

**Equality Commission**

FOR NORTHERN IRELAND

**Public Authority Section 75 Equality Duties  
Summary of Annual Progress Reports  
2022-23**

**Equality Commission for Northern Ireland  
July 2024**

## Introduction

Most public authorities operating in Northern Ireland are required to submit an equality scheme to the Equality Commission<sup>1</sup>. This is a statement of the public authority's commitment to fulfilling its Section 75 statutory duties and the arrangements for ensuring that these duties are complied with.

Each equality scheme must outline the public authority's arrangements for:

- assessing its compliance with Section 75 statutory duties and for consulting on matters relevant to the duties
- assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity
- monitoring any adverse impact of policies adopted on the promotion of equality of opportunity
- publishing the results of such assessments
- training their staff
- ensuring and assessing public access to information and services provided by the public authority.

The Commission recommends that public authorities include a commitment to conducting an annual review of progress on the implementation of their equality scheme, including progress on the delivery of actions to promote equality of opportunity and good relations. A copy of the annual progress report template is at appendix 2.

A list of current designated public authorities is maintained by the Commission and is available at [www.equalityni.org/S75duties](http://www.equalityni.org/S75duties).

---

<sup>1</sup>A body is designated as a public authority by inclusion in certain statutory provisions as set out in the NI Act 1998 and listed in Appendix 1.

## Summary of Annual Progress Reports 2022-2023

160 public authorities were designated as at 31 March 2023, of which 143 were due to submit an annual progress report. In total 132<sup>2</sup> annual progress reports were submitted to the Commission, the majority of which were received by the end of August 2023. (One progress report was received late in 2024 and has not been included in the analysis).

Table 1 summarises the 160 public authorities into whether or not they were due to submit an annual progress report. The full list of the 160 designated public authorities (31 March 2023) is included in Appendix 3.

This report compiles the quantitative information provided by **118** public authorities in their individual annual progress reports for the period 2022 - 2023. **Thirteen** public authorities did not use the Commissions Annual Progress Report template. Data from these annual progress reports have been included where possible.

The individual progress reports provide more detailed information on the progress of each public authority and should be available on public authority websites.

Table 1. Designated public authorities as at 31 March 2023

Submission category	No.
<b>Exempt</b> Appeal Officer for Community Interest; The British Library; British Wool Marketing Board; Coleraine Harbour Commissioners; Covenanter Residential Housing; Craigowen Housing Association; Export Credit Guarantee Department; George Cross Foundation; Independent Financial Review; Livestock and Meat Commission; NI Police Fund; Office of the Certification Officer; Office of the Qualifications and Examinations Regulator; Regulator of Community Interest Groups	14
<b>APR not requested</b> Commissioner for Survivors of Institutional Childhood Abuse; NI Law Commission; Youth Council	3
<b>APR due, but not submitted</b> Abbeyfield and Wesley Housing Association; Ards and North Down PCSP; Department for Digital, Culture, Media and Sport; Derry City and Strabane PCSP; Foras na Gaeilge; Governing Body of Northern Regional College; Grove Housing Association; Habinteg Housing	11

<sup>2</sup> North South Language Body is the designated public authority for the purposes of Section 75 and is made up of two organisations – Ulster Scots Agency and Foras na Gaeilge. Only the Ulster Scots Agency submitted an annual progress report for 2017 -18.

Association; Labour Relations Agency; Mid and East Antrim PCSP; NI Screen; Northern Ireland Ambulance Service	
<b>APR submitted (13 public authorities did not use the APR template)</b>	132
<b>Designated public authorities (31/03/2023)</b>	160

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

**Question: Has the application of the equality scheme commitments resulted in any changes to policy, practice, procedures and/or service delivery areas?**

38% (N=45) of public authorities reported that the application of equality scheme commitments had resulted in **changes** to policy, practice, procedures and/or service delivery areas; 54% (N=64) reported that it had led to no changes; and 8% (N=9) reported that the question was not applicable.

**Table 2: Have equality scheme commitments led to changes?**

	Number PAs	%
Yes	45	38
No	64	54
Not applicable	9	8
<b>Total</b>	<b>118</b>	<b>100</b>

**Question: What aspect of the equality scheme prompted or led to the change(s)?<sup>3</sup>**

36% (N=16 of 45) reported that that the aspect of the equality scheme leading to change was a result of analysis from **monitoring impact**;

47% (N=21 of 45) reported that it was as a result of the organisation's **screening of a policy**;

42% (N=19 of 45) reported that the aspect of the equality scheme leading to change was a result of **changes to access to information and services**; a further 6% (N=13 of 45) cited '**other**' reasons

18% (N=8 of 45) reported that it was as a result of what was identified through the **EQIA and consultation exercise**.

---

<sup>3</sup> Public authorities may identify a number of aspects of their equality scheme that led to the change(s).

## Section 2: Progress on equality scheme commitments and action plans/measures

**Question: Were the Section 75 statutory duties integrated within job descriptions?**

43% (N=51) of public authorities reported that the Section 75 statutory duties were integrated within job descriptions **organisation wide**; 25% (N=29) of public authorities reported that the Section 75 statutory duties were integrated within job descriptions in **some departments/jobs**

14% (N=16) of public authorities reported that this action is **scheduled for later** or had already been done. 14% (N=16) reported that this question was **not applicable**. 3% (N=4) reported that the action was **not an equality scheme commitment**.

**Table 3: Integration of Section 75 within job descriptions**

	Number PAs	%
Yes, organisation wide	51	43
Yes, some departments/jobs	29	25
No, this is not an equality scheme commitment	4	3
No, this is scheduled for later in the equality scheme, or has already been done	16	14
Not applicable	16	14
Blank	2	2
<b>Total</b>	<b>118</b>	<b>100</b>

**Question: Were the Section 75 statutory duties integrated within performance plans?**

39% (N=46) of public authorities reported that the duties had been integrated within performance plans **organisation wide**; 29% (N=34) reported that the Section 75 statutory duties had been integrated within performance plans in **some departments/jobs**.

12% (N=14) of public authorities reported that this action is **scheduled for later** or had already been done, while 10% (N=12) reported that this action is not an equality scheme commitment. 9% (N=11) reported that this question was **not applicable**.

**Table 4: Integration of Section 75 within performance plans**

	Number PAs	%
Yes, organisation wide	46	39
Yes, some departments/jobs	34	29
No, this is not an equality scheme commitment	12	10
No, this is scheduled for later in the equality scheme, or has already been done	14	12
Not applicable	11	9
Blank	1	1
<b>Total</b>	<b>118</b>	<b>100</b>

***Question: Were objectives/ targets/ performance measures relating to the Section 75 statutory duties integrated into corporate plans, strategic planning and/or operational business plans?<sup>4</sup>***

53% (N=62 of 118) public authorities reported that objectives/ targets/ performance measures relating to the Section 75 statutory duties were integrated through organisation wide **annual business planning**;

26% (N= 31 of 118) public authorities reported that objectives/ targets/ performance measures were **already mainstreamed** through the organisation's ongoing corporate plan;

31% (N= 36 of 118) reported that it was integrated through work to prepare or develop the **new corporate plan**; 19% (N=23 of 118) reported that it was integrated in **some departments/jobs**.

3% (N=3 of 118) reported that integration **did not coincide with the organisational planning cycle**.

---

<sup>4</sup> Public authorities may identify a number of ways in which objectives/targets, performance measures were integrated.



## Equality action plans/measures

**Question: In your equality action plan indicate the number of actions completed, ongoing, expected to commence:**

Public authorities reported that during the 2022-23 reporting period 937 of equality action plan/measures had been **completed**; 657 actions were **ongoing** and 147 actions were **yet to commence**.

**Table 5: Status of Actions**

Actions completed	937
Actions ongoing	657
Actions to commence	147
<b>Total</b>	<b>1641</b>

**Question: In reviewing progress on the equality action plan/action measures, the following have been identified:<sup>5</sup>**

77% (N = 91 of 118) public authorities reported that they were continuing action(s), **to progress the next stage** addressing the known inequality;

23% (N= 27 of 118) reported they were progressing action(s) to address the known inequality **in a different way**;

23% (N= 27 of 118) reported action(s) **to address newly identified inequalities/recently prioritised inequalities**; and

21% (N= 18 of 118) reported that measures to address a prioritised inequality **had been completed**.

---

<sup>5</sup> Public authorities may identify a range of actions.

## Arrangements for consulting

**Question: Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance.**

48% (N=57) of public authorities reported that **following the initial notification** of consultations a targeted approach was taken, and consultation with those for whom the issue was of particular relevance occurred **all the time**; 36% (N=42) reported that this process **occurred sometimes**; 8% (N=9) gave **no answer** and 8% (N=10) reported that this **never happened**.

**Table 6: Consultation with those for whom the issue was of particular relevance**

	Number PAs	%
All the time	57	48
Sometimes	42	36
Never	10	8
No answer given	9	8
<b>Total</b>	<b>118</b>	<b>100</b>

***Question: Which consultation methods were most frequently used by consultees?<sup>6</sup>***

67% (N=79 of 118) of public authorities reported that **written documents** with the opportunity to comment in writing were the most frequently used consultation method;

58% (N=68 of 118) reported **questionnaires**

49% (N=58 of 118) reported information/notification **by email** with an opportunity to opt in/out;

48% (N=57 of 118) reported **focus groups** and a further 47% (N=55 of 118) reported that **internet discussions** were the most frequent method used.

54% (N=64 of 118) reported **face to face meetings**;

26% (N= 31of 118) of public authorities reported that **telephone consultations** were the most frequent method of consultation used; and

18% (N=21of 118) of public authorities reported that they used 'other' methods for consultation.

---

<sup>6</sup> Public authorities may identify a range of consultation methods.

**Question: Were any awareness-raising activities for consultees undertaken, on the commitments in the equality scheme?**

51% (N=65) of public authorities reported that they carried out **no awareness raising activities** for consultees on the commitments in the equality scheme, while 33% (N=42) of public authorities had carried out some awareness raising activities. 16% (N=20) of public authorities reported that this **action was not applicable**.

**Table 7: Awareness-raising activities for consultees**

	Number PAs <sup>7</sup>	%
Yes	42	33
No	65	51
Not applicable	20	16
Blank	1	1
<b>Total</b>	<b>128</b>	<b>100</b>

---

<sup>7</sup> Includes data from 10 public authorities that used a different reporting template

**Question: Was the consultation list reviewed?**

62% (N=79) of public authorities **reviewed** the consultation list during 2022-23, 22% (N=28) of public authorities **did not review**. 16% (N=20) of public authorities indicated that this was **not an equality scheme commitment**. 1% (N=1) gave **no answer**.

**Table 8: Consultation list reviewed**

	Number PAs <sup>8</sup>	%
Yes	79	62
No	28	22
Not applicable – no commitment to review	20	16
No answer given	1	1
<b>Total</b>	<b>128</b>	<b>100</b>

---

<sup>8</sup> Includes data from 10 public authorities that used a different reporting template.

## Arrangements for assessing and consulting on the likely impact of policies

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

Public authorities reported that they had **screened 1279 policies** during the year (as recorded in screening reports).

**Question: Please provide the number of assessments that were consulted upon during 2022-23**

Three hundred and thirty policy consultations were **conducted with the screening assessment** present; Nine policy consultations were **conducted with an equality impact assessment**; and eleven consultations were **conducted for an EQIA alone**.

**Table 9: Type of Assessment**

	No. of assessments <sup>9</sup>
Policy consultations conducted with screening assessment present	330
Policy consultations conducted with an equality impact assessment (EQIA)	9
Consultations for an EQIA alone	11
<b>Total</b>	<b>350</b>

---

<sup>9</sup> Includes data from 10 public authorities that used a different reporting template

**Question: Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees?**

5% (N=6) of public authorities reported that screening decisions were **reviewed following concerns** raised by consultees; 36% (N=46) of public authorities reported that **no concerns were raised** by consultees; 14% (N=18) reported **no screening decisions** were reviewed and 42% (N=54) reported that this question was **not applicable**.

**Table 10: Screening assessments reviewed**

	Number PAs <sup>10</sup>	%
Yes	6	5
No concerns were raised	46	36
No screening decisions reviewed	18	14
Not applicable	54	42
Blank	4	3
<b>Total</b>	<b>128</b>	<b>100</b>

<sup>10</sup> Includes data from 10 public authorities that used a different reporting template.



## Arrangements for publishing the results of assessments

**Question: Following decisions on a policy, were the results of any EQIAs published?**

5% (N=7) of public authorities reported that the results of EQIAs **were published** during the 2022-23 reporting period; 19% (N=24) of public authorities reported that **no results of EQIAs were published**; and 73% (N=94) of public authorities reported this question was **not applicable**.

**Table 11: Results of EQIA's published**

	Number PAs	%
Yes	7	5
No	24	19
Not applicable	94	73
Blank	3	2
<b>Total</b>	<b>128</b>	<b>100</b>

## Arrangements for monitoring and publishing the results of monitoring

**Question: From the equality scheme monitoring arrangements, was there an audit of existing information systems?**

15% (N=19) of public authorities **carried out an audit** of existing information systems during the 2022-23 period; 30% (N=39) of public authorities had **already carried out an audit**; 20% (N=25) reported that the **audit was scheduled** to take place at a later date and 33% (N=42) reported that this question was **not applicable**.

**Table 12: Audit of existing information systems**

	Number PAs <sup>11</sup>	%
Yes	19	15
No, already taken place	39	30
No, scheduled to take place at a later date	25	20
Not applicable	42	33
No answer given	3	2
<b>Total</b>	<b>128</b>	<b>100</b>

---

<sup>11</sup> Includes data from 10 public authorities that used a different reporting template.

**Question: In analysing monitoring information gathered, was any action taken to change/review any policies?**

45% (N=58) of public authorities reported that following the analysis of monitoring information gathered, **no action was taken** to change/review policies; 13% (N=16) reported that **action was taken**; and 40% (N=51) reported that this question was **not applicable**.

**Table 13: Action taken to change/review policies**

	Number PAs <sup>12</sup>	%
Yes	16	13
No	58	45
Not applicable	51	40
No answer given	3	2
<b>Total</b>	<b>128</b>	<b>100</b>

### **Complaints**

This section quantifies the number of times an individual or group has contacted a public authority to raise a complaint about the application or implementation of the Equality Scheme. Information provided is to be in accordance with the procedure set out in each equality scheme.

**Question: How many complaints in relation to the Equality Scheme have been received during 2022-23?**

Of the 128 public authorities, 14 public authorities reported receiving 24 complaints during the reporting period.

---

<sup>12</sup> Includes data from 10 public authorities that used a different reporting template

Appendix 1. Meaning of Public Authority for the purposes of the Public Sector Equality Duties.

75(3) In this section “public authority” means—

(a) any department, corporation or body listed in Schedule 2 to the Parliamentary Commissioner Act 1967 (departments, corporations and bodies subject to investigation) and designated for the purposes of this section by order made by the Secretary of State;

(b) any authority (other than the Equality Commission, the board of governors of a grant-aided school, the Comptroller and Auditor General, a general health care provider or an independent provider of health and social care) listed in Schedule 3 to the Public Services Ombudsman Act (Northern Ireland) 2016 (listed authorities);

(cc) ... the Chief Constable of the Police Service of Northern Ireland and the Police Ombudsman for Northern Ireland;

(cd) the Director of Public Prosecutions for Northern Ireland;

(ce)

(cf)

(d) any other person designated for the purposes of this section by order made by the Secretary of State.

(3A) An order under subsection (3)(a) or (d) may provide that the designated department, corporation, body or other person –

(a) is not subject to, or is only subject to, specified obligations under subsection (1) or (2), or

(b) is not subject to, or is only subject to, specified obligations under subsection (1) or (2)-

i. when exercising a specified function, or

ii. when exercising a specified function in specified circumstances or for specified purposes

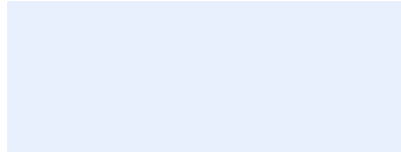
(3B) In subsection (3A) “specified” means specified in the order.<sup>13</sup>

---

<sup>13</sup> Northern Ireland (Miscellaneous Provisions) Act 2014

## Appendix 2. Copy annual progress report template

**Insert Name of Public Authority Here and Logo in Picture Box Below**



### **Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2022-23**

Contact:

<ul style="list-style-type: none"><li>Section 75 of the NI Act 1998 and Equality Scheme</li></ul>	Name: Telephone: Email:
<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As above <input type="checkbox"/> (double click to open) Name: Telephone: Email:

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

Please insert link or details here

Signature:

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

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

**This report reflects progress made between April 2022 and March 2023**

PART A

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

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

- 1 In 2022-23 , please provide examples of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

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

PART A

- 2 Please provide examples of outcomes and/or the impact of equality action plans/ measures in 2022-23 (*or append the plan with progress/examples identified*).

PART A

- 3 Has the application of the Equality Scheme commitments resulted in any changes to policy, practice, procedures and/or service delivery areas during the 2022-23 reporting period? *(tick one box only)*

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

Please provide any details and examples:

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

Please provide any details and examples:

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

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

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

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

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

Other *(please specify and give details):*



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

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

4 Were the Section 75 statutory duties integrated within job descriptions during the 2022-23 reporting period? (*tick one box only*)

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

Please provide any details and examples:

5 Were the Section 75 statutory duties integrated within performance plans during the 2022-23 reporting period? (*tick one box only*)

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

Please provide any details and examples:

In the 2022-23 reporting period were objectives/ targets/ performance measures relating to the Section 75 statutory duties integrated into corporate plans, strategic planning and/or operational business plans? (*tick all that apply*)

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2022-23 report

PART A

Not applicable

Please provide any details and examples:

Equality action plans/measures

7 Within the 2022-23 reporting period, please indicate the number of:

Actions completed:  Actions ongoing:  Actions to commence:

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

8 Please give details of changes or amendments made to the equality action plan/measures during the 2022-23 reporting period (*points not identified in an appended plan*):

9 In reviewing progress on the equality action plan/action measures during the 2022-23 reporting period, the following have been identified: (*tick all that apply*)

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

Arrangements for consulting (Model Equality Scheme Chapter 3)

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

- All the time                       Sometimes                       Never

11 Please provide any details and examples of good practice in consultation during the 2022-23 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

PART A

12 In the 2022-23 reporting period, given the consultation methods offered, which consultation methods were most frequently used by consultees: *(tick all that apply)*

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

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

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2022-23 reporting period? *(tick one box only)*

- Yes                       No                       Not applicable

Please provide any details and examples:

14 Was the consultation list reviewed during the 2022-23 reporting period? *(tick one box only)*

- Yes                       No                       Not applicable – no commitment to review

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

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

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

PART A

16 Please provide the number of assessments that were consulted upon during 2022-23 :


Policy consultations conducted with screening assessment presented.

Policy consultations conducted with an equality impact assessment (EQIA) presented.

Consultations for an EQIA alone.

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

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

- Yes                       No concerns were raised                       No                       Not applicable

Please provide any details and examples:

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

19 Following decisions on a policy, were the results of any EQIAs published during the 2022-23 reporting period? *(tick one box only)*

- Yes                       No                       Not applicable

Please provide any details and examples:

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

20 From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2022-23 reporting period? *(tick one box only)*

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

Please provide any details:

PART A

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

- Yes                       No                       Not applicable

Please provide any details and examples:

22 Please provide any details or examples of where the monitoring of policies, during the 2022-23 reporting period, has shown changes to differential/adverse impacts previously assessed:

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

Staff Training (Model Equality Scheme Chapter 5)

24 Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2022-23 , and the extent to which they met the training objectives in the Equality Scheme.

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

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

26 Please list any examples of where monitoring during 2022-23 , across all functions, has resulted in action and improvement in relation to access to information and services:

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints in relation to the Equality Scheme have been received during 2022-23 ?

Insert number here:

PART A

Please provide any details of each complaint raised and outcome:

### Section 3: Looking Forward

- 28 Please indicate when the Equality Scheme is due for review:
- 29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*
- 30 In relation to the advice and services that the Commission offers, what equality and good relations priorities are anticipated over the next (2022-23 ) reporting period? *(please tick any that apply)*
- Employment
  - Goods, facilities and services
  - Legislative changes
  - Organisational changes/ new functions
  - Nothing specific, more of the same
  - Other (please state):

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

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

Fully achieved

Partially achieved

Not achieved

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

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

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

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

	Training Action Measures	Outputs	Outcome / Impact
1			
2			

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

	Communications Action Measures	Outputs	Outcome / Impact
1			
2			

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			

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

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



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

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				

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

	Action Measures not met	Reasons
1		
2		

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

(a) Qualitative

(b) Quantitative

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

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

Please select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

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

### Appendix 3. List of public authorities as at 31 March 2023

Public Authority	2022/23 APR
Abbeyfield and Wesley Housing Association Ltd	APR overdue
Agri-Food & Biosciences Institute	Received
Alpha Housing (NI) Ltd	Received
Antrim and Newtownabbey Borough Council	Received
Antrim and Newtownabbey Policing and Community Safety Partnership	Received
Apex Housing Association	Received
Appeal Officer for Community Interest Companies	Exempt
Ards and North Down Policing and Community Safety Partnership	APR overdue
Ark Housing Association (NI) Ltd	Received
Armagh City Banbridge and Craigavon Borough Council	Received
Armagh City Banbridge and Craigavon Policing and Community Safety Partnership	Received
Arts Council of Northern Ireland	Received
Belfast City Council	Received
Belfast Harbour Commissioners	Received
Belfast Health and Social Care Trust	Received
Belfast Policing and Community Safety Partnership	Received
Belfast, East District Policing and Community Safety Partnership	Received
Belfast, North District Policing and Community Safety Partnership	Received
Belfast, South District Policing and Community Safety Partnership	Received
Belfast, West District Policing and Community Safety Partnership	Received
Board of Trustees of the National Museums and Galleries of Northern Ireland	Received
British Council, The	Received
British Library, The	Exempt
British Wool Marketing Board	Exempt
Causeway Coast and Glens Borough Council	Received
Causeway Coast and Glens Policing and Community Safety Partnership	Received
Charity Commission for Northern Ireland	Received
Chief Constable of the Police Service of Northern Ireland	Received
Chief Electoral Officer For Northern Ireland, The	Received
Chief Inspector of Criminal Justice in Northern Ireland	Received
Choice Housing Ireland Ltd.	Received
Civil Service Commissioners for Northern Ireland	Received

Public Authority	2022/23 APR
Clanmil Housing Association Ltd	Received
Coleraine Harbour Commissioners	Exempt
Commission for Victims and Survivors for Northern Ireland	Received
Commissioner for Children and Young People for Northern Ireland	Received
Commissioner for Older People for Northern Ireland	Received
Commissioner for Survivors of Institutional Childhood Abuse	Not requested
Connswater Homes Ltd	Received
Construction Industry Training Board	Received
Council for Catholic Maintained Schools	Received
Covenanter Residential Association Ltd	Exempt
Craigowen Housing Association	Exempt
Department for Digital, Culture, Media and Sport	APR overdue
Department for Infrastructure	Received
Department of Agriculture, Environment and Rural Development	Received
Department for Communities	Received
Department of Education	Received
Department for the Economy	Received
Department of Finance	Received
Department of Health	Received
Department of Justice	Received
Derry City and Strabane District Council	Received
Derry City and Strabane Policing and Community Safety Partnership	APR overdue
Director of Public Prosecutions	Received
Education Authority	Received
Electoral Commission for Northern Ireland	Received
Exports Credit Guarantee Department	Exempt
Fermanagh and Omagh District Council	Received
Fermanagh and Omagh Policing and Community Safety Partnership	Received
Food Safety Promotion	Received
General Consumer Council	Received
General Teaching Council for Northern Ireland	Received
George Cross Foundation	Exempt
Governing Body of Belfast Metropolitan College	Received
Governing Body of North West Regional College	Received
Governing Body of Northern Regional College	APR overdue
Governing Body of South Eastern Regional College	Received

Public Authority	2022/23 APR
Governing Body of South West College	Received
Governing Body of Southern Regional College	Received
Governing Body of Stranmillis University College	Received
Grove Housing Association	APR overdue
Habinteg Housing Association	APR overdue
Health and Safety Executive for Northern Ireland	Received
Historical Institutional Abuse Redress Board	Received
Health and Social Care Regulation and Quality Improvement Authority	Received
HM Revenue and Customs	Received
Independent Financial Review Panel	Exempt
Independent Monitoring Authority for Independent Rights Agreements	Received
Information Commissioner	Received
Intertradelreland	Received
Invest Northern Ireland	Received
Labour Relations Agency	APR overdue
Lisburn and Castlereagh City Council	Received
Lisburn and Castlereagh Policing and Community Safety Partnership	Received
Livestock and Meat Commission	Exempt
Local Government Staff Commission for Northern Ireland	Received
Londonderry Port and Harbour Commissioners	Received
Loughs Agency	Received
Maze/Long Kesh Development Corporation	Received
Mid and East Antrim Borough Council	Received
Mid and East Antrim Policing and Community Safety Partnership	APR overdue
Mid Ulster District Council	Received
Mid Ulster Policing and Community Safety Partnership	Received
National Heritage Memorial Fund	Received
Newington Housing Association	Received
Newry Mourne and Down District Council	Received
Newry Mourne and Down Policing and Community Safety Partnership	Received
NI Law Commission	Not requested
NI Police Fund	Exempt
North Belfast Housing Association Ltd	Received
North Down and Ards District Council	Received
North/South Language Body, The (Ulster Scots APR only; Foras na Gaeilge APR overdue)	Received

Public Authority	2022/23 APR
Northern Health and Social Care Trust	Received
Northern Ireland Ambulance Service	APR overdue
Northern Ireland Assembly Commission	Received
Northern Ireland Audit Office	Received
Northern Ireland Authority for Utility Regulation	Received
Northern Ireland Blood Transfusion Service Agency	Received
Northern Ireland Community Relations Council	Received
Northern Ireland Co-Ownership	Received
Northern Ireland Council for The Curriculum Examinations and Assessment	Received
Northern Ireland Fire and Rescue	Received
Northern Ireland Fishery Harbour Authority	Received
Northern Ireland Guardian Ad Litem Agency	Received
Northern Ireland Housing Executive	Received
Northern Ireland Human Rights Commission	Received
Northern Ireland Library Authority	Received
Northern Ireland Local Government Officers' Superannuation Committee	Received
Northern Ireland Medical and Dental Training Agency	Received
Northern Ireland Museums Council	Received
Northern Ireland Office	Received
Northern Ireland Policing Board, The	Received
Northern Ireland Practice and Education Council for Nursing & Midwifery	Received
Northern Ireland Screen	APR overdue
Northern Ireland Social Care Council	Received
Northern Ireland Tourist Board	Received
Northern Ireland Transport Holding Company	Received
OFCOM	Received
Office of The Certification Officer	Exempt
Office of The Qualifications and Examinations Regulator	Exempt
Open University, The	Received
Patient and Client Council	Received
Police Ombudsman for Northern Ireland	Received
Police Rehabilitation and Retraining Trust	Received
Probation Board for Northern Ireland	Received
Queen's University of Belfast, The	Received
Radius Housing	Received
Regional Agency for Public Health and Social Wellbeing	Received
Regional Business Services Organisation	Received
Regional Health and Social Care Board	Received

Public Authority	2022/23 APR
Regulator of Community Interest Companies	Exempt
Rural Housing Association	Received
Safeguarding Board	Received
South Eastern Health and Social Care	Received
Arbour Housing	Received
Southern Health and Social Care Trust	Received
Special EU Programmes Body, The	Received
Sports Council for Northern Ireland	Received
St Mary's University College	Received
St Matthew's Housing Association	Received
Strategic Investment Board Ltd	Received
The Executive Office	Received
Triangle Housing Association Ltd	Received
Ulster Supported Employment Ltd	Received
University of Ulster	Received
Warrenpoint Harbour Authority	Received
Waterways Ireland	Received
Western Health and Social Care Trust	Received
Woodvale and Shankill Community Housing	Received
Youth Council for Northern Ireland	Not requested

<sup>i</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

<sup>ii</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

<sup>iii</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>iv</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

<sup>v</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

<sup>vi</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.