

Equality Action Plan 2018 – 2021

Ref	Identified Inequality/Area	Objectives/Intended Impact	Action Required	Performance Indicator	Timescale	Owner
1	Staff Training (All 9 groups)	To improve staff awareness and skills	Deliver Equality and Good Relations training to new Committee Members	100% of new Committee members received training	31 March 2019	CK
2			Review and update current Equality e-learning module for completion by all NILGOSC staff	Module updated	31 August 2019	CK
3			Ensure all new and existing NILGOSC staff complete updated Equality and Good Relations learning module	100% of staff completed module	31 December 2019	RW
4			Deliver further face to face training to all staff on NILGOSC's equality related policies, including raising equality related concerns	100% of staff received training	30 September 2019	JC/CK
5*	Statutory Obligations	To ensure appropriate policies and provisions relating to equality, good relations and disability are in place and that all new and revised policies have been equality screened (All 9 groups)	Update NILGOSC's Good Relations Policy	Policy updated and approved	31 December 2018	CK
6*			Review and update Disability Action Plan	Plan reviewed and updated	31 December 2018	JC
7*			Refurbishment of Templeton House, in line with recommendations made as a result of accessibility audit	Refurbishment completed	31 March 2020	JC/CK

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8			Review of audit of inequalities and revised action plan	Audit of Inequalities completed and Action Plan published	31 March 2021	CK
9			Review of Equality Scheme	Equality Scheme reviewed and published	31 March 2021	CK
10	Potential barriers to members with alternative communication needs, particularly for people with a disability and/or whose first language is not English	<ol style="list-style-type: none"> 1. Access to information is improved for people with a disability or whose first language is not English 2. Increase in number of requests for alternative communications 	Design and issue a new Basic Guide to the Pension Scheme	Basic Guide designed and published on website	30 June 2018	ZK
11			Review basic guide taking any feedback into consideration	Review completed	30 June 2019	ZK
12			Translate and issue Basic Guide in other languages	Basic Guide translated and published	31 December 2018	ZK
13			Review/consider changes to NILGOSC's website homepage to further publicise alternative communication requests	Review complete	31 March 2019	ZK

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14	Underrepresentation of applicants and staff employed with disabilities**	To increase the number of applicants and staff employed from underrepresented groups	Implement all recruitment and selection actions in Disability Action Plan	Increase in % of applicants applying and employed from underrepresented groups	31 December 18	JC
15	Underrepresentation of males at management level in the workforce		Positive targeting of underrepresented groups through job advertising		Ongoing	JC
16			Further analysis to identify if underrepresentation at management level is at applicant or appointee stage	Analysis completed	30 April 2018	JC
17	Working environment	To promote a positive working environment in NILGOSC for all existing and future staff	Issue an Equality and Good Relations survey to staff on the workplace environment/culture, following the refurbishment and review feedback	Positive/improved responses in staff survey	31 December 2020	JC
18	Lack of detail on consideration of equality implications in purchasing policy	To ensure purchasing policy reflects the requirement for full consideration of equality implications	Update purchasing policy to include further detail on consideration of equality	Purchasing policy updated	30 April 2018	JH

* Carried forward from 2015-2018 Equality Action Plan

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