

**THE LOCAL GOVERNMENT STAFF COMMISSION FOR NORTHERN IRELAND**



**Revised Equality Scheme for  
The Local Government Staff Commission for NI**

**Drawn up in accordance with Section 75 and Schedule 9 of the Northern  
Ireland Act 1998**

**(Revised 2025)**

Approved by the Equality Commission for Northern Ireland on 24 March 2023

## Foreword

Section 75 of the Northern Ireland Act 1998 (the Act) requires public authorities, in carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations across a range of categories outlined in the Act<sup>1</sup>.

In our equality scheme we set out how the Local Government Staff Commission for Northern Ireland (the Commission) proposes to fulfill the Section 75 statutory duties.

We will commit the necessary resources in terms of people, time and money to make sure that the Section 75 statutory duties are complied with and that the equality scheme is implemented effectively, and on time.

We commit to having effective internal arrangements in place for ensuring our effective compliance with the Section 75 statutory duties and for monitoring and reviewing our progress.

We will develop and deliver a programme of communication and training with the aim of ensuring that all our staff and board members are made fully aware of our equality scheme and understand the commitments and obligations within it. We will develop a programme to raise awareness for our consultees on the Section 75 statutory duties and our commitments in our equality scheme.

We, the Chairperson and Director of Corporate Services of the Commission, are fully committed to effectively fulfilling our Section 75 statutory duties across all our functions (including service provision, employment and procurement) through the effective implementation of our equality scheme.

We realise the important role that the community and voluntary sector and the general public have to play to ensure the Section 75 statutory duties are effectively implemented. Our equality scheme demonstrates how determined we are to ensure there are opportunities, for people affected by our work, to positively influence how we carry out our functions in line with our Section 75 statutory duties. It also offers the means whereby persons directly affected by what they consider to be a failure, on our part, to comply with our equality scheme, can make complaints.

On behalf of the Commission and our staff we are pleased to support and endorse this equality scheme which has been drawn up in accordance with Section 75 and Schedule 9 of the Northern Ireland Act 1998 and Equality Commission guidelines.



---

**Bumper Graham**  
Chairperson



---

**Diana Stewart**  
Director

**Date:** \_\_\_\_\_

---

<sup>1</sup> See section 1.1 of our Equality Scheme.

# Contents

Page

Foreword

## **Chapter 1      Introduction**

Section 75 of the Northern Ireland Act 1998  
How we propose to fulfil the Section 75 duties in relation to  
the relevant functions of the Commission  
Who we are and what we do

## **Chapter 2      Assessing compliance with Section 75 Duties**

Our arrangements for assessing our compliance with the  
Section 75 Duties  
Responsibilities and reporting  
Action plan

## **Chapter 3      Our arrangements for consulting**

## **Chapter 4      Our arrangements for assessing, monitoring and publishing the impact of policies**

Our arrangements for assessing the likely impact of  
policies adopted or proposed to be adopted on the  
promotion of equality of opportunity  
Screening  
Equality impact assessment  
Our arrangements for publishing the results of the  
assessments of the likely impact of policies we have  
adopted or propose to adopt on the promotion of equality  
of opportunity  
What we publish  
How we publish the information  
Where we publish the information  
Our arrangements for monitoring any adverse impact of  
policies we have adopted on equality of opportunity  
Our arrangements for publishing the results of our  
monitoring

## **Chapter 5      Staff training**

Commitment to staff training  
Training objectives  
Awareness raising and training arrangements  
Monitoring and evaluation

<b>Chapter 6</b>	<b>Our arrangements for ensuring and assessing public access to information and services we provide</b> Access to information Access to services Assessing public access to information and services
<b>Chapter 7</b>	<b>Timetable for measures we propose in this Equality Scheme</b>
<b>Chapter 8</b>	<b>Our complaints procedure</b>
<b>Chapter 9</b>	<b>Publication of our Equality Scheme</b>
<b>Chapter 10</b>	<b>Review of our Equality Scheme</b>
Appendix 1	Organisational chart
Appendix 2	Example groups relevant to the Section 75 categories for Northern Ireland purposes
Appendix 3	List of consultees
Appendix 4	Timetable for measures proposed
Appendix 5	Glossary of terms
Appendix 6	Action plan/action measures

## **Chapter 1      Introduction**

### **Section 75 of the Northern Ireland Act 1998**

- 1.1 Section 75 of the Northern Ireland Act 1998 (the Act) requires the Commission to comply with two statutory duties:

Section 75 (1): In carrying out our functions relating to Northern Ireland we are required to have due regard to the need to promote equality of opportunity between

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- men and women generally
- persons with a disability and persons without
- persons with dependents and persons without.

Section 75 (2): In addition, without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

“Functions” include the “powers and duties” of a public authority<sup>2</sup>. This includes our employment and procurement functions. Please see below under “Who we are and what we do” for a detailed explanation of our functions.

### **How we propose to fulfil the Section 75 duties in relation to the relevant functions of the Commission**

- 1.2 Schedule 9 4 (1) of the Act requires the Commission as a designated public authority to set out in an equality scheme how it proposes to fulfil the duties imposed by Section 75 in relation to its relevant functions. This equality scheme is intended to fulfil that statutory requirement. It is both a statement of our arrangements for fulfilling the Section 75 statutory duties and our plan for their implementation.
- 1.3 We are committed to the discharge of our Section 75 obligations in all parts of our organisation and we will commit the necessary resources in terms of people, time and money to ensure that the Section 75 statutory duties are complied with and that our equality scheme can be implemented effectively.

### **Who we are and what we do**

---

<sup>2</sup> Section 98 (1) of the Northern Ireland Act 1998.

The Commission is an Executive Non-Departmental Public Body established under the Local Government Act (NI) 1972. Its powers were later extended under the Housing Orders (NI) 1976 and 1981 and the Local Government (Miscellaneous Provisions) (NI) Order 1992.

The terms of reference of the Commission are to “exercise general oversight of matters connected with the recruitment, training and terms and conditions of employment of officers of councils and the Northern Ireland Housing Executive and of making recommendations to councils and the Northern Ireland Housing Executive on such matters.” (Local Government Act (NI) 1972 as amended by the Housing Orders (NI) 1976 and 1981.

The specific functions of the Commission are:

- Recommending Employment and Promotion Procedures
- Convening Advisory Appointment Panels
- Human Resource Planning Activities
- Promoting Co-operation in the Public Service
- Training and Development
- Ensuring Effective Negotiating Machinery

To support and implement the above statutory functions, the Commission has adopted a number of policies in the following key areas:

### **Equality of Opportunity**

Code of Procedures on Recruitment and Selection  
Observers  
Model policies and procedures  
Equality Network  
Advisory and support service  
Assessment Centres

### **Learning and Development**

Local Government Training Group  
Training and development initiatives

### **Employee Relations**

NI Joint Councils for Local Government Services  
Employee relations  
Advisory and support service

## **Advisory and Support Systems**

- Advisory and support service
- Best value
- Single status
- Code of Conduct

## **Promoting the Staff Commission and Local Government**

- Secondment
- Networking
- Absenteeism

## **Internal**

- Employment of staff
- Procurement

The Commission's statutory functions and policies are set out in detail in the Commission's Corporate Plan.

## **Organisational structure**

Commission membership comprises a Chairperson and not more than 14 members. Membership reflects the Commission's customer base and includes elected members and independent persons chosen for their expertise in human resource management.

A list of current Commission members is set out in Appendix 1.

The responsibility for the implementation of the Commission's Corporate and Business Plans lies with the Director of Corporate Services. They allocate responsibility for particular areas of business activity across the Senior Officer team. The performance of individual officers is monitored through an appraisal process in line with the requirements of the Investors in People initiative.

Overall delivery of the strategy is monitored by the Commission as a corporate body.

## **Chapter 2 Assessing Compliance with Section 75 Duties**

### **2.1 Our arrangements for assessing our compliance with the Section 75 duties (Schedule 9 4 (2) (a))**

Some of our arrangements for assessing our compliance with the Section 75 statutory duties are outlined in other relevant parts of this equality scheme. Details on monitoring arrangements and assessment of impact of policies arrangements are included in Chapter 4, Consultation in Chapter 3, Publications in Chapter 9 and Complaints in Chapter 8.

The Commission will assess over a five year period how each of its policies and functional areas can contribute to the promotion of equality of opportunity and good relations. During this period, the Commission will liaise with the Equality Commission, with a view to ensuring such progress is maintained. We will respond constructively to proposals from those bodies relating to our compliance with the Section 75 obligations.

In addition we have the following arrangements in place for assessing our compliance, as set out in paragraphs 2.2 and 2.3 below.

### **Responsibilities and reporting**

- 2.2 The Commission is committed to the fulfilment of our Section 75 obligations in all parts of our work.
- 2.3 Statutory responsibility for the effective implementation of our equality scheme lies with the Director of Corporate Services. The Director of Corporate Services is accountable to the Commission for the development, implementation, maintenance and review of the equality scheme in accordance with Section 75 and Schedule 9 of the Northern Ireland Act 1998, including any good practice or guidance that has been or may be issued by the Equality Commission.
- 2.4 If you have any questions or comments regarding our equality scheme, please contact in the first instance the Senior HR Officer at the address given below and we will respond to you as soon as possible:  
Suite 217, Formation Works, Lanyon  
22 East Bridge Street, Belfast, BT1 3NR  
by phone: 028 9031 3200  
by email: [info@lgsc.org.uk](mailto:info@lgsc.org.uk).



Objectives and targets relating to the statutory duties will be integrated into our strategic and operational business plans<sup>3</sup>.

Employees' job descriptions and performance plans reflect their contributions to the discharge of the Section 75 statutory duties and implementation of the equality scheme, where relevant. The personal performance plans are subject to appraisal in the annual performance review.

- 2.7 The Commission prepares an annual report on the progress we have made on implementing the arrangements set out in this equality scheme to discharge our Section 75 statutory duties (Section 75 annual progress report). The Section 75 annual progress report will be sent to the Equality Commission by 31 August each year and will follow any guidance on annual reporting issued by the Equality Commission.

Progress on the delivery of Section 75 statutory duties will also be included in our (organisational) annual report.

- 2.8 The latest Section 75 annual progress report is available on our website [www.lgsc.org.uk](http://www.lgsc.org.uk) or by contacting:

Senior HR Officer  
Suite 217, Formation Works, Lanyon  
22 East Bridge Street, Belfast, BT1 3NR  
by phone: 028 9031 3200  
by email: [info@lgsc.org.uk](mailto:info@lgsc.org.uk).

- 2.9 The Commission liaise closely with the Equality Commission to ensure that progress on the implementation of our equality scheme is maintained.

### **Action plan/action measures**

- 2.11 The Commission has developed an action plan to promote equality of opportunity and good relations. This action plan is set out in Appendix 6 to this equality scheme.
- 2.12 The action measures that will make up our action plan will be relevant to our functions. They will be developed and prioritised on the basis of our stakeholders' audit of inequalities which we assisted in

---

<sup>3</sup> See Appendix 4 'Timetable for measures proposed' and section 2.11 of this equality scheme.

developing. These audits of inequalities will gather and analyse information across the Section 75 categories to identify the inequalities that exist in councils and will assist in developing the Commission's Equality and Diversity Strategy and Action Plan.

- 2.13 Action measures will be specific, measurable, linked to achievable outcomes, realistic and time bound. Action measures will include performance indicators and timescales for their achievement.
- 2.14 The Commission will develop any action plans for a period of between one and three years in order to align them with our corporate and business planning cycles. Implementation of the action measures will be incorporated into our business planning process.
- 2.15 We will seek input from our stakeholders and consult on our action plan before we send it to the Equality Commission and thereafter when reviewing the plan as per below.
- 2.16 We will monitor our progress on the delivery of our action measures annually and update the action plan as necessary to ensure that it remains effective and relevant to our functions and work.
- 2.17 The Commission will inform the Equality Commission of any changes or amendments to our action plan and will also include this information in our Section 75 annual progress report to the Commission. Our Section 75 annual progress report will incorporate information on progress we have made in implementing our action plans/action measures.
- 2.18 Once finalised, our action plan will be available on the Commission's website [www.lgsc.org.uk](http://www.lgsc.org.uk) or by contacting us directly. Should you require the action plan in an alternative format please contact us on the details provided above.

## Chapter 3 Our Arrangements for Consulting

The Commission has a statutory duty to consult on:

- i. matters to which a duty (S75 (1) or (2)) is likely to be relevant (including details of the persons to be consulted). *Schedule 9 para 4. (2) (a)*
- ii. the likely impact of policies adopted or proposed to be adopted by us on the promotion of equality of opportunity. *Schedule 9 para 4 (2) (b)*

- 3.1 We recognise the importance of consultation in all aspects of the implementation of our statutory equality duties. We will consult on our equality scheme, action measures, equality impact assessments and other matters relevant to the Section 75 statutory duties.
- 3.2 We are committed to carrying out consultation in accordance with the following principles (as contained in the Equality Commission's guidance '*Section 75 of the Northern Ireland Act 1998 – A Guide for Public Authorities (April 2010)*').

- 3.2.1 All consultations will seek the views of those directly affected by the matter/policy, the Equality Commission, representative groups of Section 75 categories, other public authorities, voluntary and community groups, our staff and their trades unions and such other groups who have a legitimate interest in the matter, whether or not they have a direct economic or personal interest.

Initially all consultees (see Appendix 3), as a matter of course, will be notified (by email or post) of the matter/policy being consulted upon to ensure they are aware of all consultations. Thereafter, to ensure the most effective use of our and our consultees' resources, we will take a targeted approach to consultation for those consultees that may have a particular interest in the matter/policy being consulted upon and to whom the matter/policy is of particular relevance. This may include for example regional or local consultations, sectoral or thematic consultation etc.

- 3.2.2 Consultation with all stakeholders will begin as early as possible. We will engage with affected individuals and representative groups to identify how best to consult or engage with them. We will ask our consultees what their preferred consultation methods are and will give consideration to these. Methods of consultation will include:

- 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/opt out of the consultation
- Internet discussions or
- Telephone consultations.

This list is not exhaustive and we may develop other additional methods of consultation more appropriate to key stakeholders and the matter being consulted upon.

3.2.3 The Commission will consider the accessibility and format of every method of consultation it uses in order to remove barriers to the consultation process. Specific consideration will be given as to how best to communicate with children and young people, people with disabilities (in particular people with learning disabilities) and minority ethnic communities. We take account of existing and developing good practice, including the Equality Commission's guidance.

Information will be made available, on request, in alternative formats<sup>4</sup>, within 10 working days. We will ensure that such consultees have equal time to respond.

3.2.4 Specific training is provided to those facilitating consultations to ensure that they have the necessary skills to communicate effectively with consultees.

3.2.5 To ensure effective consultation with consultees<sup>5</sup> on Section 75 matters, we will develop a programme of awareness raising on the Section 75 statutory duties and the commitments in our equality scheme by undertaking the following:

- i. Issuing a Press Release when our Equality Scheme is approved by the Equality Commission.
- ii. Notification (by email or letter as appropriate) to all consultees following approval by the Equality Commission
- iii. Include references to the revised Equality Scheme and Action Plan in stakeholder communications.

---

<sup>4</sup> See Chapter 6 of our equality scheme for further information on alternative formats of information we provide.

<sup>5</sup> Please see Appendix 3 for a list of our consultees.

The Commission will work with representative groups and individuals of the Section 75 categories in order to identify how best to obtain their views.

3.2.6 The consultation period lasts for a minimum of twelve weeks to allow adequate time for groups to consult amongst themselves as part of the process of forming a view. However, in exceptional circumstances when this timescale is not feasible (for example implementing EU Directives or UK wide legislation, meeting Health and Safety requirements, addressing urgent public health matters or complying with Court judgements), we may shorten timescales to eight weeks or less before the policy is implemented. We may continue consultation thereafter and will review the policy as part of our monitoring commitments<sup>6</sup>.

Where, under these exceptional circumstances, we must implement a policy immediately, as it is beyond the Commission's control, we may consult after implementation of the policy, in order to ensure that any impacts of the policy are considered.

3.2.7 If a consultation exercise is to take place over a period when consultees are less able to respond, for example, over the summer or Christmas break, or if the policy under consideration is particularly complex, we will give consideration to the feasibility of allowing a longer period for the consultation.

3.2.8 We are conscious of the fact that affected individuals and representative groups may have different needs. We will take appropriate measures to ensure full participation in any meetings that are held virtually or face to face. We will consider for example the time of day, the meeting platform, the appropriateness of the venue, in particular whether it can be accessed by those with disabilities, how the meeting is to be conducted, the use of appropriate language, whether a signer and/or interpreter is necessary, and whether the provision of childcare and support for other carers is required.

3.2.9 We make all relevant information available to consultees in appropriate formats to ensure meaningful consultation. This includes detailed information on the policy proposal being consulted upon and any relevant quantitative and qualitative data.

---

<sup>6</sup> Please see below at 4.27 to 4.31 for details on monitoring.

3.2.10 In making any decision with respect to a policy adopted or proposed to be adopted, we take into account any assessment and consultation carried out in relation to the policy.

3.2.11 We provide feedback to consultees in a timely manner. A feedback report is prepared which includes summary information on the policy consulted upon, a summary of consultees' comments and a summary of our consideration of and response to consultees' input. The feedback is provided in formats suitable to consultees.

3.3 A list of our consultees is included in this equality scheme at Appendix 3. It can also be obtained from our website at [www.lgsc.org.uk](http://www.lgsc.org.uk) or by contacting:

Senior HR Officer  
Suite 217, Formation Works, Lanyon  
22 East Bridge Street, Belfast, BT1 3NR  
by phone: 028 9031 3200  
by email: [info@lgsc.org.uk](mailto:info@lgsc.org.uk).

3.4 Our consultation list is not exhaustive and is reviewed on an annual basis to ensure it remains relevant to our functions and policies.

We welcome enquiries from any person/s or organisations wishing to be added to the list of consultees. Please contact the Policy Officer using the details above to provide your contact details and have your areas of interest noted or have your name/details removed or amended. Please also inform us at this stage if you would like information sent to you in a particular format or language.

## Chapter 4 Our arrangements for assessing, monitoring and publishing the impact of policies

### Our arrangements for assessing the likely impact of policies adopted or proposed to be adopted on the promotion of equality of opportunity (Schedule 9 4. (2) (b))

- 4.1 In the context of Section 75, 'policy' is very broadly defined and it covers all the ways in which we carry out or propose to carry out our functions in relation to Northern Ireland. In respect of this equality scheme, the term policy is used for any (proposed/amended/existing) strategy, policy initiative or practice and/or decision, whether written or unwritten and irrespective of the label given to it, e.g. 'draft', 'pilot', 'high level' or 'sectoral'.
- 4.2 In making any decision with respect to a policy adopted or proposed to be adopted, we take into account any assessment and consultation carried out in relation to the policy, as required by Schedule 9 9. (2) of the Northern Ireland Act 1998.
- 4.3 The Commission uses the tools of **screening** and **equality impact assessment** to assess the likely impact of a policy on the promotion of equality of opportunity and good relations. In carrying out these assessments we will relate them to the intended outcomes of the policy in question and will also follow Equality Commission guidance:
- the guidance on screening, including the screening template, as detailed in the Commission's guidance '*Section 75 of the Northern Ireland Act 1998 – A Guide for Public Authorities (April 2010)*' and
  - on undertaking an equality impact assessment as detailed in the Commission's guidance.

### Screening

- 4.4 The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations.
- 4.5 Screening is completed at the earliest opportunity in the policy development/review process. Policies which we propose to adopt will be subject to screening prior to implementation. For more detailed strategies or policies that are to be put in place through a series of stages, we will screen at various stages during implementation.
- 4.6 The lead role in the screening of a policy is taken by the policy decision maker who has the authority to make changes to that policy.

However, screening will also involve other relevant team members, for example, equality specialists, those who implement the policy and staff members from other relevant work areas. Where possible we will include key stakeholders in the screening process.

4.7 The following questions are applied to all our policies as part of the screening process:

- What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? (minor/major/none)
- Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
- To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group? (minor/major/none)
- Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

4.8 In order to answer the screening questions, we gather all relevant information and data, both qualitative and quantitative. In taking this evidence into account we consider the different needs, experiences and priorities for each of the Section 75 equality categories. Any screening decision will be informed by this evidence.

4.9 Completion of screening, taking into account our consideration of the answers to all four screening questions set out above, will lead to one of the following three outcomes:

- i. the policy has been 'screened in' for equality impact assessment
- ii. the policy has been 'screened out' with mitigation<sup>7</sup> or an alternative policy proposed to be adopted
- iii. the policy has been 'screened out' without mitigation or an alternative policy proposed to be adopted.

4.10 If our screening concludes that the likely impact of a policy is 'minor' in respect of one, or more, of the equality of opportunity and/or good relations categories, we may on occasion decide to proceed with an equality impact assessment, depending on the policy. If an EQIA is not to be conducted we will nonetheless consider measures that might mitigate the policy impact as well as alternative policies that might better achieve the promotion of equality of opportunity and/or

---

<sup>7</sup> Mitigation – Where an assessment (screening in this case) reveals that a particular policy has an adverse impact on equality of opportunity and / or good relations, a public authority must consider ways of delivering the policy outcomes which have a less adverse effect on the relevant Section 75 categories.



good relations. Where we mitigate we will outline in our screening template the reasons to support this decision together with the proposed changes, amendments or alternative policy. This screening decision will be 'signed off' by the appropriate Officer within the Commission.

- 4.11 If our screening concludes that the likely impact of a policy is 'major' in respect of one, or more, of the equality of opportunity and/or good relations categories, we will normally subject the policy to an equality impact assessment. This screening decision will be 'signed off' by the appropriate Officer within the Commission.
- 4.12 If our screening concludes that the likely impact of a policy is 'none', in respect of all of the equality of opportunity and/or good relations categories, we may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, we will give details of the reasons for the decision taken. This screening decision will be 'signed off' by the appropriate Officer within the Commission.
- 4.13 As soon as possible following the completion of the screening process, the screening template, signed off and approved by the senior manager responsible for the policy, will be made available on request from

Senior HR Officer  
Suite 217, Formation Works, Lanyon  
22 East Bridge Street, Belfast, BT1 3NR  
by phone: 028 9031 3200  
by email: [info@lgsc.org.uk](mailto:info@lgsc.org.uk).

- 4.14 If a consultee, including the Equality Commission, raises a concern about a screening decision based on supporting evidence; we will review the screening decision.
- 4.15 Our screening reports are available quarterly.

## **Equality impact assessment**

- 4.16 An equality impact assessment (EQIA) is a thorough and systematic analysis of a policy, whether that policy is formal or informal, and irrespective of the scope of that policy. The primary function of an EQIA is to determine the extent of any impact of a policy upon the Section 75 categories and to determine if the impact is an adverse one. It is also an opportunity to demonstrate the likely positive outcomes of a policy and to seek ways to more effectively promote equality of opportunity and good relations.
- 4.17 Once a policy is screened and screening has identified that an equality impact assessment is necessary, we will carry out the EQIA in accordance with Equality Commission guidance. The equality impact assessment will be carried out as part of the policy development process, before the policy is implemented.
- 4.18 Any equality impact assessment will be subject to consultation at the appropriate stage. (For details see above Chapter 3 “Our Arrangements for Consulting”).

### **Our arrangements for publishing the results of the assessments of the likely impact of policies we have adopted or propose to adopt on the promotion of equality of opportunity (Schedule 9 para 4 (2) (d); Schedule 9 para 9 (1))**

- 4.19 We make publicly available the results of our assessments (screening and EQIA) of the likely impact of our policies on the promotion of equality of opportunity and good relations.

## **What we publish**

- 4.20 The screening reports we publish quarterly detail:
- All policies screened by the Commission over the 3 month period;
  - A statement of the aim(s) of the policy/policies to which the assessment relates;
  - Consideration given to measures which might mitigate any adverse impact;
  - Consideration given to alternative policies which might better achieve the promotion of equality of opportunity;

- Screening decisions, i.e.
  - whether the policy has been ‘screened in’ for equality impact assessment;
  - whether the policy has been ‘screened out’ with mitigation or an alternative policy proposed to be adopted;
  - whether the policy has been ‘screened out’ without mitigation or an alternative policy proposed to be adopted;
- Where applicable, a timetable for conducting equality impact assessments;
- A link to the completed screening template(s) on our website.

We publish details of all equality impact assessments.

4.22 EQIA reports are published once the impact assessment has been completed. These reports include:

- A statement of the aim of the policy assessed
- Information and data collected
- Details of the assessment of impact(s)
- Consideration given to measures which might mitigate any adverse impact
- Consideration given to alternative policies which might better achieve the promotion of equality of opportunity
- Consultation responses
- The decision taken
- Future monitoring plans.

### **How we publish the information**

4.23 All information we publish is accessible and can be made available in alternative formats on request.

### **Where we publish the information**

4.24 The results of our assessments (screening reports and completed templates, the results of equality impact assessments) are available by contacting the Senior HR Officer at Suite 217, Formation Works, Lanyon, 22 East Bridge Street, Belfast, BT1 3NR or by phoning 028 9031 3200 or by email on [info@lgsc.org.uk](mailto:info@lgsc.org.uk). This material will be made available, if requested, in accessible formats, that is, braille, disk, audio cassette and minority languages.

- 4.25 We will inform the general public about the availability of this material through communications such as press releases where appropriate.

**Our arrangements for monitoring any adverse impact of policies we have adopted on equality of opportunity (Schedule 9 para 4 (2) (c))**

- 4.26 Monitoring can assist us to deliver better public services and continuous improvements. Monitoring Section 75 information involves the processing of sensitive personal data (data relating to the racial or ethnic origin of individuals, sexual orientation, gender, political opinion, religious belief, etc). In order to carry out monitoring in a confidential and effective manner, the Commission follows guidance from the Office of the Information Commissioner and the Equality Commission.
- 4.27 We monitor any adverse impact on the promotion of equality of opportunity of policies we have adopted. We are also committed to monitoring more broadly to identify opportunities to better promote equality of opportunity and good relations in line with Equality Commission guidance.
- 4.28 The systems we have established to monitor the impact of policies and identify opportunities to better promote equality of opportunity and good relations are:
- The collection, collation and analysis of existing relevant primary quantitative and qualitative data across all nine equality categories on an on-going basis;
  - The collection, collation and analysis of existing relevant secondary sources of quantitative and qualitative data across all nine equality categories on an on-going basis;
  - An audit of existing information systems within one year of approval of this equality scheme, to identify the extent of current monitoring and take action to address any gaps in order to have the necessary information on which to base decisions;
  - Undertaking or commissioning new data if necessary.

- 4.29 If over a two year period monitoring and evaluation show that a policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, we will ensure that the policy is revised to achieve better outcomes for relevant equality groups.
- 4.30 We review our EQIA monitoring information on an annual basis. Other monitoring information is reviewed annually.

**Our arrangements for publishing the results of our monitoring**  
(Schedule 9 para 4 (2) (d))

- 4.31 Schedule 9 4 (2) (d) requires us to publish the results of the monitoring of adverse impacts of policies we have adopted. However, we are committed to monitoring more broadly and the results of our policy monitoring are published as follows:
- 4.32 EQIA monitoring information is published as part of our Section 75 annual progress report (see 2.2.5 above).
- 4.33 The Commission will inform the general public about the availability of this material through press releases, including press publications and media associated with the Section 75 categories. In addition, the Commission will give consideration to how best to communicate material to young people and those with learning disabilities.
- 4.34 All information published is accessible and can be made available in alternative formats on request. Please see 4.7.1 above for contact details.

## **Chapter 5 Staff Training (Schedule 9 para 4 (2) (e))**

### **Commitment to staff training**

- 5.1 We recognise that awareness raising and training play a crucial role in the effective implementation of our Section 75 duties. The Commission is a small organisation and training on Section 75 duties forms part of the overall organisational training plan.
- 5.2 The Chairperson and Director of Corporate Services wish to positively communicate the commitment of the Commission to the Section 75 statutory duties, both internally and externally. To this end we have introduced an effective communication and training programme for all staff and an awareness raising programme for all Commission members. We will ensure that our commitment to the Section 75 statutory duties is made clear in all relevant publications.

### **Training objectives**

- 5.3 The Commission has drawn up a detailed training plan for its staff and members which will aim to achieve the following objectives:
- to raise awareness of the provisions of Section 75 of the Northern Ireland Act 1998, our equality scheme commitments and the particular issues likely to affect people across the range of Section 75 categories, to ensure that our staff and members fully understand their role in implementing the scheme;
  - to provide those staff involved in the assessment of policies (screening and EQIA) with the necessary skills and knowledge to do this work effectively;
  - to provide those staff who deal with complaints in relation to compliance with our equality scheme with the necessary skills and knowledge to investigate and monitor complaints effectively;
  - to provide those staff involved in consultation processes with the necessary skills and knowledge to do this work effectively;
  - to provide those staff involved in the implementation and monitoring of the effective implementation of the Commission's equality scheme with the necessary skills and knowledge to do this work effectively.

## **Awareness raising and training arrangements**

- 5.4 The following arrangements are in place to ensure all our staff and members are aware of and understand our equality obligations.
- We will develop a summary of this equality scheme and make it available to all staff and members;
  - We will provide access to copies of the full equality scheme for all staff and members; ensuring that any queries or questions of clarification from staff are addressed effectively;
  - Commission staff will receive a briefing on this equality scheme within 6 months of approval of scheme;
  - The Section 75 statutory duties form part of induction training for new staff;
  - Focused training is provided for key staff within the Commission who are directly engaged in taking forward the implementation of our equality scheme commitments (for example those involved in research and data collection, policy development, service design, conducting equality impact assessments, consultation, monitoring and evaluation);
  - Where appropriate, training will be provided to ensure staff are aware of the issues experienced by the range of Section 75 groups;
  - When appropriate and on an ongoing basis, arrangements will be made to ensure staff are kept up to date with Section 75 developments.
- 5.5 Training and awareness raising programmes will, where relevant, be developed in association with the appropriate Section 75 groups and our staff. In order to share resources and expertise, the Commission will, where possible, work closely with other bodies and agencies in the development and delivery of training.

## **Monitoring and evaluation**

5.6 Our training programme is subject to the following monitoring and evaluation arrangements:

- A record of all staff training undertaken is retained by the Office Manager and reviewed as part of the wider staff training agenda.
- We evaluate the extent to which all participants in this training programme have acquired the necessary skills and knowledge to achieve each of the above objectives.
- The extent to which training objectives have been met will be reported on as part of the Section 75 annual progress report, which will be sent to the Equality Commission.



## **Chapter 6 Our Arrangements for Ensuring and Assessing Public Access to Information and Services we Provide (Schedule 9 para 4 (2) (f))**

- 6.1 The Commission is committed to ensuring that the information we disseminate and the services we provide are fully accessible to all parts of the community in Northern Ireland. We keep our arrangements under review to ensure that this remains the case.
- 6.2 We are aware that some groups will not have the same access to information as others. In particular:
- People with sensory, learning, communication and mobility disabilities may require printed information in other formats;
  - Members of ethnic minority groups, whose first language is not English, may have difficulties with information provided only in English;
  - Children and young people may not be able to fully access or understand information.

### **Access to Information**

- 6.3 To ensure equality of opportunity in accessing information, we provide information in alternative formats on request, where reasonably practicable. Where the exact request cannot be met we will ensure a reasonable alternative is provided.

Alternative formats may include Easy Read, Braille, audio formats (CD, mp3 or DAISY), large print or minority languages to meet the needs of those for whom English is not their first language. The Commission liaises with representatives of young people and disability and minority ethnic organisations and takes account of existing and developing good practice.

We will respond to requests for information in alternative formats in a timely manner, usually within 10 working days. If we are unable to provide information requested in an alternative format within this timescale, we will write to the individual advising them of the reason for the delay and provide an indication of when the information will be available.

- 6.4 In disseminating information through the media we will seek to advertise in the press where appropriate. In disseminating information through the local press, the Commission will ensure that press statements and public advertisements are accessible to both main communities.

## **Access to services**

- 6.6 The Commission are committed to ensuring that all of our services are fully accessible to everyone in the community across the Section 75 categories. The Commission also adheres to the relevant provisions of current anti-discrimination legislation.
- 6.7 Equality impact assessments will highlight any factors which indirectly discriminate by making a particular service less accessible to particular groups. The Commission will monitor access to information and services to ensure equality of opportunity.

## **Assessing public access to information and services**

- 6.8 We monitor annually across all our functions, in relation to access to our information and services, to ensure equality of opportunity and good relations are promoted.
- 6.9 The Commission regularly updates its consultee list, reviews the content on the Commission's website and ensures that all publications are fully accessible to everyone across the Section 75 categories.

## **Chapter 7                      Timetable for measures we propose in this equality scheme (Schedule 9 4 (3) (b))**

- 7.1 Appendix 4 outlines our timetable for all measures proposed within this equality scheme. The measures outlined in this timetable will be incorporated into our business planning processes.
- 7.2 This timetable is different from and in addition to our commitment to developing action plans/action measures to specifically address inequalities and further promote equality of opportunity and good relations. We have included in our equality scheme a commitment to develop an action plan. Accordingly, this commitment is listed in the timetable of measures at Appendix 4. For information on these action measures please see above at 2.11 – 2.18.

## Chapter 8 Our Complaints Procedure

- 8.1 The Commission are responsive to the views of members of the public. We will endeavour to resolve all complaints made to us.
- 8.2 Schedule 9 paragraph 10 of the Act refers to complaints. A person can make a complaint to a public authority if the complainant believes he or she may have been directly affected by an alleged failure of the authority to comply with its approved equality scheme. If the complaint has not been resolved within a reasonable timescale, the complaint can be brought to the Equality Commission.
- 8.3 A person wishing to make a complaint that the Commission has failed to comply with its approved equality scheme should contact:

Director of the Local Government Staff Commission  
for Northern Ireland  
Suite 214, Formation Works, Lanyon  
22 East Bridge Street, Belfast, BT1 3NR  
Telephone 028 9031 3200  
Email [info@lgsc.org.uk](mailto:info@lgsc.org.uk)

- 8.4 We will in the first instance acknowledge receipt of each complaint within 5 days.
- 8.5 The Commission will apply the Local Government Complaints Handling Procedure.
- 8.6 During this process the complainant will be kept fully informed of the progress of the investigation into the complaint and of any outcomes.
- 8.7 In any subsequent investigation by the Equality Commission, the Commission will co-operate fully, providing access in a timely manner to any relevant documentation that the Equality Commission may require. Similarly, the Commission will co-operate fully with any investigation by the Equality Commission under sub-paragraph 11 (1) (b) of Schedule 9 to the Northern Ireland Act 1998.
- 8.8 The Commission will make all efforts to implement promptly and in full any recommendations arising out of any Commission investigation.

## **Chapter 9 Publication of our Equality Scheme** (Schedule 9 para 4 (3) (c))

- 9.1 Our equality scheme is available free of charge in print form and alternative formats from the Commission's office:  
Suite 217, Formation Works, Lanyon  
22 East Bridge Street, Belfast, BT1 3NR  
by phone: 028 9031 3200  
by email: [info@lgsc.org.uk](mailto:info@lgsc.org.uk).
- 9.2 Our equality scheme is also available on our website at [www.lgsc.org.uk](http://www.lgsc.org.uk).
- 9.3 The following arrangements are in place for the publication within three months of our equality scheme to ensure equality of access:
- We will make every effort to communicate widely the existence and content of our equality scheme. This may include press releases, prominent advertisements in the press, the internet and direct mail shots to groups representing the various categories in Section 75.
  - We will email a link to our approved equality scheme to the consultees on our consultation lists. Other consultees without e-mail will be notified by letter that the scheme is available on request. We will respond to requests for the equality scheme in alternative formats within 20 working days.
  - Our equality scheme is available on request in alternative formats such as Braille, large print, audio formats (CD, mp3, DAISY) and in minority languages to meet the needs of those not fluent in English.
  - The Commission will inform the general public about the availability of this material through press releases, including press publications and media associated with the Section 75 categories. In addition, the Commission will give consideration to how best to communicate material to young people and those with learning disabilities.
- 9.4 For a list of our stakeholders and consultees please see Appendix 3 of the equality scheme or visit our website at [www.lgsc.org.uk](http://www.lgsc.org.uk).

## **Chapter 10      Review of our Equality Scheme (Schedule 9 para 8 (3))**

- 10.1 As required by Schedule 9 paragraph 8 (3) of the Northern Ireland Act 1998 we will conduct a thorough review of this equality scheme. This review will take place either within five years of submission of this equality scheme to the Equality Commission or within a shorter timescale to allow alignment with the review of other planning cycles.

The review will evaluate the effectiveness of our scheme in relation to the implementation of the Section 75 statutory duties relevant to our functions in Northern Ireland.

- 10.2 In undertaking this review we will follow any guidance issued by the Equality Commission. The Commission will also consider publicising the scheme using press releases, prominent advertisements in the press and direct mail shots to groups representing the various groups in Section 75 and sent to the Equality Commission.

## Appendix 1    Organisational chart

### THE LOCAL GOVERNMENT STAFF COMMISSION FOR NORTHERN IRELAND

#### CURRENT MEMBERSHIP (2014 - Present)

**Chairperson**

Bumper Graham

Former Assistant General Secretary, NIPSA

**Vice Chair**

Bernie Kelly

Development Manager, Shared Lives Plus

**Members**

Prof. Robert Hutchinson

Former Dean of the Ulster Business School and  
Provost University of Ulster, Coleraine Campus

William Francey MBE

Former Director of Health & Environmental Services,  
Belfast City Council

Hilary Singleton OBE

Solicitor

Paul Corrigan

Former Director of Logistics, Royal Mail

Lindsay Boal

Self Employed Barrister

Charlie Mack

Chief Executive, Third Sector

Monica Burns

International Health Development Consultant

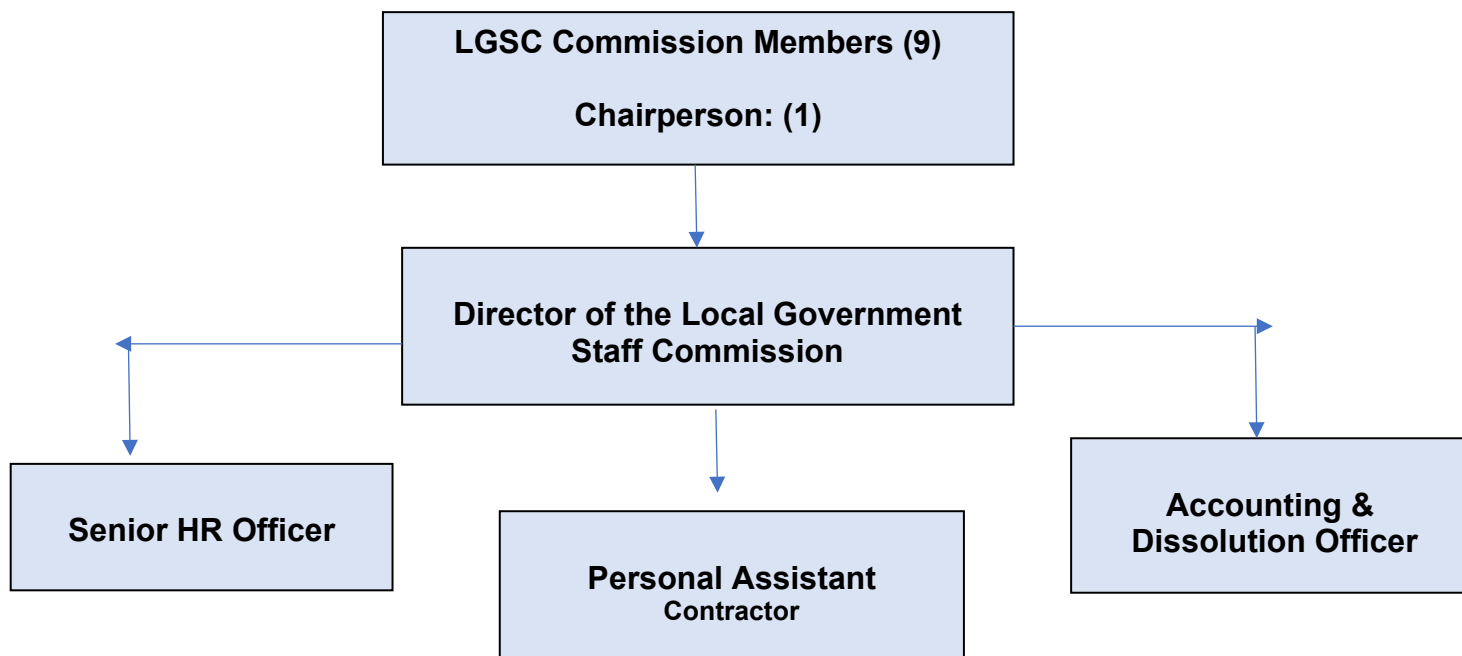
Roisin McDonough

Chief Executive, Arts Council

**LOCAL GOVERNMENT  
ORGANISATION  
OCTOBER 2022**



**STAFF COMMISSION  
STRUCTURE**



The functions of the Staff Commission are managed by professional and administrative staff as follows:

<b>Director of Local Government Staff Commission</b>	The Director of the Local Government Staff Commission has overall responsibility for the administrative and executive functions associated with the implementation of Commission policies and procedures.
<b>Senior HR Officer</b>	Responsibilities include developing Recruitment Selection, Diversity & Recruitment & Selection and associated external liaison for providing support across the Professional team and leading on special projects.
<b>Accounting &amp; Dissolution Officer</b>	Responsible, under the direction of the Director Corporate Services, for the day-to-day effective and efficient management of the Commission's financial affairs, corporate governance and office administration.
<b>Office Manager &amp; PA to the Director</b>	Responsible for all administrative and office services and secretariat support to the Director of the Local Government Staff Commission.



## Appendix 2 Example groups relevant to the Section 75 categories for Northern Ireland purposes

*Please note, this list is for illustration purposes only, it is not exhaustive.*

Category	Example groups
Religious belief	<p>Buddhist; Catholic; Hindu; Jewish; Muslims, people of no religious belief; Protestants; Sikh; other faiths.</p> <p>For the purposes of Section 75, the term “religious belief” is the same definition as that used in the <i>Fair Employment &amp; Treatment (NI) Order</i><sup>8</sup>. Therefore, “religious belief” also includes any <i>perceived</i> religious belief (or perceived lack of belief) and, in employment situations only, it also covers any “<i>similar philosophical belief</i>”.</p>
Political opinion <sup>9</sup>	Nationalist generally; Unionists generally; members/supporters of other political parties.
Racial group	Black people; Chinese; Indians; Pakistanis; people of mixed ethnic background; Polish; Roma; Travellers; White people.
Men and women generally	Men (including boys); Trans-gendered people; Transsexual people; women (including girls).
Marital status	Civil partners or people in civil partnerships; divorced people; married people; separated people; single people; widowed people.
Age	Children and young people; older people.
Persons with a disability	Persons with disabilities as defined by the Disability Discrimination Act 1995.
Persons with dependants	Persons with personal responsibility for the care of a child; for the care of a person with a disability; or the care of a dependant older person.
Sexual orientation	Bisexual people; heterosexual people; gay or lesbian people.

<sup>8</sup> See Section 98 of the Northern Ireland Act 1998, which states: “*In this Act...*”*political opinion*” and “*religious belief*” shall be construed in accordance with Article 2(3) and (4) of the *Fair Employment & Treatment (NI) Order 1998*.”

<sup>9</sup> *ibid*

## **Appendix 3      List of consultees (Schedule 9 4 (2) (a))**

### **List of Bodies to be consulted**

Age NI  
Alliance Party of NI  
Antrim & Newtownabbey Borough Council  
Aontu  
Ards & North Down Borough Council  
Armagh City Banbridge & Craigavon Borough Council  
Arthritis Care Northern Ireland  
Austism NI  
Baha'I Council for Northern Ireland  
Association of Baptist Churches in Ireland  
Belfast City Council  
Cara-Friend  
Causeway Coast & Glens Borough Council  
Chief Executives' Forum  
Children's Law Centre  
Church of Ireland  
Committee on the Administration of Justice  
Democratic Unionist Party  
Department of Agriculture, Environment and Rural Affairs (DAERA)  
Department for Communities  
Department of Education  
Department of Finance  
Department of Health  
Department of Justice  
Derry City & Strabane District Council  
Disability Action  
Downs Syndrome Association NI  
Employers for Childcare  
Employers for Disability  
Equality Commission for NI  
Equality & Human Rights Unit - OFMDFM  
Extern Organisation  
Fermanagh & Omagh District Council  
Foras na Gaeilge  
Free Presbyterian Church  
GMB Union  
Information Commissioner's Office  
Irish Congress of Trade Unions NI Committee  
Irish Council of Churches  
Lisburn & Castlereagh City Council  
Members of the Local Government Staff Commission for Northern Ireland  
Methodist Church in Ireland  
Mid & East Antrim Borough Council  
Mid Ulster District Council  
Newry Mourne & Down District Council  
NIACRO  
NICCY

NIPSA  
Northern Ireland Housing Executive  
Northern Ireland Inter-faith Forum  
Northern Ireland Rural Women's Network  
NI Youth Forum  
People Before Profit  
Presbyterian Church in Ireland  
Progressive Unionist Party  
Roman Catholic Church  
RNIB  
RNID  
Sense NI  
Sensory Disability Consortium  
Simon Community NI  
Sinn Fein  
Social Democratic and Labour Party  
Socialist Party  
The Green Party  
The Rainbow Project  
Traditional Unionist Voice  
Ulster Scots Community Network  
Ulster Unionist Party  
Unite the Union  
University of Atypical for Arts and Disability  
Women's Resources and Development Agency  
Women's Support Network  
Workers' Party  
Youthlink

**The Commission will keep this list of consultees under review and will add to it as appropriate. This list is not exhaustive and it may be amended in the light of experience.**

## Appendix 4 Timetable for measures proposed (Schedule 9 4 (3) (b))

The following timetable summarises the measures which the Commission proposes to take during the five years following the commencement of the revised Equality Scheme:

Measure	Lead responsibility	Timetable
<i>Section 75 Annual Progress Report</i> [2.2.5]	Director of the Local Government Staff Commission	31 August (annually)
<i>Consultation on draft action plan</i> [2.35]	Senior HR Officer	[in line with consultation on equality scheme]
<i>Finalised action plan published</i> [2.38]	Director of the Local Government Staff Commission	1 December 2022
<i>Arrangements for monitoring progress in place</i> [2.36]	Senior HR Officer	January 2023
<i>Consultation list reviewed and updated</i> [3.5]	Senior HR Officer	September (annually)
<i>Publication of Screening Reports</i> [4.2.12]	Senior HR Officer	Quarterly commencing March/April 2023
<i>Publication of EQIA Reports</i> [4.5.3]	Senior HR Officer	As required
<i>Annual Review of monitoring information</i> [4.8.4]	Director of the Local Government Staff Commission	Annually on anniversary of Equality Scheme Approval
<i>Publication of monitoring information</i> [4.9.2]		31 August (annually)
<i>Development of summary training scheme (5.3.1)</i>	Director of the Local Government Staff Commission	

<i>Development of overall training programme</i> <i>[5.3]</i> <i>Focussed training</i> <i>[5.3.1]</i> <i>Update training</i> <i>[5.3.1]</i> <i>Evaluation of training</i> <i>[5.4]</i>	Senior HR Officer          Senior HR Officer	Within 1 month of approval of Equality Scheme          Annually September
<i>Assessing access to information and services</i> <i>[6.5]</i>	Senior HR Officer	Annually September
<i>Communication of equality scheme</i> <i>[9.3]</i>  <i>Notification of consultees</i> <i>[9.3]</i>	Senior HR Officer          Senior HR Officer	As required          Within 2 months of approval of Equality Scheme
<i>Review of equality scheme</i> <i>[10.1]</i>	Director of the Local Government Staff Commission	Five years following submission of Equality Scheme
<i>Any other measures proposed in equality scheme</i>	Director of the Local Government Staff Commission	As required

## **Appendix 5      Glossary of terms**

### **Action plan**

A plan which sets out actions a public authority will take to implement its Section 75 statutory duties. It is a mechanism for the realisation of measures to achieve equality outcomes for the Section 75 equality and good relations categories.

### **Action measures and outcomes**

Specific measures to promote equality and good relations for the relevant Section 75 and good relations categories, linked to achievable outcomes, which should be realistic and timely.

### **Adverse impact**

Where a Section 75 category has been affected differently by a policy and the effect is less favourable, it is known as adverse impact. If a policy has an adverse impact on a Section 75 category, a public authority must consider whether or not the adverse impact is unlawfully discriminatory. In either case a public authority must take measures to redress the adverse impact, by considering mitigating measures and/or alternative ways of delivering the policy.

### **Affirmative action**

In general terms, affirmative action can be defined as being anything consistent with the legislation which is necessary to bring about positive change. It is a phrase used in the Fair Employment and Treatment Order (NI) 1998 to describe lawful action that is aimed at promoting equality of opportunity and fair participation in employment between members of the Protestant and Roman Catholic communities in Northern Ireland.

### **Article 55 Review**

Under the Fair Employment and Treatment (NI) Order 1998, all registered employers must conduct periodic reviews of the composition of their workforces and of their employment practices for the purposes of determining whether members of the Protestant and Roman Catholic communities are enjoying, and are likely to continue to enjoy, fair participation in employment in each employer's concern.

These reviews, which are commonly known as Article 55 Reviews, must be conducted at least once every three years.

### **Audit of inequalities**

An audit of inequalities is a systematic review and analysis of inequalities which exist for service users and those affected by a public authority's policies. An audit can be used by a public authority to inform its work in relation to the Section 75 equality and good relations duties. It can also enable public authorities to assess progress on the implementation of the Section 75 statutory duties, as it provides baseline information on existing inequalities relevant to a public authority's functions.

### **Consultation**

In the context of Section 75, consultation is the process of asking those affected by a policy (ie, service users, staff, the general public) for their views on how the policy could be implemented more effectively to promote equality of opportunity across the 9 categories. Different circumstances will call for different types of consultation. Consultations could, for example, include meetings, focus groups, surveys and questionnaires.

## **Desk audit**

An audit of a draft equality scheme to ensure that the scheme conforms with the requirements on form and content as detailed in the Commission's Guidelines (the Guide).

## **Differential impact**

Differential impact occurs where a Section 75 group has been affected differently by a policy. This effect could either be positive, neutral or negative. A public authority must make a judgement as to whether a policy has a differential impact and then it must determine whether the impact is adverse, based on a systematic appraisal of the accumulated information.

## **Discrimination**

The anti-discrimination laws prohibit the following forms of discrimination:

- Direct discrimination
- Indirect Discrimination
- Disability Discrimination
- Victimisation
- Harassment

Brief descriptions of these above terms follow:

### **Direct discrimination**

This generally occurs where a public authority treats a person less favourably than it treats (or, would treat) another person, in the same or similar circumstances, on one or more of the statutory non-discrimination grounds. A decision or action that is directly discriminatory will normally be unlawful unless: (a) in an age discrimination case, the decision can be objectively justified, or (b) in any other case, the public authority can rely on a statutory exception that permits it – such as a *genuine occupational requirement exception*; or, a *positive action exception* which permits an employer to use “welcoming statements” or to take other lawful positive action to encourage participation by under-represented or otherwise disadvantaged groups.

### **Indirect discrimination**

The definition of this term varies across some of the anti-discrimination laws, but indirect discrimination generally occurs where a public authority applies to all persons a particular provision, criterion or practice, but which is one that has the effect of placing people who share a particular equality characteristic (e.g. the same sex, or religious belief, or race) at a particular disadvantage compared to other people. A provision, criterion or practice that is indirectly discriminatory will normally be unlawful unless (a) it can be objectively justified, or (b) the public authority can rely on a statutory exception that permits it.

### **Disability discrimination**

In addition to direct discrimination and victimisation and harassment, discrimination against disabled people may also occur in two other ways: namely, (a) *disability-related discrimination*, and (b) *failure to comply with a duty to make reasonable adjustments*.

- (a) *Disability-related discrimination* generally occurs where a public authority, without lawful justification, and for a reason which relates to a disabled

person's disability, treats that person less favourably than it treats (or, would treat) other people to whom that reason does not (or, would not) apply.

- (b) *Failure to comply with a duty to make reasonable adjustments*: One of the most notable features of the disability discrimination legislation is that in prescribed circumstances it imposes a duty on employers, service providers and public authorities to take such steps as are reasonable to remove or reduce particular disadvantages experienced by disabled people in those circumstances.

### **Victimisation**

This form of discrimination generally occurs where a public authority treats a person less favourably than it treats (or, would treat) another person, in the same or similar circumstances, because the person has previously exercised his/her rights under the anti-discrimination laws, or has assisted another person to do so. Victimisation cannot be justified and is always unlawful.

### **Harassment**

Harassment generally occurs where a person is subjected to unwanted conduct that is related to a non-discrimination ground with the purpose, or which has the effect, of violating their dignity or of creating for them an intimidating, hostile, degrading, humiliating or offensive environment. Harassment cannot be justified and is always unlawful.

## **Equality impact assessment**

The mechanism underpinning Section 75, where existing and proposed policies are assessed in order to determine whether they have an adverse impact on equality of opportunity for the relevant Section 75 categories. Equality impact assessments require the analysis of both quantitative and qualitative data.

## **Equality of opportunity**

The prevention, elimination or regulation of discrimination between people on grounds of characteristics including sex, marital status, age, disability, religious belief, political opinion, dependants, race and sexual orientation.

The promotion of equality of opportunity entails more than the elimination of discrimination. It requires proactive measures to be taken to secure equality of opportunity between the categories identified under Section 75.

## **Equality scheme**

A document which outlines a public authority's arrangements for complying with its Section 75 obligations. An equality scheme must include an outline of the public authority's arrangements for carrying out consultations, screening, equality impact assessments, monitoring, training and arrangements for ensuring access to information and services.

## **Good relations**

Although not defined in the legislation, the Commission has agreed the following working definition of good relations: 'the growth of relations and structures for Northern Ireland that acknowledge the religious, political and racial context of this society, and that seek to promote respect, equity and trust, and embrace diversity in all its forms'



## **Mainstreaming equality**

The integration of equal opportunities principles, strategies and practices into the everyday work of public authorities from the outset. In other words, mainstreaming is the process of ensuring that equality considerations are built into the policy development process from the beginning, rather than being bolted on at the end. Mainstreaming can help improve methods of working by increasing a public authority's accountability, responsiveness to need and relations with the public. It can bring added value at many levels.

## **Mitigation of adverse impact**

Where an equality impact assessment reveals that a particular policy has an adverse impact on equality of opportunity, a public authority must consider ways of delivering the policy outcomes which have a less adverse effect on the relevant Section 75 categories; this is known as mitigating adverse impact.

## **Monitoring**

Monitoring consists of continuously scrutinising and evaluating a policy to assess its impact on the Section 75 categories. Monitoring must be sensitive to the issues associated with human rights and privacy. Public authorities should seek advice from consultees and Section 75 representative groups when setting up monitoring systems.

Monitoring consists of the collection of relevant information and evaluation of policies. It is not solely about the collection of data, it can also take the form of regular meetings and reporting of research undertaken. Monitoring is not an end in itself but provides the data for the next cycle of policy screening.

## **Northern Ireland Act**

The Northern Ireland Act, implementing the Good Friday Agreement, received Royal Assent on 19 November 1998. Section 75 of the Act created the statutory equality duties.

## **Northern Ireland Human Rights Commission**

A statutory body established under Section 68 of the Northern Ireland Act 1998, which works to ensure that the human rights of everyone in Northern Ireland are fully protected in law, policy and practice.

## **Northern Ireland Statistics & Research Agency (NISRA)**

The Northern Ireland Statistics and Research Agency (NISRA) is an Executive Agency within the Department of Finance and Personnel (DFP).

They provide statistical and research information regarding Northern Ireland issues and provide registration services to the public in the most effective and efficient way.

## **OFMDFM**

The Office of the First Minister and Deputy First Minister is responsible for providing advice, guidance, challenge and support to other NI Civil Service Departments on Section 75 issues.

## **PAFT**

The Policy Appraisal and Fair Treatment (PAFT) Guidelines constituted the first non-statutory attempt at mainstreaming equality in Northern Ireland in January 1994. The aim of the PAFT Guidelines was to ensure that issues of equality and equity informed policy making and activity in all spheres and at all levels of government. PAFT has now been superseded by Section 75 of the Northern Ireland Act 1998.

## **Policy**

The formal and informal decisions a public authority makes in relation to carrying out its duties. Defined in the New Oxford English Dictionary as ‘a course or principle of action adopted or proposed by a government party, business or individual’. In the context of Section 75, the term **policies** covers all the ways in which a public authority carries out or proposes to carry out its functions relating to Northern Ireland. Policies include unwritten as well as written policies.

## **Positive action**

This phrase is not defined in any statute, but the Equality Commission understands it to mean any lawful action that a public authority might take for the purpose of promoting equality of opportunity for all persons in relation to employment or in accessing goods, facilities or services (such as health services, housing, education, justice, policing). It may involve adopting new policies, practices, or procedures; or changing or abandoning old ones. *Positive action* is not the same as *positive discrimination*.

Positive discrimination differs from positive action in that *positive action* involves the taking of lawful actions whereas *positive discrimination* involves the taking of unlawful actions. Consequently, *positive action* is by definition lawful whereas *positive discrimination* is unlawful.

## **Qualitative data**

Qualitative data refers to the experiences of individuals from their perspective, most often with less emphasis on numbers or statistical analysis. Consultations are more likely to yield qualitative than quantitative data.

## **Quantitative data**

Quantitative data refers to numbers, typically derived from either a population in general or samples of that population. This information is often analysed by either using descriptive statistics, which consider general profiles, distributions and trends in the data, or inferential statistics, which are used to determine ‘significance’ either in relationships or differences in the data.

## **Screening**

The procedure for identifying which policies will be subject to equality impact assessment, and how these equality impact assessments will be prioritised. The purpose of screening is to identify the policies which are likely to have a minor/major impact on equality of opportunity so that greatest resources can be devoted to improving these policies. Screening requires a systematic review of existing and proposed policies.

## **Schedule 9**

Schedule 9 of the Northern Ireland Act 1998 sets out detailed provisions for the enforcement of the Section 75 statutory duties, including an outline of what should be included in an equality scheme.

## **Section 75**

Section 75 of the Northern Ireland Act provides that each public authority is required, in carrying out its functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity between:-

- persons of different religious belief, political opinion, racial group, age, marital status and sexual orientation;
- men and women generally;
- persons with a disability and persons without; and
- persons with dependants and persons without.

Without prejudice to these obligations, each public authority in carrying out its functions relating to Northern Ireland must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

### **Section 75 investigation**

An investigation carried out by the Equality Commission, under Schedule 9 of the NI Act 1998, arising from the failure of a public authority to comply with the commitments set out in its approved equality scheme.

There are two types of Commission investigation, these are as follows:

1. An investigation of a complaint by an individual who claims to have been directly affected by the failure of a public authority to comply with its approved equality scheme;
2. An investigation initiated by the Commission, where it believes that a public authority may have failed to comply with its approved equality scheme.

## Appendix 6 – Action Plan

### AREA OF FOCUS – COMMUNICATIONS

**Objective – To ensure that the Commission’s communications are accessible to all**

Inequality	Positive Action Measures	Performance Indicator	Timescale	Associated Research/Monitoring
<b>Ease of use and access to information to be fully considered in the design and contents of the Commission’s website to ensure that equality of opportunity is addressed.</b>	Ensure the Commission’s website meets AA standards for accessibility  Addition of “pop-up” aimed at the hard of hearing for events	Review website provision to ensure it meets LGSC/LGTG requirements	March 2024	Corporate Plan updates
<b>Communications Strategy</b>	Produce comprehensive communications strategy covering both internal and external communications	Operate a culture of open communication and participation where staff feel valued and involved.	March 2024	Review any requests

## AREA OF FOCUS – STAFF TRAINING AND SKILLS DEVELOPMENT

**Objective – To ensure that Commission staff and members are trained in equality issues**

Inequality	Positive Action Measures	Performance Indicator	Timescale	Associated Research/Monitoring
Corporate Training Strategy	Conduct and organisational strategic view of training to ensure a coordinated and structured approach to training and development of staff.	Provide training for all staff and members on the equality duties	April 2024	Set in corporate plan – updated annually
Governance	Introduction of mandatory equality training for Commission Members	Provide training for all staff and members on the equality duties	April 2024	Training data held by Office Manager