

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority 2011 – 2012 Annual Progress Report on:

- **Section 75 of the NI Act 1998 and**
- **Section 49A of the Disability Discrimination Order (DDO) 2006**

This report template includes a number of self assessment questions regarding implementation of the **Section 75 statutory duties** from *1 April 2011 to 31 March 2012 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from the *1 April 2011 to 31 March 2012 (Part B)*.

Please enter information at the relevant part of each section and ensure that it is **submitted** electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his / her absence, the Deputy Chief Executive to the Commission **by 31 August 2012**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

Name of public authority (Enter details below)

Northern Ireland Human Rights Commission

Equality Officer (Enter name and contact details below)

S75:

Virginia McVea
Director
Northern Ireland Human Rights Commission
Temple Court
39, Northern Street

Belfast
BT1 1NA

Telephone: +44 (0) 28 9024 3987

Fax: +44 (0) 28 9024 7844

Textphone: +44 (0) 28 9024 9066

Email: Virginia.mcvea@nihrc.org

DDO (if different from above):

Part A: Section 75 Annual Progress Report 2011 - 2012

Executive Summary

- What were the key policy / service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?

As a National Human Rights Institution the Commission promotes awareness of the importance of human rights, reviews existing law, policy and practice and advises government on what steps need to be taken to fully protect human rights in Northern Ireland. Its status and continuing work was recognised in July 2011 when awarded 'A' status accreditation by the United Nations for a second time.

In a joint statement issued with the the Community Relations Council (CRC) and the Equality Commission Northern Ireland (ECNI), the Commission has made clear its view that:

“Equality of opportunity, human rights and good relations are essential to creating a just and equal society. The objective of creating a shared and better future cannot be secured in the absence of human rights and equality for all. This approach establishes a vision that builds on the essential dignity of the human person. It values diversity not just as something to be tolerated but as a treasure for society. The promotion of a culture of tolerance and mutual respect is a legal requirement grounded in international human rights law.”

In November 2011 the Commission hosted a visit to Belfast by the UN Deputy High Commissioner for Human Rights and assisted in facilitating discussions with public authorities and elected representatives on issues of compliance and practice within the jurisdiction.

Throughout the year the Commission also worked in partnership with ECNI as the jointly designated Independent Monitoring Mechanism for Northern Ireland for the promotion, protection and monitoring of the implementation of the UN Convention on the Rights of persons with Disabilities. Activities completed during the period included:

- appearing before the Joint Committee on Human Rights at Westminster in June 2011 to provide advice on the subject of Article 19 (independent living);
- direct engagement with community and voluntary sector organisations raising awareness of the Convention and its application within the jurisdiction;
- the production of a number of publications; and,

- advice provided to both the Northern Ireland Executive concerning the development of its Disability Strategy and to the Office for Disability Issues on the proposed UK National Action Plan.

The Commission continued its membership of the Good Relations Forum, which is co-chaired by ECNI and CRC, supporting tripartite initiatives, including research and the development of shared policies.

An investigation into Nursing care Homes, 'In Defence of Dignity', was published in November 2011 and since then follow-up work has been undertaken with the DHSSPS to ensure implementation of the recommendations. Follow-up work on previous investigations into prisons, immigration, mental health and access to services for migrants also continued.

Significant numbers of advices were submitted to the UK and Northern Ireland governments on issues that had a specific equality and non-discrimination focus, examples included:

- deferral of blood donation;
- redress within the proposed Special Educational Needs policy;
- retention and Destruction of Fingerprints and DNA Data in Northern Ireland;
- imprisonment for fine default;
- use of stop and search powers;
- traveller accommodation;
- Social Investment Fund;
- tuition fees;
- the review of temporary police recruitment policy;
- parades and counter-protests;
- access to justice and legal aid.

A further edition of the Commission's Migrant workers' handbook produced in collaboration with the Law Centre was published during the year. The Commission also provided advice to government and submitted a parallel reports to the UN and Council of Europe ahead of the UK's examination under the following ratified treaties:

- International Convention on the Elimination of All Forms of Racial Discrimination;
- Universal Periodic Review;
- Framework Convention on National Minorities.

In accordance with the mandate under the Belfast (Good Friday) Agreement, the Commission held two meetings with the Irish Human Rights Commission as a Joint Committee with specific focus on fulfilment of our obligation to provide advices on a proposed Charter of Rights for the island of Ireland. This task was completed in June 2011 and the document submitted to the Northern Ireland Assembly, UK government and the Government of Ireland.

The Commission operates a publicly accessible telephone information, as in all previous years, our legal team dealt with a wide range of enquiries during the reporting year. Exercising this function, the Commission initiated in 2011 a judicial review challenging the bar which prevents unmarried and same sex couples in Northern Ireland being considered as adoptive parents. We also continued to support a judicial review which considered driver vehicle licensing law that the Commission believed to be discriminatory towards people who are insulin dependent.

- What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?

In the coming year the Commission will complete a strategic planning process for the period 2013 – 2016. In developing its Strategic Plan the Commission will follow a human rights based approach involving, from the very initial stages, the participation of a wide range of stakeholders across all Section 75 Categories. The process will be modelled broadly on that followed by the international organisation Action Aid¹.

The Commission's current Strategic Plan, 2011-13, emphasises the key tasks of challenging and preventing abuses of human rights and embedding a culture of human rights. Those aims inform the current Business Plan which includes a principal focus on Section 75 groups as affected by issues of poverty, vulnerability and marginalization.

More specifically through legal, investigative, policy and education functions the Commission will utilise its powers to engage in areas of work where major government policy and legislative initiatives are underway or expected, or where international treaty obligations are maintained, and which could have serious implications for the protection of human rights (to include particular reference to the members of Section 75 groups) in Northern Ireland.

Initiatives planned for 2012-13 include:

- to encourage the implementation of a Bill of Rights for Northern Ireland by continuing to advise government and disseminate the Commission's advice;
- respond to government proposals in respect of a UK Bill of Rights;
- to ensure the harmonisation of national law with international human rights obligations at the United Nations, with a focus in-year on UNCRPD, CAT, CEDAW, ICCPR;
- to engage with and advise public authorities to promote awareness of the Human Rights Act 1998 and international human rights standards by developing and delivering training programmes within the Northern Ireland Civil Service;

¹ Archer, David 'Developing a New Strategy for Action Aid to Advance a Human Rights-Based Approach to Development' Journal of Human Rights Perspective Advance Access, October 2011

- developing a programme of community visits across Northern Ireland which focus on the most vulnerable and marginalised and address social and economic need;
- developing proposals on human rights and budget analysis;
- provision of human rights legal advice to the public, the Northern Ireland Assembly and the Executive and Secretary of State;
- to identify, support, intervene or bring proceedings in the Commission's name where litigation is strategic (to include challenges on the basis of equality before the law and non-discrimination);
- to work towards the implementation of the recommendations from the investigation into the rights of older people in residential nursing care with the relevant statutory organisations, the voluntary sector, and other stakeholders;
- to complete a new investigation into racist hate crime;
- to scope and commence a review into transitional justice in Northern Ireland.

New / Revised Equality Schemes

- Please indicate whether this reporting period applies to a new or revised scheme and (if appropriate) when the scheme was approved?

The Commission submitted a new Equality scheme 2011 and Equality Action Plan in 2012.

Section 1: Strategic Implementation of the Section 75 Duties

- Please outline evidence of progress made in developing and meeting *equality and good relations objectives*, performance indicators and targets in corporate and annual operating plans during 2011-12.

The Commission's Strategic Plan, which covers the two-year period 2011–13, and was the subject of an equality screening exercise, prioritises support for the most marginalised and vulnerable with a particular focus on the promotion of economic and social rights, recognising that Northern Ireland is coming out of conflict.

The Commission's 2011-12 Business Plan states:

“We are fundamentally committed to equality of opportunity in accordance with the Commission's Equality Scheme. We will promote equality of opportunity and good relations within the Commission as well as in the activities we conduct. We will strive to comply fully with our statutory obligations and we will liaise closely with the Equality Commission for Northern Ireland to ensure that the two institutions work effectively together.”

The Commission also committed in-year to “develop and consult on a new Equality Scheme” and to ensuring that “equality and other statistical returns are made on time”.

The Commission's work during the year as set out in the Business plan 2011-12 impacted across all nine equality categories developing and meeting equality and good relations objectives, examples of which included:

- advising government on the effective constitutional protection of human rights and the scope for enhancing human rights protections through a Bill of Rights for Northern Ireland and a Charter of Rights for the island of Ireland (impacting all nine Section 75 categories);
- delivering, by March 2012, a training programme on an international treaty (impacting race and good relations as the focus was ICERD);
- engaging with relevant public authorities to ensure they fulfil commitments United Nations World Programme for Human Rights Education (impacting age, with a particular focus on childrens rights);
- working with the Law Centre NI on a third edition of the *Your Rights in Northern Ireland: A Guide for Migrant Workers* (impacting race);
- following up on legislation and policy advice provided to government to encourage and assess implementation of measures in areas of work, including parade regulation (impacting religion and political opinion) and minority language rights (impacting race);
- contributing written and oral submissions to the Youth Justice Review (impacting age, with a particular focus on childrens rights);
- identifying, support, intervene or bring proceedings in our own name where litigation is strategic and in the public interest (impacting sexual orientation and marital status with regards the Commission's judicial review of adoption legislation);
- publishing, by June 2011, the report on the Commission's investigation into the rights of older people in residential nursing care (impacting age);
- developing and producing, with the CRC, a context setting publication on human rights and conflict transformation, by March 2012 (impacting good relations);
- engaging during the year in treaty monitoring processes such as the Convention on the Elimination of All Forms of Racial Discrimination (impacting race), and the Framework Convention for the Protection of National Minorities (impacting race) and the Universal periodic Review (impacting all nine categories and good relations);
- continuing to fulfil the Commission's remit to promote, protect and monitor implementation of the UN Convention on the Rights of Persons with Disabilities, jointly with the ECNI as the Independent Mechanism for Northern Ireland (Article 33), and facilitate the participation of disabled people and representative organisations in the monitoring process (impacting disability).

Section 2: Examples of Section 75 Outcomes / Impacts

Given the renewed focus of Section 75 aiming to achieve more tangible impacts and outcomes and addressing key inequalities; please report in this section how the authority's work has impacted on individuals across the Section 75 categories. Consider narrative in the following structure:

Action Measure	Affect across Section 75 Categories	Impact Achieved
Worked in partnership with ECNI as the jointly designated Independent Monitoring Mechanism for Northern Ireland for the promotion, protection and monitoring of the implementation of the UN Convention on the Rights of persons with Disabilities.	Promoted rights of Disabled persons in accordance with treaty obligations	Increased level of public awareness and of compliance requirements by government.
Nursing care Homes Investigation, 'In Defence of Dignity'	Promoted rights of older people including equality and non-discrimination	Increased public awareness of compliance requirements by service providers. Advice delivered to government and follow-up agreed to review policies and practice.
<p>Statutory advices were submitted to the UK and Northern Ireland governments on issues that had a specific equality and non-discrimination focus, examples included:</p> <ul style="list-style-type: none"> • deferral of blood donation; • redress within the proposed Special Educational Needs policy; • retention and Destruction of Fingerprints and DNA Data in Northern Ireland; • imprisonment for fine default; • use of stop and search powers; • traveller accommodation; • Social Investment Fund; • tuition fees; • the review of temporary police recruitment policy; • parades and counter-protests; 	Promoted rights across all nine categories and good relations	Improved the legislative frameworks in relevant areas and subsequent policies and practices by public authorities.

<ul style="list-style-type: none"> • access to justice and legal aid. 		
Published Migrant workers' handbook	Promoted racial equality and non-discrimination in access and provision of public services.	Increased public awareness of migrant rights and the duties of service providers.
<p>Provided advice to government and submitted a parallel reports to the UN and Council of Europe ahead of the UK's examination under the following ratified treaties:</p> <ul style="list-style-type: none"> • International Convention on the Elimination of All Forms of Racial Discrimination; • Universal Periodic Review; • Framework Convention on National Minorities. 	Promoted equality and good relations across all nine categories through increased state compliance with treaties under examination	Improved awareness of international legal frameworks and heightened protection for rights holders
Initiated a judicial review challenging the bar which prevents unmarried and same sex couples in Northern Ireland being considered as adoptive parents.	Sought compliance with human rights law with potential impact on grounds of age (children) marital status and sexual orientation	Outcome pending
Continued to support a judicial review which considered driver vehicle licensing law that the Commission believed to be discriminatory towards people who are insulin dependent.	Sought compliance with human rights law with potential impact for disabled persons	Outcome pending
developed with the CRC, a context setting publication on human rights and conflict transformation	Promotion of good relations	Assisted in determining strategic priorities and partnership engagement between both organisations.
A training programme on an introduction to human rights was delivered by December 2012	Increase of knowledge on human rights among community and voluntary sector groups, including equality.	Higher level of support provided by the groups and increase in advocacy on behalf of individuals
Landscape review of human rights impacts as consequence of reforms in the Education system	Addresses childrens rights, those with dependents and disabled persons.	Outcome pending – advice to DENI on actions required to ensure human rights compliance and good practice within the education system to improve service provision
Participated in external working groups and consultative forums including: DENI Traveller Education Taskforce, the Good Relations	Promote human rights compliance in government legislation, policies and practice in the areas of race, religion, political opinion and age.	Increase level of protection for rights holders.

Forum, and OFMdfM Racial Equality Forum and Trafficking Forum		
The Commission has been involved in over 100 cases during the year where legal support was provided to applicants seeking early resolution of complaints. These have included matters such as housing, criminal matters, immigration and family law	Protection, including on grounds of equality and non-discrimination, for individual members of various section 75 groups	Legal redress

- Please give examples of changes to policies or practices using **screening or EQIA**, which have resulted in **outcomes or impacts for individuals**. If the change was a result of an EQIA please indicate this and also reference the title of the relevant EQIA.

None

- Please give examples of **outcomes or impacts on individuals** as a result of any **action measures** undertaken as part of your Section 75 action plan:

None

- Please give examples of **outcomes or impacts on individuals** as a result of any **other Section 75 processes** e.g. consultation or monitoring:

None

Section 3: Screening

- Please provide an update of new / proposed / revised *policies screened* during the year.

For those authorities that have started issuing of screening reports in year; this section may be completed in part by appending, to this annual report, a copy of all screening reports issued within the reporting period.

Where screening reports have not been issued, for part or all of the reporting period, please complete the table below:

Title of policy subject to screening	What was the screening decision? E.g. screened in, screened out, mitigation, EQIA...	Were any concerns raised about screening by consultees; including the Commission?	Is policy being subject to EQIA? Yes/No If yes indicate timeline for assessment.
Effectiveness and efficiency proposals to the NIO	Screened out	No	No

Section 4: Equality Impact Assessment (EQIA)

Please provide an update of policies subject to EQIA during 2011-12, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2012-13.

- EQIA Timetable: April 2011 - March 2012

Title of Policy EQIA	EQIA Stage at end March 2012 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.
None		

Where the EQIA timetable for 2011-12 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

Not applicable

- Ongoing EQIA Monitoring Activities: April 2011- March 2012

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
None		

--	--	--

Please outline any proposals, arising from the authority’s monitoring for adverse impacts, for revision of the policy to achieve better outcomes the relevant equality groups:

None

2012-13 EQIA Timetable

Title of EQIAs due to be commenced during April 2012 – March 2013	Revised or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Business plan 2013-14	new	April 2013
Strategic plan 2013-16	new	April 2013

Section 5: Training

- Please outline training provision during the year associated with the Section 75 Duties / Equality Scheme requirements including types of training provision and conclusions from any training evaluations.

None

Section 6: Communication

- Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact / success of such activities.

The Commission continued to invest significantly in its communications during 2011-12. It produced a new website which remains under construction and is compliant with access requirements and includes text help browse aloud software.

The Commission's Annual Progress Reports on Section 75 of the Northern Ireland Act 1998 and Section 49a of the Disability Discrimination Order (DDO) 2006 are published will be published on our new website as has been the case in previous years.

The Commission's Annual Report for 2011-12 is, at the time of writing, prepared and will be laid before Parliament in September 2012 and then published. This document provides further information on the Commission's activities and outcomes during 2011-12.

The Commission also continued to extend its use of social media presence through twitter, facebook and you tube.

Lastly, the Commission's Equality Commitment is contained in all of its corporate documents (strategic and business plans and annual reports) and published on our website.

Section 7: Data Collection & Analysis

- Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken / commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section

75, including the needs and experiences of people with multiple identities.

No new monitoring systems were established in 2011-12.

- Please outline any use of the Commission's Section 75 Monitoring Guide.

The Commission continued to make use of its Section 75 monitoring guide during recruitment exercises throughout the 2011-12.

Section 8: Information Provision, Access to Information and Services

- Please provide details of any initiatives / steps taken during the year, including take up, to improve access to services; including provision of information in accessible formats.

The Commission produced a new website which remains under construction and is compliant with access requirements and includes text help browse aloud software.

The Commission routinely makes all information available in alternative formats upon request.

Section 9: Complaints

- Please identify the number of Section 75 related complaints:
 - received and resolved by the authority (including how this was achieved);
 - which were not resolved to the satisfaction of the complainant;
 - which were referred to the Equality Commission.

None

Section 10: Consultation and Engagement

- Please provide details of the measures taken to enhance the level of engagement with *individuals* and representative groups during the year.
- Please outline any use of the Commission's guidance on consulting with and involving children and young people.

The Commission had an extending programme of community outreach visits conducted throughout the year and which are ongoing to assist in deciding the organisation's strategic priorities. Areas visited by Commissioners in 2011- 12 included:

Dungannon	10.10.11
Derry/L'derry	12.10.11
Belfast	13.10.11
Antrim	14.10.11
Newry	29.11.11
Ballymena	20.01.12
Craigavon	28.2.12
Enniskillen	01.03.2012

Commissioners direct engagement during these visits included, mental health groups and institutions; Women's groups and victims of domestic violence; minority ethnic groups; ex-combatant groups; travellers accommodation; elected representatives from all NI political parties at a local level. The Commission also facilitated a visit in December 2011 by the Council of Europe's Human Rights Commissioner to traveller accommodations sites.

The Commission continued to monitor implementation of the UN Convention on the Rights of Persons with Disabilities, jointly with the ECNI as the Independent Mechanism for Northern Ireland (Article 33), and facilitate the participation of disabled people and representative organisations in the monitoring process (impacting disability). A programme of consultation and engagement was delivered throughout the year.

The Commission completed its investigation into nursing care homes in 2011 the methodology for which include direct engagement with older people and their carers. The publication of the report in November 2011 was attended by representative groups.

Section 11: The Good Relations Duty

- Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.

The Commission continued its membership of the Good Relations Forum co-chaired by the ECNI and CRC. It also engaged in partnership work with CRC on human rights and community relations.

The protection of rights under Article 2 of the European Convention on Human Rights – the right to life, including the right to effective investigation of death in the context of dealing with the legacy of the conflict in Northern Ireland – remained a strategic priority for the Commission. In particular support continued for a number of inquests. These are due to be heard later in 2012.

During the year the Commission engaged on two occasions with the Commission on a UK Bill of Rights making written and oral submissions. These engagements were directed by and built upon our advice to government in 2008 which recommended that a Bill of Rights for Northern Ireland should be legislated for in accordance with the

provisions of the Belfast (Good Friday) Agreement. The Commission has worked in partnership with the Scottish Human Rights Commission and the Equality and Human Rights Commission to develop a common position calling for the continued protection of the content and mechanisms of the Human Rights Act 1998. It remains the Commission views that these protection measures are vital for the promotion of good relations within the jurisdiction.

- Please outline any use of the Commission's Good Relations Guide.

The Commission did not make any use of the guide this year.

Section 12: Additional Comments

- Please provide any additional information/comments.

None

Part B: 'Disability Duties'
Annual Report 1 April 2011 / 31 March 2012

1. How many action measures for this reporting period have been

5

Fully
Achieved?

0

Partially
Achieved?

0

Not
Achieved?

2. Please outline the following detail 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 ²	Outcomes / Impact ³
National ⁴	Throughout the year the Commission worked in partnership with ECNI as the jointly designated Independent Monitoring Mechanism for Northern Ireland for the promotion, protection and monitoring of the implementation of the UN Convention on the Rights of persons with Disabilities. Activities completed during the period included:		
Regional ⁵			
Local ⁶			
		<ul style="list-style-type: none"> • appearing before the Joint Committee on Human Rights at Westminster in June 2011 to provide advice on the subject of Article 19 (independent living); • direct engagement with community and voluntary sector organisations raising awareness of the Convention and its application within the jurisdiction; • the production of a number of publications; and, 	

² **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.

³ **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.

⁴ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

⁵ **Regional**: Situations where people can influence policy decision making at a middle impact level

⁶ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

	<ul style="list-style-type: none"> advice provided to both the Northern Ireland Executive concerning the development of its Disability Strategy and to the Office for Disability Issues on the proposed UK National Action Plan.
--	---

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

	Training Action Measures	Outputs	Outcome / Impact
1	None		
2			
3			
4			

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	New website	Compliant with access requirement	Promotion of human rights knowledge
2	Publication of nursing care home investigation	Advice to government and service providers on measures required to improve care standards and compliance with UNCRPD and other relevant human rights obligations	Ongoing work with DHSSPS , regulatory bides and service providers.
3			

4			

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Continued to promote the effective implementation in Northern Ireland of the UNCRPD.	The Commission has been jointly designated with the Equality Commission as the independent mechanism under Article 33(2) to promote, protect and monitor its implementation. We coordinated meetings with other UK mechanisms and participated in the European group. The Commission also completed a programme of engagement with the sector and provided advice to government	<p>appeared before the Joint Committee on Human Rights at Westminster in June 2011 to provide advice on the subject of Article 19 (independent living);</p> <p>direct engagement with community and voluntary sector organisations raising awareness of the Convention and its application within the jurisdiction;</p> <p>produced a number of publications; and,</p> <p>provided advice to both the Northern Ireland Executive concerning the development of its Disability Strategy and to the Office for Disability Issues on the proposed UK National Action Plan</p>
2			
3			
4			

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	Continue positive action measures to encourage applications from disabled people when recruiting new staff, including a statement on all advertisements welcoming applications from disabled people, guaranteeing interviews to all disabled people who meet the essential criteria specified for each vacant post, and using disability networks to circulate job vacancies	All job advertisements continue to state that disabled people who meet the essential criteria will be guaranteed an interview, and are disseminated widely through networks in disability sector.	A number of disabled people have been interviewed for posts.
2			
3			

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

	Action Measures partly achieved	Milestones ⁷ / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				
3				
4				

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

	Action Measures not met	Reasons
1		
2		
3		

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

⁷ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

(a) Qualitative

(b) Quantitative

The Commission continues to ensure that recruitment draws on the ECNI Section 75 monitoring guide.

6. As a result of monitoring progress against actions has your organisation either:
- made any **revisions** to your plan during the reporting period or
 - taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

Please delete: No

If yes please outline below:

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

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

No _____