



NORTHERN  
IRELAND  
HUMAN  
RIGHTS  
COMMISSION

**ANNUAL PROGRESS REPORT ON  
SECTION 75 OF THE NORTHERN IRELAND ACT 1998  
AND SECTION 49A OF THE  
DISABILITY DISCRIMINATION ORDER (DDO) 2006**

Name of public authority (Enter details below)

**Northern Ireland Human Rights Commission**

Equality Officer name and contact details (Enter details below)

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\* responsible for both Section 75 and the Disability Discrimination Order.

## Section 75 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?*

Equality and human rights are inextricably linked. From its inception, the Commission has worked tirelessly to promote human rights and equality issues in public policy and practice, and in legislation, using the full range of functions and the powers available to it. However, given the nature of the Commission's work, promoting a culture of respect for human rights and preventing human rights abuse, and the fact that much of our work involves working through others to achieve these aims, tangible outcomes can be difficult to identify.

The Commission is founded on a commitment to equality, and respect for, human rights and diversity, which permeates throughout the Commission and its ways of working. We also work closely with the Equality Commission on a number of important policy matters. In 2008–09, the two Commissions worked together to raise awareness of the new UN Convention on Disability Rights and on a joint research project on the extent of human trafficking in Northern Ireland. More recently, the Commission accepted an invitation to join the Good Relations Forum, which is co-chaired by the Equality Commission and the Community Relations Council.

The Commission's current Strategic Plan for 2006–09 identified support to minority and vulnerable communities such as disabled people, older people, people who are lesbian, gay, bisexual or trans, and Travellers as particular priorities for the Commission for the period of this plan. The plan also set out the Commission's commitment to challenge racism and provide support to migrants. Furthermore, it identified Unionists and people in faith groups as under-represented in their interaction with the Commission and where particular attention will also be paid.

In 2008–09 the Commission completed its advice to Government on the Bill of Rights for Northern Ireland, which includes additional protections in respect of specific equality categories covered by Section 75, and – among other matters – undertook important work in respect of immigration issues, provided reports to UN committees on the rights of women and children, and contributed significantly to key projects affecting wider good relations issues in respect of the Strategic Review of Parading and the Consultative Group on the Past.

This work is summarised in section 1 below and described in detail in the Commission's Annual report for 2008–09, which will be published in autumn 2009.

During 2008–09, the Commission completed equality screening exercises in four major areas of the Commission’s work and began work on the equality impact assessment of its draft Strategic Plan for 2009–11, which was published for public consultation in early 2009–10.

- *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?*

The equality impact assessment of Commission’s Strategic Plan for 2009–11 will be completed shortly.

The Government is expected to publish a consultation document on a Bill of Rights for Northern Ireland in autumn 2009. The Commission plans a substantial programme of work to promote its advice on the Bill of Rights to coincide with the consultation exercise, including a newspaper supplement aimed at the general public, an Easy Read version of its advice aimed at people with learning disabilities, translating the advice into Irish and inclusion of the Commission’s advice in the citizenship curriculum at Key Stages 3 and 4.

We plan to make significant progress with the Equality Commission in developing and implementing the independent monitoring mechanism for the UN Convention on Disability Rights, and to develop and deliver a training programme on the Convention.

We also plan to develop a Good Relations Policy for the Commission and continue to participate in the Good Relations Forum with the Equality Commission and the Community Relations Council and other agencies.

Other priorities in terms of the Commission’s wider human rights and equality agenda for 2009–10 include a major investigation into the rights of older people in nursing care; exploring with government departments and other public authorities the integration models of human rights assessment in business planning processes; developing strategies for engagement with Protestant, Unionist and Loyalist communities and with vulnerable groups; publishing and disseminating the findings of the investigations into immigration detention into no recourse to public funds for certain categories of non–UK nationals, and of research into human trafficking; and engaging in forthcoming treaty monitoring processes, including the International Covenant on Economic, Social and Cultural Rights (ICESCR), the Convention on the Elimination of Racial Discrimination (CERD), the Convention Against Torture (CAT) and the European Charter for Regional or Minority Languages (ECRML).

- *Please give examples of changes to policies or practices which have resulted in outcomes. If the change was a result of an EQIA please tick the appropriate box in column 3:*

	Outline change in policy or practice which have resulted in outcomes	Tick if result of EQIA
Persons of different religious belief	None	
Persons of different political opinion	None	
Persons of different racial groups	Pre-screening discussions led to a change in the proposed use of paper-based procedures relating to access to the Commission's legal services, which might have adversely affected people whose first language is not English	n/a
Persons of different age	None	
Persons with different marital status	None	
Persons of different sexual orientation	None	
Men and women generally	None	
Persons with and without a disability	As above, pre-screening discussions led to a change in the proposed use of paper-based procedures relating to access to the Commission's legal services, which might have adversely affected people whose first language is not English	n/a
Persons with and without dependants	None	

## **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 2008–09.*

The Commission's Strategic Plan for the three-year period 2006–09 identified support to minority and vulnerable communities such as disabled people, older people, people who are lesbian, gay, bisexual or trans, Travellers, and challenging racism and providing support to migrants as particular priorities. It also identified Unionists and people in faith groups (as well as people in rural areas and the business sector) as under-represented in their interaction with the Commission. The Strategic Plan was operationalised through objectives and targets set out in annual business plans.

Key activities and outcomes achieved in respect of equality and good relations objectives during 2008–09 were:

### **Cross-cutting issues**

- Completing the Commission's advice to Government on the Bill of Rights for Northern Ireland, which includes additional protections in respect of specific equality categories covered by Section 75, including the right to marriage or civil partnership, the right to equality and prohibition of discrimination, the right to identity and culture, language rights, and children's rights.
- Raising issues in relation to people in detention, with a particular focus on immigration detention, and the detention of women and young people. The Commission met with the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment (CPT) during its November 2008 visit to Northern Ireland. The Commission raised a number of concerns with the CPT including the use of police custody suites for immigration detention and conditions at Hydebank Wood. The CPT will publish its report on the UK in due course.

- Implementing the Commission's legal strategy. The Commission operates a publically accessible telephone information line two mornings per week and, as in all previous years, our legal team dealt with a wide range of enquiries during the reporting year. During the year, Legal Services dealt with over 500 people who were contacting the Commission for the first time with a legal and/or human rights enquiry. The areas of strategic priority during 2008–09 for our legal services included: rights of detained patients under mental health legislation; access to legal presentation for immigration detainees, and the rights of those detained in non–custodial settings against their will.

## Age

- Highlighting issues in respect of the UN Convention on the Rights of the Child. The UK was examined by the UN Committee on the Rights of the Child in September 2008. The Commission's parallel report to the Committee on children's rights protections in Northern Ireland stated that more needs to be done to ensure that the key principles of the Convention on the Rights of the Child are fully integrated into law, policy and practice in Northern Ireland. The Commission stated its opposition to the introduction of TASERS by the Police Service of Northern Ireland and highlighted concerns that the current proposals do not prohibit use against children. Other concerns which the Commission brought to the attention of the Committee included issues relating to asylum and immigration; and the administration of youth justice including issues such as indeterminate sentences, test purchase powers, Anti–Social Behaviour Orders (ASBOs), recent counter–terrorism proposals relating to children, and the treatment of children and young people in detention. Many of the Commission's concerns were reflected in the Committee's Concluding Observations, which included recommendations to the UK Government that a review is carried out of the application of the Counter–Terrorism Bill to children and that a further independent review be carried out on the use of ASBOs with a view to abolishing their application to children.
- Welcoming the amendment to the Health and Social Care Bill that extended human rights protections to private and voluntary care homes. This area will be the subject of a major investigation by the Commission during 2009–10.
- Extending the Commission's communication tools to make extensive use of social networking websites including Bebo, Facebook and YouTube, which are favoured by younger people. Users receive regular updates on our work and can watch video podcasts of events.

## Disability

- Engaging extensively with Government and others in preparation for the UK's ratification of the new UN Convention on Disability Rights. During 2008–09, the Commission's work in this area focused on the need to limit the number and extent of any potential UK reservations under the Convention. In March 2009, the Commission provided evidence to the Joint Committee on Human Rights regarding the Government's plans to ratify the Convention with four 'reservations' and an 'interpretative declaration'. These limit the impact of the treaty on the human rights of disabled people in relation to education, immigration, employment in the armed forces and the review of benefit appointees. The Commission informed the Joint Committee that it rejected the need for these limitations and could see no reason for the UK to do less than other states to protect the rights of disabled people. The Commission has been jointly designated in Northern Ireland with the Equality Commission as one of the independent mechanisms to promote, protect and monitor implementation of the Convention. Work continued throughout the year with the aim of securing from government the additional resources required in order to carry out this important role.

## Gender

- Highlighting implementation issues in respect of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The UK was examined by the UN Committee on the Elimination of All Forms of Discrimination Against Women in July 2008. In presentations preceding the examination, the Commission raised continuing concerns about women and girls in prison including appropriate health provision, alternatives to custody and the longstanding need for a separate women's prison facility. The Commission also raised concerns about appropriate measures to respond to violence against women including the need for domestic violence courts, better prosecution rates in cases of rape and adequate resourcing to assist victims of sexual violence. The Committee's concluding observations made extensive use of the Commission's evidence with regard to recommendations affecting women and girls in prison, and it made strong recommendations to improve both strategy and specific measures to eradicate violence against women.
- Working jointly with the Equality Commission on a research project on human trafficking in Northern Ireland, with a particular focus on women who are trafficked.

- Intervening, in December 2008, in a case against the Home Office (*In the matter of an application by Amanda Menzies Pretorius for Judicial Review*) in respect of the application of the UK Border Agency's Enforcement Instructions and Guidance Manual to decisions affecting pregnant women.

### **Marital status**

- Supporting the landmark ruling of *P and others*, which allowed unmarried couples to adopt children for the first time in Northern Ireland.

### **Political opinion**

- Disseminating all promotional materials for the Commission's education and training workshops to all political parties and Members of the Northern Ireland Assembly, which resulted in a wide take up across the local political parties.

### **Race**

- Completing an investigation into immigration detention in Northern Ireland. *Our Hidden Borders: The UKBA's Powers of Detention* looks at the decision-making process which leads to some perceived immigration offenders and asylum seekers being detained in police custody suites in Northern Ireland before being transported to detention facilities in Great Britain.
- In partnership with the Law Centre (NI), in publishing the second edition of *Your Rights in Northern Ireland: A Guide for Migrant Workers*, in a range of languages.
- Urging the UK to ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW).
- Co-hosting with An Munia Tober and the Human Rights Centre at Queen's University Belfast, in October 2008, a seminar on 'Advancing Travellers' Housing Rights through Litigation'. The seminar featured presentations from international and domestic experts on Travellers' rights and was aimed at legal practitioners, government representatives and civil society members.
- Seeking a commitment from Government to increase levels of support for victims of human trafficking in Northern Ireland; and later welcoming the UK's decision to ratify the Council of Europe's Convention on Action Against Trafficking in Human Beings.



## Religion

- Continuing engagement with representatives of the main churches and faith groups in Northern Ireland, with a particular focus on the Bill of Rights.

## Sexual orientation

- Participating in the 2008 Pride celebrations in Belfast. We staffed an information stall and displayed some of our own research into LGBT rights.

## Good relations

- Engaging extensively with the Strategic Review of Parading.
- Engaging extensively with the Consultative Group on the Past.
- Accepting an invitation to join the Good Relations Forum, which is co-chaired by the Equality Commission and the Community Relations Council. The Forum brings together key policy-makers and experienced practitioners working in the field of good relations, conflict transformation and community regeneration in a 'think tank' to explore the promotion of good relations and the implementation of the good relations duties.
- Intervening in the House of Lords in the appeal *'E' and the Chief Constable of the Royal Ulster Constabulary and the Secretary of State for Northern Ireland*, which concerns the unrest outside the Holy Cross Girls' Primary School in the Ardoyne area of Belfast in 2001.
- Launching the Irish language version of the BORIS (Bill of Rights in Schools) human rights education resource at Coláiste Feirste in May 2008. The publication, which was launched with the Minister for Education in attendance, was warmly received by the audience of pupils, teachers, educationalists and language activists.
- Delivering introductory course on Human Rights Act on 12 and 19 September 2008 in Derry / Londonderry and Belfast respectively, which attracted 39 participants, with positive evaluation returns. In line with the Commission's strategic priority of targeting Unionists / Protestants, we achieved participation by a higher proportion of people who identified themselves as Unionists and/or Protestants, compared to previous years

## Section 2: Screening

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

<b>Title of policy subject to screening</b>	<b>Was the <u>F</u>ull Screening Report or the <u>R</u>esult of initial screening issued for consultation? Please enter <u>F</u> or <u>R</u></b>	<b>Was the initial screening decision changed following consultation? <u>Y</u>es / <u>N</u>o</b>	<b>Is the policy being subject to EQIA? <u>Y</u>es / <u>N</u>o? If Yes indicate year for assessment</b>
Human resource management policies	F	N	N
Information and Communications Access	F	N	N
Legal services	F	N	N
Legislation and Policy Strategy	F	N	N

Additionally, a sample of stakeholders were invited to comment on the format and ease of use of the Commission's equality screening reports.

### Section 3: Equality Impact Assessment (EQIA)

- *Please provide an update of policies subject to EQIA during 2008–09, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2009–10.*

#### **EQIA Timetable: April 2008 – March 2009**

Title of Policy EQIA	EQIA Stage at end March 2009 (Steps 1–6)	Outline adjustments to policy intended to benefit individuals, and the relevant Section 75 categories due to be affected
Not applicable		

- *Where the EQIA timetable for 2008–09 (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 EQIAs in question.*

In last year's report, the Commission envisaged undertaking an EQIA on its draft Strategic Plan for 2009–11. Work to develop the draft plan took longer than envisaged and the EQIA was issued for public consultation in 2009–10.

#### **Ongoing EQIA Monitoring Activities: April 2008 – March 2009**

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
Not applicable		

## **2009–10 EQIA Timetable**

<b>Title of EQIAs due to be commenced during April 2009 – March 2010</b>	<b>Existing or New policy?</b>	<b>Please indicate expected timescale of Decision Making stage i.e. Stage 6</b>
The Commission's Strategic Plan for the three-year period 2009–11	New	September 2009

### **Section 4: 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.*

The Commission undertook the following training activities relating to its Section 75 duties and Equality Scheme during 2008–09:

- A screening and EQIA workshop for Commissioners and staff, facilitated by John Kremer of Queen's University Belfast, took place on 20 May 2008 – this was a follow-up event to an introductory workshop, which was held earlier in 2008.
- All Commissioners and staff attended workshops on appreciating anti-prejudice, good relations, and diversity, also facilitated by John Kremer, in January 2009 – a follow-up event to review the Commission's approach to good relations is planned for later in 2009–10.

### **Section 5: 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 2008–09.

In respect of the Commission's delivery of its specific Section 75 duties, the screening reports referred to in Section 2 above were published on our website ([www.nihrc.org](http://www.nihrc.org)) and all stakeholders and Equality Scheme consultees informed of this. A sample of these were also sent copies of the screening reports and invited to comment on the helpfulness of the format.

The Commission published two editions of its magazine, *NIHRC Review*, highlighting a range of human rights and equality issues and issued 12 e-bulletins during 2008–09, all of which are intended to update our broad range of stakeholders on the Commission's activities.

The Commission's Annual Report for 2008–09 is, at the time of writing, being prepared to be laid before Parliament and published in autumn 2009. This document provides further information on the Commission's activities and outcomes during 2008–09.

The Commission also enhanced its use of social networking websites including Bebo, Facebook and YouTube, which are favoured by younger people. Users receive regular updates on our work and can watch video podcasts of events.

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 6: 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.*

During 2006–07, the Commission developed and implemented a Stakeholder Survey. Questionnaires were sent to all the Commission's key stakeholders in December 2007 to seek views on the effectiveness of its services and communications. This is now an annual survey and provides an opportunity for stakeholders to provide feedback to the Commission on a range of issues. At the time of writing, the Commission is considering the outcome of its second annual survey of stakeholders.

Furthermore, the Commission continued to monitor take-up of its main services – legal support and education and training – during the year against all nine equality categories.

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

In consultation with NIPSA and our Equality Committee, the Commission has revised its equality monitoring form, which draws heavily on the Equality Commission's Section 75 Monitoring Guide. This was introduced for a recruitment exercise, which took place in August 2009. The Commission is also planning to re-survey its staff using the revised equality monitoring form.

## **Section 7: 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.*

Substantial work was undertaken during the last few years to improve physical access to the Commission's offices and services, and full information and telecommunications accessibility.

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

## **Section 8: 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.*

No Section 75 related complaints were received during 2008–09.

## **Section 9: Consultation and Engagement**

- *Please provide details of the measures taken to enhance the level of engagement with individuals and representative groups during the year.*

The Commission identified that, through its strategic planning process for 2006–09, Unionists and people in faith groups as under-represented in their interaction with the Commission. As a result the Commission was particularly keen to engage with people and groups in these equality categories through meetings, training events, etc.

We have continued to engage extensively with all political parties during 2008–09, including the main Unionist parties, on a range of human rights issues and, in particular, a Bill of Rights for Northern Ireland, and built upon a major work we undertook during the previous year on the intersect between faith and human rights by developing a conference report and through continuing dialogue with participants.

## **Section 10: 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 to work throughout 2008–09 on human rights issues relating to victims and survivors of the conflict, and locally with interface workers and internationally with other national human rights institutions on human rights and conflict transformation.

As described in Section 1 above, the Commission has engaged extensively with the Review Body undertaking the Strategic Review of Parading in Northern Ireland, whose report is expected to contain recommendations which could result in a significant role for the Commission in this area, and with the Consultative Group on the Past. The Commission is developing a Memorandum of Understanding with the Commission for Victims and Survivors to govern how the two organisations work together in this important area affecting good relations. Furthermore, the Commission is now an active member of the Good Relations Forum, which is co-chaired by the Equality Commission and the Community Relations Council.

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

No specific use as yet, but it is born in mind in the development of our work. In follow-up events, which are planned for 2009–10, to workshops for Commissioners and staff on understanding and appreciating anti-prejudice, good relations, and diversity, held in January 2009, we plan to use the Guide to help review our approach to good relations.

## **Section 11: Additional Comments**

- *Please provide any additional information/comments*

None.

**Annual Report 1 April 2008 – 31 March 2009**  
**'Disability Duties' Questions**

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

**4**

**Fully  
Achieved**

**1**

**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 <sup>1</sup>	Outcomes / Impact <sup>2</sup>
National <sup>3</sup>	None set for 2008–09. The Commission’s key action measure in this area relates to its work with the Equality Commission as the independent mechanism under Article 33(2) to promote, protect and monitor its implementation. It is envisaged that disabled people will play a key role in this work, which in turn will influence policy at all three levels. It is envisaged that most of this work will take place during 2009–10 and 2010–11.		
Regional <sup>4</sup>			
Local <sup>5</sup>			

<sup>1</sup> **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.

<sup>2</sup> **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.

<sup>3</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>4</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

<sup>5</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local forums.

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

	<b>Training Action Measures</b>	<b>Outputs</b>	<b>Outcomes / Impact</b>
	None set for 2008–09. All training action measures were achieved during the previous year (2007–08). Further measures are planned for 2009–10 (eg new and refresher training in sign language for front line staff).		

2(c) What Positive attitudes **action measures** in the area of **communications** were achieved in this reporting period?

	<b>Communications Action Measures</b>	<b>Outputs</b>	<b>Outcomes / Impact</b>
	None set for 2008–09. All communications action measures were achieved during the previous year (2007–08). Further measures are planned for 2009–10 (eg publication of an Easy Read version of the Commission’s advice on the Bill of Rights for Northern Ireland).		

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

	<b>Encourage Others Action Measures</b>	<b>Outputs</b>	<b>Outcomes / Impact</b>
1.	Promote the effective implementation in Northern Ireland of the UN Convention on Disability Rights.	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 have been involved in high level discussions with government to encourage ratification without reservations.	<p>The UK ratified the Convention on 8 June 2009, albeit with reservations, which both commission’s opposed. Furthermore, the UK has also decided to ratify the Optional Protocol to the Convention – the final steps for formal ratification of this were announced by Jonathan Shaw MP, Minister for Disabled People, in a statement to Parliament on 21 July 2009.</p> <p>The Commission welcomed Department of Education’s rejection for Northern Ireland of a UK reservation in respect of special educational needs provision.</p>

2(e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	<b>Action Measures fully implemented (other than Training and specific public life measures)</b>	<b>Outputs</b>	<b>Outcomes / Impact</b>
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, although none has yet been successful.
2.	Continue to offer work placements each year to disabled students	One disabled person undertook an extended work placement with the Commission during 2008–09.	Evaluation has shown that the work placement was valuable. We plan to offer further placements during 2009–10.

3.	Ensure that, through the Commission's advice to the Secretary of State for Northern Ireland on a Bill of Rights, the requirement to promote and protect the human rights of disabled people is addressed appropriately in line with international standards	The Commission handed its advice on the Bill of Rights to the Secretary of State on 10 December 2008.	The Government is expected to consult on its proposals for the Bill of Rights, based on the Commission's advice, in autumn 2009.
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3. Please outline what action measures have been **partly achieved** as follows:

	<b>Action Measures partly achieved</b>	<b>Milestones<sup>6</sup> / Outputs</b>	<b>Outcomes/Impacts</b>	<b>Reasons not fully achieved</b>
1	Survey Commissioners and staff each year to update equality monitoring information, which provides an opportunity for disabilities to be declared and/or reasonable adjustments to be identified.	<p>In consultation with NIPSA and our Equality Committee, the Commission revised its equality monitoring form, which draws heavily on the Equality Commission's Section 75 Monitoring Guide.</p> <p>Since the end of the reporting year, the revised monitoring form was introduced for a recruitment campaign, which began on 31 July 2009 and it will be used to resurvey all staff during August 2009.</p>	<p>Awareness of disability among the Commission workforce and the nature of reasonable adjustments required.</p> <p>Identification of disabled people among the current workforce.</p>	Extended consultation required on the nature of the monitoring questions.

<sup>6</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

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

	<b>Action Measures not met</b>	<b>Reasons</b>
	None	

<b>5. What monitoring tools have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?</b>
(a) Qualitative  None as yet, but these will be developed as part of work to ensure the effective involvement of the disability sector and disabled people in monitoring the implementation of the UN Convention on Disability Rights.
(b) Quantitative  The Commission has revised its equality monitoring form, which draws heavily on the Equality Commission's Section 75 Monitoring Guide. This was introduced for a recruitment campaign, which began on 31 July 2009 and it will be used to resurvey all staff during August 2009.

<b>6. As a result of monitoring progress against actions, has your organisation either:</b>
<ul style="list-style-type: none"> <li>▪ made any <b>revisions</b> to your plan during the reporting period or</li> <li>▪ taken any <b>additional steps</b> to meet the disability duties which were <b>not outlined in your original</b> disability action plan / any other changes.</li> </ul>
<b>No</b>

<b>7. Do you intend to make any further revisions to your plan in light of your organisations annual review of the plan? If so, please outline proposed changes?</b>
<b>No</b>

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