

ANNUAL EQUALITY STATEMENT Year end 31 March 2018

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 dependants and persons without.

In addition, without prejudice to its obligations above, NILGOSC shall, in carrying out its functions, have regard 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 2017/18 and the equality agenda continues to be promoted and supported by the most senior levels of the organisation.

The NILGOSC Corporate Plan for 2017/18 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 a review of effectiveness in implementing the arrangements under its approved Equality Scheme in late 2016. A summary report was produced outlining the results of the findings, and the Equality Scheme was updated for minor changes and published in December 2016. Subsequently, the updated Scheme was issued for a 12 week consultation on 9 March 2017. No changes were required as a result of the consultation.

NILGOSC carried out its duties in relation to the Equality Scheme throughout 2017/18 to ensure that its policies and procedures are fair and lawful. A number of the actions set out in the Equality Action Plan 2015-2018 were further progressed during the year, as set out below:

- Since 2015, NILGOSC enrolls all staff onto a CPD accredited e-learning course entitled "Equality and Diversity in the Northern Ireland Workplace". This course continues to be completed by all staff on an annual basis and any new staff as part of the induction process. All Committee members have also completed the course.
- Following a period of consultation, a new Shared Parental Leave Policy was issued to all staff October 2017.

- New and revised job descriptions have continued to be updated to reflect equality duties forming part of the responsibilities of posts.
- An accessibility audit of NILGOSC's premises was completed in September 2016. Recommendations are currently being included as part of a phased refurbishment at the premises.
- Following on from the data gathered as part of the Audit of Inequalities, recruitment advertising continues to target underrepresented groups by welcoming applications from males, people with disabilities and Roman Catholics.
- An Alternative Communications leaflet is included in correspondence issued to new members and alongside retirement claim forms. The leaflet includes headline information in alternative formats and languages. During the year ended 31 March 2018, 86 communications were issued in an alternative formats at the request of members. There are 57 individuals who have requested to receive communications from NILGOSC in alternative formats on a routine basis.

During the year, NILGOSC undertook an Audit of Inequalities to identify any inequalities that exist for those affected by the functions and policies of the pension scheme. This was completed in February 2018 and the results were used to inform NILGOSC's Equality Scheme Action Plan for 2018 to 2021.

In line with its Equality Scheme, NILGOSC carried out screening of any new or revised policies for equality impacts during 2017/18 and published quarterly screening reports on the website. 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 at:

Address: NILGOSC, Templeton House, 411 Hollywood Road, Belfast, BT4 2LP
 Telephone: 0345 3197 320
 Typetalk: 18001 0345 3197 320 (for people using a textphone)
 Fax: 0345 3197 321
 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.