

ANNUAL EQUALITY STATEMENT Year end 31 March 2020

NILGOSC's Equality Scheme states that it will report on the progress it has made in the delivery of its Section 75 statutory duties.

Our Commitment

NILGOSC re-affirms its commitment to the fulfilment of its duties under Section 75 of the Northern Ireland Act 1998 in that it will 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;
- Between men and women generally;
- Between persons with a disability and persons without; and,
- Between persons with dependants and persons without.

In addition, without prejudice to its obligations above, NILGOSC shall, in carrying out its functions, have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

Promotion of Equality of Opportunity

NILGOSC has demonstrated its commitment to the promotion of equality of opportunity during 2019/20 and the equality agenda continues to be promoted and supported by the most senior levels of the organisation.

The NILGOSC Corporate Plan for 2019/20 included objectives relating to equality and good relations. The Senior Management Team has monitored the implementation of these objectives on a quarterly basis.

Implementation of the Equality Scheme

NILGOSC carried out a full review and consultation of its approved Equality Scheme in late 2016 and published an updated Scheme on 9 March 2017. The Equality Scheme was further reviewed in September 2018 in light of the proposed introduction of the *My NILGOSC Pension Online* system, which provides members and pensioners with online access to their pension records. There was a minor amendment to the Scheme to reflect that some member communications would be made available via this new system going forward. NILGOSC consulted with Equality Commission for Northern Ireland regarding this, who approved the change without the need for further consultation.

NILGOSC carried out its duties in relation to the Equality Scheme throughout 2019/20 to ensure that its policies and procedures are fair and lawful. A number of the actions set out in the Equality Action Plan 2018-2021 were progressed during the year, as set out below:

- Since 2015, NILGOSC enrolls all staff onto a CPD accredited e-learning course entitled "Equality and Diversity in the Northern Ireland Workplace". The e-learning module was reviewed and deemed appropriate for ongoing refresher training. One new Management Committee member appointed in 2019/20 also completed the training. All staff completed the biennial

refresher Equality and Good Relations learning module. Face to face staff training on equality related policies has been delayed due to the ongoing COVID-19 crisis, as the Staff Away day was postponed until further notice.

- The images in the Basic Guide were updated to include those with disabilities. The Guide was translated into Polish and Lithuanian and both versions are published on our website.
- The website was reviewed in line with Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018. In October 2019 NILGOSC conducted an independent review of the website's accessibility and recommendations were made. NILGOSC are currently looking into the possibility of procuring a new website in light of these recommendations.

In line with its Equality Scheme, NILGOSC continues to carry out screening of any new or revised policies for equality impacts however none were screened and published online during 2019/20. No equality complaints were received during the year.

NILGOSC continues to provide its publications in alternative formats on request.

Those who require further information about the NILGOSC Equality Scheme or would prefer to receive this document in an alternative format (such as in large print, in Braille, on audio cassette or on computer disc) and/or language, please contact the Equality Officer at:

Address: NILGOSC, Templeton House, 411 Hollywood Road, Belfast, BT4 2LP
Telephone: 0345 3197 320
Typetalk: 18001 0345 3197 320 (for people using a textphone)
Fax: 0345 3197 321
Email: equality@nilgosc.org.uk

Copies of the Equality Scheme and this Annual Equality Statement are also available on the Internet at www.nilgosc.org.uk/equality-scheme.