

The background of the page is decorated with several overlapping circles. Some circles are a vibrant blue with a textured, marbled appearance. Others are a bright green with a similar marbled texture. A central cluster of circles is a solid, light grey color. The circles are arranged in a way that they appear to be floating and overlapping each other, creating a sense of depth and movement.

Reaching Out to the Whole Community

Annual Report and
Accounts 2011-2012



Equality Commission

FOR NORTHERN IRELAND

**EQUALITY COMMISSION
FOR NORTHERN IRELAND**

Annual Report and Accounts

for the year ended
31 March 2012

Laid before the Northern Ireland Assembly
under paragraphs 5(3) & 7(4) of
Schedule 8 to the Northern Ireland Act 1998
by the Office of the First Minister and deputy First Minister

on

17th July 2012

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This document/publication is also available for download from our website at www.equalityni.org

The Commission's Statement of Commitment

The Commission is committed to working towards:

Fairness and equality for all

Our goal is:

To advance fairness and equality,
promote equality of opportunity,
encourage good relations and challenge
discrimination through the responsible
and effective use of all of our powers.

Equality Commission for Northern Ireland

Castle Buildings
Stormont
BELFAST
BT4 3SR

Dear First Minister and deputy First Minister

I have pleasure in submitting to you the thirteenth annual report of the Equality Commission for Northern Ireland, covering the period 1 April 2011 to 31 March 2012. The report demonstrates both the breadth and depth of the Commission's responsibilities and the extent to which they have been successfully discharged.

On behalf of the Commission, I would like to express our appreciation of the assistance given to the Commission by officials of the OFMdFM and the Northern Ireland Office.

Yours sincerely



Michael Wardlow
Chief Commissioner

Chief Commissioner's Foreword

I am delighted to have the opportunity to write this, my first foreword, as Chief Commissioner of the Equality Commission. After only four months in the role, it is clear that I have inherited from my predecessor, Bob Collins, an excellent and enthusiastic team of Commissioners. I would wish to take this opportunity to record my thanks to Bob for all he did during his term of office, to work relentlessly to address issues of inequality in Northern Ireland. I can only hope to try to make a similar impact during my time as Chief Commissioner.

Chief Executive Evelyn Collins and her colleagues, the people behind all the hard work which the Commission carries out on a day to day basis, have once again succeeded in delivering a wide range of services, set against challenging targets, all within a context of increasing accountability and ongoing cutbacks in public funding. Despite the obvious pressures, the targets set by the Commission for the past year, the final year of the Corporate Plan 2009-2012, have all been met, with eight of the nine strategic objectives being fully met and the ninth being met substantially. This tremendous achievement was delivered despite having to contain an efficiency savings of £175k.

The Report documents a considerable level of activity and influence across the range of strategic priorities set by the Commission. For example, over 3200 individuals contacted the Commission's discrimination advisory team and 86 new cases and 67 existing cases received support from the Commission during this time. Three promotional campaigns were delivered during this period as well as 110 events and joint activities being supported by the Commission. Research with MLAs evidenced an increase of five percentage points in favourability ratings, with 76% of MLAs surveyed describing their relationship with the Commission as fair to excellent. During the period, 5,878 employer enquiries were dealt with by Commission staff with an additional 15,217 requests for information in relation to their fair employment responsibilities coming from employers. Compliance levels with fair employment obligations remained high. We were encouraged that our Employer Survey showed that 86% of employers contacting us were satisfied with the services we provide – and the proportion who said they were very satisfied had almost doubled since 2007.

We welcomed the Executive's Programme for Government and were pleased to acknowledge a number of our recommendations on the consultative draft being taken up in the final draft, including strengthened commitments to equality and good relations. The Commission continued to work with public authorities and to use its revised approach

to Section 75 and Equality Schemes to influence greater equality and good relations outcomes from public policy generally. By year end, 70 revised or new Equality Schemes had been approved by the Commission and there was significant engagement on associated action plans.

These few, but excellent statistics should offer a substantial level of assurance to our sponsoring body, OFMdfM, and to the wider public in Northern Ireland that the Commission is a well led organisation which provides excellent value for money and performs a valuable contribution to our shared and better future.

During the year I had the privilege to be involved with my colleagues in finalising our new Corporate Plan for the period 2012–2015. This focuses on how we wish to focus our energies and resources in the coming period, to improve people’s lives. We aim to address key inequalities, extend equality practices, challenge discrimination and deliver effective and efficient services. In concluding the public consultation on the draft and refining what we plan to do, we were conscious of the particular challenges arising from the effects of the economic downturn and reduced public expenditure that are being experienced both by individuals and businesses and we are committed to being a strong voice for equality and fairness in this context.

I took up this position as an optimist, as someone who believes that change can happen, but I am also a realist, who accepts that legislation can help modify behaviour in certain circumstances, but cannot, on its own, change hardened attitudes. The challenge remains one of winning hearts and minds, one which is made easier by showing that equality can deliver a better, shared society. Indeed it is my belief that the most equal societies are also those which are most healthy societies which deliver best for their citizens. With Yann Martel, I believe that “the main battlefield for good is not the open ground of public area, but the small clearing of each heart” (*The Life of Pi*).



Michael Wardlow
Chief Commissioner

The cover features a large white circle in the center, surrounded by a green ring with a grass-like texture. This is further enclosed by a blue ring with a water-like texture. The text is positioned in the lower part of the blue ring.

**Annual Report
and Accounts 2011-2012**

Director's Report

The Equality Commission for Northern Ireland is an executive non departmental public body (NDPB) sponsored by the Office of the First Minister and deputy First Minister. The Commission, established on 1 October 1999 under the Northern Ireland Act 1998, assumed, along with the responsibilities for statutory equality duties and new disability matters, the duties and responsibilities of four former organisations:

- The Commission for Racial Equality for Northern Ireland;
- The Equal Opportunities Commission for Northern Ireland;
- The Fair Employment Commission for Northern Ireland; and
- The Northern Ireland Disability Council.

Since October 1999, additional duties and responsibilities with respect to age, disability, sexual orientation and special educational needs have also been assumed. During 2009, jointly with the Northern Ireland Human Rights Commission, the Equality Commission was designated as the independent mechanism for Northern Ireland of the United Nations Convention on the Rights of People with Disabilities (UNCRPD) with the role of promoting, protecting and monitoring the implementation of the Convention.

Since the Commission's inception, it has aimed to fulfil these duties by working in partnership with key stakeholders to place equality at the heart of civic, economic and political life in Northern Ireland. The main pieces of legislation from which the Commission derives its duties and powers are:

- Equal Pay Act (NI) 1970, as amended
- Sex Discrimination (NI) Order 1976, as amended
- Disability Discrimination Act 1995, as amended
- Race Relations (NI) Order 1997, as amended
- Fair Employment and Treatment (NI) Order 1998, as amended
- Northern Ireland Act 1998
- Equality (Disability, etc.) (NI) Order 2000
- Employment Equality (Sexual Orientation) Regulations (NI) 2003, as amended
- Special Educational Needs and Disability (NI) Order 2005, as amended
- Disability Discrimination (NI) Order 2006
- Employment Equality (Age) Regulations (NI) 2006, as amended
- Equality Act (Sexual Orientation) Regulations (NI) 2006, as amended

The Equality Commission's Annual Report and Accounts are prepared in accordance with Schedule 8 of the Northern Act 1998 and in a form directed by the Office of the First Minister and deputy First Minister with the approval of the Department of Finance and Personnel.

The Commission is led by a Chief Commissioner, supported by a Deputy Chief Commissioner. The overall number of Commissioners should be not less than 14 and not more than 20.

Including the Chief Commissioner and Deputy Chief Commissioner there are currently 16 Commissioners.

The Commission's Chief Executive has been designated as the Accounting Officer.

Management executive

Evelyn Collins	Chief Executive
Keith Brown	Head of Corporate Services
Eileen Lavery	Head of Legal, Policy and Research
Vacant	Head of Advice and Compliance

Corporate governance arrangements

The Equality Commission for Northern Ireland is an executive non departmental public body (NDPB) established as a body corporate by Section 73 of the Northern Ireland Act 1998. The Commission's primary source of income is grant-in-aid provided by the Office of the First and deputy First Minister (OFMdFM). Statutory authority for the payment of grant-in-aid is contained in Schedule 8 to the Northern Ireland Act 1998.

Relationships between the Commission and the Ministers and their Department are governed by the "arm's length" principle, wherein the primary role of Ministers is to set the Commission's legal and financial framework including the structure of its funding and governance.

These responsibilities are discharged on a day-to-day basis on the Minister's behalf by the Sponsoring Department. Within this framework, it is the role of the Commission to determine its equality policies and activities in keeping with its statutory responsibilities and the objectives of Government policy.

The Commission has agreed a Management Statement with OFMdFM. This sets out the relationship between the two organisations and defines the financial and administrative framework within which the Commission operates. It also sets out the conditions on which grant-in-aid is paid to the Commission and the delegations within which the Commission operates. The Management Statement has been approved by Ministers responsible for OFMdFM. It is supplemented by a Financial Memorandum agreed with the Commission and approved by OFMdFM and the Department of Finance and Personnel (DFP). During 2009-10 the procurement authority limits outlined in the Financial Memorandum were reviewed and amended. DFP approval was given to the changes.

Audit and Risk Committee and Commission

The Commission seeks to ensure high standards of corporate governance and levels of compliance with the values of public service. It has an Audit and Risk Committee which oversees internal audit arrangements and ensures that they are conducted in accordance

with the objectives and standards of the Government Internal Audit Manual. The Committee also oversees the Commission’s arrangements for risk management. The Audit and Risk Committee meets at least four times per year.

The following Commissioners served on the Commission’s Audit and Risk Committee during 2011–12 - Norman Trotter (Chair), Jane Morrice, Stella Burnside, Kit Chivers and Peter Sheridan.

The following served as members of the Commission during the reporting period. The table also includes information on the number of Commission meetings which took place during the financial year and the number attended by each Commissioner.

Commissioner		No. of meetings	No. attended
Michael Wardlow	Chief Commissioner (from 1 March 2012)	1	1
Bob Collins	Chief Commissioner (to 31 January 2012)	7	7
Jane Morrice	Deputy Chief Commissioner	9	7
Stella Burnside		9	8
Fidelma Carolan		9	8
Anna Carragher		9	8
Kit Chivers		9	9
Patricia Feeney		9	8
Milton Kerr		9	9
Charo Lanao-Madden		9	5
Lyn McBriar		9	7
Stephen McIlveen		9	7
Liam Maskey		9	5
Dermot Nesbitt		9	9
Peter Sheridan		9	9
Norman Trotter		9	7
Murray Watt		9	9

Commissioners’ interests

An up to date register of Commissioners’ interests is maintained by the Chief Executive as Accounting Officer and is available for inspection at the Commission’s offices in Equality House, 7-9 Shaftesbury Square, Belfast BT2 7DP.

Chief Executive's Management Commentary

Performance against targets

This was the third and final year of the Commission's Corporate Plan for 2009 -12, Reaching Out to the Whole Community. In this year's Business Plan, progress was again measured in six Strategic Areas. In an attempt to encourage more outcome focused and higher level reporting for Commissioners, there were fewer objectives in this year's plan than in previous years. Nine broad strategic objectives were developed to cover the six areas. Within these a number of Key Output/Outcome areas were identified.

At the end of the year, eight strategic objectives were fully met and one was substantially met. Further detail of the delivery in each of the Key Output/Outcome areas is included below, in the section on Progress against Key Performance Indicators.

Results for the year

The results for the Commission for the period are set out in detail in our Financial Statements at page 52.

The Financial Reporting Manual (FRm) requires the Commission to treat grant-in-aid as financing rather than income. £6,525,000 (2010/11, £6,900,000) was received from OFMdFM in the year. Comprehensive expenditure for the year was £6,510,413 (2010-11, £6,737,749).

There has been a decrease in the Taxpayers' Equity deficit of £15,185 from £132,835 at 31 March 2011 to £117,650 at 31 March 2012.

The Equality Commission operates as a going concern in spite of significant net current liabilities at the year end. The main element in the liabilities is £142,178, which is an accrual for holiday pay and accrued time from the flexible hours working scheme. There is also a provision of £245,000 made for severance costs. The Equality Commission is financed by funding from the Office of the First Minister and deputy First Minister. Funding for 2012-13 has been approved.

Business review

The year under review saw the appointment of a new Chief Commissioner and the development of a new Corporate Plan covering the period 2012–2015.

The Commission continued to address the upward pressure of staff costs, which forms the largest area of Commission expenditure. Following the reduction in full time equivalent (fte) posts reported last year, this year saw a further reduction in the fte headcount of eight posts, from 125 to 117 posts and a reduction compared with last year's net staffing costs of £125,026. A new organisational structure, reducing the number of operational divisions from six to four, was implemented. This new structure provides the context in which any further reduction in the headcount will be planned.

The lease for Equality House was renegotiated in 2011, leading to savings in rent of £48,000 per annum and the cessation of payments on the original lease for fit out of £258,528 per annum.

From November 2011, the Commission was joined in Equality House by the Northern Ireland's Children and Young Person's Commissioner (NICCY) and the new Office of the Commissioner for Older People (COPNI). These organisations now share the rental and other running costs of Equality House with the Commission.

Likely future developments

It is not anticipated that there will be significant changes to Commission's statutory remit in 2012-13. It is anticipated that, at the end of their present terms, a number of Commissioners will be reappointed for a second term of office.

The potential for further sharing of common and core services will continue to be explored, with the objective of generating efficiencies while maintaining cost effective service delivery and minimising impact on staff welfare and cost to the public purse.

Important events occurring after the year end

There have been no significant events since the year-end which would affect this report and the accounts.

Research and development

The Equality Commission for Northern Ireland does not engage in any research and development activities as defined by IFRS.

Charitable donations

The Commission made no charitable donations during the period.

Pension liabilities

Staff Pension Liabilities are borne by the Principal Civil Service Pension Scheme (NI) – see notes 1 and 3 to the Accounts, and the Commission's Remuneration Report, which follows later in this Annual Report.

Payment to suppliers

The Commission is committed to the prompt payment of bills for goods and services received in accordance with the Government's Better Payment Practice Code. Unless otherwise stated in the contract, payment is due within 30 days of receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later.

During the period 96.5% of bills were paid within the thirty day standard, 58.6% of the total bills received were paid within 10 days. The comparative figures for 2010-11 were 93.9% and 62.6%.

Corporate Responsibility and Sustainability Statement

Environment

The Commission seeks to identify opportunities to minimise any negative impact and promote a positive influence on the environment. To do so the Commission continues to work closely with its facilities management partner to minimise our impact on the environment.

Key objectives of our sustainability strategy are:

- waste minimisation;
- reduction in energy consumption;
- promoting awareness of environmental issues among Commission staff.

This year saw a significant increase in the waste generated by the Commission, from 17,922 kilos in 2010-11 to 30,851 kilos this year. This was a consequence of the need for substantial relocation of Commission staff to a smaller number of floors in Equality House, in preparation for the relocation of NICCY. Of this waste, 22,151 kilos (71.8%) was recycled, an increase on last year's 54.1%.

The Commission's Energy Certificate, DEC grade C (56) was retained. This level is very favourable for a building of this size and nature.

Energy consumption levels have been maintained in the context of increased staffing levels in Equality House, resulting from its occupation by the Northern Ireland Commissioner for Children and Young People (NICCY) and the Office of the Commissioner for Older People (COPNI).

Although not forming part of the Commission's sustainability programme, the movement of NICCY and COPNI to Equality House, with no overall additional energy consumption, will have led to significant energy savings in terms of the occupation that was previously vacated.

The reduction in consumption in Equality House has been achieved through a number of initiatives, mainly based around increased monitoring and awareness and taking remedial action as a result. This action included, a 'virtualisation' project aimed at reducing ICT hardware, phasing out of a number of fax machines and printers, undertaking night time audits and the resulting introduction of sleep software by IT and increased monitoring and regulation of seasonal temperature settings on our heating controls.

At the core of this work is the Commission's staff led 'Green Team'. Membership of the team has increased with the involvement of NICCY and COPNI staff. Further plans are in place to further review and reduce energy consumption in 2012-13.

Social and community

This year staff, on an individual basis, continued to support a number of causes through the time they give and fundraising initiatives such as marathon running, sponsorship and coffee mornings. The Commission encourages such initiatives and gives support through the use of its facilities.

Following the death of one of our employees from testicular cancer, staff again supported the Movember campaign in support of the development of awareness, public education and the treatment and care of testicular and prostate cancer, as well as contributing to the work of his chosen charity, Medecins sans Frontières. Conor Shaw who battled bravely with his illness died April 2011 and is sorely missed by everyone in the Commission. He was a valued member of staff.

Once again, this year staff in Equality House contributed to the BBC coordinated Salvation Army/St Vincent de Paul Family Appeal at Christmas.

Workplace

The Commission is committed to providing a healthy and safe working environment and during this year the Health and Safety Policy and associated procedures were, once again, reviewed and updated. Training was provided on the use of evacuation chairs. Refresher training for designated first aiders was also carried out during the year.

People development is formally progressed through the operation of the Commission's appraisal and learning and development policies and staff have access to a range of training and development opportunities and personal development plans. Staff also have access to a wide range of flexible working arrangements in line with NICS policies and procedures.

Equality of Opportunity

The Commission is committed to the provision of equality of opportunity and fair participation to all persons regardless of sex, marital status, religious belief, political affiliation/opinion, age, family status, ethnic or racial background, sexual orientation, disability, nationality or trade union membership.

The Commission will, in all its actions, conform to both the letter and the spirit of the relevant equality legislation. The Commission will provide equality of opportunity to all persons irrespective of whether or not there are legislative provisions in place.

During 2011-12 the Commission submitted its annual monitoring return, as required under the Fair Employment and Treatment Order (FETO). It also completed a triennial review of workforce composition and practices as required by FETO. Further information on the Commission's composition and affirmative action programme can be found at Appendix 2.

A disability access audit of Equality House was undertaken this year. The overall finding was that access was considered to be satisfactory. An action plan has been put in place to address the recommendations arising from the audit.

Employee involvement

The Commission encourages widespread consultation and exchange of information at all levels within the Commission.

This is implemented through staff briefings and the involvement of staff representatives on a Joint Consultative and Negotiating Committee. Staff are involved in key working groups dealing with business improvement and accreditation projects, equal opportunities, health and safety and corporate responsibility.

Data Protection and Freedom of Information

The Commission has in place policies and arrangements for compliance with Data Protection and Freedom of Information legislation. Regular reviews are undertaken of ICT and data security and steps taken to guard against data loss. During 2011-12 there were 30 Freedom of Information and three Data Protection requests, all of which were responded to within the statutory time limits.

There were no incidents of data loss or any information breach during the year.

Managing attendance and sickness absence

The Commission's arrangements for the payment of Statutory Sick Pay and the monitoring and management of attendance are based on those in operation in the NICS. The Commission has a Managing Attendance Policy and provides training to Managers and other staff on its operation.

The level of employee sick absence in 2011-12 was 3.34%, a decrease from last year's 4.85%. The comparable NICS figure is 4.7% (2010-11). The NICS absence target is 10.5 average days lost per staff year. The Commission's number of average days lost in 2011-12 is 9.9 days, a significant improvement from last year's 13.0 days.

Statement of disclosure of information to auditors

So far as the Accounting Officer in office at the date of approval of these financial statements is aware:

- there is no relevant audit information of which the Commission's auditors are unaware; and
- they have taken all steps that they ought to have taken as Accounting Officer in order to make themselves aware of any relevant audit information and to establish that the Commission's auditors are aware of that information.

Commission offices

Equality House
7-9 Shaftesbury Square
Belfast
BT2 7DP

Auditor

Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

Signed by:



Evelyn Collins CBE

Chief Executive and Accounting Officer
4th July 2012

Progress against agreed Key Performance Indicators

In 2008-09 the Commission developed its Corporate Plan for the period 2009-12. In the Plan, the Commission re-committed itself to focussing its powers and resources on making greater impact on the lives of individuals across the whole community and to working more closely with public policy makers to achieve outcomes which promote greater equality of opportunity and improve people's lives.

Six strategic priorities to effect change were developed, as follows:

- 1 reaching out to the whole community;
- 2 promoting equality and good relations;
- 3 strategic use of our enforcement powers and challenging discrimination;
- 4 influencing public policy and service delivery;
- 5 working for a better legal framework;
- 6 demonstrating effective governance and value for money.

During the year the Commission reviewed and confirmed the validity of these six strategic priorities and they were used to develop the key business plan actions that structured the work programmes of the Commission during 2011-12.

The Commission's 2011-12 Business Plan was approved by OFMdfM. This year's Plan contains fewer objectives than in previous years' Plans to encourage more output and outcome focussed performance reporting. Nine broad strategic objectives were developed to cover the six areas. Within these a number of more detailed Key Output/Outcome areas were identified.

At the end of the year, eight strategic objectives were fully met and one was substantially met. Further detail of the delivery in each of the Key Output/Outcome areas is included below.

1. Reaching out to the whole community

In line with the overall theme of our Corporate Plan during this year, a key objective was to have extended our reach and improved our profile with new and existing stakeholder groups.

To deliver this, our key outcome areas were continuing to build the Commission's profile and image through proactive and effective promotion in traditional media outlets and increased communications across digital channels, and the delivery of a corporate stakeholder programme.

Overall programme spend on our promotional and stakeholder engagement work was £155.9k.

Building the Commission's profile and image

The targets we set in this area related to the delivery of three promotional campaigns reflecting corporate priorities; obtaining high positive approval/satisfaction ratings for media and promotional work; increasing reach in relation to Commission services with specified audiences, in line with campaign targets; and increased awareness of the Commission with the general public and stakeholders.

During the course of the year, in line with our targets, three campaigns were delivered.

Access for All, a multi-media advertising campaign to publicise the Disability Transport Regulations and to coincide with the launch of the Disability Transport Code of Practice was delivered in the first quarter of the year. Evaluation showed an 18% rise in related enquiries to the Commission during the period of campaign with a 44% awareness of the campaign in a survey of people with disabilities conducted in July 2011.

Due to the Executive's advertising 'freeze' announced in December 2011, a scaled down Small and Medium Enterprise (SME) engagement campaign ran for a six week period during February and March 2012. The campaign focused on building relationships with connectors who have direct access to the smaller employer and on creating user-friendly, SME-specific content on our website. During this period, analysis indicated that there were 254 visitors to the newly created website section for SMEs, of which 200 were first time visitors.

The third campaign focused on promoting the Commission's services to target groups through the year. Around 10,000 people have been engaged with, including minority ethnic communities, lesbian, gay and bi-sexual people, young people and people with disabilities. Informal surveys carried out at engagement events through the course of the year showed a high level of unprompted awareness of the Commission amongst female audiences (80%) and ethnic minorities (75%), although there were lower levels of awareness of how the Commission can help people.

Throughout the year regular monitoring of media coverage of the Commission and its work is carried out and regular reports are presented to the Commission and can be downloaded from our website. Positive media ratings remain high.

There has been a significant focus on stakeholder engagement through the year with a new programme of roundtables and other stakeholder events. Stakeholder uptake and readership of the Commission's suite of ezines has continued to grow through the year with an average click-through rate of 6%.

Feedback has been positive with new relationships developed through the ezine and attendance at meetings. A new approach to partnership and sponsorship initiatives has also been established with 110 events and joint activities supported over the year.

A survey of stakeholders is currently in the field with the results due to be analysed in 2012-13.

Corporate stakeholder programme

Our corporate stakeholder programme continues to have an element of outreach, in particular, to harder to reach groups and those not traditionally associated with the Commission and its work. A further objective is to increase partnership working and maximise the positive benefits from this.

This year, as part of the Commission's 'Reaching Out' programme, activity has continued with the Northern Ireland Association of Citizens' Advice Bureaux (NIACAB), Advice NI and a range of groups across the voluntary and community sector. This included the delivery of 60 capacity building sessions and migrant worker and disabled people's rights awareness sessions. A network of 40 advisors across Northern Ireland has been established.

A new initiative to brief constituency staff of political parties was launched in the final quarter of the year, with sessions for around 15% of MLAs, across all parties, completed.

The new stakeholder programme established this year has, at its core, the objective of working in partnership with others. Highlights of this have included partnership projects with women's groups, Traveller organisations, the lesbian, gay, bisexual and transgendered sector; employer organisations and transport providers. This stakeholder engagement saw a range of events, including the launch of the 'How Does NI Measure Up?' research and a related series of sectoral roundtables. Looking forward, a number of projects will carry on into the next business year including work on the European Year of Active Ageing 2012; work in support of legislative reform; and further work on the United Nations Convention on the Rights of People with Disabilities (UNCRPD).

Our MLA panel research showed an increase of five percentage points in favourability ratings, with 76% of surveyed MLAs describing their relationship with Commission as fair to excellent. This compares to 71% last year and 61% in 2008.

2. Promoting Equality and Good Relations

Promoting equality of opportunity is at the heart of our legislative remit and the promotion of good relations is a key aspect of our duties under the Race Relations Order. Promoting equality of opportunity and good relations is also a key responsibility for all public authorities under S.75 of the Northern Ireland Act and the Commission has particular responsibilities in relation to the monitoring of their progress and reporting on an annual basis.

Our aim is to measure the effectiveness of this work, not just in terms of the levels of engagement with public authorities and other employers and service providers, but also by improvements in their equality practices and in public authority decision-making. Findings from a survey of employers, undertaken by the Commission and completed near the year end found that employer satisfaction with Commission services remains high and that 61% of those organisations with a significant level of contact in the previous twelve months had instituted a change to practices or procedures as a result of having availed of one or more Commission services.

90% of employers reported confidence in the ability of the Commission to promote equality of opportunity for all, with just 5% holding the opposite view. This view was consistent across both public and private sector organisations.

A full report on employer survey will be published by the Commission in 2012-13.

Advisory support

The Commission continues to provide information and advisory support across the full range of the Commission's remit, including an advice line, training support, information materials and guidance.

Employer satisfaction with the services provided by the Commission was maintained at 86% (2012 survey). The proportion of employers who were 'very satisfied' with Commission services increased from 28% in 2007 to 51% in 2012. The level of satisfaction was consistent across public and private sector organisations of different sizes.

In the 2012 survey, 88% of employers agree that the Commission provides a valued source of advice with just 4% disagreeing. Again, this view was consistent across both public and private sector employers.

During the course of the year, the Commission dealt with 5,878 employer enquiries. Staff also dealt with a further 15,217 requests for information from employers in relation to their fair employment responsibilities. Almost 2,800 employees attended 241 training sessions provided by the Commission. Employers received a regular ezine from the Commission. Five such ezines were produced in 2011-12.

Further engagement with the small business sector remains a key objective. During 2011-12 the Commission delivered four seminars targeted at advisers to small businesses. The four events, delivered in partnership with the Labour Relations Agency, were attended by 55 representatives of local Economic Development Agencies, Enterprise Organisations etc.

Partnerships developed or maintained with key small business stakeholders, including the Revenue Commission (HMRC), the Federation of Small Businesses (FSB), the Construction Industry Training Board (CITB) and Invest NI. Commission staff have also been involved in providing equality input to the developing Northern Ireland Business information website.

Commission staff also assist employers following settlements agreed in the context of legal cases taken against them. The Commission undertakes this work in a largely no-fault environment and the objective is the improvement of the policies, procedures or practice, which may have given rise to the original complaint. During 2011-12, staff worked with 29 post settlement employers and made initial contact with a further ten by the year end. Of the twelve settlements carried over from the previous year, work was completed on eleven.

Advice was also provided to five individuals in relation to potentially discriminatory adverts; two were gender related, two were age related and one related to the use of language when advertising.

Improving equality practices

The Commission undertakes proactive work with targeted public authorities and other employers and service providers to drive improvements in their equality policies and practices across all of the legal grounds and particularly in a number of priority areas - integrated equality plans, key statutory duties – S75, Disability Action Plans, fair participation and affirmative action, employability initiatives and accepted expressions of identity in public spaces.

A key measure here is the extent to which contact with the Commission results in changes to practices and procedures. Based on the 2012 survey, 33% of all organisations in the survey had instituted a change to equality/employment practices and/or procedures as a direct result of their contact with the Commission (38% in 2007). For those with a significant level of contact (i.e. 3 or more contacts in the previous 12 months) this figured increased to 61% (57% in 2007).

Overall, this year, the Commission worked with 106 employers on the development/review of employment equality policies.

Employability initiatives

Progress is measured here in terms of increased awareness of Commission and its work and the number of new employability initiatives developed.

The 2012 survey of employers indicated that 74% of organisations were aware that the Commission works with employers to improve employment opportunities for those groups of people who have difficulties in accessing jobs. Among those organisations aware of this work, almost half (46%) said that their organisation had put in place activities to provide training on employment opportunities for these groups.

During this year the Commission worked with a range of public authorities (e.g. DSD, DEL and Health Sector), private sector employers, (mainly in the retail and hospitality sector) and voluntary groups (e.g. include Youth, gingerbread, GEMS, Disability Action) to promote employability initiatives. The Commission's Employability Toolkit was also updated. The Commission is a member of the OFMdFM ex-prisoner working group and has been involved in promoting the good practice guidance.

Other engagement and partnership working

The Commission aims to improve engagement and partnership building with key stakeholders and relevant gatekeepers by developing and maintaining effective networks to promote mutually agreed equality objectives. This year the outputs generated included a training programme developed and jointly delivered with the Labour Relations Agency; the launch with the Local Government Staff Commission of their Local Government Equality and Diversity Working Group – developmental and launch stage; the provision of assistance to NICICTU with its PETAL training programme for trade union representatives and members.

Codes of Practice

The Disability Code – Provision and Use of Transport Vehicles, produced in 2010-11 was launched this year and, as reported above, a successful public awareness campaign was organised.

Approval of the Draft Code on Racial Equality in Housing remains under consideration by OFMdFM until the Cohesion, Sharing and Integration strategy is finalised.

The Draft Code of Practice on Equal Pay has been further amended following recent feedback from OFMDFM and will be resubmitted for approval in 2012-13.

3. Strategic use of our enforcement powers and challenging discrimination

This is one of the key areas of the Commission's performance and we have set ourselves the target of satisfactory outcomes in assisted cases and in how we respond to requests for advice and assistance.

The other strategic objectives in this area relate to the levels of compliance with employer and public authority equality duties.

Satisfactory outcomes for 75% of assisted cases

During 2011-12, 56 assisted cases were brought to a conclusion. In 53 of these, a satisfactory outcome was achieved (94.6%). Successful outcomes are assessed by the Director of Legal Services. Included in this measure are the terms of settlements concluded with satisfactory outcomes, defined not only by the redress obtained, but also in terms of the agreements reached with respondents to undertake revisions to practices and procedures, which may have a wider positive impact than simply the particular circumstances of the complaint being settled.

During 2011-12, six decisions were issued on supported cases, of which four were upheld and two dismissed. A further two cases were heard and judgements are awaited.

A claim of age victimisation and unfair dismissal was upheld. Two claims of indirect sex discrimination were upheld, although one is now subject to appeal. A Tribunal dismissed a pregnancy discrimination claim. A county court judge dismissed a claim of racial discrimination in service provision taken by an Irish Traveller woman.

The Commission concluded 50 cases by way of settlement. The total amount of compensation recovered on behalf of claimants in this period was almost £360K. All settlements included appropriate and satisfactory terms.

All but five of the cases concluded in the period were concluded within 12 months of grant of assistance by LFC (91%).

In addition the Commission's involvement in a further 28 cases was concluded following reviews of the strategic value of each of these cases, or upon the claimants' decision to withdraw from proceedings.

At the year end the Commission was assisting 85 live cases.

Advisory services to potential complainants

The Commission set itself the target of dealing with 3,000 requests for advice from potential complainants.

During the year the Commission provided advice to 3,200 people who believed they may have been the victim of discriminatory treatment. Of these enquiries 37% were in relation to disability (including SENDO); 27% about gender; 12% about religion/politics; 12% about race; 10% about age; and 2% about sexual orientation.

Of the 3,200 enquiries 274 (9%), resulted in applications for assistance. During the course of 2011-12, of the 274 applications considered by a Legal Funding Committee, 85 (31%) were granted assistance.

Advice was provided on rights and remedies; time limits and jurisdictional issues; informal resolution; applying to the Commission for assistance to pursue a complaint; lodging cases in the tribunals or county courts; signposting to other sources of advice and support.

Periodically the Commission surveys enquirers and those it assists with cases. From these surveys, the Commission is assured that satisfaction with the assistance provided is high. The last survey of enquirers was undertaken in 2007. A further survey has been scheduled for 2012.

Maintaining high levels of compliance

This compliance relates to the statutory duties which registered concerns and public authorities have to fulfil under the Fair Employment and Treatment Order (FETO), the Northern Ireland Act (NIA) and the Disability Discrimination Order (DDO).

The objective of the work undertaken is not just to maintain high levels of compliance, but through our engagements with public authorities and other employers and service providers, to effect improvements in their policies, practices and service delivery. The impact of this aspect of the work is reported in section 2 above. This section will focus mainly on the compliance levels.

FETO

During the year, FETO compliance levels were maintained above the 95% target. Of the 4,007 Monitoring Returns received this year from employers, by the year end 3,709 had been authorised by staff, with more than 99% in compliance.

Of the 269 Article 55 Reviews received, compliance was greater than 95%. Commission staff audited and reported on employer Article 55 Reviews received over the period of the Corporate Plan 2009-11. This audit showed a consistently high level of employer compliance (98.2%). The audit also showed that the Article 55 Review process continues to have an impact in terms of planned improvement to employment equality practices, with 441 employers planning a total of 851 improvements to equality practices.

During this period the Commission also worked with 219 employers to promote reasonable and appropriate affirmative action, and monitored progress in terms of implementing existing affirmative action agreements and renewing workplace trends with a further 70 employers.

Section 75

Schedule 9 of the Northern Ireland Act 1998 places a number of duties on the Equality Commission with respect to enforcement of Section 75:

- to keep under review the effectiveness of the legislation
- to offer advice to public authorities and others in connection with Section 75
- to approve equality schemes and request any public authority to make a revised scheme
- to consider complaints received regarding Section 75, and to investigate where appropriate.

The Commission took a number of steps in furtherance of these duties during the year under review.

As reported last year, to improve the effectiveness of the public authorities' compliance with their responsibilities, the Commission has requested the submission of new or revised Equality Schemes from them on a rolling basis. A table outlining progress on approving those schemes requested is provided below.

Tranche	Date due	Requested	Approved
1	1/5/11	32	28
2	1/8/11	29	21
3	1/11/11	9	5
4	1/2/12	28	15
5	1/5/12	22	1
Total		120	70

Public authorities are requested to comply with the requirement to submit new/revised Equality Schemes, within six months of the Commission's request. There has been a substantial degree of cooperation from the public authorities from whom schemes have been requested to date. During 2011-12 a further 90 schemes were requested.

Our target was to have obtained at least 95% compliance from Equality Schemes submitted as defined by reporting to Secretary of State. During 2011-12, 70 equality schemes were approved. To date no reports to the Secretary of State have been necessary.

As was described in last year's report, a rolling programme for the approval of new and revised schemes was begun in July 2010. On receipt of each new or revised scheme, Commission staff begin a review process based on the statutory guidance and a compliance template.

Commission staff continue to provide advice to public authorities and others in relation to Section 75 and equality schemes. A wide range of engagement work to raise awareness of Commission positions, including responses to consultations and Section 75 action plans, was undertaken. In addition, there was engagement with public authorities to highlight relevant key inequalities, to inform their Section 75 Audits and development of Action Plans. Policy focused responses were submitted to wide range of Public Authority draft Section 75 Audits and Action Plans.

Section 75 complaints and investigations

Our target was to complete all Section 75 paragraph 10 and 11 processes within three months of commencement.

During 2011-12, twelve Paragraph 11 investigation proposals were presented to Commission for consideration. One of these related to proposals for Mental Health and Capacity legislation. The remaining 11 related to the Executive Budget and individual Departmental Spending and Savings Plans. The Commission did not authorise investigation in any of these instances.

During the year, five Paragraph 10 investigations were completed; Desmond McAuley-v-Ards Borough Council, Children's Law Centre-v-DHSSPS, Thomas McCullough-v-Belfast City Council, Liam Mackle-v-Craigavon Borough Council and Nuala Crilly-v-Department for Social Development.

Disability Action Plans

Our target was to complete a review of public authorities' compliance with the requirement to prepare and submit a plan to the Commission. Although, by the year end, substantial progress was made on documenting the currency of public authorities' DAPs, a report was not completed. Our target was not fully met.

Other investigatory powers

This year the Commission considered the potential for using its investigatory powers to undertake a general FETO investigation into patterns of employment composition in a number of towns across Northern Ireland. Following consideration the Commission decided not to investigate.

Over the next Corporate Plan period we will review our strategic approach to the use of our investigation powers, seeking to increase their role as part of our work to promote equality of opportunity and to address inequalities.

4. Influencing public policy and service delivery

The Commission continues to work with public authorities and to use its revised approach to Section 75 and Equality Schemes to influence greater equality and good relations outcomes from public policy generally. Our objectives are to influence key policy outcomes impacting on addressing key inequalities and leading to improvements in the life chances of disadvantaged groups; and using the Commission's research and evaluation outputs to inform public debates/media and the development and review of relevant legislation, policy and practice.

Influencing policy outcomes

The Commission gave evidence to the OFMdfM Assembly Committee and responded to the written consultation on the draft Programme for Government, making a number of recommendations. The Committee made reference to our recommendations in its submission on the Programme for Government.

The final Programme for Government reflects the Commission's recommendations across a number of key areas including strengthened commitments to equality and good relations, a new Annex on equality and sustainability, mechanisms for coherence across Government policy and decision making, the potential for a broader legislative reform agenda, a planned strategy to reduce economic inactivity and more specific targets in relation to reconfiguring health and social care and reducing health inequalities.

In respect of the Comprehensive Spending Review, the Commission made considerable efforts to encourage effective implementation of the equality duties to the budget process and was critical of the lack of transparency and evidence of same.

Other highlights in the Commission's policy work this year related to the development of equality budgeting approaches to influence the development and delivery of the Programme for Government and Budget and engagement with the Department of the Environment regarding priority issues associated with the Review of Public Administration and reform of local government, including the development of community planning.

Throughout the year the Commission continued to focus on the delivery of its role, in partnership with NI Human Rights Commission, as the 'independent mechanism' under the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). This included coordinated working with human rights bodies across the UK, engagement with the UK Government and OFMdfM reinforcing obligations under the Convention, involvement of those with disabilities to raise awareness and develop our work; and evidence gathering to inform subsequent parallel reporting to the UN on UK implementation.



The Commission also works to influence policy outcomes at the international level on other grounds. During this year, we made a shadow response to the Committee on the Elimination of Racial Discrimination and undertook early preparation and engagement for a shadow response to the Committee on the Elimination of Discrimination against Women.

Informing the equality debate

A number of the Commission's research reports were referred to in NI Assembly debates, consultation documents, other research reports and/or media reports during the course of this year.

Other research currently underway or launched this year included - Indicators of Equality of Opportunity and Good Relations in Education; Trends in Community Proportions of Applications and Appointments to the Private and Public Sectors; Employment Monitoring: Composition of Employment – Trends over Time.

Fieldwork was completed for three surveys, the results of which will be published in 2012 - Equality Awareness Survey (General Public); Employer & Service Provider Survey and Stakeholder Survey.



5. Working for a better legal framework

In line with its statutory responsibility, the Commission continues to keep Northern Ireland's equality legislation under review and a key strategic objective this year was to have maintained an effective regulatory equality framework for the Commission's work and equality objectives.

The aim is to measure this in terms of the numbers of recommendations accepted and utilisation of Commission work in legislative and public debate. Although it is not possible to always make a direct connection between our work and outcomes, which are also impacted upon by the work of others and factors external to our control, we are able to provide evidence of our influencing role and progress across a number of key areas.

Of greatest significance is the inclusion of actions in the Executive's Programme for Government, which the Commission has continued to lobby for during the course of the year, particularly commitments relating to the extension of age equality legislation to goods, facilities and services.

During the course of this year, the Commission's longstanding recommendations on the extension of disability legislation to transport were also implemented.

There is also some evidence that other key recommendations on disability and race are being actively considered, including specific reference to a number of Commission legislative reform proposals in the manifestos of political parties.

Underpinning these developments are engagements across the Northern Ireland community and detailed submissions to consultations and policy initiatives impacting on the legislative framework. In addition to engagement with key stakeholders across the age, race and disability sectors, this year saw the publication and dissemination of disability reform proposals and a summary report, meetings with Junior Ministers and a briefing to OFMdFM Assembly Committee, a response and evidence to Joint Committee on Human Rights on Independent Living, a meeting with UK Bill of Rights Commission and associated consultation response, disability sector events and a race sector event, policy responses to wide range of Public Authority S75 draft action plans and policy responses to a number of NI, GB and EU Consultations.

6. Demonstrating effective governance and value for money

The Commission's strategic objective this year was to have demonstrated organisational effectiveness and value for money. The key outcomes sought related to its ability to demonstrate effective budgetary control in response to the overall financial environment, the development of new Corporate and Business plans, as well as the demonstration of effective governance and further business improvements.

Effective budgetary control

The Commission's key targets were meeting Departmental targets for the delivery of efficiency savings and keeping its cash outturn within 2% of the budget forecast. A further target was the generation of increased additional income.

In 2011-12 the required efficiency savings of £175k were delivered and a further £200k was declared as easement as a consequence of the Executive's advertising 'freeze', announced in December and some delay in the appointment of a new Chief Commissioner.

By the year end, £6.606m (97.2%) of the budget was spent, a variance of £192.9k (2.8%) from the original budget. During the year the Commission was given approval to carry forward up to £270k as provision for potential severance costs in 2012-13. When this is taken into account end of year variance would be <£53k>, <0.81%>.

The Commission continues to strive to control its staffing costs. During 2011-12 staffing costs reduced by £125,026. There was a reduction in the average number of full-time equivalent posts from 125 to 117.

During 2011-12, £157,716 of additional income was generated, almost twice as much as in 2010-11. The main new sources of income were the recovery of rent and other accommodation costs and the recovery of secondment costs.

Discussions will continue with our Sponsoring Department OFMdfM and other Arms Length Bodies (ALBs) to promote further sharing of accommodation and other resources, generating additional efficiencies and cost savings, as well as facilitating further reductions in staffing levels, with minimal impact on service delivery, staff welfare and the public purse.

Corporate and business planning

During the course of the year a new Corporate Plan, covering the period 2012 to 2015, was developed and a Business Plan for the first year, 2012-13, put in place. To facilitate input from the new Chief Commissioner an extension to the business planning timetable was agreed with OFMdfM. Both Plans have been submitted to the OFMdfM for their approval. The 2011-12 Business Plan and budget were monitored throughout the year, with progress reported to Commission on quarterly basis.

Effective corporate governance and internal control

The Commission has established a clear record of effective governance and internal control over the years and this was continued in 2011-12. The Commission received an unqualified audit opinion for its 2010-11 Annual Report and Accounts and a positive Report to those charged with Governance, which contained no Priority 1 issues. Throughout this year, no Priority 1 issues were raised following the work undertaken by the Commission's internal auditors and all audit work provided at least satisfactory assurance, with substantial assurance being provided in a number of areas.

Risk management continues to be a key element of the Commission's management and control framework and guides the work undertaken by internal audit, whose findings in turn are used to further develop and control risk in the Commission. During 2011-12 the Risk Management Policy was reviewed and updated.

In line with its Risk Management Policy, the Corporate Risk Register was regularly reviewed by the Management Team, by other risk owners and by the Audit and Risk Committee at each of its meetings. It was also discussed on two occasions by the full Commission. Quarterly Stewardship Reports were provided to OFMdfM and the Commission's Audit and Risk Committee throughout the year.

Business and service delivery improvements

Perhaps the biggest business improvement project this year was the restructuring of the Commission from six down to four divisions. With this went the internal relocation of divisions throughout Equality House and the freeing up of space to allow NICCY and COPNI to share the building. This was accomplished with maximum cooperation from staff and little or no disruption to service delivery.

During the year the Commission retained the accreditations for its legal casework teams and Corporate Services Division, under Lexcel and ISO 9001, respectively.

Also during the year, the Commission completed a further review of workplace composition and practices, as required by Article 55 of the Fair Employment and Treatment Order. The review demonstrated a slight increase in the Protestant representation to [35.0%] (0.2%).

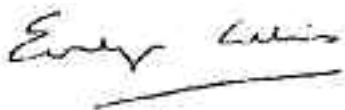
The Commission continues to undertake an affirmative action programme and in 2011-12 work was progressed and reports presented to April and October Commission meetings. Key highlights of the work this year included liaison with the Department of Law Dundee University and the delivery of study visits and placements for a number of the University's students. The Commission also continued to provide work experience and visits for a number of schools and local community organisations.

Through the Reaching Out programme, reported on earlier, closer links continue to be established with local communities and representative organisations, particularly those representing harder to reach groups for the Commission, including disabled people, younger people, those from Protestant and Unionist communities and those living in rural areas.

The Commission's work, in partnership with NI-CO, on the EU Twinning project, aimed at developing and enhancing the equality framework in Israel and strengthening the capacity of its Equal Employment Opportunities Commission (EEOC), was successfully completed.

The Project is recognised as having been a major success and significantly exceeded the original expectations of it. Against a challenging background, the Project delivered in full or surpassed all the mandatory results required in the Twinning Contract. Under each component it also delivered all the specified outputs, and more in a significant number of cases. More generally, the Project helped Israel's EEOC to boost its reputation and authority with a wide range of key stakeholders as well as the EEOC's staff to develop their skills and confidence. It also provided significant learning and development opportunities for the Commission's staff, both directly and indirectly.

The Commission continued to implement its Corporate Responsibility framework, organised under three main headings: environment, community and workplace.



Evelyn Collins CBE

Chief Executive and Accounting Officer

4th July 2012

The background features three overlapping circles. The top circle is white. The middle circle is green with a dense, textured pattern of small green leaves and branches. The bottom circle is blue with a similar dense, textured pattern of small blue leaves and branches. The text 'Remuneration Report' is written in white, bold, sans-serif font across the bottom of the green circle.

Remuneration Report

Remuneration Report

Remuneration policy

The remuneration of senior civil servants is set by the Minister for Finance and Personnel. The Minister approved a freeze on senior pay in respect of 2010-11 and 2011-12 pay awards, in line with the Executive's decision in Budget 2011-15 to mirror the UK Coalition Government's commitment to impose pay restraint. The freeze on pay in 2010/11 and 2011-12 also applies to Permanent Secretaries.

The pay system in place for senior civil servants in the Northern Ireland Civil Service is currently under review.

Of the Commission's senior management, only the Chief Executive is a senior civil servant. The remuneration of the other staff included in the remuneration report and all other Commission staff follows that of the Northern Ireland Civil Service. For these staff, it is comprised of two elements, a base pay uplift and a non-consolidated bonus. Both elements are based on performance. For 2011-12 there has been a 0% pay award.

The remuneration of Commission members is determined by the Secretary of State for Northern Ireland.

Service contracts

Equality Commission staff appointments are made in accordance with the Commission's Recruitment Policy which requires appointment to be on merit on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made.

Unless otherwise stated below, the staff covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Commission members are appointed by the Secretary of State for Northern Ireland following open competition.

Salary and pension entitlements

The following section provides details of the remuneration and pension interests of the Commissioners and the most senior management of the Commission.

Remuneration: Commissioners (Audited Information)

Commissioner	2011-2012			2010-2011		
	Salary £'000	Bonus Payments £'000	Benefits in kind (to nearest £100)	Salary £'000	Bonus Payments £'000	Benefits in kind (to nearest £100)
Bob Collins Chief Commissioner (to 31 January 2012)	65-70 (FTE 80-85)	0	0	80-85	0	0
Michael Wardlow Chief Commissioner (from 1 March 2012)	0-5 (FTE 70-75)	0	0	n/a	n/a	n/a
Jane Morrice Deputy Chief Commissioner	5-10	0	0	5-10	0	0
Stella Burnside	0-5	0	0	0-5	0	0
Fidelma Carolan	0-5	0	0	0-5	0	0
Anna Carragher	0-5	0	0	0-5	0	0
Kit Chivers	0-5	0	0	0-5	0	0
Patricia Feeney	0-5	0	0	0-5	0	0
Bryan Johnston (to 31 October 2010)	n/a	n/a	n/a	0-5	0	0
Milton Kerr	0-5	0	0	0-5	0	0
James Knox (to 31 October 2010)	n/a	n/a	n/a	0-5	0	0
Charo Lanao-Madden	0-5	0	0	0-5	0	0
Lyn McBriar	0-5	0	0	0-5	0	0
Stephen McIlveen	0-5	0	0	0-5	0	0
Liam Maskey	0-5	0	0	0-5	0	0
Dermot Nesbitt	0-5	0	0	0-5	0	0
Peter Sheridan	0-5	0	0	0-5	0	0
David Stephens (deceased 23 May 2010)	n/a	n/a	n/a	0-5	0	0
Norman Trotter	0-5	0	0	0-5	0	0
Elaine Waterson (to 31 October 2010)	n/a	n/a	n/a	0-5	0	0
Murray Watt	0-5	0	0	0-5	0	0

Remuneration: Senior Management (Audited Information)

	2011-2012			2010-2011		
	Salary £'000	Bonus Payments £'000	Benefits in kind (to nearest £100)	Salary £'000	Bonus Payments £'000	Benefits in kind (to nearest £100)
Evelyn Collins Chief Executive	75-80	0	0	75-80	0	0
Keith Brown Head of Corporate Services	60-65	0	0	60-65	0	0
Eileen Lavery Head of Legal, Policy and Research	60-65	0	0	60-65	0	0
Jacqui McKee Head of Employment Development	n/a*	n/a*	n/a*	45-50	0	0

*due to management reorganisation

Fair Pay Review Disclosure

	2012 £	2011 £
Band of Highest Paid Employee - Chief Executive	75,000 – 80,000	75,000 – 80,000
Median Other Staff Remuneration	27,115	25,278
Ratio	2.9	3.1

The Equality Commission for Northern Ireland is required to disclose the relationship between the remuneration of the highest paid employee in the organisation and the median remuneration of the Commission's workforce. In 2011-12 no employee received remuneration in excess of the Chief Executive.

The banded remuneration of the highest paid employee in the Commission in the financial year 2011-12 was £75,000 to £80,000 (2010-11, £75,000 to £80,000). This was 2.9 times (2010-11, 3.1 times) the median remuneration of the workforce, which was £27,115 (2010-11, £25,278). Total remuneration includes salary, non-consolidated pay but does not include employers pension contributions or cash equivalent transfer values.

Salary

'Salary' includes gross salary; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any gratia payments.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument.

No benefits in kind were paid to Commissioners or staff during this period.

Bonuses

Bonuses for staff are based on performance levels attained and are made as part of the appraisal process. Bonuses relate to the performance in the year in which they become payable to the individual. The bonuses reported in the 2011-12 relate to performance in 2011-12 and the comparative bonuses reported for 2010-11 relate to the performance in 2010-11. Due to the current public sector pay freeze, no bonuses to staff were payable in either of these years.

No bonus payments were paid to Commissioners in these years.

No other employee received more than the Chief Executive and Accounting Officer in either year.

Total remuneration includes salary, non-consolidated performance related pay, benefits-in-kind as well as severance payments. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

The reduction in the earnings ratio is due to the freeze on Senior Civil Service pay while progression on the pay scales was authorised for graded staff.

Pension Benefits (Audited Information)

	Accrued pension increase at age 60 as at 31/03/12 and related lump sum £'000	Real increase in pension and related lump sum at age 60 £'000	CETV at 31/3/12	CETV at 31/3/11*	Real increase in CETV
Bob Collins Chief Commissioner (to 1 February 2012)	5-10 plus lump sum 0	0-2.5 plus lump sum 0	163	151	6
Michael Wardlow Chief Commissioner (from 1 March 2012)	0-5 plus lump sum 0	0-2.5 plus lump sum 0	1	0	1
Evelyn Collins Chief Executive	25-30 plus lump sum 80-85	(0-2.5) plus lump sum (0-2.5)	520	489	(10)
Keith Brown Head of Corporate Services	15-20 plus lump sum 50-55	0-2.5 plus lump sum 0-2.5	345	313	5
Eileen Lavery Head of Legal, Policy and Research	25-30 plus lump sum 75-80	0-2.5 plus lump sum 0-2.5	519	480	0

* The actuarial factors used to calculate CETVs were changed in 2011/12. The CETVs at 31/3/11 and 31/3/12 have both been calculated using the new factors, for consistency. The CETV at 31/3/11 therefore differs from the corresponding figure in last year's report which was calculated using the previous factors. The Equality Commission made no employer contributions to a Partnership Pension Account for any of the above.

Northern Ireland Civil Service (NICS) pension arrangements

Pension benefits are provided through the Northern Ireland Civil Service pension arrangements which are administered by Civil Service Pensions (CSP).

Commission members other than the Chief Commissioner do not receive any pension entitlements.

There were no partnership pension accounts.

Staff in post prior to 30 July 2007 may be in one of three statutory based 'final salary' defined benefit arrangements (classic, premium and classic plus). These arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. From April 2011 pensions payable under classic, premium and classic plus are increased annually in line with changes in the Consumer Prices Index (CPI). Prior to 2011, pensions were increased in line with changes in the Retail Prices Index (RPI). New entrants joining on or after 1 October 2002 and before 30 July 2007 could choose between membership of premium or joining a good quality 'money purchase' stakeholder arrangement with a significant employer contribution (partnership pension account). New entrants joining on or after 30 July 2007 are eligible for membership of the nuvos arrangement or they can opt for a partnership pension account. Nuvos is a 'Career Average Revalued Earnings' (CARE) arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of the scheme membership. The current rate is 2.3%. CARE pension benefits are increased annually in line with increases in the CIP. For 2012, public service pensions will be increased by 5.2% with effect from 9 April.

Employee contributions are set at the rate of 1.5% of pensionable earnings for classic and 3.5% for premium, classic plus and novus. Benefits in classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum).

Classic plus is essentially a variation of premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per classic.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product chosen by the employee. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. Pension age is 60 for members of **classic**, **premium**, and **classic plus** and 65 for members of **nuvos**.

Further details about the CSP arrangements can be found at the website www.dfpni.gov.uk/civilservicepensions-ni.

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pensions benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the CSP arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

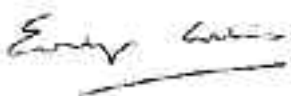
The actuarial factors that are used in the CETV calculation were changed during 2011, due to changes in demographic assumptions. This means that the CETV in their year's report for 31/03/11 will not be the same as the corresponding figure shown in last year's report.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Compensation for loss of office

There were no compensation for loss of office payments during the year.



Evelyn Collins CBE

Chief Executive and Accounting Officer

4th July 2012



1.

Organisational Structure

2.

**Community Background and
Gender Composition of Equality
Commission Staff**

3.

Committee Membership

Appendices

Appendix One

Organisational Structure



Appendix Two

Community Background and Gender Composition of Equality Commission Staff at 1 January 2012

Grade	Total	P	RC	ND*	M	F
Senior Mgt Team	3	2 (66.6%)	1 (33.3%)	NIL	1 (33.3%)	2 (66.6%)
All Staff [excl. ND]	142 [138]	47 (33.1%) [34.1%]	91 (63.1%) [65.9%]	4 (2.8%)	50 (35.2%)	92 (64.8%)

*Community background could not be determined

This year shows a fall of three in the number of employees from, or could be associated with, the Protestant community and a reduction of two in employees from the Roman Catholic community. This results in a decrease in the composition of Protestant staff from [35.0%] last year to [34.1%] at 1 January 2012.

No recruitment was undertaken by the Commission this year and any change is therefore due to differences in the number of leavers.

The composition of the working age population in Northern Ireland at the time of the last census in 2001 was [57.3%] Protestant and [42.7%] Roman Catholic. The composition of the population (age 16-35) at the time of the census was [50.6%] Protestant and [49.4%] Roman Catholic. A new census was undertaken in March 2011, however the figures from this are unlikely to be available until 2013.

The 2010 Labour Force Survey Religion Report would suggest continuing decline in the Protestant composition of the working age population – [53%] and of full-time students (16+) [46%].

Developments in 2011-12

This year, the Commission completed its fourth triennial review of workforce composition and employment practices, as required under Article 55 of FETO.

The review, which covered the period January 2008 to 2011, highlighted a slight increase in the Protestant representation to [35.0%] (0.2%). It also recorded that since January 2009, there has been a substantial downturn in recruitment. Compared with January 2009, the January 2010 monitoring return showed an increase in Protestant applications of 2.3 percentage points. The appointee figures for 2010 showed a 13% decline in the Protestant percentage and the 2011 figure a 26% increase from 2010. However, the overall number of appointees was low in both years – ten and two respectively.

No recruitment took place in 2011-12.

The Commission's affirmative action progress reports, which are presented to the Commission every six months, summarise the delivery of a considerable programme of work over the three year period covered by the review. This work included improvements to internal recruitment processes, the piloting of religion specific training (in 2009/10), better targeting of schools and community engagement work, improved links with the local community, increased engagement with political representatives and community leaders at a senior level and the delivery of a programme of work placements to students and local community organisations.

With the continuation of the recruitment freeze, the Commission continued to focus its efforts in providing work experience placements in partnership with local schools and colleges and in building its relationship with the local employability organisation, GEMS NI.

A further development, this year, was the establishment of links with Dundee University. During the year, a member of staff visited the university to meet with students and staff in the Department of Law and two open days during holiday periods were arranged for students, before their return to Scotland.

As part of our Reaching Out programme, staff have also delivered presentations to schools and community and voluntary organisations across Northern Ireland, including those representing or located in Protestant communities. Work was progressed this year on offering training to the constituency offices of local political parties.

The Chief Commissioner has also continued his engagement through a programme of meetings with representatives of Northern Ireland's political parties and church leaders.

Following on from the Article 55 review, completed this year, a new affirmative action plan will be developed in 2012-13.



Appendix Three

Committee Membership

The following Commissioners served on the Commission's Committees during the period 1 April 2011 – 31 March 2012.

Audit & Risk Committee

COMMISSIONER	MEETINGS ATTENDED
Norman Trotter (Chair)	4
Jane Morrice	3
Stella Burnside	1
Kit Chivers	2
Peter Sheridan	3

Statutory Duty Investigations Committee

COMMISSIONER	MEETINGS ATTENDED
Kit Chivers (Chair)	5
Bob Collins*	4
Fidelma Carolan	5
Murray Watt	4
Lyn McBriar**	1

Equality Scheme Approvals Committee

COMMISSIONER	MEETINGS ATTENDED
Jane Morrice (Chair)	6
Michael Wardlow***	1
Patricia Feeney	4
Stephen McIlveen	5
Dermot Nesbitt	6
Peter Sheridan	3
Stella Burnside	4
Norman Trotter	4

* Bob Collins completed his term January 2012

** Lyn McBriar joined this Committee in February 2012

*** Michael Wardlow joined the Commission March 2012



Legal Funding Committee

The Legal Funding Committee meets fortnightly. Committee members are rotated to ensure that each meeting has three Committee members present. The Chair of this Committee rotates between all members. In addition to the set meetings, Commissioners may be called upon to consider emergency applications as they arise.

During 2011-12 the following Commissioners served on Legal Funding Committees: Anna Carragher, Bob Collins, Patricia Feeney, Milton Kerr, Charo Lanao-Madden, Liam Maskey, Stephen McIlveen, Lyn McBriar, Norman Trotter.

The image features a large, stylized graphic on the left side, consisting of two concentric circular bands. The inner band is green with a dense, textured pattern of small, light-green shapes. The outer band is blue with a similar dense, textured pattern of small, light-blue shapes. The text "Financial Statements" is written in white, sans-serif font, following the curve of the green band. The background is white, and there is a small, partial version of the same graphic in the bottom right corner.

Financial Statements

Equality Commission

FOR NORTHERN IRELAND

**Equality Commission
for
Northern Ireland**

Financial Statements

**For 12 months ended
31 March 2012**



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Statement of the Accounting Officer's responsibilities

Under Paragraph 7(2) (a) of Schedule 8 of the Northern Ireland Act 1988, the Office of the First Minister and Deputy First Minister with the approval of the Department of Finance and Personnel has directed the Equality Commission for Northern Ireland to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Commission and of its income and expenditure, changes in taxpayers' equity and cash flows for the financial year.


In preparing the accounts the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- observe the Accounts Direction issued by the Office of the First Minister and Deputy First Minister, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the accounts; and
- prepare the accounts on an ongoing concern basis.

The Accounting Officer of the Office of First Minister and Deputy First Minister has designated the Chief Executive of the Equality Commission for Northern Ireland as the Accounting Officer of the Commission.

The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Commission's assets, are set out in the Non-Departmental Public Bodies Accounting Officer's Memorandum and published by the Department of Finance and Personnel in Managing Public Money Northern Ireland.

Signed by:



Evelyn Collins CBE

Chief Executive and Accounting Officer

4th July 2012

Statement on Internal Control 2011 -12

Scope of responsibility

As Accounting Officer, I have responsibility for maintaining a sound system of internal control that supports the achievement of the Commission's policies, aims and objectives, whilst safeguarding the public funds and Commission assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money Northern Ireland.

The relationship between the Commission and its sponsoring Department, OFMdfM, is set out in the Management Statement. The Management Statement defines the financial and administrative framework within which the Commission operates, sets out the conditions on which grant-in-aid is paid and the delegations within which the Commission operates. The Management Statement has been given Ministerial approval and is supplemented by a Financial Memorandum agreed with the Commission and approved by the Department. Revisions to our Financial Memorandum were agreed with OFMdfM and approved by the Department of Finance and Personnel (DFP) in December 2009.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Commission's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Commission for the year ended 31 March 2012 and up to the date of approval of the annual report and accounts, and accords with DFP guidance.

Capacity to handle risk

The Commission has appropriate procedures in place to ensure that it has identified its objectives and risks and determined a control strategy for its strategic risks. A corporate approach to risk, involving Commissioners, the Executive Team and other staff is taken.

As the Accounting Officer, I have overall responsibility for the Commission's corporate business and decisions and ensuring the effective management of the key associated risks. Ownership of risks has been allocated to the relevant staff at appropriate levels and they have received the necessary training to assist them in handling these risks.

Risk management is cascaded down the organisation and Risk Registers are produced for each Division. Quarterly stewardship statements are completed by corporate risk owners and forwarded to me as Accounting Officer. These provide me with assurance that risk management processes are effective and operating in line with the Commission's risk management framework.

As Accounting Officer, I submit a quarterly statement to the Audit and Risk Committee and to the Commission's Sponsoring Department OFMdfM.

The risk and control framework

The key elements of the Commission's risk management strategy are outlined in our formal Risk Management Policy. The policy outlines the respective roles and responsibilities of the Accounting Officer, Commission, Audit and Risk Committee and Management Board.

Consideration of risk forms the basis of our Strategic Internal Audit Programme which is mapped to the Corporate Risk Register.

The Commission has ensured that procedures are in place for verifying that risk management and internal control are regularly reviewed and reported on. Risk appetite is assessed by the Commission and targets approved by the Commission are included on the risk register.

Corporate Risk is routinely reviewed by the Management Board and at each Audit and Risk Committee meeting and the corporate risk register updated as necessary. The Commission, its Audit and Risk Committee and the Management Board receive regular reports on internal control and monitor progress on addressing internal audit recommendations.

The Commission is proactive in developing and implementing policies and procedural guidance to manage Information Risk. Information risk management is a key element of information governance and is an integral part of good management.

The Commission undertakes regular reviews of its ICT infrastructure and security arrangements and information security risks and controls are included on the Commission's Corporate ICT risk register. No data protection incidents occurred during the year.

The Commission has a Freedom of Information policy and satisfactory arrangements in place to ensure compliance. The Commission's Data Protection and Freedom of Information Officer receives regular training and Divisional coordinators are briefed. The Commission is aware of and have approved these arrangements.

Review of effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive managers within the Commission who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their Report to those charged

with Governance. I have been advised on the implications of the results of my review of the effectiveness of the system of internal control by the Commission and its Audit and Risk Committee and plans to address weaknesses and ensure continuous improvement of the system are in place.

Commissioners have individual and collective responsibility for ensuring that the Commission fulfils its functions in accordance with its statutory remit and that its control, regulation and monitoring of its activities ensure value for money within a framework of best practice, regularity and propriety.

The Commission has an Audit and Risk Committee, which oversees internal audit arrangements and ensures that they are conducted in accordance with the objectives and standards set out in the Government Internal Audit Manual. Minutes of Audit and Risk Committee meetings are provided to the full Commission and the Chair of the Committee reports to Commission meetings at regular intervals. On an annual basis, the Audit and Risk Committee undertakes a self assessment of its operations and a formal written report of its work is presented to the Commission.

During the year ending 31 March 2012, the Commission reviewed and updated its Risk Management Policy.

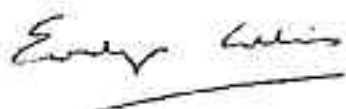
The Commission has an internal audit service, provided by Goldblatt McGuigan, which operates to standards defined in the Government Internal Audit Manual. They submit reports, which include the Head of Internal Audit's independent opinion on the adequacy and effectiveness of the Commission's system of internal control together with recommendations for improvement.

During the year the internal auditors undertook reports into the Commission's arrangements for managing Fixed Assets, Travel and Subsistence and Gifts and Hospitality. In each of these areas Satisfactory assurance was provided. Substantial assurance was provided from a review of the Commission's Payroll management arrangements. The Commission's Internal Auditors gave an overall **Satisfactory Assurance** for the year.

Significant internal control issues

There are no significant internal control issues.

Signed by



Evelyn Collins CBE

Chief Executive and Accounting Officer

4th July 2012

The Certificate and Report of the Comptroller and Auditor General to the Northern Ireland Assembly

I certify that I have audited the financial statements of the Equality Commission for Northern Ireland for the year ended 31 March 2012 under the Northern Ireland Act 1998. These comprise the Statement of Comprehensive Net Expenditure, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Taxpayers' Equity and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective responsibilities of the Accounting Officer and auditor

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to examine, certify and report on the financial statements in accordance with the Northern Ireland Act 1998. I conducted my audit in accordance with International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Equality Commission for Northern Ireland's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Equality Commission for Northern Ireland; and the overall presentation of the financial statements. In addition we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income reported in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

Opinion on regularity

In my opinion, in all material respects the expenditure and income have been applied to the purposes intended by the Assembly and the financial transactions conform to the authorities which govern them.

Opinion on financial statements

In my opinion:

- the financial statements give a true and fair view of the state of the Equality Commission for Northern Ireland's affairs as at 31st March 2012 and of the net operating cost, cash flows and changes in taxpayers' equity for the year then ended; and
- the financial statements have been properly prepared in accordance with the Northern Ireland Act 1998 and Department of Finance and Personnel directions issued thereunder.

Opinion on other matters

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with Department of Finance and Personnel directions made under the Northern Ireland Act 1998; and
- the information given in Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records; or
- We have not received all of the information and explanations we require for our audit; or
- the Statement on Internal Control does not reflect compliance with Department of Finance and Personnel's guidance.

Report

I have no observations to make on these financial statements.



KJ Donnelly
Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

6 July 2012

Statement of Comprehensive Net Expenditure for the year ended 31 March 2012


		2011-12	2010-11
	Note	£	£
Expenditure			
Staff and Commissioners' Costs	3	(4,545,479)	(4,680,896)
Depreciation	6	(50,151)	(82,642)
Amortisation	7	(16,274)	(12,519)
Other Expenditure	4	(2,056,225)	(2,046,537)
		<hr/>	<hr/>
		(6,668,129)	(6,822,594)
Income			
Income from Activities	5	157,716	84,845
		<hr/>	<hr/>
Net Expenditure		(6,510,413)	(6,737,749)
 Other Comprehensive Expenditure			
		2011-12	2010-11
	Note	£	£
Net gain on revaluation of Plant and Equipment	6	598	146
		<hr/>	<hr/>
Total Comprehensive Expenditure for the year ended 31 March 2012		(6,509,815)	(6,737,603)

The notes on pages 64 to 76 form part of these accounts.

Statement of Financial Position as at 31 March 2012

	Note	2012 £	2011 £
Non-Current assets:			
Plant and equipment	6	107,571	92,628
Intangible assets	7	31,431	23,484
Total non-current assets		139,002	116,112
Current assets:			
Trade and other receivables	9	162,495	110,037
Cash and cash equivalents	10	125,362	80,981
Total current assets		287,857	191,018
Total assets		426,859	307,130
Current liabilities			
Trade and other payables	11	(194,350)	(311,445)
Other liabilities		nil	nil
Total current liabilities		(194,350)	(311,445)
Non-current assets plus/less net current assets/liabilities		232,509	(4,315)
Non-current liabilities			
Provisions	12	(350,159)	(128,520)
Total non-current liabilities		(350,159)	(128,520)
Assets less liabilities		(117,650)	(132,835)
Taxpayers' equity			
Revaluation reserve		35,179	34,581
General reserve		(152,829)	(167,416)
		(117,650)	(132,835)

The financial statements on pages 60 to 76 were approved by the Commission on 4th July 2012 and were signed on its behalf by;

Signed  Evelyn Collins CBE, Chief Executive and Accounting Officer

The notes on pages 64 to 76 form part of these accounts.

Statement of Cash Flows for the year ended 31 March 2012

		2011-12 £	2010-11 £
	Note		
Cash Flows from operating activities			
Net Expenditure		(6,510,413)	(6,737,749)
Adjustments for Non cash transactions			
Depreciation	6	50,151	82,642
Amortisation	7	16,274	12,519
Revaluation	6	55	2,140
(Increase)/Decrease in trade and other receivables	9	(52,458)	(4,915)
Increase/(Decrease) in trade payables	11	(117,095)	(75,770)
Increase/(Decrease) in provisions	12	221,639	(50,094)
		<hr/>	<hr/>
Net cash outflow from operating activities		(6,391,847)	(6,771,227)
Cash flows from investing activities			
Purchase of plant and equipment	6	(64,551)	(37,178)
Purchase of intangible assets	7	(24,221)	(12,185)
		<hr/>	<hr/>
Net cash outflow from investing activities		(88,772)	(49,363)
Cash flows from financing activities			
Financing from OFMdFM		6,525,000	6,900,000
		<hr/>	<hr/>
Net financing		6,525,000	6,900,000
Net increase in cash and cash equivalents in the period	10	44,381	79,410
Cash and cash equivalents at the beginning of the period		80,981	1,571
		<hr/>	<hr/>
Cash and cash equivalents at the end of the period	10	125,362	80,981

The notes on pages 64 to 76 form part of these accounts

Statement of Changes in Taxpayers' Equity for the year ended 31 March 2012

	Note	Revaluation Reserve £	General Reserve £	Total Reserves £
Balance at 31 March 2010		34,435	(329,667)	(295,232)
Changes in Taxpayers' Equity 2010-11				
Grant from OFMdfM		0	6,900,000	6,900,000
Comprehensive Expenditure for the year		0	(6,737,749)	(6,737,749)
Movements in Reserves		146	0	146
Additions		0	0	0
Balance at 31 March 2011		34,581	(167,416)	(132,835)
Changes in taxpayers' equity for 2011-12				
Grant from OFMdfM		0	6,525,000	6,525,000
Comprehensive Expenditure for the year		0	(6,510,413)	(6,510,413)
Movements in Reserves				
Additions				
Recognised in Statement of Comprehensive Expenditure	6	598	0	598
Balance at 31 March 2012		35,179	(152,829)	(117,650)

The notes on pages 64 to 76 form part of these accounts.

Notes to the Accounts

1. Statement of accounting policies

These financial statements have been prepared in accordance with paragraph 7(2) of the Northern Ireland Act 1998 and the 2011-12 Government Financial Reporting Manual (FReM) issued by the Department of Finance and Personnel for Northern Ireland.

The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be the most appropriate to the particular circumstances of the Equality Commission for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Commission are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

1.1 Accounting convention

These accounts have been prepared under the historical cost convention modified to account for the revaluation of property, plant and equipment and intangible assets and inventories.

1.2 Non-current assets

Non-current assets are fully funded by the Office of the First Minister and Deputy First Minister.

Property, plant and equipment have been valued at historic cost revalued by indices published by the National Statistics Office. A capitalisation threshold of £500 has been applied.

Intangible assets (computer software and licences) are valued at historic cost.

1.3 Depreciation and amortisation Rates

Depreciation and amortisation are provided on all non-current assets at rates calculated to write off the cost of each asset over its expected life with rates as follows:

IT Equipment	25-33%
Office Equipment	10-33%
Furniture	10%
Fixtures & Fittings	10-33%
Intangible Assets	25-33%

1.4 Inventories

The value of inventories of consumables is immaterial and the Commission does not attribute any value for inventories in the accounts.

1.5 Income

All income from operations is credited to the Statement of Comprehensive Net Expenditure. Income is based on full cost recovery of services provided.

1.6 Grant in aid

Grant in Aid received, used to finance activities and expenditure which support the statutory and other objectives of the Commission, are treated as financing. They are credited to the General Reserve because they are regarded as contributions from a controlling party.

1.7 Leased assets

Leases are classified as operating leases whenever the terms of the lease do not transfer substantially all the risks and benefits to the lessee. Rentals under operating leases are expensed to the Statement of Comprehensive Net Expenditure as incurred.

1.8 Financial instruments

Financial assets and liabilities are recognised on the Statement of Financial Position when the Commission becomes a party to a contractual provision of the instrument.

The Commission's financial assets and liabilities are classified as Loans and Receivables and are held at cost which approximates to their fair value because of their short maturities.

1.9 Provisions

The Commission makes provision for liabilities and charges where, at the Statement of Financial Position date, a legal or constructive liability exists (that is a present obligation from past events exists), where the transfer of economic benefits is probable and a reasonable estimate can be made. Where the time value of money is material, the provision is discounted to its present value using a standard government discount rate which is currently 3.5%.

1.10 Legal fees

The Commission provides for legal work authorised but not yet undertaken.

1.11 Pensions

Past and present staff have the opportunity to join the Principal Civil Service Scheme (NI). The PCSPS (NI) is a non-funded defined benefit scheme which produces its own resource accounts, but the Commission is unable to identify its share of the underlying assets and liabilities.

The most up-to-date actuarial valuation was carried out on 31st March 2007 and these details are available in the PCSPS (NI) resource accounts.

1.12 VAT

The Commission is not registered for VAT.

1.13 Staff costs

Under IAS19, Employee Benefits legislation, all staff costs must be recorded as an expense as soon as an organisation is obligated to pay them. This includes the cost of any holiday pay, flexible time owed at the year end.

1.14 Adoption of new and revised standards

Management has reviewed new accounting standards that have been issued but are not yet effective, nor adopted early for these accounts. Management consider that these are unlikely to have a significant impact on the accounts in the period of initial application.

2. Statement of operating costs by operating segment

Under Schedule 8, paragraph 5 (2) of the Northern Ireland Act 1998, The Commission is required to give details of how resources have been divided between the functions previously exercised by the bodies dissolved at the time of its formation.

Note	Salaries & Associated Costs £	Programme Costs £	12 mths to 31/03/2012 Total £	Salaries & Associated Costs £	Programme Costs £	12 mths to 31/03/2011 Total £
Integrated/ New Areas	1,368,803	229,770	1,598,573	1,284,180	191,909	1,476,089
Disability	385,480	113,129	498,609	465,377	147,602	612,979
Religion & Politics	585,639	14,095	599,734	584,095	14,543	598,638
Gender	216,205	62,748	278,953	208,377	81,430	289,807
Race	278,526	97,919	376,445	441,336	69,810	511,146
Statutory Duty	380,154	11,848	392,002	406,450	3,493	409,943
Resources	732,867	28,840	761,707	691,747	48,540	740,287
Executive	422,613	0	422,613	413,751	0	413,751
Total Costs	4,370,287	558,349	4,928,636	4,495,313	557,327	5,052,640
Members Costs	175,192	9,677	184,869	185,583	12,301	197,884
Total	4,545,479	568,026	5,113,505	4,680,896	569,628	5,250,524

3. Staff numbers and related costs

3(a) Staff costs comprise:

			2011/2012	2010/2011
	Permanently employed staff £	Others £	Total £	Total £
Wages and Salaries	3,378,358	58,097	3,436,455	3,541,918
Social security costs	250,505	5,023	255,528	260,062
Other pension costs	672,927	5,377	678,304	693,333
Total net costs	4,301,790	68,497	4,370,287	4,495,313

3(b) Pension disclosure

The Principal Civil Service Pension Scheme (Northern Ireland) (PCSPS (NI)) is an unfunded multi-employer defined benefit scheme but the Equality Commission is unable to identify its share of the underlying assets and liabilities. A full actuarial valuation was carried out as at 31 March 2007. In accordance with FReM, full actuarial valuations should be carried out every four years. However, formal actuarial valuations for unfunded public service pension schemes have been suspended by HM Treasury on value for money grounds while consideration is given to recent changes to public service pensions and while future scheme terms are developed as part of the reforms to public service pension provision. The primary purpose of the formal actuarial valuations is to set employer and employee contribution rates, and these are currently being determined under the new scheme design. Details can be found in the PCSPS (NI) resource accounts.

3(c) Average number of persons employed

The average number of whole-time equivalent persons employed during the year was as follows.

			2011/2012	2010/2011
	Permanent staff £	Others £	Total £	Total £
Directly Employed	115	2	117	125
Other	0	0	0	0
Total	115	2	117	125

3(d) Reporting of Civil Service and other compensation schemes – exit packages

Exit package cost band

	No. of compulsory redundancies	No of agreed departures	Total No. of exit packages by cost band
£10,000 – £25,000	0 (0)	0 (1)	0 (1)
Total Cost	0 (£0)	0 (£15,527)	0 (£15,527)
Total number of exit packages	0 (0)	0 (1)	0 (1)

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme (Northern Ireland), a statutory scheme made under the Superannuation (Northern Ireland) Order 1972. Exit costs are accounted for in full in the year of departure. Where the department has agreed early retirements, the additional costs are met by the Commission and not by the Civil Service pension scheme. Ill-health retirement costs are met by the pension scheme and are not included in the table.

4. Other expenditure

	Note	2011-12 £	2010-11 £
General Costs			
Travel and Subsistence		27,574	24,924
Staff Recruitment		0	0
Staff Costs (incl severance)		257,240	30,650
Postage		20,831	20,102
Telephones		50,758	54,442
Hospitality		133	193
Audit		12,776	9,574
Insurance		10,708	25,388
Miscellaneous		9,760	8,447
Office Consumables		50,320	46,506
R&M Equipment		2,243	460
Annual Contracts		81,389	76,330
Legal Costs		9,410	1,583
Corporate Services		6,039	9,094
		539,181	307,693
Premises			
Rents		448,575	731,962
Rates		199,119	193,867
Service Charge		18,290	16,923
Fuel Charge		65,677	56,068
R&M Buildings		58,690	24,870
Facilities		158,612	143,386
		948,963	1,167,076

	Note	2011-12 £	2010-11 £
Programme			
Education & Advice		171,647	172,708
Legal Fees		287,060	253,907
Other		109,319	143,013
		568,026	569,628
Non-Cash Costs			
Revaluation of Fixed Assets		55	2,140
		2,056,225	2,046,537
Depreciation		50,151	82,642
Amortisation		16,274	12,519

During the year the Commission did not purchase any non-audit services from its auditor (NIAO) or sub-contractor.

5. Income

Source	2011-12 Total £	2010-11 Total £
Service Level Agreements	42,517	52,240
EU Twinning project	19,749	17,839
Office of Disability Issues UNCRPD	0	13,098
Access to Work	468	1,668
Secondment recovery	33,564	0
Accommodation	53,442	0
Other	7,976	0
	157,716	84,845

All income is based on full cost recovery.

6. Plant and equipment 2011/12

	Information Technology £	Office Equipment £	Furniture £	Fixtures & Fittings £	Total £
Cost/Valuation					
At 1 April 2011	389,394	101,182	333,111	97,457	921,144
Additions	61,880	744	720	1,207	64,551
Disposals	(91,546)	(11,420)	(15,614)	0	(118,580)
Revaluations	(643)	1,523	2,426	1,304	4,610
At 31 March 2012	359,085	92,029	320,643	99,968	871,725
Depreciation					
At 1 April 2011	340,279	97,055	311,336	79,846	828,516
Charged in year	38,892	2,206	4,449	4,604	50,151
Disposals	(91,546)	(11,420)	(15,614)	0	(118,580)
Revaluations	(588)	1,502	2,313	840	4,067
At 31 March 2012	287,037	89,343	302,484	85,290	764,154
Carrying amount at 31 March 2012	72,048	2,686	18,159	14,678	107,571
Carrying amount at 31 March 2011	49,115	4,127	21,775	17,611	92,628
Asset Financing					
Owned	72,048	2,686	18,159	14,678	107,571
Finance lease	0	0	0	0	0
On-balance sheet	0	0	0	0	0
Total carrying amount At 31 March 2011	72,048	2,686	18,159	14,678	107,571

Plant and equipment are revalued annually by reference to the indices issued by the Office for National Statistics for the different types of assets.

2010/11

	Information Technology £	Office Equipment £	Furniture £	Fixtures & Fittings £	Total £
Cost/Valuation					
At 1 April 2010	393,975	97,578	350,692	96,558	938,803
Additions	33,442	0	0	3,736	37,178
Disposals	(11,499)	0	0	0	(11,499)
Revaluations	(26,524)	3,604	(17,581)	(2,837)	(43,338)
At 31 March 2011	389,394	101,182	333,111	97,457	921,144
Depreciation					
At 1 April 2010	341,200	88,250	295,573	73,694	798,717
Charged in year	35,310	5,347	32,195	9,790	82,642
Disposals	(11,499)	0	0	0	(11,499)
Revaluations	(24,732)	3,458	(16,432)	(3,638)	(41,344)
At 31 March 2011	340,279	97,055	311,336	79,846	828,516
Carrying amount 31 March 2011	49,115	4,127	21,775	17,611	92,628
Carrying amount 31 March 2010	52,775	9,328	55,119	22,864	140,086
Asset Financing					
Owned	49,115	4,127	21,775	17,611	92,628
Finance lease	0	0	0	0	0
On-balance sheet	0	0	0	0	0
Total carrying amount At 31 March 2011	49,115	4,127	21,775	17,611	92,628

Plant and equipment are revalued annually by reference to the indices issued by the Office for National Statistics for the different types of assets.

7. Intangible assets

Intangible assets comprise software and licenses.

2011/2012

	Information Technology	Software Licences	Total
Cost/Valuation			
At 1 April 2011	22,582	61,222	83,804
Additions	0	24,221	24,221
Donations	0	0	0
Disposals	(9,603)	(14,322)	(23,925)
Impairments	0	0	0
Reclassifications	0	0	0
Revaluations	0	0	0
At 31 March 2012	12,979	71,121	84,100
Amortisation			
At 1 April 2011	18,023	42,297	60,320
Additions	1,520	14,754	16,274
Donations	0	0	0
Disposals	(9,603)	(14,322)	(23,925)
Impairments	0	0	0
Reclassifications	0	0	0
Revaluations	0	0	0
At 31 March 2012	9,940	42,729	52,669
Carrying amount at 31 March 2011	4,559	18,925	23,484
Carrying amount at 31 March 2012	3,039	28,392	31,431
Asset financing:			
Owned	3,039	0	3,039
Finance Leased Contracts	0	0	0
	0	28,392	28,392
Carrying amount at 31 March 2012	3,039	28,392	31,431

2010/2011

	Information Technology	Software Licences	Total
Cost/Valuation			
At 1 April 2010	16,504	55,115	71,619
Additions	6,078	6,107	12,185
Donations	0	0	0
Disposals	0	0	0
Impairments	0	0	0
Reclassifications	0	0	0
Revaluations	0	0	0
At 31 March 2011	22,582	61,222	83,804
Amortisation			
At 1 April 2010	14,204	33,597	47,801
Additions	3,819	8,700	12,519
Donations	0	0	0
Disposals	0	0	0
Impairments	0	0	0
Reclassifications	0	0	0
Revaluations	0	0	0
At 31 March 2011	18,023	42,297	60,320
Carrying amount at 31 March 2010	2,300	21,518	23,818
Carrying amount at 31 March 2011	4,559	18,925	23,484
Asset financing:			
Owned	4,559	0	4,559
Finance Leased Contracts	0	0	0
	0	18,925	18,925
Carrying amount at 31 March 2011	4,559	18,925	23,484

8. Financial instruments

As the cash requirements of the Equality Commission are met through Grant-in-Aid provided by the Office of First Minister and Deputy First Minister, financial instruments play a more limited role in creating and managing risk that would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with the Commission's expected purchase and usage requirements and the Commission is therefore exposed to little credit, liquidity or market risk.

9. Trade receivables and other current assets

	2011-12 £	2010-11 £
Amounts falling due within one year:		
Prepayments	82,432	62,291
Accrued Income	74,994	14,728
Other Receivables	5,069	33,018
	162,495	110,037

10. Cash and cash equivalents

	2011-12 £	2010-11 £
Balance at 1 April 2011	80,981	1,571
Net change in cash and cash equivalent balances	44,381	79,410
Balance at 31 March 2012	125,362	80,981

11. Trade payables and other current liabilities

	2011-12 £	2010-11 £
Amounts falling due within one year		
Accruals and deferred Income	194,350	311,445
	194,350	311,445

12. Provisions for liabilities and charges

	2011-12 Severance Costs £	2011-12 Legal Costs £	2010-11 Legal Costs £
Balance at 1 April 2011	0	128,520	178,614
Provided in the year	245,000	389,808	345,120
Provisions not required written back	0	(93,531)	(105,580)
Provisions utilised in the year	0	(319,638)	(289,634)
Balance at 31 March 2012	245,000	105,159	128,520

The Commission makes provision for expenditure authorised for legal assistance before it is committed to an external provider. A provision of £245,000 has also been made in respect of potential exit packages necessary in the coming year.

13. Capital commitments

There were no capital commitments at 31 March 2012.

14. Commitments under leases

14.1 Operating leases

Total future minimum lease payments under operating leases are given in the table below for each of the following periods.

	2011-12 £	2010-11 £
Obligations under operating leases comprises:		
Buildings		
Not later than one year	336,000	225,538
Later than one year and not later than five years	1,344,000	nil
Later than five years	1,428,000	nil
Other:		
Not later than one year	12,845	40,130
Later than one year and not later than five years	19,622	18,458
Later than five years	36,792	nil

14.2 Finance Leases

The Commission had no commitments under finance leases

15. Other financial commitments

The Commission had no other financial commitments at 31 March 2012.

16. Contingent liabilities disclosed under IAS 37

The Commission has no known contingent liabilities.

17. Related-party transactions

The Equality Commission for Northern Ireland is a non-departmental public body sponsored by the Office of First Minister and Deputy First Minister (OFMdfM). OFMdfM is regarded as a related party.

In addition, the Commission has had related transactions with other central government bodies.

During the year the Commission had various material transactions with;

- OFMdfM (£6,525,000),
- the Northern Ireland Commission for Children and Young People (£67,450 of which £51,550 was outstanding at the year end),
- the Commissioner for Victims and Survivors (£11,000 of which £2,750 was outstanding at the year end),
- the Older People's Advocate (£675 of which £0 was outstanding at the year end) for which OFMdfM is regarded as the parent body,
- the Northern Ireland Human Rights Commission (£16,477 of which £6,740 was outstanding at the year end),
- the Commissioner for Older People Northern Ireland (£42,106 of which £7,192 was outstanding at the year end),
- the Northern Ireland Judicial Appointments Commission (£467 of which £467 was outstanding at the year end) and
- NI-CO (£19,749 of which £10,911 was outstanding at the year end).

No Commissioner or key management executive has undertaken any material transactions with the Equality Commission during the year.

There were no other related party transactions.

18. Third-party assets

The Commission has no third-party assets.

19. Events after the Reporting Period

There were no events after the reporting period impacting on these statements and the accounts are authorised for issue from the date the C & AG signs his audit report.

Equality Commission

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ISBN 978-1-906414-29-0
September 2012

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