

Equality Commission

FOR NORTHERN IRELAND

ANNUAL REVIEW 2020-21

THIS INFORMATION IS AVAILABLE AS TEXT IN MS WORD FORMAT

COVID-19 impacted on all our work.

We have four priority areas from 2019 to 2022:



Mainstreaming & Championing Equality (including COVID-19 Response)



Employment



Education



Access & Participation

COVID-19 RESPONSE



All influencing, advisory & compliance work moved online



Policy input into tackling COVID-related inequalities, eg education



Equality law framework, Section 25, public policy making need for better equality data



A new webpage and new guidance notes for employers on new and emerging issues from the pandemic

BLACK LIVES MATTER



Work on Race Equality Strategy, reform of race law, ethnic monitoring in the workplace and the need for better equality data on race.



Engagement & support with minority ethnic groups. 60+ race sector representatives attended two online meetings with the Chief Commissioner.

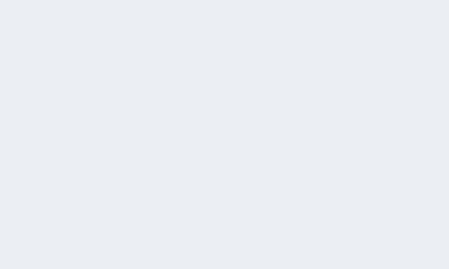
INEQUALITIES IN EMPLOYMENT: DISABILITY

This is an important focus for us. Here's why:

EMPLOYMENT RATES BY SKILL LEVEL AND DISABILITY STATUS



EMPLOYMENT RATES FOR PEOPLE WITH A DISABILITY



MAKING IT WORK USES STORIES, VIDEOS AND INFOGRAPHICS TO SHOW THE RANGE OF SUPPORT SERVICES AVAILABLE TO HELP PEOPLE WITH DISABILITIES INTO WORK.

60% MORE MORE JOBS APPLIED FOR BEFORE FINDING ONE

INEQUALITIES IN EMPLOYMENT: WOMEN

11 WEBINARS ON SEXUAL HARASSMENT, FLEXIBLE WORKING, WOMEN AND CARING RESPONSIBILITIES

99 ATTENDEES

REPRESENTING 91 EMPLOYERS

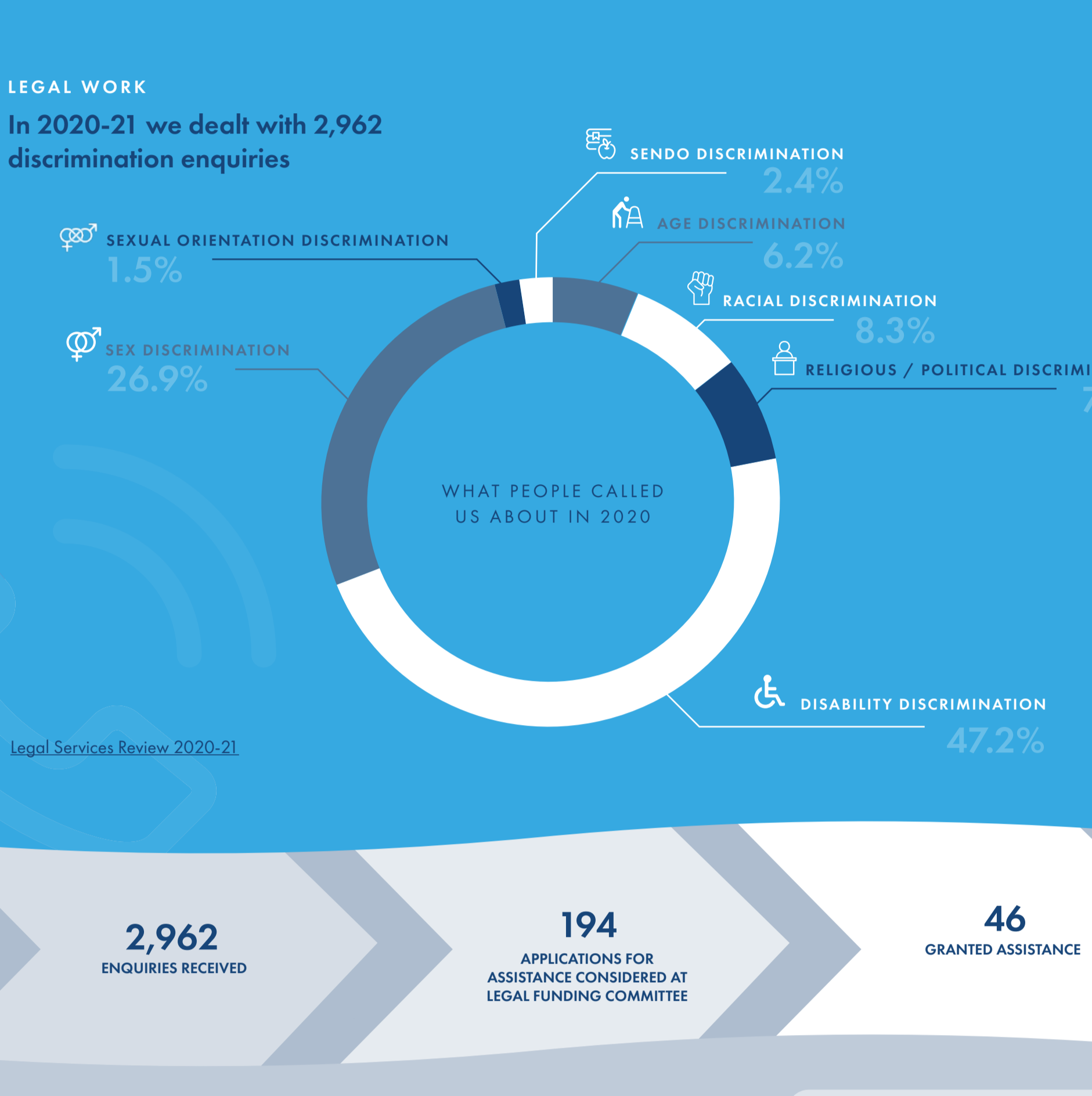
Menopause guidance and training developed and promoted with NICICTU and LRA

INEQUALITIES IN EDUCATION

- We provided evidence to the DE Expert Panel on Educational Underachievement, setting out key equality issues, including impacts of COVID-19.
- Statement on education highlighted the potential for inequalities to worsen during COVID-19
- Worked with stakeholders to develop the 'Learning from the Pandemic' publication

LEGAL WORK

In 2020-21 we dealt with 2,962 discrimination enquiries

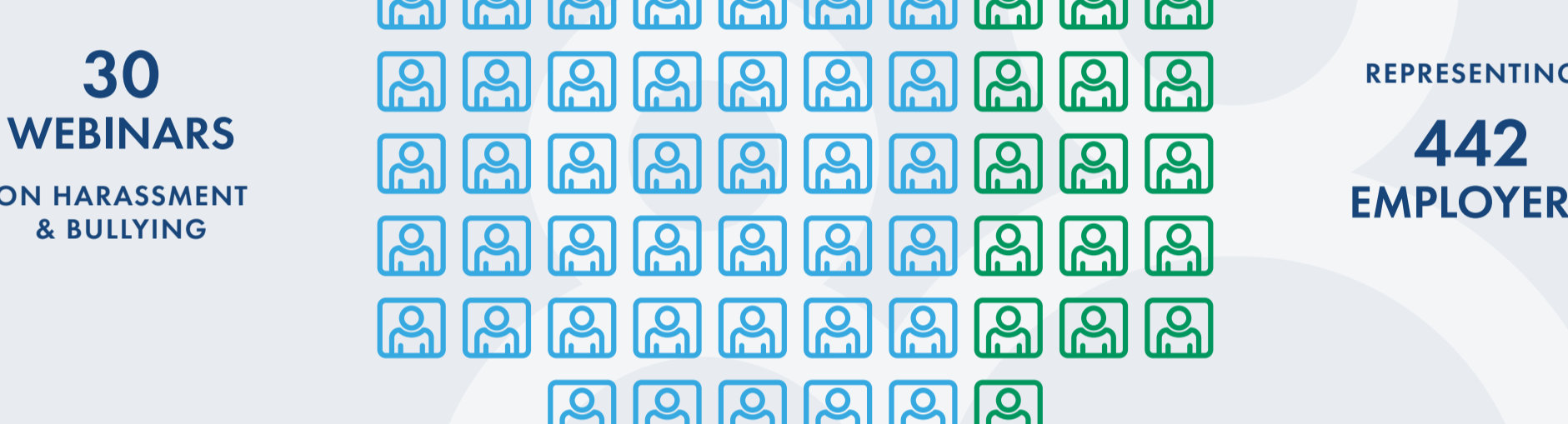


2,962 ENQUIRIES RECEIVED | 194 APPLICATIONS FOR ASSISTANCE CONSIDERED AT LEGAL FUNDING COMMITTEE | 46 GRANTED ASSISTANCE

EMPLOYERS & WORKPLACES



INCLUSIVE WORKPLACES



FAIR EMPLOYMENT MONITORING



80 ARTICLE 55 REVIEWS REQUESTED FOR AUDIT | 42 WERE RECEIVED PLUS THREE VOLUNTARY SUBMISSIONS | 45 AUDITED WITH 97.8% BEING COMPLIANT

We appreciated the difficulties many employers, particularly in the private sector, had in completing their returns and reviews, and the number submitted to the Commission in this year was lower than previous years.

POLICY FRAMEWORK

New Decade, New Approach work as a framework for our policy work as it includes:

- Disability
- Gender
- Racial Equality
- Sexual Orientation
- Active Ageing
- Childcare
- Anti-Poverty

KEY OUTCOMES

- Educational Underachievement
- Special Education Needs
- Employability
- Housing

UNCRPD - IMNI FORUM

The first meeting of the Disability Forum was in March 2021

11 people with disabilities come together to help the Commission and the NI Human Rights Commission support and challenge government to give effect to the UN Convention on the Rights of People with Disabilities in Northern Ireland

It is essential that disabled people also play a leading role in monitoring the implementation of the Convention and more broadly can participate in decision making about matters that affect our lives.

MICHAEL LORIMER, CHAIR, DISABILITY FORUM

SECTION 75

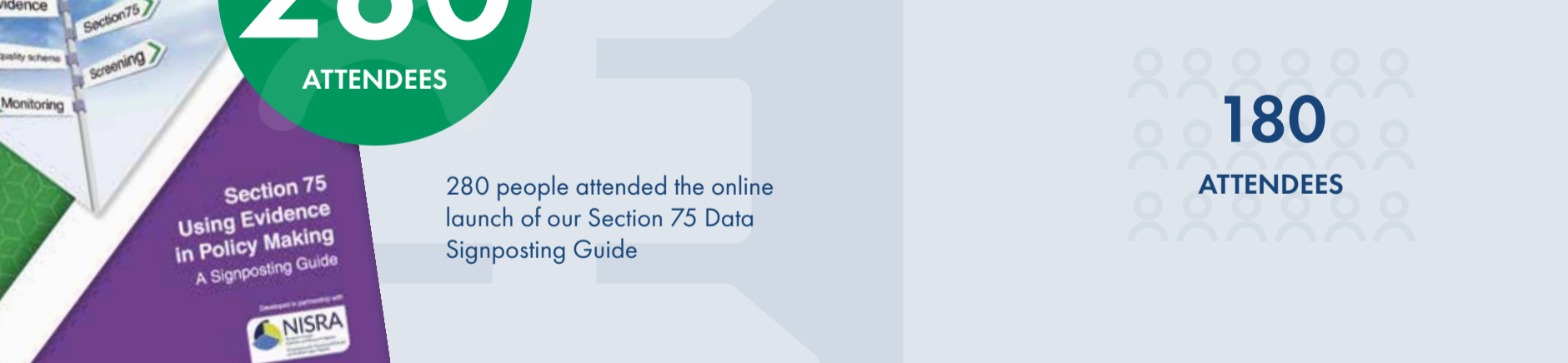
Equality schemes, investigations, Disability Action Plans



Developed in partnership with NISRA

EQUALITY SCHEMES

Two new public authorities designated this year.



COMPLAINTS & INVESTIGATIONS

We advised 35 individuals on complaints, potential complaints or about the Paragraph 10 complaints process.



DISABILITY ACTION PLANS

Of the 160 designated public authorities, 15 are exempt from producing a Disability Action Plan (DAP).

Of the 145 which are not exempt, 123 (85.0%) have a DAP with current disability action measures. Of the remaining 22: Ten are consulting on revised disability action measures. Seven have redrafted their disability action measures. At the year-end we were engaging with the three small public authorities due to update their DAP measures. And two newly designated public authorities to put DAPs in place.



7 ONLINE TRAINING SESSIONS DELIVERED ON THE DAP DUTIES | 36 PUBLIC AUTHORITIES ADVISED ON IMPROVING THE QUALITY OF DISABILITY ACTION PLAN MEASURES

AUDIT, GOVERNANCE

Three internal audit reviews this year, all provided satisfactory assurance



Annual audit clean with no priority areas identified for action. Annual NIAO audit clean and accepted by the Comptroller and Auditor General

FINANCE & STAFFING

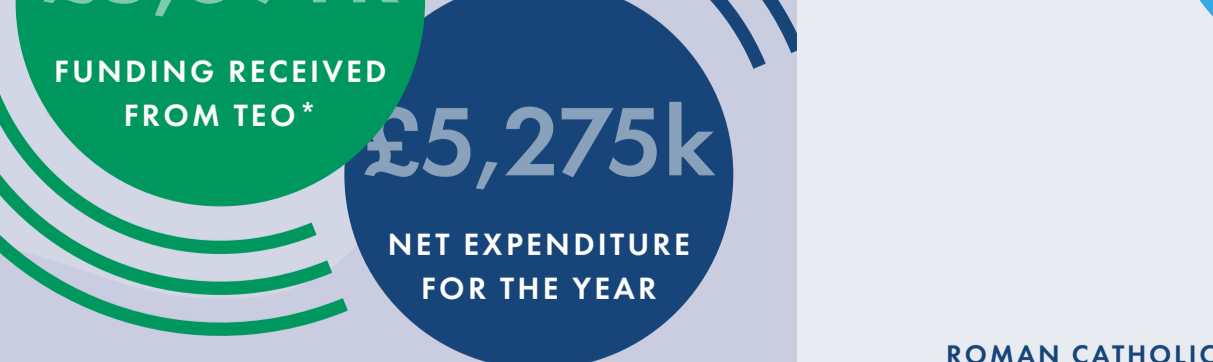


INVESTOR IN PEOPLE SILVER

We were assessed for the first time under the Generation 6 standard and were awarded a Silver accreditation.

"Your people share a passion for your core purpose. Without exception everyone interviewed spoke with a degree of pride about their job and the important role that the organisation performs."

IIP ASSESSOR'S REPORT



Full details of finances, an accountability report and staff report are in the annual report and accounts 2020-21 on our website www.equalityni.org