

Review of Equality Scheme - December 2016

NILGOSC last submitted its Equality Scheme to the Equality Commission in January 2012, which was subsequently approved in July 2012. NILGOSC is required to review its Equality Scheme every five years and has now completed this review, in line with Equality Commission guidance.

This review has evaluated the operation of NILGOSC's Equality Scheme and how effectively it has been implemented in relation to the implementation of the equality duties set out in Section 75 of the Northern Ireland Act 1998. The review is evidence based and details actions taken by NILGOSC in the last five years to implement the Equality Scheme. In undertaking this review, NILGOSC has followed the 'Guidance on conducting a 5 year review of an equality scheme' issued by the Equality Commission in July 2016 and considered all consultation responses received during the previous five years, together with new evidence that has been gathered.

A summary report of this review has been provided to the Equality Commission and published on our website. Notification of the review and summary report has also been sent to employees and consultees. A detailed report on the review of the Equality Scheme, including evidence reviewed, is available on request.

As a result of this review, some minor amendments have been made to the Equality Scheme, which are summarised in Appendix A. These changes are not considered to be substantive therefore NILGOSC is not required to issue the Equality Scheme for consultation, in line with the Equality Commission guidance.

NILGOSC's Equality Scheme and review reports are available free of charge in print form and alternative formats (where reasonably practicable) from:

Post: NILGOSC, Templeton House, 411 Hollywood Road, Belfast, BT4 2LP
Phone: (0345) 319 7320
Fax: (0345) 319 7321
Typetalk: 18001 0345 3197 320
Email: equality@nilgosc.org.uk

Any feedback or queries in relation to review of the Equality Scheme are welcome and can also be communicated through the contact details above.

Summary of amendments to the Equality Scheme

Amendment	Scheme Paragraph(s)	Explanation
Various updates to reflect new structure, pension scheme legislation and change in retirement benefits to a "career average" salary basis	1.3.1-1.3.5	Change in regulations and restructuring
Sponsor department renamed to Department for Communities	Throughout	Restructuring of NICS Departments in May 2016
Update to reflect Governance Manager acting as Equality Officer	2.2.3	Update to reflect Equality Co-ordinators title
Update to note that an annual equality statement (summarising progress on equality) is presented to Committee and published on the website	2.2.4	To reflect current process
Update to reflect bi-annual monitoring of progress against action plan	2.3.6	Frequency of monitoring increased
Update to reflect that press releases are to be issued if Equality Scheme is updated for significant changes	3.11	No press releases required for minor changes to scheme
Amendment to reflect that hard copies only are sent directly to consultees who request these	4.7.2	To reflect current process - quarterly screening reports are published on NILGOSC website for consultee feedback
Rewording of "audit of existing information systems within one year of approval of scheme" to "regular review of all data held and information gathered"	4.8.3	Minor rewording to better reflect current process
Rewording of other monitoring information, to reflect that it is reviewed in line with the corporate planning cycle	4.8.6	More accurate reflection of frequency that monitoring data is reviewed
Update to note that the Section 75 annual progress report, which includes Equality Impact Assessment (EQIA) monitoring information, is available on request	4.9.1	To reflect that the summary Section 75 progress statement is published only. Any EQIA monitoring information will continue to be published annually (if applicable)
Record of all staff training undertaken now retained	5.4.1	Internal restructuring of duties

Appendix A

Amendment	Scheme Paragraph(s)	Explanation
and reviewed by the Training Officer		
Amendment to reflect that formal equality complaints will be answered within ten working days	8.5	More realistic timescale, in line with NILGOSC's complaints policy
Amendment to note alternative format requests will be made available where reasonably practical, in line with other sections of scheme	9.3	No change in policy. Amendment in wording only.
Amendment to reflect that review required within 5 years of submission of Equality scheme to Equality Commission	10.1	More accurate reflection of legislation
Amendment to note that hard copies of the report on review of the scheme will be made available on request	10.3	Minor amendment to reflect that hard copies will only be issued if required
Updates to reflect most up to date organisational structure, consultee list, timetable for measures proposed, action plan and audit of inequalities	2.3.2 Appendices 1, 3, 4, 6	To reflect most up to date position and updates above