

**Department of Justice (Northern Ireland)**



**Public Authority Statutory Equality and Good Relation Duties**

**Annual Progress Report 2015-16**

**Contact:**

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<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As Above: <input checked="" type="checkbox"/> Name: DOJ Equality Telephone: 028 9052 2611 Email: dojequality@justice-ni.x.gsi.gov.uk

Documents published relating to our Equality Scheme can be found at: [www.justice-ni.gov.uk](http://www.justice-ni.gov.uk)

**Signature:**

**This report has been prepared using a template circulated by the Equality Commission.**

**It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.**

**This report reflects progress made between April 2015 and March 2016.**

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## **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme**

### **Section 1: Equality and good relations outcomes, impacts and good practice**

- 1.** In 2015-16, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*

The following examples illustrate key policy and service delivery developments within the Department of Justice NI: -

#### **1. Mental Health Review Tribunal Rules Amendment**

The Department of Justice (NI) (DOJ) amended the Mental Health Review Tribunal Rules to allow the Tribunal the discretion to shorten time limits in all cases involving mentally disordered patients compulsorily detained in hospital who wish to challenge the lawfulness of their detention by appealing to the Tribunal.

This change enables individual cases to be heard as soon as is reasonably practicable having due regard to their relevant circumstances. Evidence has suggested that the highest proportions of compulsorily detained patients are adult men aged between 18 and 44.

#### **2. Hate Crime Advocacy Service**

The Hate Crime Advocacy Service was established by the PSNI, and DOJ has supported the Service since 2014. The Service provides personalised support to victims of racist, homophobic, transphobic and disability related hate incidents and crimes.

The Advocates provide a consistent point of contact for victims who require advice and assistance on both a practical and emotional level, during and post police investigative stage. The Service also provides a mechanism for victims to report hate incidents and crimes, and provides them with support during the reporting process.

#### **3. New Stopping Domestic and Sexual Violence and Abuse Strategy**

DOJ in partnership with DHSSPS (now DoH) colleagues published the new *Stopping Domestic and Sexual Violence and Abuse* Strategy in March 2016. The Strategy was developed following significant pre-consultation engagement, and a full public consultation. The Strategy was also subject to a robust Equality screening process pre and post consultation. This strategy is relevant to all victims of domestic and sexual violence and abuse.

Justice priorities under the new Strategy include initiatives such as Domestic Homicide Reviews; Domestic Violence Protection Notices and Orders; consideration of a Domestic Abuse Offence and a Domestic Violence Disclosure Scheme.

In February 2016 the Department launched a consultation on an offence of domestic abuse and the introduction of a domestic violence disclosure scheme. The consultation, which was scheduled for 12 weeks, was extended to meet the needs of interested groups. Following a request, the Department has provided the consultation document in a language other than English in order to ensure equality of access to the issues under consideration. As part of the consultation process Officials provided presentations to key stakeholders including victims of domestic violence. The potential offence and disclosure scheme have been subject to extensive Equality Screening. Following the analysis of consultation responses the initiatives will be re-screened.

#### **4. Courts rationalisation**

The Courts rationalisation consultation exercise closed in May 2015. Representations were made on behalf of women that closure of Enniskillen Courthouse would have a disproportionate effect on women (due to longer travelling time, securing child care, additional costs to those fleeing domestic violence). These factors were carefully considered as well as concerns that this would cause a differential impact on the rural area and the decision to permanently close the courthouse was reversed.

#### **5. Civil Family Justice review**

The Civil and Family Justice Review led by Lord Justice Gillen took a fundamental look at the way in which civil and family business is managed by the courts and considered a broad range of issues including the use of mediation and other forms of alternative dispute resolution, including on-line options; options to facilitate and provide support to unrepresented parties; options to streamline court procedures and improve case management and the use of modern technology in the court process. Section 75 groups to benefit from improvements recommended will be women and men generally, marital status, age and those with and without dependents.

#### **6. Young Witness Service**

Laganside and Antrim Courthouses have introduced, in conjunction with the NSPCC Young Witness Service, Connie the Assist dog. Connie is an experienced therapy dog who gives her time to child and adult witnesses with specific needs, including those on the Autism spectrum who may be stressed about having to give evidence at court. (S75 groups – age, disability, those with dependents).

## **7. Diversity**

DOJ maintains a focus on external engagement with minority groups across Northern Ireland. A key vehicle for delivering this has been a DOJ presence at both Pride and Mela community festivals. The annual events provide an excellent opportunity to raise awareness of the work the DOJ does in relation to the issues which relate to these community events such as hate crime, victim support and domestic and sexual violence.

In 2015/16 DOJ partnered with other criminal justice organisations (such as PBNI, OPONI and the NI Policing Board) to create a one stop shop “Justice Corner” at both festivals.

2. Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2015-16 (or append the plan with progress/examples identified).

**1. Proposals for draft legislation on Financial Penalties , Collection and Enforcement**

DOJ conducted an EQIA on proposals for draft legislation on the Collection and Enforcement of Financial Penalties (three responses were received). The Department concluded that the package as a whole was fair and equal to all Section 75 Groups although some of the proposals may have the potential to impact adversely on those of lower incomes, therefore mitigations have been built in to the policy to allow Collection Officers to agree additional time to pay, to consider opportunities for managed deductions from income and for Courts to have alternative community disposals available. In addition, judicial oversight forms part of the fine enforcement policy.

**2. Consultation on Rationalisation of the Court Estate**

NICTS produced a 'youth' version of the consultation on rationalisation of the court estate, to try to increase engagement with children and young people.

**3. Youth Justice Review**

Changes in policy and practice made following the Youth Justice Review have led to fewer children entering the formal justice system and lower numbers being prosecuted at court. The DOJ is continuing to work with other Departments to build on these successes and try to reduce the numbers further through the provision of timely support and intervention.

**4. Woodlands Juvenile Justice Centre**

A scheme has recently been developed at Woodlands JJC to better prepare parents and carers of children and young people to cope with challenging, aggressive and self-abusive behaviour. First aid training being provided during August 2016 for parents wishing to develop skills and confidence in supporting children with risky drug and alcohol addictions/behaviours.

In addition, foreign national children and young people in Woodlands are appointed a key worker on arrival for support and are provided with translation services when required. Advice and appropriate support is sought from faith/cultural Centres on specific aspects to ensure that any religious or sacramental choices are properly maintained.

**5. Human Trafficking Leaflets**

Human trafficking victims information leaflets has been translated into four additional languages, informed by the analysis of the country of origin of further victims recovered in Northern Ireland. Guidance on accessing compensation is also available in a range of languages.

3. Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2015-16 reporting period? (*tick one box only*)

Yes                       No (go to Q.4)                       Not applicable (go to Q.4)

Please provide any details and examples:

The DOJ in partnership with the DHSSPS engaged extensively with key stakeholders across all sectors and consulted with many individuals who have been affected by domestic and sexual violence and abuse to inform and shape the new *Stopping Domestic and Sexual Violence and Abuse Strategy* which was published in March 2016.

3a. With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

Through the development of the Strategy there has been a clear focus with regards to promoting equality of access to services. In relation to Justice a number of priorities under the new Strategy have been identified, these include Domestic Homicide Reviews; Domestic Violence Protection Notices and Orders; consideration of a Domestic Abuse Offence and a Domestic Violence Disclosure Scheme.

3b. What aspect of the Equality Scheme prompted or led to the change(s)? (*tick all that apply*)

As a result of the organisation's screening of a policy (*please give details*):

As a result of what was identified through the EQIA and consultation exercise (*please give details*):

The changes were the result of extensive engagement with key stakeholders and individuals affected by domestic and sexual violence and abuse. As the Justice priorities progress engagement is likely to continue.

As a result of analysis from monitoring the impact (*please give details*):

- As a result of changes to access to information and services (*please specify and give details*):
- Other (*please specify and give details*):

## **Section 2: Progress on Equality Scheme commitments and action plans/measures**

### **Arrangements for assessing compliance (Model Equality Scheme Chapter 2)**

4. Were the Section 75 statutory duties integrated within job descriptions during the 2015-16 reporting period? (tick one box only)

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

Within NIPS a Diversity/Equal Opportunities Module is delivered within all core development programmes with delivery to new recruits, staff regrading to new posts, officers, senior officers and governors. In addition, administrative staff completed the NICS corporate e-learning package.

5. Were the Section 75 statutory duties integrated within performance plans during the 2015-16 reporting period? (*tick one box only*)

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment

- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

Section 75 statutory duties were integrated within performance plans dependent on business/ work areas and the roles of individuals. Business areas dealing with new/ existing policies consider the impact of Section 75 commitments during development or revision of policies.

Examples include: staff training within NIPS. LSANI, YJA and NICTS highlighting the statutory obligations regarding Section 75.

6. In the 2015-16 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2014-15 report
- Not applicable

Please provide any details and examples:

The Department and respective business areas incorporate Section 75 statutory duties where applicable when setting their objectives. This is dependent on their business and whether it impacts on issues concerning equality.

### Equality Action Plans

7. Within the 2015-16 reporting period, please indicate the **number** of:

Actions completed:  Actions ongoing:  Actions to commence:

Please provide any details and examples *(in addition to question 2)*:

We have nothing further to add with regard to domestic and sexual violence policy.

8. Please give details of changes or amendments made to the equality action plan/measures during the 2015-16 reporting period (*points not identified in an appended plan*):

The changes and amendments made to the equality action plan are reflected under Question 2.

9. In reviewing progress on the equality action plan/action measures during the 2015-16 reporting period, the following have been identified: (*tick all that apply*)

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way
- Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

#### **Arrangements for consulting (Model Equality Scheme Chapter 3)**

10. Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: (*tick one box only*)

- All the time                       Sometimes                       Never

Given the sensitive nature of Domestic and Sexual Violence and Abuse a targeted approach was necessary to ensure free and frank discussion. DOJ also wanted to ensure the views of victims were represented and this was managed by third sector partners who were there to provide support if needed.

A short targeted consultation was carried out in respect of the modified recommendations re Lisburn courthouse in the Courts Rationalisation project.

11. Please provide any **details and examples of good practice** in consultation during the 2015-16 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

With regards to Domestic and Sexual Violence policy please see questions 2 and 10

#### **Scoping Study**

As part of the cross-departmental Scoping Study examining how children in the justice system are dealt with, consultation took place with children who had first-hand experience of youth justice and custody, as well as a number of parents whose children were working

with the Youth Justice Agency. In addition, a number of key voluntary sector stakeholders who represent the children's sector were consulted in the formulation of proposals arising from the Scoping Study. (For the purposes of Section 12 below, both face-to-face meetings and focus groups were used).

#### New Stopping Domestic and Sexual Abuse Strategy

The consultation process used to develop the new *Stopping Domestic and Sexual Violence and Abuse Strategy* (published March 16) included significant engagement with interested groups prior to a 12 week public consultation and has been highlighted by the Equality Commission as an example of good practice. A series of face to face presentations were offered to stakeholders following the launch of the consultation on an offence of domestic violence and the introduction of a domestic violence disclosure scheme. A number of presentations have been given and the 12 week consultation period has been extended to accommodate responses from interested parties, including a group who requested a translation of the consultation document into a language other than English. The screening form has been published alongside the consultation document. Initial screening has been completed on the proposals however the DOJ have, as part of the consultation process, sought evidence from respondents on the impact of the proposals to inform the final screening decision. The proposals will be rescreened following the closure of the consultation.

12. In the 2015-16 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: (*tick all that apply*)

- Face to face meetings
- Focus groups
- Written documents with the opportunity to comment in writing
- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other (*please specify*):

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

In relation to Domestic and Sexual Violence and Abuse consultations the DOJ met face to face with a number of individuals, presented to third sector facilitated focus groups, developed consultation documents for written comments, published a questionnaire to inform responses and invited responses by e-mail. The DOJ also engage with key delivery partners in the voluntary sector through the Regional Strategy Group on Domestic and Sexual Violence.

13. Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2015-16 reporting period? *(tick one box only)*

Yes                       No                       Not applicable

Please provide any details and examples:

As indicated in question 12 the Department presented information to potential respondents.

Stakeholder engagement workshops

14. Was the consultation list reviewed during the 2015-16 reporting period? *(tick one box only)*

Yes                       No                       Not applicable – no commitment to review

**Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)**

General consultations on DOJ policies can be found at the URL below:-

[www.justice-ni.gov.uk/consultations](http://www.justice-ni.gov.uk/consultations)

15. Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

18

16. Please provide the **number of assessments** that were consulted upon during 2015-16:

18

Policy consultations conducted with **screening** assessment presented.

1	Policy consultations conducted <b>with an equality impact assessment (EQIA)</b> presented.
0	Consultations for an <b>EQIA</b> alone.

- 17.** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

As highlighted previously in February 2016 the DOJ sought views on creating a specific offence to capture patterns of coercive and controlling behavior in intimate relationships; and, whether current arrangements could be enhanced by the establishment of a Domestic Violence Disclosure Scheme in Northern Ireland. This has been Equality screened and will be re-screened following analysis of all consultation responses.

General consultations on DOJ policies can be found at the URL below:-

<https://www.justice-ni.gov.uk/consultations>

- 18.** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (*tick one box only*)

Yes       No concerns were raised       No       Not applicable

Please provide any details and examples:

With regard to a domestic abuse offence and disclosure scheme further evidence was sought to inform the re-screening of the initiatives following the public consultation. Re-screening is not yet complete.

During 2015 the NICTS consulted on proposals to close a number of courthouses, carrying out a full consultation exercise and holding public meetings in the proposed closing venues. NICTS received 97 written responses to the consultation and issued a response and recommendation document on 26 November 2015. During the analysis of the consultation responses we examined the comments made by respondents on the previous EQIA screening exercise we had undertaken. While many respondents did not comment on this aspect of the consultation there were a small number who felt that we should revisit the EQIA. As the policy changed and to address the call from respondents we undertook a review of the EQIA.

Comments received in relation to the Mental Health Review Tribunal Rules Amendment were constructive and have brought to the Department's attention certain mechanisms in place that would assist it in any future consultations affecting (particularly) children and young people in secure psychiatric care.

#### Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

19. Following decisions on a policy, were the results of any EQIAs published during the 2015-16 reporting period? *(tick one box only)*

Yes                       No                       Not applicable

Please provide any details and examples:

Responses to the May 2015 EQIA on collection and enforcement of financial penalties were published on the DOJ website:

<https://www.justice-ni.gov.uk/consultations/consultation-equality-assessment-and-regulatory-impact-assessment>

They also were posted on the Northern Ireland Assembly's website:

<http://www.niassembly.gov.uk/globalassets/documents/justice-2011-2016/justice-no.2-written-submissions/eqias/4-impact-assessments-----report-on-responses----august-2.pdf>

#### Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

20. From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2015-16 reporting period? *(tick one box only)*

Yes     No, already taken place  
 No, scheduled to take place at a later date                       Not applicable

Please provide any details:

21. In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

Yes                       No                       Not applicable

- 22.** Please provide any details or examples of where the monitoring of policies, during the 2015-16 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

- 23.** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

N/A

- 24.** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2015-16, and the extent to which they met the training objectives in the Equality Scheme.

DOJ staff have access to a number of training products in the Equality and Diversity category developed by CAL for the NICS.

All of the e-learning products are open to staff these include Introduction to Human Rights and Introduction to Section 75 designed for staff new to policy review or development.

Mandatory Diversity e-learning was rolled out to all staff in DOJ in 2014/15 and will be repeated every 3 years in line with other NICS departments. Compliance is monitored to ensure all staff complete the training. Classroom training on Diversity is also available.

This year saw the completion of Autism awareness sessions for frontline staff with 5 dates scheduled earlier this year for NICTS staff.

An e-learning training programme on equality and diversity was delivered to all Legal Services Agency NI (LSANI) staff. In addition, staff were encouraged to attend lunch time seminars arranged by the DOJ on equality and diversity related matters. The Agency also encourages those who are responsible for reviewing decisions to play an active role in reviewing whether decisions are compliant with the Public Sector Equality Duty (PSED) as well as being mindful of the need to have regard to equality in their own decisions.

A total of 15 LSA staff attended Autism Awareness training in 2015/16; Autism Champion also in place

Additionally, LSA working in conjunction with British Deaf Association facilitated a one-day workshop for staff and members of the legal profession; these workshops will continue throughout 2016-17.

25. Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

DOJ has taken forward various training during 2015/16. This training has included:

- (a) Autism Awareness training was delivered by Autism NI to 160 NICTS staff to promote better understanding of the condition and needs of individuals. A further six members of staff attended a workshop on 'Train the Trainer' to facilitate the roll-out of Autism Awareness training to front line staff who were unable to attend the Autism NI half day sessions. A total of 145 staff attended the one-hour sessions.
  
- (b) A Diversity/ Equal Opportunities Module is delivered within all NIPS core development programmes with delivery to new recruits, staff regrading to new posts, officers, senior officers and governors. Administrative staff completed the NICS corporate e-learning package.

26. **Public Access to Information and Services (Model Equality Scheme Chapter 6)**

Please list **any examples** of where monitoring during 2015-16, across all functions, has resulted in action and improvement in relation **to access to information and services**:

N/A

### **Complaints (Model Equality Scheme Chapter 8)**

27. How many complaints **in relation to the Equality Scheme** have been received during 2015-16?

Insert number here:

0
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Please provide any details of each complaint raised and outcome:

### Section 3: Looking Forward

28. Please indicate when the Equality Scheme is due for review:

The DOJ Equality Scheme will be reviewed as appropriate.

29. Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

DOJ will review its Equality and Disability Action Plans for the next five years.

30. In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2016-17) reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

Advice and guidance will be sought from ECNI in relation to the revision of the Equality & Disability Action Plans. The Department will also seek advice from ECNI on the revision of the DOJ Audit of Key Inequalities.

Also focused consultations.

**PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans**

1. Number of action measures for this reporting period that have been:

**Maria – to be finalised**

Fully achieved

Partially achieved

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels: **Not Applicable (As per discussion with ECNI)**

Level	Public Life Action Measures	Outputs <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
National <sup>iii</sup>			
Regional <sup>iv</sup>			
Local <sup>v</sup>			

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	<p>During 2015/16 a programme of Diversity/ Equal Opportunities training was delivered to all new Prison recruits, staff regrading to new posts, officers, senior officers and governors.</p> <p>Administrative completed the NICS corporate e-learning package.</p>		Increased staff awareness and understanding of the two disability duties achieved.
2	Autism Awareness Training	Action 20	See comments at paragraph 24 above
3	Understanding Mental Health for Managers	6 one-day sessions	Delivered to 89 managers by PRRT

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	<p>The DOJ Diversity Champion raises issues at Departmental Board level and represents the DOJ at the Diversity Champions Network (DCN) group meetings. Headed by Peter May, NICS Diversity Champion. There are representatives from all the NICS Departments.</p>	<p>A twelve month work programme was developed.</p>	<p>Progress was detailed in a report to the Departmental Board in March 2016.</p> <p>The Departmental Brief communications issues to all staff which includes diversity issues as appropriate.</p>

2	<p>Equality and Diversity meetings take place at all three Prison establishments on a monthly basis.</p> <p>Prisoner Forums are also in place, these process have been embedded at Milligan for a number of years now.</p>		<p>Criminal Justice Inspection Northern Ireland (CJINI) no longer send a representative to the Equality &amp; Diversity meetings as they appear to be satisfied with the procedures in place in Magilligan.</p>
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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	<p>In 2015/2016 the DOJ continued to invest in the Hate Crime Advocacy Service, including the services of a specific disability hate crime advocate.</p>	<p>The Service provides personalised support to victims of racist, homophobic, transphobic and disability related hate incidents and crimes.</p>	<p>The Advocates provide a consistent point of contact for victims who require advice and assistance on both a practical and emotional level, during and post police investigative stage. The Service also provides a mechanism for victims to report hate incidents and crimes, and provides them with support during the reporting process.</p>
2	<p>Foreign national children and young people entering Woodlands Juvenile Justice Centre are appointed a key worker on arrival for support. And, are provided with translation services when required.</p>	<p>Advice and appropriate support is sought from faith/cultural Centres on specific aspects to ensure that any religious or sacramental choices are properly maintained.</p>	

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Please see Annex C		
2			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Please see Annex C			
2				

4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	N/A	
2		

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**5. What monitoring tools have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?**

(a) Qualitative

Equality and Diversity related matters remain with business areas ensuring key interfaces are addressed at the most appropriate level. The DOJ Equality Unit provides general advice and guidance across the corporate environment.

(b) Quantitative

Screening and EQIA processes have assisted in the delivery of Departmental business. Various approaches have been used including: Strategy /Action Plan Reviews; Hate Crime Action Advocacy service; or Youth Justice Agency and Northern Ireland Prison Service Pilot schemes. Each of these approaches were evaluated and any lessons learned were documented for future exercises.

**6. As a result of monitoring progress against actions has your organisation either:**

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

DOJ have not made any amendments during this reporting period.

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			

4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation’s annual review of the plan? If so, please outline proposed changes?

DOJ will be updating its Disability and Equality Action Plans during 2016/ 2017.

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- <sup>i</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.
  - <sup>ii</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.
  - <sup>iii</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments
  - <sup>iv</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level
  - <sup>v</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.
  - <sup>vi</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.