

COVID-19 impacted on all our work.

We have four priority areas from 2019 to 2022:

- Mainstreaming & Championing Equality (including COVID-19 Response)
- Employment
- Education
- Access & Participation

COVID-19 RESPONSE



All influencing, advisory & compliance work moved online



Policy input into tackling COVID-related inequalities, eg education



Equality law framework, Section 25, public policy making need for better equality data



A new webpage and new guidance notes for employers on new and emerging issues from the pandemic

BLACK LIVES MATTER



Work on Race Equality Strategy, reform of race law, ethnic monitoring in the workplace and the need for better equality data on race.



Engagement & support with minority ethnic groups. 60+ race sector representatives attended two online meetings with the Chief Commissioner.

BREXIT

From 1 January 2021, **new powers and responsibilities** jointly with NI Human Rights Committee to protect equality and human rights after Brexit.



INEQUALITIES IN EMPLOYMENT: DISABILITY

This is an important focus for us. Here's why:



MAKING IT WORK USES STORIES, VIDEOS AND INFOGRAPHICS TO SHOW THE RANGE OF SUPPORT SERVICES AVAILABLE TO HELP PEOPLE WITH DISABILITIES INTO WORK.



60% MORE MORE JOBS APPLIED FOR BEFORE FINDING ONE

INEQUALITIES IN EMPLOYMENT: WOMEN

11 WEBINARS ON SEXUAL HARASSMENT, FLEXIBLE WORKING, WOMEN AND CARING RESPONSIBILITIES

99 ATTENDEES

REPRESENTING **91 EMPLOYERS**

Menopause guidance and training developed and promoted with NICICTU and LRA

INEQUALITIES IN EDUCATION

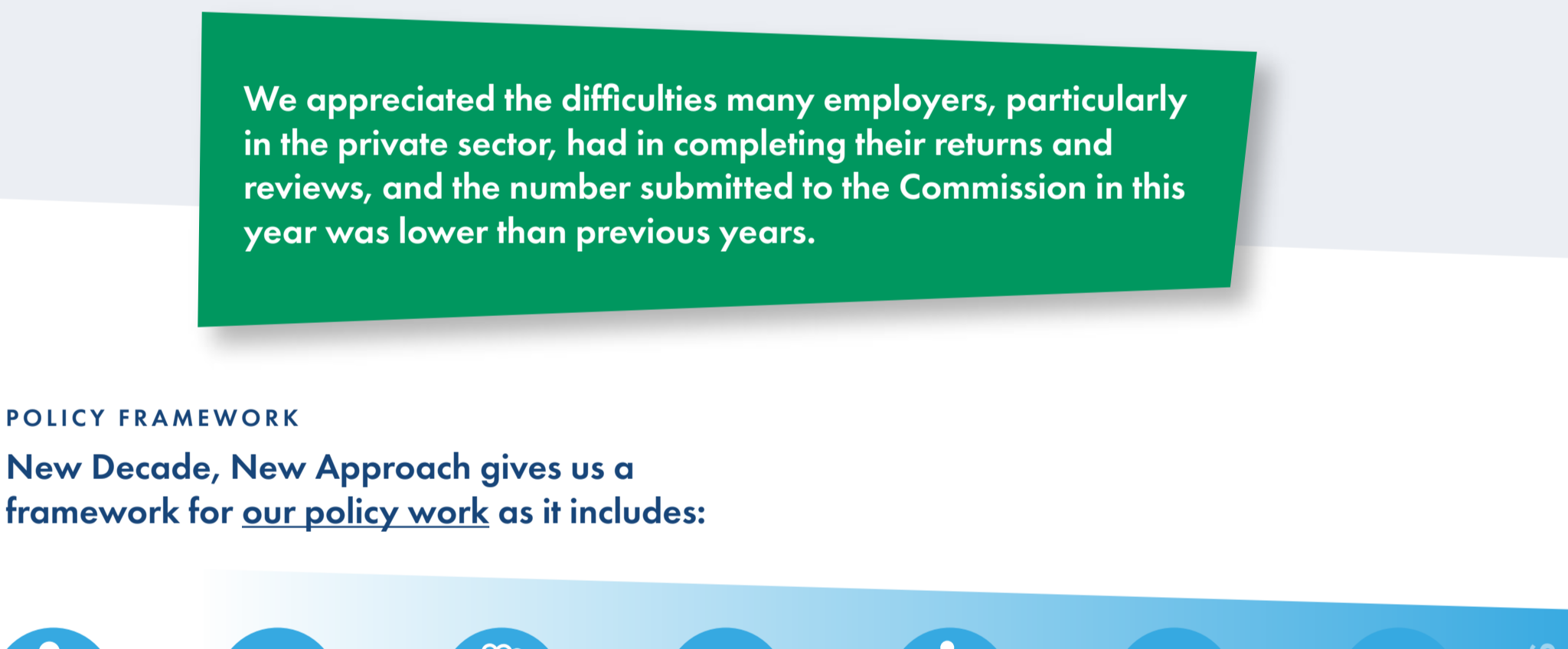
- We provided evidence to the DE Expert Panel on Educational Underachievement, setting out key equality issues, including impacts of COVID-19.
- Statement on education highlighted the potential for inequalities to worsen during COVID-19.
- Worked with stakeholders to develop the 'Learning from the Pandemic' publication.

LEGAL WORK

In 2020-21 we dealt with **2,962** discrimination enquiries



EMPLOYERS & WORKPLACES



INCLUSIVE WORKPLACES



WEBINARS

ON UPDATING HARASSMENT AND EQUALITY POLICIES

208 ATTENDEES

REPRESENTING **123 EMPLOYERS**

FAIR EMPLOYMENT MONITORING



We appreciated the difficulties many employers, particularly in the private sector, had in completing their returns and reviews, and the number submitted to the Commission in this year was lower than previous years.

POLICY FRAMEWORK

New Decade, New Approach work as a framework for our policy work as it includes:

- Disability
- Gender
- Racial Equality
- Sexual Orientation
- Active Ageing
- Childcare
- Anti-Poverty

- Educational Underachievement
- Special Education Needs
- Employability
- Housing

UNCRPD – IMNI FORUM

The first meeting of the **Disability Forum** was in March 2021

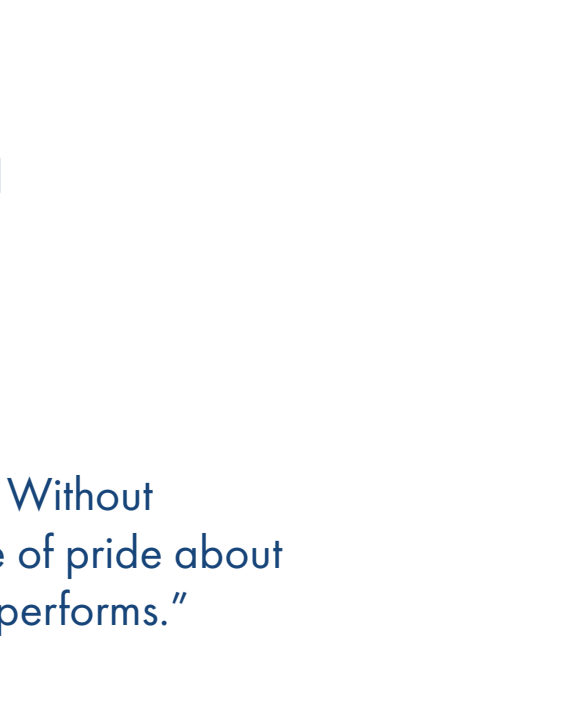
11 people with disabilities come together to help the Commission and the NI Human Rights Commission support and challenge government to give effect to the UN Convention on the Rights of People with Disabilities in Northern Ireland

It is essential that disabled people also play a leading role in monitoring the implementation of the Convention and more broadly can participate in decision making about matters that affect our lives.

MICHAEL LORIMER
CHAIR, DISABILITY FORUM

SECTION 75

Equality schemes, investigations, Disability Action Plans



COMPLAINTS & INVESTIGATIONS

We advised 35 individuals on complaints, potential complaints or about the Paragraph 10 complaints process.

DISABILITY ACTION PLANS

Of the 160 designated public authorities, 15 are exempt from producing a Disability Action Plan (DAP).

Of the 145 which are not exempt, 123 (85.0%) have a DAP with current disability action measures.

Of the remaining 22:

- Ten are consulting on revised disability action measures.
- Seven have redrafted their disability action measures.
- At the year-end we were engaging with the three small public authorities due to update their DAP measures.
- And two newly designated public authorities to put DAPs in place.

7 ONLINE TRAINING SESSIONS

DELIVERED ON THE DAP DUTIES

36 PUBLIC AUTHORITIES ADVISED

ON IMPROVING THE QUALITY OF DISABILITY ACTION PLAN MEASURES

AUDIT, GOVERNANCE

Three internal audit reviews this year, all provided satisfactory assurance

- NO FAILURES OF INTERNAL CONTROL OVER THE PERIOD
- LEVEL OF 'NEAR MISSES' REMAINS LOW.
- ALL COMMITTEES MET REMOVED TO ENSURE CONTINUED GOVERNANCE

Annual audit clean with no priority areas identified for action. Annual NIAO audit clean and accepted by the Comptroller and Auditor General

18.2% REPORT A DISABILITY OR LONG TERM HEALTH CONDITION

INVESTOR IN PEOPLE SILVER

We were assessed for the first time under the Generation 6 standard and were awarded a Silver accreditation.

"Your people share a passion for your core purpose. Without exception everyone interviewed spoke with a degree of pride about their job and the important role that the organisation performs."

IIP ASSESSOR'S REPORT

