

Insert Name of Public Authority Here and Logo in Picture Box Below



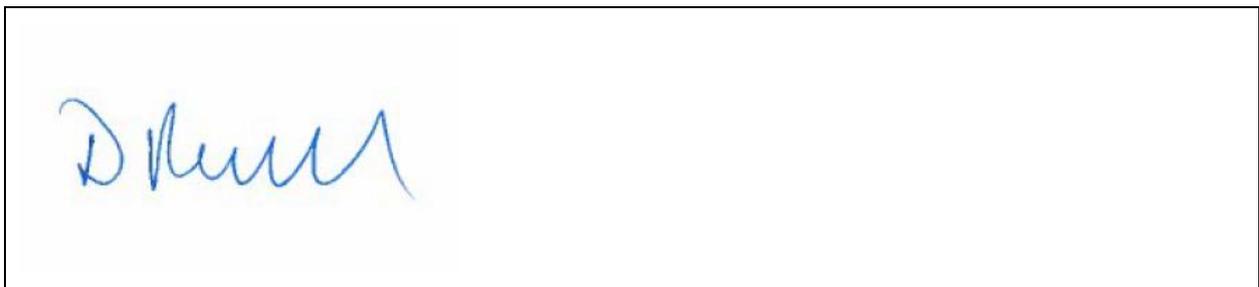
Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

Contact:

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| <ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan | As above x (double click to open) Name: Telephone: Email: |

Documents published relating to our Equality Scheme can be found at:
<https://nihrc.org/publication/detail/equality-scheme>

Signature:



This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2020 and March 2021

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1** In 2020-21, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

The Commission has operated and continues to do so in accordance with its Strategic Plan 2019-22 and the objectives set in our Business Plan 2020-21. The areas of work are captured in five broad themes with actions, outcomes/impacts and key activities as follows:

Priority 1: Building a culture of human rights -

The Commission continued to promote awareness and understanding of human rights during 2020-21. It shifted planned engagements, focusing on virtual events and digital promotion.

The organisation led through the Chief Commissioner's engagement met with a wide range of stakeholders. In November 2020 the Chief Commissioner met with the former First Minister Rt. Hon. Arlene Foster MLA and deputy First Minister Michelle O'Neill.

In addition to the organisation's committee appearances on legislation it met with representatives from all the five main parties in year. The Commission continued its engagement with Members of the House of Commons and House of Lords, including the NI Affairs Committee, Women and Equalities Committee and the Joint Committee on Human Rights.

The Commission initiated an e-newsletter for stakeholders to communicate its advice to Government and promotional work during 2020-21. It promoted its advices to government and fact sheets on issues including abortion legislative developments in Northern Ireland.

The Commission redesigned its website in March 2021 and has contracted an independent accessibility auditor to ensure compliance with level AA of the Web Content Accessibility Guidelines – WCAG 2.1, in line with The Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.

The Commission engaged with the local media to release public statements on a range of issues including: the human rights implications of pandemic restrictions, its case supporting Máiría Cahill to challenge the law on publishing candidates' names in local elections, and its joint role with the Equality Commission on monitoring the human rights and equality implications of Brexit.

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Section 1: Equality and good relations outcomes, impacts and good practice

The Commission supported a number of community led virtual festivals in year including the Pride Parade, Refugee Week, Culture Night and the Human Rights Festival. During the Human Rights Festival the Commission, and the Speaker of the Northern Ireland Assembly hosted the Commission's Annual Statement event.

The Commission facilitated three virtual Business and Human Rights Forums in year. In October 2020 the Forum welcomed UK Independent Anti-Slavery Commissioner Dame Sara Thornton and Naomi Long, Minister for Justice who both highlighted the responsibilities of business in addressing modern day slavery.

The Commission continued to provide secretariat support to the Sport and Human Rights Forum. In February 2020 the Forum hosted a webinar with the Centre for Sports and Human Rights. In November 2020 the Forum hosted a webinar on impact of Covid-19 on children's access to sport and in December it hosted a webinar on access for disabled persons with Baroness Tanni Grey Thompson and Disability Sport NI. A number of training and information sessions for public authorities and representatives were delivered over this period. The Commission supported the Department of Agriculture, Environment and Rural Affairs in developing a human rights guide for staff, it also delivered two virtual introduction to human rights sessions to Department staff in September 2020.

The Commission provided two training sessions to members from the Ad Hoc Committee on a Bill of Rights in year. The Commission continued to host the NI Civil Service Interactive Guide in partnership with The Executive Office.

The Commission continued to work in 2020-21, within its available resources, to develop its communications for young people in Northern Ireland. Previous opinion surveys identified the 16-24 year old group as a hard to reach group for the organisation.

Whilst the Covid-19 affected the classroom delivery of engagement sessions with GSCE Life Learning for Life and Work students, a number of virtual engagements were provided to schools in Belfast, Newry and Omagh. In March 2021 staff worked alongside the NI Assembly Education Service to deliver a presentation on the work the Commission. The resource has been made available to post primary schools in Northern Ireland.

The Commission also hosted a virtual internship with participants from the Washington Ireland Program over July- August of 2020. The Commission worked with the Culture Night team to launch its film 'It Seems' film on climate change. The Commission partnered with Amnesty Northern Ireland, Sustainable NI and Climate Northern Ireland to produce a film featuring Belfast poet Niamh McNally. A panel event launching the film was streamed during Culture night with participation from Belfast City Council Commissioner for Resilience, Queens University and Business in the Community.

The Commission continues to work in partnership with Ulster University to award the Transitional Justice Institute / Northern Ireland Human Rights Commission Dissertation Prize. This year the award was received by Yah Parwon, for her research on ending violence against women through the African Human Rights System.

The Commission engaged and funded a participative project with Queens University Broadcast Journalism Students which focused on Climate Change and Human Rights. The project enabled the students to work with the Commission and local award winning animation production company Enter Yes on a contract to produce two educational animations. The animations will be launched in 2021 and utilised during the planned United Nations Climate Change Conference in November 2021.

Priority 2: Protecting human rights as a consequence of leaving the European Union -

In Article 2 of the Ireland/Northern Ireland Protocol to the EU Withdrawal Agreement, the UK government committed to ensuring there would be no diminution of rights protected in the 'Rights, Safeguards and Equality of Opportunity' chapter of the Belfast (Good Friday) Agreement, as a result of its withdrawal from the EU.

As a consequence, the Commission's mandate was extended under the EU (Withdrawal Agreement) Act 2020, to provide for its role as part of the 'dedicated mechanism' to oversee implementation of the Article 2 commitment from 1 January 2021. Preparation to take on the additional statutory responsibilities absorbed significant time and effort during 2020, in terms of planning, securing resources and recruiting additional staff.

In parallel, the Commission continued to engage with government and provide advice to parliamentary committees including:

- Submission to the Public Bill Committee of the Immigration and Social Security Coordination (EU Withdrawal) Bill, June 2020
- EU Settlement Scheme extended to the people of NI: what does it mean for me?, June 2020
- Briefing: Ministry of Justice Consultation on Retained EU Case Law, August 2020
- Briefing: Internal Market Bill, September 2020
- Submission to NI Affairs Committee Inquiry on Cross-border Cooperation on Policing, Security and Criminal Justice after Brexit, September 2020
- Submission to NI Affairs Committee Inquiry on Brexit and the Northern Ireland Protocol, December 2020

The Commission also gave evidence alongside the Equality Commission for Northern Ireland (ECNI) and the Irish Human Rights and Equality Commission, to the Executive Office Committee of the NI Assembly (September 2020 and December 2020).

Since January, the Commission has established its new work-stream, commissioned research and undertaken extensive engagement with a range of stakeholders including: equality and human rights organisations, the Executive Office and other departmental officials, the EU Delegation to the UK, NIO officials, the Labour Relations Agency, trade unions and the Independent Monitoring Authority; and has participated in meetings of the civil society Ad Hoc Group for North-South and East-West Co-operation.

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Priority 3: Poverty, health and well-being

Following on from the Commission's recommendations in its 2018 investigation report into Traveller Accommodation in NI, the NI Housing Executive consulted on its Draft Irish Traveller Accommodation Strategy and the Department for Communities published a Design Guide for Traveller Sites. The Commission provided further advice in relation to both of these.

In February 2021, the Commission provided advice in respect of the Draft Budget, raising continuing concerns about social security reform and mitigations; including the impact of the pandemic on unemployment. The Commission continues to advise that the New Mitigation Packages, guided by the Commission's Cumulative Impact Assessment of Tax and Social Security Reforms, is necessary to address the impact of reform. Further work on analysing the impact of public spending on income distribution, gender, disability and other areas and the consequences for economic recovery post Covid and its implications for further social security mitigations is planned for later in 2021.

Priority 4: Meeting domestic and international human rights standards and good governance

The Commission's Annual Statement, published in December each year, records how much progress has been made towards meeting human rights obligations in Northern Ireland. This strongly informs our future work priorities. The 2020 statement was launched by the Victims Commissioner for England and Wales, Dame Vera Baird DBE QC.

As part of our role monitoring the implementation of international human rights treaties, the Commission provided written evidence to the United Nations Human Rights Committee and the United Nations Committee on the Rights of the Child in respect of their List of Issues. A further written submission was made to the United Nations Committee against Torture, as part of its follow-up procedure.

The Commission continued during the year to work in partnership with the Equality Commission for Northern Ireland, as part of the Independent Monitoring Mechanism for the United Nations Convention on the Rights of Persons with Disabilities. The Commissions established a Disability Forum, in line with good practice established by the UN Committee on Persons with Disabilities, which met for the first time in March 2021. This Forum is intended to enhance stakeholder engagement with the Independent Mechanism and support our engagement with the periodic reporting process.

The Commission continued throughout the year to monitor and advise on dealing with the legacy of the NI conflict. Advice was provided to the Northern Ireland Affairs Committee on its Inquiry into new Government proposals on Addressing the Legacy of NI's past. The Commission also provided a written submission to the Council of Europe's Committee of Ministers on the supervision of the cases concerning the actions of the Security Forces in Northern Ireland.

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Priority 5: Protecting human rights in a digital age

Due to budget constraints and the impact of the Covid-19 pandemic, the Commission has delayed planned work in this area.

Core activities -

In fulfilment of and in compliance with its statutory obligations and the strategic objectives for 2019-22, the Commission identified and delivered the following core activities:

Preparatory work commenced in January 2020 on the fit-out of the new premises at Alfred Street, Belfast with construction work and the final fit-out completed in August 2020. Due to the Covid pandemic staff continue to work from home and access to the office is restricted following government guidance.

Work also commenced to develop the Commission's new website which was completed in-year.

Throughout the year, the Commission has continued to advise government on legislative measures necessary to ensure compliance with human rights obligations. Examples include our responses to the Northern Ireland Office in respect of draft language provisions including a number of proposed amendments under the Northern Ireland Act 1998, our advice to the Northern Ireland Executive on hate crime, the Domestic Abuse and Daily Proceedings Bill, educational underachievement and a traveller accommodation strategy. The Commission also monitored the impact of the legislative response to Coronavirus, responding to the Joint Committee on Human Rights Inquiry on the human rights implications of the Governments Response to Covid-19, the Women and Equalities Committee Inquiry into the unequal impact of Covid-19 and the Department of Health (NI) modifications to the Children's Social Care Regulations.

Following the introduction of the Abortion (NI) (No.2) Regulations 2020, the Commission has continued to monitor the implementation of abortion provision, including through a monitoring project on the provision of reproductive healthcare in NI. This was conducted across 2020 and included direct engagement with a range of stakeholders between July 2020 and January 2021. Further advice has been provided in respect of the Commissioning of abortion services, which has led to the Commission initiating legal action.

The Commission suspended its weekly advice clinics between August 2020 and March 2021 due to staff capacity issues. During this time the Commission endeavoured to respond to all queries it received, providing human rights information where possible or appropriately sign posting to other relevant organisations for assistance.

Through the clinics, the Commission continues to assist approximately 600 individuals each year on a broad range of issues. A number of people were also supported in legal proceedings. In January 2020, the Commission resolved its challenge to election law in Northern Ireland

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following a change in the law. The law had previously required an individual's address to be published when standing as a candidate in local council elections even where the candidate was the victim of domestic violence. The UK Government subsequently amended the law to remove the requirement to publish an address in order to stand for election. The Commission also received leave to apply for judicial review in a challenge to the Rehabilitation of Offenders (NI) Order 1978, namely the 30 month cut off where convictions can never become spent and its compatibility with Article 8 ECHR.

The Commission further initiated own motion judicial review proceedings against the Secretary of State for Northern Ireland, the NI Executive and Department of Health in respect of failings to fund and commission abortion services in Northern Ireland. This case was granted leave in March 2021.

2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (*or append the plan with progress/examples identified*).

Due to Covid restrictions the Commission moved to virtual events and digital promotion to promote awareness and understanding of human rights.

The Commission met with the former First Minister and deputy First Minister and also met with representatives from all of the five main political parties.

The Commission continued its engagement with Members of the House of Commons and House of Lords, including the NI Affairs Committee, Women and Equalities Committee and the Joint Committee on Human Rights.

An E-newsletter was initiated during 2020-21 which was issued to stakeholders to communicate the Commission's advice to Government and promote the work of the Commission.

The Commission's website was redesigned and an independent accessibility audit was carried out in line with The Public Sector Bodies (Websites and Mobile Applications) (No 2) Accessibility Regulations 2018.

During the year the Commission engaged with local media on a range of issues including: the human rights implications of pandemic restrictions, challenging the law on publishing candidates' names in local elections, and its joint role with the Equality Commission on monitoring the human rights and equality implications of Brexit.

The Commission supported community festivals including the Pride Parade, Refugee Week, Culture Night, and the Human Rights Festival.

The Commission facilitated three virtual Business and Human Rights Forums meetings, one of which highlighted the responsibilities of business in addressing modern day slavery.

The Commission continued to provide secretariate support to the Sports and Human Rights Forum. Webinars were held with the Centre for Sports and Human Rights and the Commission hosted a session on the impact of Covid-19 on children's access to sport. A webinar was also held on access to sport for disabled persons.

Two training sessions were held for members of the Ad Hoc Committee on a Bill of Rights.

The Commission continued to host the NI Civil Service Interactive Guide in partnership with the Executive Office.

A number of virtual engagements were provided to schools on GCSE Life Learning for Life and Work students.

The Commission worked with the Culture Night team to launch its film 'It Seems' on climate change. The Commission also partnered with Amnesty NI, Sustainable NI and Climate NI to produce a film, which was launched during Culture Night.

The Commission engaged with Queens University Broadcast journalism students on Climate Change and Human Rights. The animations were launched in 2021 and will be used at the COP26 conference in November 2021.

The Commission continued to engage with government and provided advice to parliamentary committees on protecting human rights as a consequence of leaving the European Union.

Alongside the Equality Commission NI and the Irish Human Rights and Equality Commission, the Commission gave evidence to the Executive Office Committee of the NI Assembly on the above.

2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (*or append the plan with progress/examples identified*).

Since undertaking its new role of ‘dedicated mechanism’ the Commission has commissioned research and undertaken extensive engagement with a range of stakeholders.

Following on from the Commission’s recommendations in its 2018 investigation report into Traveller Accommodation in NI, the Commission provided further advice to the NIHE on its Draft Irish Traveller Accommodation Strategy and the Department for Communities Design Guide for Traveller Sites.

The Commission provided advice in respect of the Draft Budget, raising continuing concerns about social security reforms and mitigations; including the impact of the pandemic on unemployment. The Commission will continue to advise that the New Mitigation Packages, guided by the Commission’s Cumulative Impact Assessment of Tax and Social Security Reforms, is necessary to address the impact of the reform. Further work on analysing the impact of public spending on income distribution, gender, disability and other areas and the consequences for economic recovery post Covid and its implications for further social security mitigations is planned for later in 2021.

The Commission provided written evidence of the United Nations Human Rights Committee and the United Nations Committee on the Rights of the Child in respect of their list of issues. A further written submission was made to the United Nations Committee against Torture, as part of its follow-up procedure.

The Commission continued to work in partnership with the Equality Commission NI as part of the Independent Monitoring Mechanism and established a Disability Forum. This Forum is intended to enhance stakeholder engagement with the Independent Mechanism and support our engagement with the periodic reporting process.

PART A

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2020-21 reporting period? (*tick one box only*)

Yes No (go to Q.4) Not applicable (go to Q.4)

Please provide any details and examples:

As outlined above – the impact of work on other public sector and private sector bodies

3a With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

As outlined above – the impact of work on other public sector and private sector bodies

3b What aspect of the Equality Scheme prompted or led to the change(s)? (*tick all that apply*)

As a result of the organisation’s screening of a policy (*please give details*):

As a result of what was identified through the EQIA and consultation exercise (*please give details*):

As a result of analysis from monitoring the impact (*please give details*):

As a result of changes to access to information and services (*please specify and give details*):

Other (*please specify and give details*):

The work of the Commission is largely outward facing as explained above.

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2020-21 reporting period? (*tick one box only*)

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

All job descriptions have detailed as part of the duties and responsibilities that staff display a commitment to the protection of human rights, the values of the Commission and to the promotion of equality, show sensitivity to the diversity of views on human rights issues in Northern Ireland and observe the highest standards of confidentiality and professional ethics in relation to the Commission's work. Monitoring forms also include an explanatory note on equal opportunities and monitoring.

5 Were the Section 75 statutory duties integrated within performance plans during the 2020-21 reporting period? (*tick one box only*)

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

N/A

6 In the 2020-21 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? (*tick all that apply*)

PART A

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2020-21 report
- Not applicable

Please provide any details and examples:

See publications listed on our website at:

<https://nihrc.org/publication/category/corporate-reports-and-plans>

Equality action plans/measures

7 Within the 2020-21 reporting period, please indicate the **number** of:

Actions completed: Actions ongoing: Actions to commence:

Please provide any details and examples (*in addition to question 2*):

N/A

8 Please give details of changes or amendments made to the equality action plan/measures during the 2020-21 reporting period (*points not identified in an appended plan*):

N/A

9 In reviewing progress on the equality action plan/action measures during the 2020-21 reporting period, the following have been identified: (*tick all that apply*)

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way
- Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

- All the time Sometimes Never

11 Please provide any **details and examples of good practice** in consultation during the 2020-21 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

12 In the 2020-21 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- 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/out of the consultation
- Internet discussions
- Telephone consultations
- Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees’ membership of particular Section 75 categories:

We refer to the body of work outlined in the preceding section.

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2020-21 reporting period? *(tick one box only)*

- Yes No Not applicable

Please provide any details and examples:

As above and in particular strategic planning

PART A

14 Was the consultation list reviewed during the 2020-21 reporting period? (*tick one box only*)

- Yes No Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

15 Please provide the **number** of policies screened during the year (*as recorded in screening reports*):

| |
|---|
| 0 |
|---|

16 Please provide the **number of assessments** that were consulted upon during 2020-21:

| | |
|---|--|
| 0 | Policy consultations conducted with screening assessment presented. |
| 0 | Policy consultations conducted with an equality impact assessment (EQIA) presented. |
| 0 | Consultations for an EQIA alone. |

17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

N/A

18 Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (*tick one box only*)

- Yes No concerns were raised No Not applicable

Please provide any details and examples:

N/A

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2020-21, and the extent to which they met the training objectives in the Equality Scheme.

Staff are aware of the Equality Scheme and Section 75 duties form a key part of general policy and research work. Section 75 is specifically addressed in certain programmes of work. Additionally these equality issues are covered in our training programme for the Civil Service and in induction for all staff and Commissioners, and training for senior managers in employment matters, such as recruitment and selection procedures; and recruiting fairly. All staff who are on a recruitment panel attended recruitment and selection training during the 2020-21 year.

- 25** Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

As above

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26** Please list **any examples** of where monitoring during 2020-21, across all functions, has resulted in action and improvement in relation **to access to information and services**:

See answer 1

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2020-21?

Insert number here:

| |
|---|
| 0 |
|---|

Please provide any details of each complaint raised and outcome:

N/A

Section 3: Looking Forward

- 28** Please indicate when the Equality Scheme is due for review:

2023/24

PART A

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

N/A

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):
As policy and legal work develop

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

15

Fully achieved

Partially achieved

Not achieved

2. Please outline below details 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 ⁱ | Outcomes / Impact ⁱⁱ |
|-------------------------|---|---|--|
| National ⁱⁱⁱ | Member of the UK Independent Mechanism for the purposes of the UN Convention on the Rights of Persons with Disabilities. | Attendance at meetings, submissions and reports | The Commission, along with ECNI and other UK National Human Rights Institutions, continue to monitor compliance with the UNCRPD. Further preparations for submissions to the Committee will commence in 2021-22. |
| Regional ^{iv} | Development of report on human rights of persons with disabilities throughout NI, with specific engagement events. Submission and | The submissions and reports | The CRPD cycle has just commenced and the Commission will be preparing to report in 2021-22 and beyond. |

PART B

| Level | Public Life Action Measures | Outputs ⁱ | Outcomes / Impact ⁱⁱ |
|--------------------|--|--|---|
| | <p>presentation of report to UNCRPD Committee.</p> <p>Ongoing work in the ENNHRI Disability working group.</p> <p>Attendance at the International Working Group for Rights of Older Persons</p> | <p>Participate in online policy discussions.</p> | <p>Influence at the international level and information sharing locally. Continue to engage with ENNHRI and sit as a member of the CRPD Working Group.</p> |
| Local ^v | <p>IMNI duties ongoing. Pursue the establishment of a Disability Forum to complement work of the NIHRC and ECNI on UNCRPD</p> <p>Training sessions to assist in development of capacity for treaty monitoring engagement.</p> <p>Continuing to work alongside Public Service Ombudsman to promote a Human Rights Based Approach to complaints handling and delivery of training for the Northern Ireland Civil Service</p> | <p>Committee meetings</p> <p>Enhanced capacity for NGOs to advocate</p> <p>Training delivered by experts</p> <p>Films available online</p> | <p>Co-ordinating engagement on disability issues</p> <p>Appearance before Committees</p> <p>IMNI has established a Disability Forum to provide a dedicated space to ensure disabled people and their representative organisations are at the core of IMNI's work in promoting, protecting and monitoring the implementation of the UN CRPD in NI. Its first meeting took place in March 2021.</p> <p>Take up of Human Rights Based Approach by local, European and International Ombudsman.</p> |

PART B

| Level | Public Life Action Measures | Outputs ⁱ | Outcomes / Impact ⁱⁱ |
|-------|---|--|--|
| | <p>Promotion of short films to promote and raise awareness of human rights through film and animation.</p> <p>Engagement with Health and Social Care Trusts.</p> <p>Weekly Advice Clinic on a range of human rights issues, including disability.</p> | <p>Support for equality and human rights practitioners forum.</p> <p>Delivery of advice.</p> | <p>Attendance at CAL training sessions by NICS departments and uptake of online training resource.</p> <p>Films have been utilised by the media, public sector organisations and schools and is available on the Commission’s website as well as through social media.</p> <p>Advice and assistance has been provided to the Health and Social Care Trusts Forum.</p> <p>Queries on a number of disability related issues.</p> |

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

PART B

| | Training Action Measures | Outputs | Outcome / Impact |
|---|---|--|---|
| 1 | Local training with NGOs, public sector bodies and commercial entities as well as knowledge exchange with NIHRC | Events across Northern Ireland and specific event on UNCRPD. Promotion of civil service training materials and courses. | Improved NGO engagement and advocacy measured by submissions. Increased knowledge within civil service of human rights standards including on disability rights. |
| 2 | Training with committee members JIMNI | New Commissioners to be trained on JIMNI during 2020-21. | Improved engagement with stakeholders and treaty monitoring bodies. |
| 3 | Ongoing engagement with UNCRPD Committee on issues of interest | Ongoing | Uptake of recommendations. |

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 | Broaden the range of organisational communication products to include visual aids | Creation of short films, development of social media and Instagram. | Films can be displayed on the Commission's website as well as social media sites, you-tube, Facebook and Twitter. Videos have also been incorporated into the human rights training programme of civil servants, health and social care trusts, community groups and school visits. |

PART B

| | Communications Action Measures | Outputs | Outcome / Impact |
|---|--------------------------------|---|---|
| 2 | Maintain accessible software | Maintenance of Browsealoud Service for the Commission's website. | Support software which adds speech, reading, and translation to websites facilitating access and participation for people with Dyslexia, Low Literacy, English as a Second Language, and those with mild visual impairments. Online content can be read aloud in multiple languages using the most natural and engaging voice to transform the user's reading experience. |
| 3 | Subtitles | Use of subtitles and sign language in films | Greater accessibility. |
| 4 | Interpretation/Translation | Interpretation available for advice clinics and events, when required, as well as the use of translation services for correspondence received and issued by the Commission, when required | Greater accessibility. |

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

| | Encourage others Action Measures | Outputs | Outcome / Impact |
|---|--|----------------------|---|
| 1 | Development of training for NGOs in treaty engagement with the sharing of international experience | Events and materials | Enhanced capacity and engagement reported back to NIHRC |

PART B

| | Encourage others Action Measures | Outputs | Outcome / Impact |
|---|---|--|--|
| 2 | Promotion as JIMNI | Events and publications and submissions | Awareness levels of NGOs increased. Engagement with Committee. |
| 3 | Development of Procurement Guidance for the Central Procurement Directorate | Publication | Ongoing support. |
| 4 | Traveller investigation | Followed up to ensure implementation of recommendations. | Increases awareness amongst public bodies of their obligations towards members of the traveller community and followed up to ensure implementation of recommendations. |
| 5 | Development of a series of school training materials to support the Commission's films. | Films and school training materials | Significant feedback from stakeholders. Availability on the Commission's website. Delivery in schools accessed through CCEA. |
| 6 | Development of infographics | Social media postings | Increased social media responses |

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 | Development of a series of school training materials to support the Commission's films. | Films and school training materials | Significant feedback from stakeholders. Availability on the Commission's website. Delivery in schools accessed through CCEA. |

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| | Action Measures fully implemented (other than Training and specific public life measures) | Outputs | Outcomes / Impact |
|---|---|-----------------------|----------------------------------|
| 2 | Development of infographics | Social media postings | Increased social media responses |
| | | | |

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

| | Action Measures partly achieved | Milestones/ Outputs | Outcomes/Impacts | Reasons not fully achieved |
|---|---------------------------------|---------------------|------------------|----------------------------|
| 1 | | | | |
| 2 | | | | |
| | | | | |

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

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| | Action Measures not met | Reasons |
|---|-------------------------|---------|
| 1 | | |
| 2 | | |
| | | |

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

(a) Qualitative

A range of feedback mechanisms have been used across our work.

The UNCRPD Committee examination process and subsequent recommendations has provided a key opportunity to assess the effectiveness of our engagement on the UNCRPD and with disabled peoples organisations and disabled peoples. Positive feedback has been received on our engagement activities and a number of our policy priorities were reflected in the Committee’s concluding observations. Following on from this a Disability Forum will be established along with ECNI.

(b) Quantitative

A particular example is the Annual human rights statement which includes a traffic light system which identifies urgent issues for remedial action. The Commission has developed impact measurement through the creation of a new database for treaty monitoring, this tracks the effectiveness of the Commission’s engagement activities.

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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 select

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

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- ⁱ **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.
- ⁱⁱ **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.
- ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments
- ^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level
- ^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.