

Equality Action Plan 1 April – 31 December 2021

Ref	Identified Inequality/ Area	Objectives/ Intended Impact	Action Required	Performance Indicator	Time scale	Owner
1	Staff Training (All 9 groups)	To improve staff awareness and skills of equality related issues	Deliver Equality and Good Relations individual e-learning training to new Committee Members	100% of new Committee members received training	Within 2 months of taking up post	CK
2			Deliver Equality and Good Relations individual e-learning training to all new and existing staff	100% of staff completed module	New staff – within 1 month of taking up post Existing staff – annually	RW
3			Deliver organisation-wide training to all staff on statutory equality obligations and NILGOSC's equality-related policies, including raising equality related concerns	100% of staff received training	31 Dec 2021	JC/CK
4	Potential barriers to members with alternative communication needs, particularly for people with a disability and/or whose first language is not English	1. Access to information is improved for people with a disability or whose first language is not English	Ensure NILGOSC's communications are clear and easy to understand, accessible and available in alternative formats	Number of alternative communication requests received and successfully completed Number of complaints received in relation to	31 Dec 2021	ZK

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5		2. Increase in number of requests for alternative communications	Ensure NILGOSC's website is accessible for people from s75 groups, including those with a disability	alternative communications New website complies with the Public Sector Bodies (Website & Mobile Applications) Accessibility Regulations 2018	30 Jun 21	ZK
6	Underrepresentation of applicants and staff employed with disabilities*	To increase the number of applicants and staff employed from underrepresented groups	Positive targeting of underrepresented groups through job advertising	Increase in % of applicants applying and employed from underrepresented groups	31 Dec 21	JC
7	Implement recruitment and selection actions in Disability Action Plan		31 Dec 21		JC	
8	Underrepresentation of males at management level in the workforce		Positive targeting of underrepresented groups through job advertising		31 Dec 21	JC
9	Working/Office environment	To promote a positive working environment in NILGOSC for all existing and future staff	Issue an Equality and Good Relations survey to staff on the workplace environment/culture, following the refurbishment and review feedback	Positive/improved responses in staff survey	30 Sept 2021	JC
10		Improve accessibility of Templeton House	Implement recommendations from the accessibility audit report	Refurbishment completed	In line with refurb	LL/CK

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		for staff and the public	during the planned refurbishment, as considered appropriate		project plan	
11	Policy – Monitoring & Review	Keep equality related policies up-to-date and monitor and review the impact of positive action	Consult and Publish the updated Disability Action Plan	Plan issued for consultation and final version published and issued to consultees	31 August 2021	JC
12			Undertake audit of inequalities to inform new Equality Action Plan	Audit of Inequalities completed and Action Plan agreed	31 Dec 2021	CK
13			Review of Equality Scheme	Equality Scheme reviewed and published	31 Dec 2021	CK

* Underrepresented by reference to the entire working population but not significantly different from local government and employer workforce statistics.

KEY	
	Outstanding - action required/caution
	Outstanding - some action taken/action ongoing
	Closed - action taken/issue resolved
	Outstanding - Not yet due