

Northern Ireland Local Government Officers' Superannuation Committee

Annual Equality Statement 2024/25

NILGOSC's Equality Scheme states that it will report on the progress it has made in the delivery of its Section 75 statutory duties.

Our Commitment

NILGOSC re-affirms its commitment to the fulfilment of its duties under Section 75 of the Northern Ireland Act 1998 in that it will have due regard to the need to promote equality of opportunity:

- Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- Between men and women generally;
- Between persons with a disability and persons without; and,
- Between persons with dependents and persons without.

In addition, without prejudice to its obligations above, NILGOSC shall, in carrying out its functions, have regards to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

Promotion of Equality of Opportunity

NILGOSC has demonstrated its commitment to the promotion of equality of opportunity during 2024/25 and the equality agenda continues to be promoted and supported by the most senior levels of the organisation.

The NILGOSC Corporate Plan for 2024/25 included objectives relating to equality and good relations. The Senior Management Team has monitored the implementation of these objectives on a quarterly basis.

Implementation of the Equality Scheme

NILGOSC carried out its duties in relation to the Equality Scheme throughout 2024/25 to ensure that its policies and procedures are fair and lawful. A number of the actions set out in the Equality Action Plan 1 April 2024 – 31 March 2025 were progressed during the year, as set out below:

- At 31 March 2025 all Committee Members have completed the 'Equality and Diversity in the Northern Ireland workplace' e-learning training. All new staff continue to complete this training within one month of joining, and a refresher for all staff was completed in March 2025.
- There were 80 alternative communications issued between 1 April 2024 – 31 March 2025. All requests for alternative communication were successfully completed. The majority of the requests relate to large print, with 19 requests for translations during the period.
- NILGOSC remains committed to providing all its digital content in an accessible format, with the NILGOSC website re-accredited for accessibility in October 2024.
- NILGOSC has continued with its reconnection programme and issued letters to its deferred members in 2024. The programme is linked to a corporate objective to encourage non-registered deferred members to register for Member Self Service (MSS) with a review of improving member engagement. This continues following the roll-out of the new Engage member portal now available to members.
- Training for members and pensioners on the availability of electronic communications

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and the use of MSS/ Engage continues to take place, with a number of in-person seminars and remote sessions held both for members, and Employing Authorities held during the period 1 April 2024 – 31 March 2025. Instructional videos are available on the NILGOSC website.

- Progress against NILGOSC's Disability Action Plan continues, with actions implemented and lessons learned recorded.

In line with its Equality Scheme, NILGOSC continues to carry out screening of any new or revised policies for equality impacts. Four policies were screened during 2024/25 and no equality impact assessment was required. No equality complaints were received during the year.

NILGOSC continues to provide its publications in alternative formats on request.

Those who require further information about the NILGOSC Equality Scheme or would prefer to receive this document in an alternative format (such as in large print, in Braille, on audio cassette or on computer disc) and/or language, please contact the Equality Officer.

Address: NILGOSC, Templeton House, 411 Hollywood Road, Belfast, BT4 2LP
Telephone: 0345 3197 320
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Email: equality@nilgosc.org.uk

Copies of the Equality Scheme and this Annual Equality Statement are also available on the Internet at www.nilgosc.org.uk/equality-scheme.