

Department of Justice (Northern Ireland)



**Public Authority Statutory Equality and Good Relations Duties
Annual Progress Report 2017-18**

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Documents published relating to our Equality Scheme can be found at: 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 2017 and March 2018

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 2017-18, 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.

Victim & Witnesses Action Plan

The Victim and Witness Action Plan was published in April 2017. The Department undertook research with young victims of crime on their experiences of the criminal justice system. This involved 21 face to face interviews, with 12 young victims of crime and 14 parents/carers, as well as a workshop with the NSPCC Young Witness Service. A research report, response paper and action plan was subsequently published.

Registered Intermediaries (communication specialists) were extended to Magistrates Court in April 2017. During 2017/18 there 705 requests for assistance, involving victims, witnesses, suspects and defendant with a range of age, gender and abilities.

There is on-going monitoring and a report was submitted to the Victim and Witness Steering Group in the absence of a Justice Committee.

Anti- Social Behaviour

Following research in other jurisdictions and consultation with PSNI's lead on Anti Social Behaviour(ASB) the Department identified four powers available in England, Wales and Scotland for potential replication in Northern Ireland.

Public Consultation on these potential additional powers and to review the current criminal legislation framework to tackle anti-social behaviour (including on-street drinking) was launched on 17 April. Consideration of any new or revised powers will be in the context of seeking to address anti-social behaviour and its effects, based on what is effective, proportionate and appropriate.

Legal Aid Reform

Recovery of Defence Costs Orders are a court order for recovering the cost of criminal legal aid from certain defendants who are found to have the means to fund their own defence. Following a review the findings, equality, rural needs and human rights screening issued for consultation 24 Jan with closing date 21 March 2018.

Fine Collection and Enforcement

Subordinate legislation has now been made to allow the fine enforcement and collection provisions of the Justice Act (NI) 2016 to come into operation on 1 June 2018. This will make it easier for those who default on payment of their fines to make payments, and reduce the numbers going to prison for non-payment.

Tackling Para- militarism Programme

Costed delivery plans are being developed for 2018/19-2021 setting out key milestones for delivery of the programme and its constituent projects. In developing projects and funding proposals, project leads are required to consider equality issues. Impact monitoring arrangements are in place and quarterly updates on progress are provided on each project.

Scoping research has been carried out to inform the development of a programme to prevent vulnerable young people being drawn into paramilitary activity and additional staff resource has been appointed to the Programme Team to lead on development of a programme.

The Aspire programme, which provides support to vulnerable young men, is fully operational, with 106 statutory cases and 75 community cases. The Education Authority began work on the delivery of a youth outreach programme, through which a youth outreach worker in 8 identified areas will support young people most vulnerable to paramilitary influence or involvement.

Problem Solving Justice Initiatives

A pilot Substance Misuse Court under the DOJ's Problem Solving Justice portfolio was developed with a bespoke programme to be implemented in Belfast Magistrates' Court in April 2018. This pilot is aimed at reducing recidivism and substance misuse among participants and assisting their rehabilitation. Specific information on Equality data is being gathered for analysis in the end of project Evaluation which is due to start in early 2019.

The pilot Substance Misuse Court (SMC) commenced in Laganside Courts, Belfast in April 2018. Research has shown that in Northern Ireland a quarter of clients receiving treatment for alcohol / drugs misuse are in the Belfast Trust area so this was one of the reasons which identified Belfast as the venue for the trial SMC court. Of those receiving treatment in this area for alcohol and/ or drugs 60% are males aged 18 or over and 28% are females over 18. On the SMC programme up to 31 July 2018 there are 19 males and two females.

Because the SMC is a judge-led court this is contrary to the aims of the Youth Justice System and the decision was therefore made to exclude children and target only adult defendants.

A Domestic Violence Perpetrator Programme is being piloted in Londonderry Magistrates' Court, to involve 30 participants with the aim of changing their behaviour and reducing re-offending. A Women's Aid liaison worker has been assigned to work with the victims and liaise with PBNI and the court in the Perpetrator Programme.

A Family Drugs and Alcohol Court pilot commenced in Newry Family Proceedings Court in December 2017. The initiative aims to test whether a therapeutic problem

solving approach to care proceedings can produce better outcomes for families whose children are at risk of being taken into care because of parental substance misuse. Parents subject to care proceedings can volunteer to participate in the programme which will provide them with tailored support to address substance misuse and other problems with the aim of enabling their children to remain safely in the family. The focus of the project, which was initiated in recognition of the success of the approach in other jurisdictions, is people with dependents and children, however, wider equality data will be gathered during the project and analysed as part of the evaluation. The evaluation is expected to be published in spring 2019.

Northern Ireland Courts and Tribunals Service (NICTS)

A new Family Proceedings Court and ancillary accommodation was constructed in Laganside Courts level 3. This allows a greater degree of segregation so that the parties involved in family court matters are less likely to come into contact with those attending to ensure a separate area from the adult criminal courts as well as offering improved facilities for court users. There were 1,366 applications disposed at Laganside Family Proceedings Court in 2017. Similarly work on a purpose built Youth Court was completed on Laganside Courts level 1 which ensures it is isolated from the adult courts on Levels 2 & 4. This enables the segregation of young offenders from adult offenders. 452 youth defendants were dealt with at Laganside Courts in 2017.

New NICTS and Judicial websites were launched in September 2018 to allow for easier access to information among court users. An Exit Survey to gather key information from court users and to inform the Fees Strategy has been developed and is to be concluded in June 2018.

A Witness Waiting Time Survey was conducted in six major courthouses in March 2018 with victims and witnesses in contested criminal cases aimed at reducing the witness waiting times in trials. Analysis is on-going. Victim Support and NSPCC volunteers on behalf of NICTS conducted interviews with 60 witnesses in Belfast, Newtownards, Londonderry, Dungannon, Enniskillen, Lisburn, Newry and Downpatrick. Analysis is ongoing and meetings with stakeholders are being arranged to discuss actions to be taken forward. The Registered Intermediaries Scheme has now been implemented across all Crown Court venues and magistrates' courts. It is available for both witnesses and defendants on application to the court.

Each court office has a dedicated disability liaison officer to ensure all reasonable steps are taken to facilitate attendance at court, whether for defendants, victims or witnesses.

Following Lord Justice Gillen's Civil and Family Justice Review and in line with the Digital Strategy, NICTS and their key stakeholders in the Family Courts agreed a revised protocol for the secure electronic transmission of documents including Adoptions.

NICTS has continued to support the listing arrangement for victims of domestic violence, identified by DoJ as one of several Problem Solving Justice initiatives. Improved arrangements and a revised referral process has been implemented for victims to access appropriate support services. A second remote witness link was completed in NSPCC's

accommodation in Londonderry. This means that witnesses in two separate courts may give their evidence remotely at the same time. The second link is primarily to service the domestic violence, problem solving court in Foyle and provides additional protections for victims, primarily women, attending that court. Historically there have been difficulties prosecuting domestic violence cases due to the fears of victims coming to court and encountering the defendant when giving evidence. Using remote links means that the victim does not need to enter the court building and has the benefit of on-site professional support by Victim Support and Women's Aid.

Youth Justice Agency

The Agency trained 75 operational staff in key skills when working with young people with Autism. This training built upon previous introductory training delivered in 2015.

All young people who engage in YJA services are assessed to identify Speech and Language and / or learning disability issues. Each area office has a resource pack containing aids to engage young people with Speech and Language issues

In progressing liaison with representatives of young people and disability and ethnic minority organisations and taking account of existing and developing good practice, YJA have established informal working relationships with the Inter-Ethnic Forum in Mid-East Antrim DC area. Young People and families, victims of hate crime, or those involved in hate crime offending behaviour are referred for support.

YJA staff sit on children and Young People Strategic Partnerships (CYPSP) and Traveller Support Groups. These groups are currently working together to ensure inclusion of young people with disabilities in mainstream youth provision.

The YJA Community Diversion Project, which was funded for 3 years by The Early Intervention Transformation Programme (EITP), helped the agency to develop earlier stage intervention. This funding ended in March 2018 but YJA has allocated £150k of its own budget in 2018/19 to continue this development. It is hoped to attract further external funding to help grow this approach.

Earlier stage intervention will include:

- Taking direct referrals from Youth Engagement Clinics for children subject to Informed Warnings or Restorative Cautions who require additional services/supports to reduce their risk of reoffending.
- Delivering drug and alcohol awareness programmes for children subject to Community Resolution Notices who require intervention to reduce their risk of offending.
- Providing responsive funding for local initiatives to which work with groups of children on the cusp of offending in order to divert them from the formal justice system.

Northern Ireland Prison Service

In October 2017 NIPS appointed an E&D Lead to act as the liaison and point of contact between the core DoJ, Equality Commission NI and CJINI to ensure consistency of approach around policy development and Equality Screening / Consultation.

In response to the increase on cultural diversity within the Prison establishments training and information has been provided to aid both staff and prisoners' understanding of religious beliefs and festivals throughout the year. Special diets such as Halal and Kosher food and facilities for prayer time such as during Ramadan have been made available.

To promote diversity within Hydebank Wood College a Cultural Awareness Day was held on 21 May. This proved very successful and included a series of educational events for students and guests. A range of international food was prepared, sports and music along with presentations on alcohol & drug cultures around the globe. There were also presentations on religious & moral respect and a history of the Rainbow Project.

It is recognised that imprisonment does not only affect the person in custody, but can greatly affect and influence their families and friends. It can be a stressful experience for the visitor and the person in custody. To help alleviate some of the stress associated with visiting, and to provide an impartial service to visitors, some of the services provided have been contracted out. The current contract is due to expire in November 2018 and it was therefore decided to assess the services provided and ensure that they were efficient, appropriate, effective and provided value for money. Consequently a NIPS Visitor Experience Consultation issued on 1 Feb 2018. This included an online survey, a visitor and prisoner survey and face to face sessions with visitors (both adults and children) and partner agencies.

There has been useful feedback and NIPS will be seeking to address those areas where improvements to the experience can be made.

Diversity and Inclusion

DoJ once again brought together different areas of the Justice system into one "Justice Corner" display at both Belfast Pride and Mela. Volunteers had the opportunity to observe first-hand the work of the Public Prosecution Service NI, the NI Policing Board and Probation Board and to get to know colleagues working within the Core Department and its Agencies.

Staff generously supported a Christmas shoebox appeal for the Simon Community. This was followed up with a presentation by the organisation in March. Preconceptions of the homeless were challenged and information was provided on the work and facilities provided, including the difference the donations made to the lives of those people in need

A DOJ diversity calendar has been developed to increase staff awareness in a wide range of events. Some events have been shared with DoH and TEO. Events such as Deaf awareness, a presentation on support for Carers, Rainbow LGBT awareness and National Eye Health Week sessions have been planned. Further input is being encouraged through the Staff Engagement Forum. The Department has also increased

the use of the DOJ Twitter account to highlight events and departmental initiatives.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2017-18 (or *append the plan with progress/examples identified*).

Victims and Witnesses Action Plan

Research highlighted very positive feedback in relation to the services provided by the NSPCC Young Witness Service as well as the use of pre-trial visits and the use of video/remote link facilities. Having considered the views expressed and feedback, the Department, in conjunction with criminal justice system and voluntary sector partners, has published a response paper and action plan. This sets out the position on the issues raised during the research and the actions to be taken to improve the services provided to young victims of crime.

<https://www.justice-ni.gov.uk/publications/doj-research-response-and-criminal-justice-action-plan-criminal-justice-experiences-young-victims>

Reducing Offending Initiatives and Problem Solving Justice Initiatives

A Substance Misuse Court has been piloted in March 2018 and is expected to run for approximately nine months with a maximum of 50 offenders participating, followed by a period of evaluation.

A maximum of 30 offenders will be able to participate in the pilot court supervised Domestic Violence Perpetrator Programme, which is also expected to run for approximately nine months. This programme is intended to focus on behavioural change, with a view to reducing incidents of crime in the future.

Progress and outcomes, including % of defendants who did not reoffend during the course of the programme and % who reported that it helped them successfully address their substance misuse; will be monitored by Performance Measures Report Cards.

<https://www.justice-ni.gov.uk/news/new-problem-solving-pilot-challenges-offenders-tackle-their-drug-and-alcohol-issues>

<https://www.justice-ni.gov.uk/news/new-pilot-programme-aims-tackle-root-cause-domestic-violence>

Northern Ireland Court Service(NICTS)

Training was delivered to Court Operations staff on the new Fine Collection and Enforcement arrangements which are due to be introduced on 1 June 2018. The new service will benefit young males who make up the largest proportion of offenders who receive financial penalties in the courts by reducing the number of defaulters committed to prison. (age/gender)

A programme to upgrade the Live Links provisions and in-court technology across the

Courts Estate is ongoing. (All users)

NICTS has continued to support the listing arrangement for victims of domestic violence, identified by DoJ as one of several Problem Solving Justice initiatives. A number of enhancements are at an advance stage including a remote link being installed for the most vulnerable witnesses to give evidence away from the main courtroom. Improved arrangements and a revised referral process is planned for victims to access appropriate support services.

Use of a registered intermediary is one of the special measures provided for in the Criminal Evidence (Northern Ireland) Order 1999 to assist vulnerable victims, witnesses, including children, suspects and defendants who may find it difficult to understand questions asked of them and to help communicate more effectively when giving evidence in court

In the last twelve months the services of an RI has been required on a number of occasions in both Crown and Magistrates' courts and it is anticipated that demand for the service will increase.

NICTS continues to promote knowledge and understanding of the justice system through its Community Outreach Programme; facilitating work placements and school visits for young students through local schools and colleges and hosting mock trials.

Youth Justice Agency

Methods of communication are continually reviewed to ensure they are appropriate and effective in reaching the target audience. This has included consulting with young people in the development of child-friendly versions of complaints procedures; consulting with RCSLT in seeking to produce external literature in 'plain-English' for ease of understanding (eg, suite of information leaflets); committing to provide leaflets in alternative languages upon request; etc.

During initial assessment the needs of young people with mental health issues are considered. Where clinical needs are recognised YJA will refer to the child and adolescent mental health services (CAMHS). If the needs are behavioural, staff will explore areas such as mindfulness. Between 01/04/2017 and 31/03/2018 there were 95 referrals to CAMHS

Northern Ireland Prison Service

PECCS has introduced a PL1 Portable Induction Loop Amplifier, the 'Audio Frequency Induction Loop Systems (AFILS) is a small portable electronic device capable of interacting with Hearing Aids allowing the person coming into custody to receive amplified sound. This will greatly improve the communication process and reducing the natural stresses and anxiety for those entering PECCS custody at Laganside Court who may have hearing difficulties. It will be initially trialled before consideration of further expansion across PECCS. To date, some 55,000 people are managed through Laganside Court however as those with serious hearing difficulties is low, evaluation is difficult. It is however envisaged that the system will continue to be available.

A new rehabilitation and healthier life-style project has been implemented in Magilligan prison. Prisoners aged between 50 and 79 are being encouraged to grow vegetables in easy access raised wooden boxes and look after a range of birds in an aviary built as part of the project. The aim is to improve any issues of isolation have a more active, physical life-style, reduce stress and eat freshly grown food.

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2017-18 reporting period? (*tick one box only*)

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

Please provide any details and examples:

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:

Victims and Witnesses Action Plan – following the response to the research further work will be undertaken to raise awareness of the Victim and Witness Care Unit and consider services to support young people in the earlier part of the criminal justice process. These changes will improve the services provided to all victims of crime.

Registered Intermediaries – the introduction has allowed an improved experience for those vulnerable people attending magistrate’s courts allowing them a means to communicate their answers more effectively.

Translation Services and the Introduction and Use of Tablets in NIPS – Tablets have now been introduced in all prison establishments and used by PECCS in court holding rooms.

The tablets are used for translation purposes however e-books and e-literature in a range of languages are also available for foreign national prisoners. On committal NIPS offer interpretation services if required by the prisoner. Committal information leaflets and other information are available in over 20 different languages. Where possible prisoners with limited English can be partnered with a prisoner who speaks their first language.

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):*

- 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):*

The use of translation services in NIPS and NICTS by the availability of WiFi enabled Tablets.

- Other *(please specify and give details):*

Research and consultation with key partners and interested groups.

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 2017-18 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:

5 Were the Section 75 statutory duties integrated within performance plans during the 2017-18 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:

5.1 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.

5.2 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

6 In the 2017-18 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 2017-18 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/measures

7 Within the 2017-18 reporting period, please indicate the **number** of:

Actions completed:	<input type="text" value="18"/>	Actions ongoing:	<input type="text" value="45"/>	Actions to commence:	<input type="text" value="14"/>
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Please provide any details and examples (*in addition to question 2*):

- Approximately 96% of DoJ staff above the grade of AO completed the Unconscious Bias on-line training, this includes staff in NICTS.
- Language Line is available at public counters in all courthouses for non-English speaking customers. This facility allows a 3-way conversation to take place via a phone line, between the customer, and interpreter and the member of court staff.
- Skype is now available for use by foreign national prisoners in Hydebank Wood College to facilitate contact with relatives unable to travel to the NIPS establishments.
- The Victim and Witness Action Plan was published April 2017.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2017-18 reporting period (*points not identified in an appended plan*):

9 In reviewing progress on the equality action plan/action measures during the 2017-18 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 2017-18 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:

- Following the consultation on second statutory review of the 2009 Magistrates' and County Court Appeal Rules, the DoJ will finalise its proposals and, if necessary, draft amending legislation in order to implement them. This amending legislation will be subject to statutory consultation and the relevant legislative process before it is commenced.
 - Stakeholders views were welcomed on -
 - the fees payable to Counsel for appeals against sentence to the County Court;
 - the fees payable at the magistrates' court for children charged with indictable only offences;
 - the impact of the registered intermediaries scheme at the magistrates' court, and the need for adequate remuneration arrangements to account for this impact;
 - the time and skill involved in providing representation for assisted persons at Newton Hearings at the magistrates' court;
 - the value for money of remunerating work carried out by paralegals and "other fee earners" at the same rate as qualified solicitors;
 - the provision for any new application fees at the magistrates' court or the County Court on appeal;
 - the remuneration arrangements for hearings relating to certain prohibited behaviour orders during criminal proceedings at the magistrates' court;
 - provisions for interim payments within the Rules;
 - the provision for pre-hearing reviews; and
 - the appropriateness of the "review period" for the 2009 Rules.
- Following the consultation exercise on Recovery of Defence Costs Orders, the DoJ will finalise its proposals and amending legislation in order to introduce changes to the RDCO scheme. The amending legislation will then be subject to the relevant legislative process before it is commenced.
 - Stakeholders were asked to provide their views on a number of gaps or deficiencies had been identified in the original policy intent and/or how the policy has been implemented by means of the 2012 Rules:
- NIPS Visitor Experience Consultation – feedback from stake-holders, prisoners and their families will help develop the prison visitor strategy.

12 In the 2017-18 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

PART A

- 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:

Joint strategies for Suicide and Self Harm risk management and management of Substance misuse in custody have both been agreed and are in place. Two implementation workshops have taken place with a third planned in May 2018. A full mapping exercise has been completed to identify progress against the strategies and areas to be progressed.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2017-18 reporting period? (*tick one box only*)

Yes No Not applicable

Please provide any details and examples:

N/A

- 14** Was the consultation list reviewed during the 2017-18 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*]

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

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

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

PART A

5

16 Please provide the **number of assessments** that were consulted upon during 2017-18:

3	Policy consultations conducted with screening assessment presented.
0	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:

- a) Consultation on second statutory review of the 2009 Magistrates' and County Court Appeal Rules
- b) Recovery of Defence Costs Orders
- c) NIPS Visitor Experience Consultation

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:

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 2017-18 reporting period? *(tick one box only)*

Yes No Not applicable

Please provide any details and examples:

N/A

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 2017-18 reporting period? *(tick one box only)*

- Yes No, already taken place
 No, scheduled to take place at a later date N/A Not applicable

Please provide any details:

N/A

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

- Yes No Not applicable

Please provide any details and examples:

N/A

22 Please provide any details or examples of where the monitoring of policies, during the 2017-18 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 2017-18, 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 Equality Impact Assessments and Introduction to Section 75 designed for staff new to policy

PART A

review or development.

There was a very positive response of around 96% of staff of management grade who completed the on-line unconscious bias training.

An Equality Screening Awareness session was presented to senior staff in NIPS by the DOJ Equality Officer and ECNI.

30 senior women within the Department participated in the Women’s Mentoring circles facilitated by DHR.

- 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:

The NIPS awareness session has resulted in the review and equality screening of a number of policies.

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

- 26** Please list **any examples** of where monitoring during 2017-18, across all functions, has resulted in action and improvement in relation **to access to information and services**:

There has been an increase usage of the DOJ Twitter account

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2017-18?

Insert number here:

0

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 has been reviewed and is not due for further review until 2022 however during this period the Equality and Disability Actions plans have been revised.

- 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)

Further efforts are to be made regarding equality screening awareness.

Following a recent CJINI Equality and Diversity Inspection report there will a number of recommendations that will require focus within the Department and its Agencies.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2017-18) 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 as required regards the QA of equality screening documents.

Support relating to some of the issues raised by the CJINI inspection.

Support in relation to equality and screening awareness in particular in Departmental Agencies.

PART B

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:

26

Fully achieved

11

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
1	Autism Training	154 staff have completed Autism Awareness training in NIPS and 75 staff	Increased awareness in recognising and identifying reasonable adjustments that may be

PART B

		in YJA.	required for those with autism within custody.
2	Awareness Training relating to speech and language difficulties	200 staff from YJA completed “In the Box” on line training provided by Royal College of Speech and Language.	Staff are equipped to work closely with children with speech and language difficulties
	Training relating to brain injury and trauma.	Relevant operational staff in YJA have completed the training.	Staff are equipped to work closely with children with brain injury and trauma.

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	DoJ Intranet Improvements	The layout and content of the staff intranet was improved	Easier access and more information available for staff
2	DoJ Diversity Calendar	A diversity calendar has been produced and is available to staff	Information on a number of awareness sessions including an Autism and Hearing Loss event

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Staff Engagement Forum	The members of the staff engagement forum have been encouraged to promote diversity issues within their	Diversity events are highlighted at each meeting and the forum members are encouraged to participate in and organise awareness events.

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		business areas.	
2	DoJ Board Brief	Attention drawn to diversity events by means of regular articles included in the monthly Board Brief.	Events highlighted to both senior management and staff across the department.
	NIPS Equality & Diversity Meetings	Monthly meetings held at all 3 establishments.	Staff and prisoner representatives are given the opportunity to discuss and remedy a range of diversity situations, i.e .older prisoner issues.
	Work Placement	Offer an opportunity for person with a disability to experience work in the justice sector	NIPS provided a placement for an applicant as part of the Northern Ireland Union of Supported Employment Job Shadow Day initiative in April. He was introduced to various aspects of Reducing Offending including, Equality, Records Management, Licensing & Legislation, Claims, Learning & Skills and Rehabilitation. Later visiting Hydebank Wood College observing the Learning & Skills unit, various activities, vocational training workshops and the Cabin.

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	Video Conferencing suites installed at all 3 prison establishments	To facilitate court appearances without the necessity to transport prisoners in person	Less stress for vulnerable or disabled prisoners
2	Promote Wellbeing, Stress Intervention and Positive Mental Health in DOJ	There was very positive response received with 436 staff attending a	The sessions informed staff of techniques to help reduce the

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		range of initiatives promoted throughout the year and across the Department and its Agencies. These included Yoga, Yopalates, Pilates, Mindfulness and Resilience and Well Mind sessions, and Blood Pressure Checks.	symptoms of stress and to develop self-awareness. The blood pressure checks identified a number of cases which required referral to their GP and also identified cases of high cholesterol.

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	Awareness sessions on Autism are refresher training for existing staff.	154 staff have completed Autism Awareness training since 2017	Better awareness of Autism and being able to provide reasonable adjustments where necessary.	Further 31 sessions are scheduled for Summer 2018.
2	Installation of a portable Induction Loop Amplifier, the 'Audio Frequency Induction Loop Systems (AFILS).	The loop amplifier has been used to interact with Hearing Aids allowing the person coming into custody to receive amplified sound	Improvement to the communication process and reduction of stress and anxiety for those for those who may have hearing difficulties entering PECCS custody	Following the initial trial further expansion across PECCS will be considered

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			at Laganside	
	Encourage prisoners with disabilities and mental health issues to participate in wellbeing initiatives	A team of mental health workers and gym staff in Magilligan took a group of men with mental health/addiction issues out of the jail for walking therapy.	The 5 week trial was very successful improving wellbeing and mobility of elderly prisoners	Further introduction of initiatives is being considered

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

	Action Measures not met	Reasons
1	Assistance made available for inmates with dyslexia and/or general literacy difficulties Introduction of Read & Write software	Read & Write software was procured and installed on the prisoner education system for use by inmates with dyslexia and/or general literacy difficulties. Staff are awaiting training and it is hoped the software will be in operation by August 2018
2		

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

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Regular consultation with key stakeholders

(b) Quantitative

Collection of data and quarterly reporting of progress.

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			
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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Consideration will be given to the outcomes and findings of a recent CIJNI report as a result there may be some revisions to the plans.

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.