**Insert Name of Public Authority and add Logo in Picture Box**

Click or tap here to enter text.

# **Add your logo to the picture box**

# **Public Authority Statutory Equality and Good Relations Duties**

# **Annual Progress Report**

|  |  |
| --- | --- |
| * Section 75 of the NI Act 1998 and Equality Scheme
 | Name: Click or tap here to enter text.Telephone: Click or tap here to enter text.Email: Click or tap here to enter text. |
| * Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan
 | As above [ ] Name: Click or tap here to enter text.Telephone: Click or tap here to enter text.Email: Click or tap here to enter text. |
| Documents published relating to our Equality Scheme can be found at: | Please insert link or details hereClick or tap here to enter text. |
| **Signature:** | Add your signature here |

**Contact details:**

 **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 2023 and March 2024**

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

|  |  |
| --- | --- |
| **1** | In 2023-24, 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.* |
|  | Click or tap here to enter text. |
|  |  |

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

|  |  |
| --- | --- |
| **2** | Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2023-24 (*or append the plan with progress/examples identified*). |
|  | Click or tap here to enter text. |
|  |  |

|  |  |
| --- | --- |
| **3** | Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2023-24 reporting period? *(tick one box only)* |
|  | [ ]  Yes [ ]  No (go to Q.4)[ ]  Not applicable (go to Q.4) |
|  | Please provide any details and examples: |
|  | Click or tap here to enter text. |
|  |  |
| **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: |
|  | Click or tap here to enter text. |
|  |  |
| **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):* |
|  | Click or tap here to enter text. |
|  | [ ]  As a result of what was identified through the EQIA and consultation exercise *(please give details):* |
|  | Click or tap here to enter text. |
|  | [ ]  As a result of analysis from monitoring the impact *(please give details):* |
|  | Click or tap here to enter text. |
|  | [ ]  As a result of changes to access to information and services *(please specify and give details)*:  |
|  | Click or tap here to enter text. |
|  | [ ]  Other *(please specify and give details)*: |
|  | Click or tap here to enter text. |

**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 2023-24 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: |
|  | Click or tap here to enter text. |
|  |  |
| **5** | Were the Section 75 statutory duties integrated within performance plans during the 2023-24 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: |
|  | Click or tap here to enter text. |
|  |  |
| **6** | In the 2023-24 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 corporate plan[ ]  No, the organisation’s planning cycle does not coincide with this 2023-24 report[ ]  Not applicable |
|  | Please provide any details and examples: |
|  | Click or tap here to enter text. |
|  |  |
|  | **Equality action plans/measures** |
| **7** | Within the 2023-24 reporting period, please indicate the **number** of: |
|  | Actions completed:Click or tap here to enter text.Actions ongoing:Click or tap here to enter text.Actions to commence:Click or tap here to enter text. |
|  | Please provide any details and examples (*in addition to question 2*): |
|  | Click or tap here to enter text. |
|  |  |
| **8** | Please give details of changes or amendments made to the equality action plan/measures during the 2023-24 reporting period *(points not identified in an appended plan)*: |
|  | Click or tap here to enter text. |
|  |  |
| **9** | In reviewing progress on the equality action plan/action measures during the 2023-24 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 2023-24 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: |
|  | Click or tap here to enter text. |
|  |  |
| **12** | In the 2023-24 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 by email with an opportunity to opt in/out of the consultation[ ]  Internet discussions[ ]  Telephone consultations |
|  | [ ]  Other *(please specify)*: Click or tap here to enter text. |
|  | 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: |
|  | Click or tap here to enter text. |
|  |  |
| **13** | Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2023-24 reporting period? *(tick one box only)* |
|  | [ ]  Yes[ ]  No [ ]  Not applicable  |
|  | Please provide any details and examples: |
|  | Click or tap here to enter text. |
|  |  |
| **14** | Was the consultation list reviewed during the 2023-24 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]Click or tap here to enter text. |
| **15** | Please provide the **number** of policies screened during the year (*as recorded in screening reports*): |
|  | Click or tap here to enter text. |
|  |  |
| **16** | Please provide the **number of assessments** that were consulted upon during 2023-24: |
|  | Click or tap here to enter text. Policy consultations conducted with **screening** assessment presented. Click or tap here to enter text. Policy consultations conducted **with an** **equality impact assessment** (EQIA) presented.Click or tap here to enter text.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: |
|  | Click or tap here to enter text. |
|  |  |
| **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: |
|  | Click or tap here to enter text. |
|  | **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 2023-24 reporting period? *(tick one box only)* |
|  | [ ]  Yes[ ]  No[ ]  Not applicable |
|  | Please provide any details and examples: |
|  | Click or tap here to enter text. |
|  | **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 2023-24 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: |
|  | Click or tap here to enter text. |
|  |  |
| **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: |
|  | Click or tap here to enter text. |
|  |  |
| **22** | Please provide any details or examples of where the monitoring of policies, during the 2023-24 reporting period, has shown changes to differential/adverse impacts previously assessed: |
|  | Click or tap here to enter text. |
|  |  |
| **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: |
|  | Click or tap here to enter text. |
|  |  |
|  | **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 2023-24, and the extent to which they met the training objectives in the Equality Scheme. |
|  | Click or tap here to enter text. |
|  |  |
| **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: |
|  | Click or tap here to enter text. |
|  |  |
|  | **Public Access to Information and Services (Model Equality Scheme Chapter 6)** |
| **26** | Please list **any examples** of where monitoring during 2023-24, across all functions, has resulted in action and improvement in relation **to access to information and services**: |
|  | Click or tap here to enter text. |
|  |  |
|  | **Complaints (Model Equality Scheme Chapter 8)** |
| **27** | How many complaints **in relation to the Equality Scheme** have been received during 2023-24? |
|  | Insert number here: Click or tap here to enter text. |
|  | Please provide any details of each complaint raised and outcome: |
|  | Click or tap here to enter text. |

**Section 3: Looking Forward**

|  |  |
| --- | --- |
| **28** | Please indicate when the Equality Scheme is due for review: |
|  | Click or tap here to enter text. |
|  |  |
| **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)* |
|  | Click or tap here to enter text. |
|  |  |
| **30** | In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next 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):  |
|  | Click or tap here to enter text. |

**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:

|  |  |  |
| --- | --- | --- |
| Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 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[[1]](#endnote-1) | Outcomes / Impact[[2]](#endnote-2) |
| National[[3]](#endnote-3) | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| Regional[[4]](#endnote-4) | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| Local[[5]](#endnote-5) | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Training Action Measures | Outputs | Outcome / Impact |
| 1 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 2 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
|  | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |

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 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 2 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
|  | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Encourage others Action Measures | Outputs | Outcome / Impact  |
| 1 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 2 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
|  | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |

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 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 2 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
|  | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Action Measures partly achieved | Milestones/ Outputs  | Outcomes/Impacts | Reasons not fully achieved |
| 1 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 2 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
|  | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |

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

|  |  |  |
| --- | --- | --- |
|  | Action Measures not met | Reasons |
| 1 | Click or tap here to enter text. | Click or tap here to enter text. |
| 2 | Click or tap here to enter text. | Click or tap here to enter text. |
|  | Click or tap here to enter text. | Click or tap here to enter text. |

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

Click or tap here to enter text.

(b) Quantitative

Click or tap here to enter text.

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?

If yes please outline below:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Revised/Additional Action Measures | Performance Indicator | Timescale |
| 1 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 2 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 3 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 4 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| 5 | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |

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?

Click or tap here to enter text.

1. **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. [↑](#endnote-ref-1)
2. **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. [↑](#endnote-ref-2)
3. **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments [↑](#endnote-ref-3)
4. **Regional**: Situations where people can influence policy decision making at a middle impact level [↑](#endnote-ref-4)
5. **Local :** Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora. [↑](#endnote-ref-5)