staff, in relation to obligations under S75(2) of the NI Act 1998.	Persons of different religious belief, political opinion or racial group.	<p>Lead: Legal Services Office</p> <p>Timeline: As required during 2016-2021</p> <p>Status: Complete</p> <p>A process is fully embedded whereby legal advice sought as and when required.</p>

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Aim 2: Promotion of Good Relations

Action taken to better promote equality of opportunity/good relations	Intended outcome/impact and how this will be measured	Good Relations Category	Progress update
2.1 Maintain the display of Speaker's gifts within in the Assembly and Senate Rotundas in Parliament Buildings	Display of Speaker's gifts is accessible to the visiting public and maintained.	Persons of different religious belief, political opinion or racial group.	Lead: Speaker's Office Timeline: Throughout the lifespan of the Good Relations Action Plan. Status: Complete
2.2 Participation and inclusion of external groups in identified events held at Parliament Buildings	Speaker's and other Assembly events to be used to include external guests and organisations to highlight issues and work in the wider community. Events will vary each year but will typically include: <ol style="list-style-type: none"> 1. Christmas event 2. St Patrick's Day event 3. Community Relations Week 4. International Women's Day 5. Chinese New Year 	Persons of different religious belief, political opinion or racial group.	Lead: Speaker's Office/ Outreach Timeline: Throughout the lifespan of the Good Relations Action Plan. Subject to review on election of a new Speaker. Status: Complete A full programme of Speaker's and other Assembly events is not being delivered during the current political situation with the Assembly not sitting, and some events are being approached differently than when the Assembly is doing normal business. The Speaker used the lighting of the Assembly Christmas tree to launch a giving tree for the Salvation Army and St Vincent de Paul appeal and welcomed representatives from the charities to the Assembly Carol service to receive the donated gifts. On Wednesday 13 February the Speaker hosted a lunchtime performance in the Great Hall by the Shanghai Theatre Academy to mark the Chinese New Year. On Friday 8 March 80 16-18 year old women applied to attend a Speaker's event to mark International Women's Day. In the morning, the participants had the opportunity to network with MLAs from the Assembly women's

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			caucus and in the afternoon they contributed to a debate on gender equality issues in the Assembly Chamber which was presided over by the Speaker.
2.3 To further develop capacity of Assembly Commission Members on issues concerning Good Relations and Equality	<p>Development of a mechanism to enable Members to discuss good relations issues.</p> <p>Invite guest speakers and a facilitator to assist Members to discuss contentious issues through dialogue and understanding. Members' knowledge of good relations and equality issues is increased.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit, Corporate Support Unit and Learning and Development</p> <p>Timeline: Group is established and terms of reference completed - 2016 Training needs are assessed and training developed - 2016 Facilitator and guest speakers are identified - 2016 Programme of issues confirmed - 2016 Training complete - 2016 Programme timetabled with facilitator and guest speakers on good relations issues 2017 – 2021</p> <p>Status: Action suspended Whilst the Commission is dealing with individual issues as they arise during the period when the Assembly is not conducting normal business and taking advice accordingly e.g. dealing with centenaries and the display of artefacts, the development of a wider process including training will be subject to review when the Assembly returns to normal business and appoints a new Commission.</p>

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2.4 To agree a Language Policy	<p>Prepare a paper on language policy for the Assembly Commission</p> <p>Development of a clear and concise policy with measurable standards and present to the Assembly Commission for agreement.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit Timeline: January 2017 Status: Partially achieved Language paper presented to SMG in January 2017 and March 2017. Paper ready for presentation to the Assembly Commission at a future date.</p>
2.5 Implementation and communication of Good Relations Action Plan to staff	<p>Communication of Policy and Action Plan to all staff.</p> <p>Staff training updated to cross-reference with Good Relations Action Plan.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit Timeline: 2016 Status: Complete</p>
<p>2.6 Reconsideration of Civic Occasions Protocol</p> <p><i>Action added March 2017</i></p> <p><i>Lead responsibility transferred to Director of Parliamentary Services in October 2017 as Facilities Director post no longer exists</i></p>	<p>Reconsideration of the draft protocol that was presented to the Assembly Commission in March 2016.</p> <p>Intended outcome is the provision of clear guidance with regard to the flying of the Union flag at Parliament Buildings to mark civic occasions, e.g., the accession of a new Monarch; the death of a serving or former First or Deputy First Minister; and a time of designated national disaster.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Director of Parliamentary Services / Equality and Good Relations Unit Timeline: Following publication of final report by Commission on Flags, Identity, Culture and Tradition Status: On schedule to be progressed in line with timeline Awaiting outcome of final report by Commission on Flags, Identity, Culture and Tradition.</p>

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Aim 3: Equality of Service Provision

Action taken to better promote equality of opportunity/good relations	Intended outcome/impact and how this will be measured	Good Relations Category	Progress update
3.1 Continue to utilise applicable codes and guidance from the Equality Commission NI as it relates to the recruitment of staff	Commission policies continue to reflect best practice in recruitment and continue to ensure equality of opportunity for all potential job applicants.	Persons of different religious belief, political opinion or racial group.	Lead: HR Team Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period
3.2 The Assembly focuses on engagement with disenfranchised groups	To work with the National Assembly for Wales and the Flemish Parliament to make a joint application to Erasmus+ to deliver a trans-national youth project.	Persons of different religious belief, political opinion or racial group.	Lead: Education Team Timeline: Project length anticipated 12 months (Estimated Sept 2016 - Sept 2017) Status: Complete Application unsuccessful.
3.3 Continue programme of local events to encourage young people from all backgrounds to meet and discuss issues with their MLAs	To hold 'Let's Talk' events for young people from all constituencies.	Persons of different religious belief or political opinion	Lead: Education Service Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Action suspended. Action suspended due to the political situation. In light of there being no functioning Assembly, "Let's Talk" events have not been held because it was considered that such events could lead to reputational risk and that there would be difficulties in getting schools and MLAs to participate. However, "encouraging young people from all backgrounds to meet and discuss issues with their MLAs" has continued to be actioned by inviting MLAs to meet groups as part of the Education Service's full programme of events, both in Parliament Buildings and in schools.

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3.4 Identify best practice from other sources and adopt practice following consultation with section 75 groups and internal stakeholders (Learn and share good practice from other areas)	<p>Work with relevant teams and staff to promote the sharing of learning and outcomes from joint projects.</p> <p>Continue participation on, for example, inter-parliamentary groups and civil service groups to document models of best practice.</p> <p>Increased understanding of the good relations issues affecting the Northern Ireland Assembly.</p> <p>Best practice is implemented and communicated.</p> <p>Increased collaboration on a regional and national basis to discuss good relations issues.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period Continued participation on relevant groups e.g. The Executive Office equality practitioners group and ongoing meetings with the Equality Commission for NI. <i>Also see action 4.4.</i></p>
3.5 Advertisement of committee stage of Bills in each of the main daily newspapers offering opportunities to all sections of the community to submit evidence	Improved access opportunities for people to contribute to policy development and legislative scrutiny processes.	Persons of different religious belief, political opinion or racial group.	<p>Lead: Clerking and Reporting Timeline: Throughout the lifespan of the Good Relation Status: Suspended Action suspended due to the political situation.</p>
3.6 Plans in place to encourage Committees to actively engage with the community by meeting	Improved opportunities for all sections of the community to contribute to policy development and legislative scrutiny processes.	Persons of different religious belief, political opinion or racial group.	<p>Lead: Clerking and Reporting Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Suspended</p>

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regularly outside of Parliament Buildings	Statutory Committees to aim to hold external meetings periodically throughout the mandate.		Action suspended due to the political situation.
3.7 Lighting of Building	To light the exterior of Parliament Buildings on days as agreed by the Assembly Commission	Persons of different religious belief, political opinion or racial group.	<p>Lead: Head of Building Services</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Complete for reporting period</p> <p>The LED floodlighting system continues to be used to light the building on days agreed by the Assembly Commission.</p>
3.8 Continued Implementation of the 'Perspective on...' series	To hold inclusive events to mark anniversaries within the 'Decade of Centenaries' as agreed by the Assembly Commission including in 2016 the Easter Rising and the Battle of the Somme.	Persons of different religious belief, political opinion.	<p>Lead: Speaker's Office</p> <p>Timeline: Anniversaries to be marked in the 2016-2021 mandate to be agreed by the new Commission following the election.</p> <p>Status: Complete for this six-month reporting period</p> <p>Having previously agreed not to initiate the Commission's policy on centenaries until the Assembly resumed normal business and appointed a new Commission, the Assembly Commission agreed in October 2018 that the Commission's approach to centenaries would commence in 2019 with an event to mark the first sitting of Dáil Éireann and events surrounding it. The Speaker hosted a lecture by Dr Eamon Phoenix on 30 January and invited the Ceann Comhairle to attend on behalf of the Houses of the Oireachtas. Around 80 people were in attendance including MLAs from a range of parties, TDs,</p>

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			Assembly and party staff, and representatives from schools and churches
3.9 Outreach Parliaments	To facilitate 2 BEM Parliaments per year in order to engage people from minority groups.	Persons of different racial group.	<p>Lead: Outreach Manager Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Action suspended This action has been suspended because the partner organisation, NICEM, no longer exists, allied to which the current political situation brings practical difficulties (Ministers/Committee chairpersons are required). Action 3.15 below was added in March 2017 to increase engagement with BEM groups. Work on a draft public engagement strategy is well under way. The draft strategy is due to be considered by SMG and the Commission. Increased engagement with those least engaged with the Assembly is included in the current draft strategy.</p>
3.10 Assembly Community Connect (ACC)	Increased engagement database of s75 groups by 20%; inform groups how to utilise resources available through Assembly Community Connect & partner organisations.	All S75 groups, including persons of different religious belief, political opinion or racial group.	<p>Lead: Outreach Manager Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Action suspended Assembly Community Connect (ACC) remains open for registration. Engagement is taking place on a reactive as opposed to proactive basis. The ACC 'Measuring Success' report identified ways to help inform groups how to utilise resources more effectively and these will be built in to future plans.</p>

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3.11 Monitoring the outcome of the EQIA on the Flying of the Union Flag at Parliament Buildings	Monitoring includes regular consideration of a range of sources such as complaints, research and related policies etc.	Persons of different religious belief, political opinion.	Lead: Equality and Good Relations Unit Timeline: Annually Status: Complete for reporting period Monitoring complete in line with guidance provided by the Equality Commission for NI.
3.12 Access to information	The Education Service has an Irish Language Champion and the education programme can now be delivered in Irish. Based on previous years' numbers, the programme will be delivered to approx. 3 Irish medium schools during the academic year.	Persons of different religious belief, political opinion or racial group.	Lead: Education Service Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period There were no requests to deliver the programme in Irish during the reporting period.
3.13 Keep under review the use of Irish in recruitment ads	Review per recruitment competition any feedback received on the use of Irish in advertisements as relating to the recruitment process.	Persons of different religious belief, political opinion.	Lead: HR Team Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period
3.14 Continued operation of alternative placement programme to trainee teachers ie Stranmillis College (Final year students)	To allow the Assembly to ensure that its current education programmes continue to be compatible with teacher training best practice. Max 3 places per year lasting 2 weeks each January.	Persons of different religious belief, political opinion or racial group.	Lead: Education Team Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period The Education Service hosted 2 trainee teachers from Stranmillis University College from 14-25 January 2019.
3.15 Deliver 'Get Involved' conference to BEM groups (Action added March 2017)	Deliver one conference every year to BEM groups.	Persons of different racial group.	Lead: Outreach Manager Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-21. Status: Action suspended

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			The BEM Get Involved Conference concept was suspended along with the other Get Involved events in 2017 due to the political situation and associated practical difficulties — the event involves Members and focuses on participating in the Committee process.

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Aim 4: Training and Development

Action taken to better promote equality of opportunity/good relations	Intended outcome/impact and how this will be measured	Good Relations Category	Progress update
<p>4.1</p> <p>Personal learning records to include details of equality and good relations training undertaken.</p> <p><i>This action was amended as per March 17 update to more accurately reflect the monitoring of staff learning.</i></p>	<p>Ongoing learning in relation to equality takes place.</p> <p><i>Additional outcomes/impacts and measurements:</i> Learning and Development Team to update personal learning records on iTrent with mandatory equality and good relations training. Staff can also add additional equality and good relations training to their personal learning plans, and this training will also be monitored by the L&D team.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: HR Team Timeline: Annually throughout lifespan of the plan Status: Complete for reporting period</p>
<p>4.2 Induction training monitored and reported on</p>	<p>Monitoring of mandatory staff training which includes the promotion of good relations as part of the induction process for any external appointments that occur.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: HR Team Timeline: As required Status: Complete for reporting period</p>
<p>4.3 To provide good relations support to staff</p> <p>To support mainstreaming of good relations at Directorate level</p>	<p>Good Relations input into training programmes as required.</p> <p>Meet with relevant staff to provide good relations support and information for services within the Assembly secretariat.</p> <p>Increased confidence in tackling good relations issues by staff.</p>	<p>Persons of different religious belief, political opinion or racial group.</p>	<p>Lead: Equality and Good Relations Unit Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-21. Status: Complete for reporting period</p>

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	Good relations agenda is mainstreamed with Assembly staff.		
4.4 Develop an e-learning good relations package for staff training	<p>E-learning package is developed to enable staff to better understand good relations and its relevance to their role in the Assembly.</p> <p>Mandatory completion of e-learning takes place by all Assembly staff.</p> <p>Monitoring of mandatory training takes place to ensure all staff complete training and it is complete to a satisfactory standard.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit and Learning and Development</p> <p>Timeline: 2018</p> <p>Status: Overdue</p> <p>This has been a very difficult element to progress due to the lack of resources within the wider public sector. The Equality Manager is currently ascertaining content for an e-learning module on Good Relations and is scheduled to meet with the Equality Commission to progress the development of a bespoke training package. .</p>

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Aim 5: Management Information and Data

Action taken to better promote equality of opportunity/good relations	Intended outcome/impact and how this will be measured	Good Relations Category	Progress update
5.1 Direct staff to screening training as required	<p>Screening guidance in place for staff.</p> <p>Training provided as required.</p> <p>Increased knowledge and skills to address good relations issues.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit and Learning and Development</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Complete for reporting period</p> <p>The Equality Commission facilitated training on Section 75 and Equality Screening for managers on 24 January 2019.</p>
5.2 Continued use of 'social media' to engage with people of NI and hear their views on the Assembly and political issues	<p>We will have listened to the people of NI and provided different groups with a democratic understanding and the opportunity to develop mutual positions in a shared (cyber) space.</p> <p>Education Service uses Social Media (Twitter) daily to inform users of its services and initiatives.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Education Team</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Complete for reporting period</p> <p>The Education Service continues to use Twitter to inform users about its work and encourage engagement in the democratic process, and Education Officers undertook social media training during the reporting period. The views of young people are heard during the Education Service's programme of events, both in Parliament Buildings and in schools, notably through interaction in Q&A sessions with MLAs.</p>
5.3 To monitor user comments collected from feedback processed in place for all engagement activities	Feedback is used, where appropriate, to help inform decisions and build the promotion of equality and good relations into the delivery of services.	Persons of different religious belief, political opinion or racial group.	<p>Lead: Outreach Manager</p> <p>Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021.</p> <p>Status: Partially achieved</p> <p>The report on Assembly Community Connect (ACC) 'Measuring Success', assessed feedback</p>

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			<p>from 700 attendees at ACC events. Its findings will be used to inform future action in relation to the ACC programme and similar initiatives. Equality data was collected as part of the work in producing the report and it will help benchmark future equality targets.</p> <p>Further work on feedback systems is envisaged under the draft public engagement strategy, but it is unlikely that further action can be advanced until the draft strategy is agreed and the Assembly is fully functioning again.</p>
5.4 Maintain an inventory and monitor the condition of all artefacts belonging to the Assembly	<p>All artefacts belonging to the Assembly are kept and maintained in an appropriate manner.</p> <p>Artefacts will be monitored on an annual basis.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Head of Building Services Timeline: Throughout the lifespan of the Good Relations Action Plan 2016-2021. Status: Complete for reporting period Artefacts belonging to the Assembly are maintained in an appropriate manner and the inventory of Assembly artefacts and artwork is reviewed at least once per year.</p>

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Aim 6: Monitoring

Action taken to better promote equality of opportunity/good relations	Intended outcome/impact and how this will be measured	Good Relations Category	Progress update
6.1 Good Relations Action Plan is updated to include additional relevant actions that arise during the lifespan of the plan.	<p>Monitoring relevant sources to ensure any additional actions are added as appropriate.</p> <p>Continue engagement with Assembly Directorates to discuss any potential issues for inclusion.</p> <p>Produce a monitoring report of progress and any additional action every six months and table at SMG meetings.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit/All Directorates</p> <p>Timeline: Throughout the lifespan of the Action Plan as required.</p> <p>Status: Complete for reporting period</p> <p>Six-monthly monitoring updates show progress on actions, including additional activity and amended actions. Once approved, this update will be published on the Assembly website alongside previous updates.</p>
6.2 To provide adequate staff resources to allow the implementation of all programme activities	Directorate budget provides, where relevant, for strategic development, implementation and monitoring.	Persons of different religious belief, political opinion or racial group.	<p>Lead: All Directorates</p> <p>Timeline: Budgeting as necessary in line with Assembly policies throughout the lifespan of the Action Plan as required.</p> <p>Status: Complete for reporting period</p>
<p>6.3 To continue implementation and reporting to SMG of Assembly Visitor survey</p> <p><i>Action amended as per March 2018 update to allow for annual survey until such times as full Assembly business resumes.</i></p>	<p>Conduct visitor survey once a year</p> <p><i>(Previous outcome/impact: Conduct a Visitor's survey 3 times a year - generally February, June and October.)</i></p> <p>Assembly research collate data and produce a report for Equality and Good Relations Unit to be submitted to SMG with good relations six-monthly monitoring reports.</p>	Persons of different religious belief, political opinion or racial group.	<p>Lead: Equality and Good Relations Unit and RaISe</p> <p>Timeline: Throughout the lifespan of the Action Plan as required.</p> <p>Status: Complete for reporting period</p> <p>SMG agreed at its March 2018 meeting that the survey should be reduced in frequency to an annual survey until such times as full Assembly business resumes, at which point a full review of the survey will be carried out.</p>

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Action taken to better promote equality of opportunity/good relations	Intended outcome/impact and how this will be measured	Good Relations Category	Progress update
			The next survey is due to be conducted in November 2019.