

First Quarterly Report (2017/2018) on the Implementation of the Equality Scheme

1.0 Compliance Issues

1.1 Equality Screening/Equality Impact Assessments (EQIA) Screening

From 1st April 2017 – 30th June 2017 the following policies have been screened:

- Annual Leave Policy (Revised)
- Environmental Policy (Revised)
- Joint Appeals Board Constitution & Procedures (Revised)
- Gifts & Hospitality Policy (Revised)
- Investigation & Disciplinary Procedures (Revised)

Screening reports are available on request.

EQIA

There were no EQIAs completed during this quarter.

1.2 Training

Safeguarding Training

Since 2010 over 200 training sessions have been completed with over 2,500 members of staff attending child safeguarding courses, adult safeguarding courses or both. In addition Equality Unit staff have facilitated safeguarding policy awareness sessions with 10 contractor firms, Supporting Communities N.I. (SCNI) and the House Conditions Survey Team.

1.3 Access to Information and Services

Communication Support (Translation & Interpreter Services)

A total of 735 telephone based interpreting sessions were held from 1st April to 30th June 2017. The top 3 most requested languages are listed below:

- Polish
- Slovak
- Mandarin

Translation tasks totalled 56 and face to face interpreter sessions totalled 19.

1.4 Monitoring

Equality Monitoring waiting list and allocations data is available up to the 30th June 2017.

1.5 Consultation

The next meeting of the NIHE's Consultative Forum Steering Group on Equality is to be held in September 2017.

2.0 Key Equality/Good Relations Programme

2.1 Traveller Project Team:

An update from the Traveller Project Team will be included in the 2nd Quarterly Report for 2017/18.

2.2 Community Cohesion

Flags, emblems, sectional symbols - Re-imaging

Communities are continuing to develop re-imaging projects with NIHE support in the Village South Belfast, Twaddell, Omagh, Derry/L'Derry, Ballybeen, Newtownabbey, Larne, Ballyclare, Coleraine, Mid Ulster and East Belfast.

Segregation/Integration

Building Relationships in Communities 2 (BRIC2) programme

6 Good Relations Officers are delivering the BRIC 2 Programme in the Housing Executive's 13 areas.

Phase 3 of the programme has commenced and Area Managers will be approached to identify their business needs for the next 26 BRIC2 areas.

Together Building a United Community (TBUC) Shared Housing

A programme of 10 TBUC shared neighbourhood schemes in social housing is being supported by OFMDFM TBUC strategy. 5 of the 10 TBUC developments

are completed (Felden in Newtownabbey, Global Crescent and Ballynavoy Close in Belfast, Burn Road in Cookstown and Manse Court in Saintfield).

A further 5 are onsite (Embankment in Belfast, Market Road in Ballymena, Antrim Road in Ballynahinch, Dromore Street in Banbridge and Main Street in Dundrum)

The NIHE are currently working with the Department for Communities to develop further projects to support shared new build and existing NIHE estates.

Interfaces

Interface Normalisation Policy

The Housing Executive continues to deliver the 'normalisation programme' in conjunction with the DOJ providing alternative security work to NIHE and private properties at interface locations where walls are being re-modelled.

The Housing Executive has been working in partnership with the local community to redesign 2 walls in North Belfast.

- Site 1 Crumlin Road (Ardoyne side) interface opened up on the Crumlin Road in 2016. [community-celebrates-peace-wall-removal](#)
- Site 2 Crumlin Road wall at the top of Columbia and Rosebank Street work is due to start in 2018.

Communities in Transition

Areas at Risk

The Community Cohesion Unit is co-ordinating and delivering the programme in North Belfast (Greater Whitewell and Glenbank).

Race Relations

Race Relations continues to be a key theme of the Housing Executive's work in community cohesion which is in line with the organisation's Race Relations Policy. Some of the work that has taken place in the months between January and June 2017 includes:

- Continuing to work with the South Belfast Hate Crime Action Plan Steering Group.

- Supporting links with the Coleraine Multi-Cultural Forum.
- The Housing Executive launched its first Community Cohesion Diversity Calendar in April 2017. Download the Online Community Cohesion Diversity Calendar 2017 (4216 KB)
- Housing Rights BME Champions project launched in partnership with the Housing Executive in June 2017.
- Belfast City of Sanctuary event supported during Refugee week 19 – 25 June 2017.
- Contribution to the Community Involvement Strategy consultation re BME inclusion.

Strategic Cohesion Forum

The purpose of the Strategic Cohesion forum is to work together as a partnership, to influence, shape and inform the Housing Executive's Community Cohesion Strategy and Policies. <http://www.nihe.gov.uk/news-new-cohesion-forum>

2.4 Key Documents

The following documents can be viewed and downloaded by accessing the links below:

NIHE Equality Scheme

http://www.nihe.gov.uk/equality_scheme.pdf

17th Annual Report to the Equality Commission

https://www.nihe.gov.uk/seventeenth_annual_progress_report_to_the_equality_commission.pdf

Black Minority and Ethnic (BME) and Migrant Worker Report

https://www.nihe.gov.uk/bme_migrant_worker_mapping_report_2016.pdf

NIHE Traveller Accommodation needs Assessment

http://www.nihe.gov.uk/traveller_accommodation_needs_assessment_2014_published_march_2015_.pdf

If you require any further information on any of topics discussed in this report or if you require the report in an alternative format please contact:

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