



The
Executive Office

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**Public Authority Statutory Equality and Good Relations Duties
Annual Progress Report 2015-16**

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Documents published relating to our Equality Scheme can be found at:

<https://www.executiveoffice-ni.gov.uk/articles/equality-scheme>

Signature:

It should be noted that the former Office of the First Minister and deputy First Minister (OFMDFM) became the Executive Office (TEO) as a result of the restructuring of Departments in May 2016. Therefore, where this document reads TEO, it can be taken to mean OFMDFM in the period 2015/16. In addition, some of the policy areas referred to in this document transferred to other Departments as part of the restructuring of Departments and are no longer the responsibility of TEO.

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.

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 vision for the Executive Office is to: Build a peaceful and prosperous society with respect for the rule of law where everyone can enjoy a better quality of life now and in years to come.

During the reporting period, the department had a specific responsibility for Equality, Human Rights, Social Change and Good Relations. It covered policy areas including Age, Childcare, Children and Young People, Poverty and Social Inclusion, Disability, Gender Equality, Sexual Orientation, Race and Human Rights. The department also worked with the Equality Commission and the NI Human Rights Commission to seek to ensure a cross sectoral integrated and mainstreamed approach to equality, equal opportunity and good relations.

TEO has a dedicated Equality and Human Rights Unit. Key functions of the Unit include providing advice and guidance to staff within the department on equality issues and ensuring that effective internal arrangements are in place in order that Section 75 is mainstreamed across the department. The Unit is also responsible for the Inter-Departmental Equality Practitioners Group, made up of Equality Officers from all NICS departments. This group meets on a quarterly basis to discuss Section 75 issues, share good practice and recommendations and encourage links with the voluntary and community sector.

The department provided sponsorship to a range of organisations; among these are some which aim to promote equality and good relations. They include: the Equality Commission for Northern Ireland; the Community Relations Council; the Commission for Victims and Survivors for Northern Ireland; the Victims and Survivors Service; the Commissioner for Older People for Northern Ireland, the Northern Ireland Commissioner for Children and Young People and the Historical Institutional Abuse Inquiry (Independent Inquiry).

One of the commitments included in the Departmental Plan 2015/16 was the promotion of equality and protection of human rights through compliance with UN conventions and

legislation. During this reporting period, the department worked with the Ministry of Justice on the reporting cycles for the Convention on the Rights of the Child, International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

The Good Relations Funding and Delivery Branch operated a number of funding streams during the 2015/16 year, which were aimed at the promotion of good relations across many aspects of society. These included the Summer Camps Pilot Programme, which provided funding for 101 Summer Camps pilots. The Programme was administered by the Education Authority. An Outcomes Based Accountability approach was taken, with the outcomes agreed by the Summer Camps Co-Design Team. This is one of seven Headline Actions of the Together: Building a United Community (T:BUC) Strategy and is linked to the key priorities of T:BUC. Outcomes will be measured according to the Good Relations Indicators.

The Good Relations Funding and Delivery Branch also provided funding to Belfast City Council and the Education Authority to deliver their programme of Planned Interventions, which aims to take young people away from a given area during periods of heightened tension.

The Urban Village (UV) initiative is also one of the headline actions of the T:BUC strategy. It is led by TEO and is designed to improve good relations outcomes and develop thriving places where there has been a history of deprivation and community tension. The UV initiative has three inter-connected aims:

- Fostering positive Community Identities;
- Building Community Capacity; and
- Improving the Physical Environment.

During 2015/16 the department worked with local residents, community organisations and other key stakeholders across the urban village areas to develop shared priorities against good relations outcomes. This extensive engagement is informing the development of Strategic Frameworks to build on what is working and highlight opportunities for sustaining positive change. The Frameworks will be launched later in 2016/17.

The North Belfast Strategic Good Relations Programme (NBSGRP), Central Good Relations Fund (CGRF) and District Councils Good Relations Programme (DCGRP) aligned their criteria for funding to the aims and objectives of T:BUC within this reporting period. The programmes used an Outcomes Based Accountability approach to their application processes, along with utilising geo-mapping to plot the geographical spread of their funding across the area. Both the District Councils programme and the Central Good Relations Programme developed an Outcomes Based Accountability approach for

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implementation in 2015/16. This approach is also aligned with the objectives of the T:BUC Strategy.

The Racial Equality Strategy 2015-25 was agreed by the Executive and published in December 2015. The Strategy establishes a framework for action by Government (and others):

- to tackle racial inequalities and to open up opportunity for all;
- to eradicate racism and hate crime; and
- along with the Together: Building a United Community policy, to promote good race relation and social cohesion.

A key target in the Strategy is the establishment of the Racial Equality Subgroup. This will function as a clear, strong voice advising government – both the Executive Office, other Government Departments and other public bodies - on issues affecting minority ethnic people, migrants and race relations. It will comprise mainly people working with, or representing, minority ethnic people and migrants. Membership of the Racial Equality Subgroup has been confirmed and the inaugural meeting will take place in September 2016.

All relevant departments have identified Racial Equality Champions.

In 2015/16 approximately £17m of the Social Investment Fund's £80 million was committed to 17 projects across the 9 Social Investment Fund Zones. Each of these projects was equality screened, none were found appropriate for a full equality impact assessment.

In 2015/16 a grant of £100,000 was provided to Age Sector Platform. The aim of the Financial Assistance was to support the day-to-day operational activities of the organisation and to allow the leveraging of Atlantic Philanthropies grant funding of £320,000 until 31 March 2017.

In 2015/16 the department contributed £109,000 to the Special Olympics programme which aims to provide year round sports training and athletic competition in a variety of Olympic-type sport for children and adults with an intellectual disability, giving them continuing opportunities to develop physical fitness, demonstrate courage, experience joy and participate in a sharing of gifts, skills and friendships with their families, other Special Olympics athletes and the community.

- 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*).

North Belfast Strategic Good Relations Programme

Application forms were aligned with the T:BUC Strategy in terms of their criteria. Applicants were encouraged to consider a 50/50 split in terms of their CNR/PUL divide, and aspired towards an equal gender split where possible. Additionally, the programme encouraged the inclusion of ethnic minorities among participants.

District Councils Good Relations Programme

The funding to each Council is based upon the approval of Action Plans, which are drawn up by each Council area. Action Plans are based on local audits that identify Good Relations issues which are specific to each individual area, through this approach local solutions are addressing local good relations issues.

Summer Camps Pilot Programme 2015/16

The Summer Camps outcomes were based on the key priorities of the T:BUC Strategy and were agreed by the dedicated Co-Design Team. Application forms were aligned with the T:BUC Strategy in terms of their criteria. Applicants were encouraged to consider a 50/50 split in terms of their CNR/PUL divide, and aspired towards an equal gender split where possible. Additionally, the programme encouraged the inclusion of ethnic minorities among participants.

Central Good Relations Programme

The outcomes for the Central Good Relations Programme were based on the key priorities of the T:BUC Strategy. Applicants were encouraged to develop programmes of a cross community nature, although single identity work could be funded where a specific good relations need was identified. Applicants were encouraged to include participants from ethnic minority communities in their programmes.

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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:

Consideration of the Equality Scheme commitments has helped to influence all current policies ensuring that equality is embedded in all areas of the department's work. This is particularly apparent in the outworking of the T:BUC strategy and the Racial Equality Strategy 2015-25.

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:

Much of the department's work specifically targets areas of potential inequality. Section 75 part 2, which highlights the need to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group, is particular relevant to the work of the department.

Applicants to the North Belfast Strategic Good Relations Programme and the Summer Camps Pilot Programme were encouraged to consider a 50/50 split in terms of their CNR/PUL divide, and aspired towards an equal gender split where possible. Additionally, both programmes encouraged the inclusion of ethnic minorities among participants.

The Racial Equality Strategy establishes a framework to tackle racial inequalities, to eradicate racism and hate crime and to open up opportunity for all. The Strategy has led to the establishment of a Racial Equality Subgroup and the appointment of Racial Equality Champions in all relevant departments.

All of these actions should help to ensure that all sections of society enjoy equality consideration and treatment.

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 use of co-design along with extensive consultation helped in the development

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of elements of the T:BUC programmes .

- 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:

Senior officers in policy development posts are required to give due consideration to Section 75 Duties in all aspects of their work.

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:

All staff are expected to have an awareness of Section 75 responsibilities and include them in their PPA and PDP objectives as appropriate.

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

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- 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:

Good Relations objectives and measures are included in local Branch and Divisional business plans, which in turn feed into the department's corporate plan.

Equality action plans/measures

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*):

Work is ongoing to address inequalities where known in relation to gender and sexual orientation; poverty & social inclusion; children & young people; active ageing; childcare; disability; and good relations.

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 equality action plan will be reviewed following the restructuring of the NICS departments in May 2016.

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

- 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:

A series of Shared Learning Fora were held with stakeholders of the Summer Camps pilot programme. Separate workshops were held with young people. This was to evaluate the pilot and prepare for 2016/17. There were also Shared Learning Fora for Council GROs.

A public consultation on proposals to extend age discrimination legislation to the provision of goods, facilities and services was launched on 3 July 2015. The consultation ran for 14 weeks ending on 8 October 2015. In addition to an on-line consultation questionnaire, eight public consultation events were held in Belfast, Derry/Londonderry, Downpatrick, Armagh, Portrush, Cookstown, Enniskillen and Ballymena. Around 160 people attended these public consultation events. In relation to the public consultation events, the department took steps to remove barriers to people attending these events for example by ensuring that each venue had a hearing loop system in place, was on the ground floor and/or accessible, and accessible by public transport. The department also ensured that any particular needs were met, for example, by arranging for a registered speech-to-text reporter for an individual with hearing difficulties who wished to take part in one of the consultation events. A young-person friendly version of the main consultation document and draft Equality Impact Assessment was produced on request and was available for 10 of the 14 weeks of the consultation period. The young people's version was available on line on 28 July 2015 and hard copies were made available at all eight public consultation events.

A public consultation on the Executive's draft Childcare Strategy opened in July 2015 and ran for 16 weeks until 13 November 2015. The consultation included a series of regional events.

In preparation for the UN hearing on the Rights of the Child, officials held workshops with stakeholders to consider issues relevant to the UK's oral examination in Geneva.

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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:

All consultations included on-line response options plus the option to receive materials in alternative formats if requested. Face to face engagement was particularly successful in reaching older members of society such as the Age, Goods Facilities and Services consultation events. Many people who took part in the workshops indicated that they were less keen to make use of on-line facilities.

The tables below show the breakdown across a number of demographics of the respondents to consultations on indicators for the Active Ageing Strategy and on Age, Goods Facilities and Services.

Demographics (for Active Ageing Strategy Indicators consultation respondents (56 respondents – not all answered every question))	%
Male	46.9%
Female	53.1%
0-15	0.0%
16-19	0.0%
20-24	2.0%
25-34	0.0%
35-49	2.0%
50-64	16.3%

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65+	79.6%
Single, that is never married and never registered a same-sex civil partnership	16.3%
Married and living with husband/wife	57.1%
Living as married with a partner (Cohabiting)	2.0%
Married and separated from husband/wife	2.0%
Divorced	8.2%
Widowed	14.3%
In a legally registered same-sex civil partnership	0.0%
Separated, but still legally in a same-sex civil partnership	0.0%
Formerly in a same-sex civil partnership which is now legally dissolved	0.0%
Surviving partner from a same-sex civil partnership	0.0%
Bisexual	0.0%
Gay or Lesbian	0.0%
Heterosexual	97.9%
Other	2.1%
Yes - Has dependants	8.3%
No - No dependants	91.7%
Yes - Has a disability	26.5%
No - Does not have a disability	73.5%
White	100.0%
Chinese	0.0%
Irish Traveller	0.0%
Indian	0.0%
Pakistani	0.0%
Bangladeshi	0.0%
Black Caribbean	0.0%
Black African	0.0%
Black Other	0.0%
Other	0.0%

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Demographics (for Age, Goods Facilities and Services consultation respondents (77 respondents – not all answered every question))	%
Male	42.6%
Female	57.4%
0-15	5.9%
16-19	13.2%
20-24	5.9%
25-34	7.4%
35-49	17.6%
50-64	25.0%
65+	25.0%
Single, that is never married and never registered a same-sex civil partnership	31.3%
Married and living with husband/wife	39.1%
Living as married with a partner (Cohabiting)	7.8%
Married and separated from husband/wife	6.3%
Divorced	9.4%
Widowed	6.3%
In a legally registered same-sex civil partnership	0.0%
Separated, but still legally in a same-sex civil partnership	0.0%
Formerly in a same-sex civil partnership which is now legally dissolved	0.0%
Surviving partner from a same-sex civil partnership	0.0%
Bisexual	4.8%
Gay or Lesbian	1.6%
Heterosexual	85.5%
Prefer not to say	8.1%

Particular focus groups for young people were arranged for the Summer Camps evaluation. Camp leaders also had the opportunity to complete an E-Survey so as to gather unbiased feedback.

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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:

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)

[insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

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

3

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

3	Policy consultations conducted with screening assessment presented.
1	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA 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:

The “Together: Building a United Community” Section 75 Equality Screening Form was published on 09 May 2015.

https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/ofmdfm_dev/together-building-a-united-community-section-75-eqia-screening-form.pdf

The Equality Screening for the Summer Camps Programme was uploaded to the departmental website in August 2015 and remains open to comment from interested parties. A copy was also provided to the Equality Commission.

<https://www.executiveoffice-ni.gov.uk/publications/together-building-united-community-section-75-equality-screening-form>

The Child Poverty Strategy was published on 25 March 2016. The strategy sets out an approach and a series of actions focused on improving the economic well-being of families and children’s educational attainment, health and environment to improve both their well-being and life chances, reducing both the number of children in poverty and the impact of poverty on children. The Equality Screening form is available on the Executive Office website:

<https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/ofmdfm/child-poverty-strategy-2014-17-equality-screening-rural-proofing.pdf>

Copies of written responses received within the 12 week consultation on the development of a Sexual Orientation Strategy were published on 22 July 2015

<https://www.executiveoffice-ni.gov.uk/publications/consultation-development-sexual-orientation-strategy-responses>

A consultation on proposals to extend age discrimination legislation to the provision of goods, facilities and services ran from 3 July 2015 to 8 October 2015. A draft Equality Impact Assessment was included as part of the consultation process.

<https://www.executiveoffice-ni.gov.uk/consultations/proposals-extend-age-discrimination-legislation-age-goods-facilities-and-services>

A consultation on proposed amendments to the Sex Discrimination (NI) Order 1976 ran from 01 December 2015 to 29 January 2016. The consultation sought views on the proposed amendments to the 1976 Order to address concerns raised by the EU Commission regarding the transposition of Council Directive 2006/54/EC in Northern Ireland. The Directive implements the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

<https://www.executiveoffice-ni.gov.uk/sites/default/files/consultations/ofmdfm/consultation-doc-on-proposed-amendments-to-the-sex-discrimination-ni-order-1976.pdf>

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:

N/A

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

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

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

Staff Training (Model Equality Scheme Chapter 5)

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.

Training Delivered During 2015/16

The following formal training related to Section 75 groupings was delivered during the 2015/16 year:

- Equality Impact Assessment – 3 staff attended
- Policy Making & Human Rights – 1 staff attended
- Public Consultation & Engagement – 3 staff attended
- An Introduction to Section 75 (e-learning) – 13 staff completed

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- Diversity Now (e-learning) – mandatory training rolled out to all staff in May 2014 & new entrants as and when required (approx 400 staff)
- Mental Health First Aid Training – 1 DHR staff member attended a pilot for this course

In addition, the Department offered the following training events, delivered by external providers, as part of its Health and Fitness Programme:

- Disability Awareness – 18 staff attended
- “Stress Less” event – 16 staff attended
- Diversity Seminar for SCS – 12 staff attended

Other Training Issues

If any other training needs relating to Section 75 are identified, the department’s HR staff will liaise with individuals and/or branches to identify how these needs can be best catered for to ensure that all training objectives in the Equality Scheme are met. Training is provided for key staff within TEO who are directly engaged in taking forward the implementation of our equality scheme commitments. Training and awareness raising programmes are also developed in association with the appropriate Section 75 groups and our staff, where required.

- 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:

For formal training courses, an evaluation process is in place with participants asked to complete evaluation forms following completion of courses, and a few months after the course. These evaluation forms allow participants to identify how they have achieved the course objectives and how they have subsequently used the skills and knowledge developed in the workplace.

Feedback from the training offered through the Health and Fitness Programme has demonstrated that the courses are beneficial to staff and that they are of use in meeting any work-related issues. Good numbers attending these courses demonstrate that there is a demand across the department to ensure that staff meet their Section 75 obligations during the course of their work.

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

26 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:

2

Please provide any details of each complaint raised and outcome:

Complaint from Northern Ireland Commissioner for Children and Young People

On 11 December 2015, the Northern Ireland Commissioner for Children and Young People (NICCY) submitted a formal complaint to the Equality Commission under Schedule 9, paragraph 10 of the Northern Ireland Act 1998, alleging that the department (had failed to comply with five paragraphs of its approved Equality Scheme in carrying out the consultation on proposals to extend age discrimination legislation to the provision of goods, facilities and services. This formal complaint followed a pre-complaint letter issued by NICCY on 21 October 2015 and a response letter issued by the department on 27 November 2015.

The Equality Commission's Statutory Duty Investigation's Committee considered NICCY's complaint on 24 February 2016. It decided that NICCY was entitled to make its complaint under paragraph 10 of Schedule 9 of the Northern Ireland 1998 and decided to authorise an investigation into aspects of the complaint. On 29 April 2016, the Department received formal notification from the Equality Commission that the Commission intended to proceed with an investigation into three of the five points argued by NICCY.

Complaint from the Children's Law Centre

On 18 March 2016, the Children's Law Centre (CLC) also submitted a formal section 75 complaint to the Equality Commission in relation to the department's consultation on proposals to extend age discrimination legislation to the provision of goods, facilities and services. The CLC letter argued more extensive breaches of the department's Equality Scheme. This formal complaint followed a pre-complaint letter issued by NICCY on 9 December 2015 and a response letter issued by the department on 3 February 2016. The Equality Commissions Statutory Duty Investigations Committee has decided not to authorise a separate investigation into the complaints made by CLC.

Section 3: Looking Forward

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

A five year review of the Equality Scheme would be due in 2018; however following the restructuring of the NICS, the Equality Scheme will be updated before the end of 2016 to reflect the change from OFMDFM to TEO.

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)*

An equality screening exercise was conducted on the use of an outcomes-based approach in developing the draft Programme for Government Framework 2016-21. It concluded that a full screening exercise on the content of the Framework was not required. The Framework was also the subject of public consultation exercise. Potential impacts of the individual projects, programmes and actions to be delivered in support of the Programme for Government will be will conducted at the appropriate level and in accordance with good practice as the Programme for Government is rolled out.

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

PART B

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

TEO is currently developing a Disability Action Plan – this section therefore cannot currently be completed

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

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:

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ			
Regional ^{iv}			
Local ^v			

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

	Training Action Measures	Outputs	Outcome / Impact

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1			
2			

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			
2			

2 (d) What action measures were achieved to '**encourage others**' to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			

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	Outputs	Outcomes / Impact

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	than Training and specific public life measures)		
1			
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				
2				

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

	Action Measures not met	Reasons
1		
2		

PART B

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

(b) Quantitative

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?

Please select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			

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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?

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- ⁱ **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.
 - ⁱⁱ **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.
 - ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments
 - ^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level
 - ^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.
 - ^{vi} **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.