



*promoting equality of
opportunity and good relations*

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opportunity and good relations*



COMMUNITY RELATIONS COUNCIL
EQUALITY SCHEME

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PREFACE

The Community Relations Council strongly endorses section 75 of the Northern Ireland Act 1998.

We recognise that there is a need for our organisation to readjust some of our practices to ensure that we fulfil the objective of the legislation.

Our strategic plan will be revisited during the course of this year to incorporate in full the objectives of the legislation.

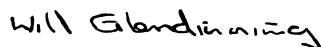
The Community Relations Council has been actively encouraging and assisting other organisations in the promotion of good relations between persons of different religious beliefs, political opinion or racial group. We will continue to work actively in this area and indeed revisit this area specifically as part of our strategic review.

The Community Relations Council will allocate necessary resources (in terms of people, time and money) to ensure that our statutory duties are complied with and that the Equality scheme can be drawn up and implemented effectively, and on time.

We, the Chairman and Chief Executive Officer of the Community Relations Council, are committed to the fulfilment of our statutory duties under this scheme.



Jonathan Bardon
Chairman



Will Glendinning
Chief Executive Officer

1. THE PURPOSE OF THE SCHEME AND OUR COMMITMENT TO IT

1.1 The Community Relations Council in carrying out all its functions, powers and duties relating to Northern Ireland will have due regard for the need to promote equality of opportunity.

a) Between persons of different religious beliefs, political opinion, racial group, age, marital status or sexual orientation.

b) Between men and women generally.

c) Between persons with a disability and persons without and:

d) Between persons with dependents and persons without.

Without prejudice to these obligations the Community Relations Council in carry out its functions, powers and duties will have regard to the desirability of promoting good relations between persons of different religious beliefs, political opinion and racial group.

1.2 The Deputy Chief Executive Officer of the Community Relations Council has been allocated a brief to ensure that internal arrangements are put in place to ensure all duties are effectively complied with and that satisfactory monitoring and review processes are implemented. These are described in Section 3.

1.3 The Community Relations Council will effectively implement a planned programme of training on the Equality Scheme.

- 1.4 The Community Relations Council in recognising our differences, will work to promote the potential of individuals.
- 1.5 The Community Relations Council will respect persons from diverse backgrounds both within our organisation and with our clients, suppliers and the general public.
- 1.6 The Community Relations Council will work to develop relationships of trust and respect in which even delicate or divisive issues can be discussed.
- 1.7 The Community Relations Council will promote the freedom of individuals to discuss sensitive issues in a non-threatening environment.

2. INTRODUCTION

The Community Relations Council

2.1 The Strategic Statement of the Community Relations Council is:

Statement of Independence

CRC is independent, a registered charity, a company limited by guarantee, which is principally funded through government.

It works in partnership with its key stakeholders.

Principles

The following principles are inextricably linked and form the basis upon which the Community Relations Council operates;

Respect for Diversity

Respect for Diversity can be seen in the ever-changing variety of community and individual experiences.

Respect for diversity affirms the value, which can be derived from the existence, understanding and tolerance of difference (whether expressed through religious, ethnic, political or gender background).

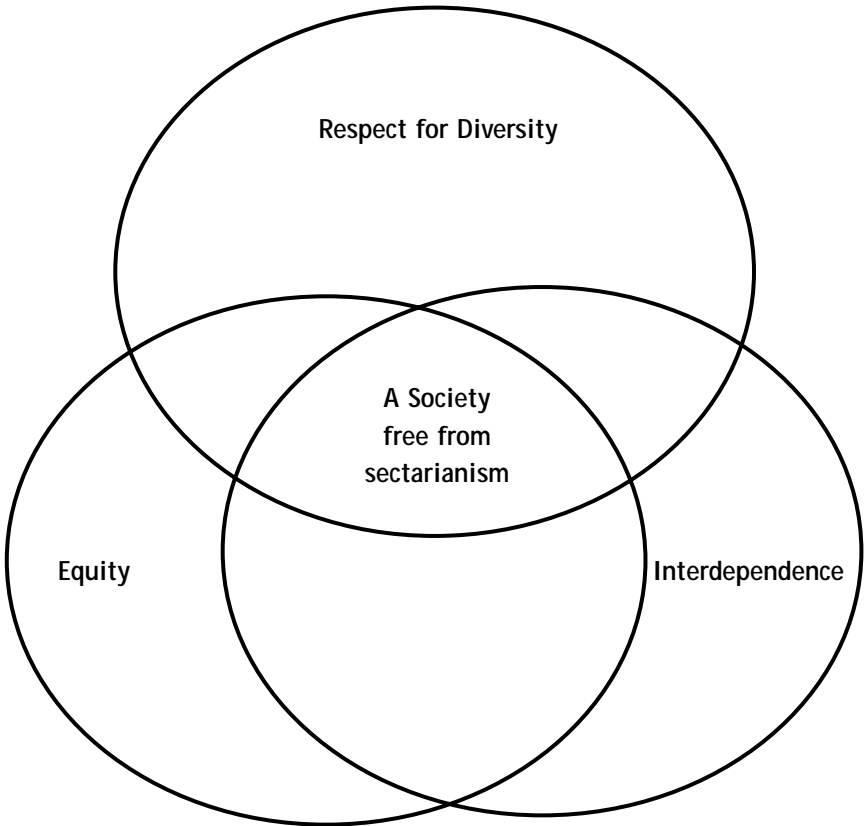
Interdependence

Interdependence requires a recognition by different interest or identity groupings of their obligations and commitments to others, and of the interconnectedness of individual/community experiences and ambitions, leading to the development of a society which is at one, cohesive and diverse.

Equity

Equity is a commitment at all levels within society to ensuring equality of access to resources, structures and decision making processes and to the adoption of actions to secure and maintain these objectives.

These are the principles we use to prioritise our work and enable us to establish priorities and make decisions in supporting and working with others.



OPERATING PRACTICES

Mainstreaming

The Council will strive to ensure that the community relations principles of Equity, Respect for Diversity and Interdependence are integrated into the every day life of individuals, communities and organisations.

Partnership

The Community Relations Council will work with others to promote Community Relations principles.

The primary task of the Council is to enable and support community relations activities/programmes.

Pro-Activity

The Council will seek to take the policy initiative, and with others provide leadership at all levels within society.

Accountability

The Council will strive to ensure that its limited resources are deployed in a transparent and effective manner. It will strive to implement Best Value policies and practices.

Demonstrating “Proof of Impact”

CRC will measure and evaluate all its work and the work it supports in order to demonstrate its effectiveness and unique contribution. The Community Relations Council will measure and evaluate its work by setting realistic and achievable targets and outcomes in its areas of activity. These targets will relate to our core principles of Equity, Respect for Diversity and Interdependence.

CRC promotes and enacts the principles of equality as articulated in the Northern Ireland Act 1998.

Mission

The Community Relations Council takes a leading role in Community Relations by encouraging and promoting Interdependence, Equity and Respect for Diversity.

Vision

A society free from sectarianism, characterised by respect for diversity, interdependence and equity.

Vision 3-5 Years

By 2004 – individuals, organisations and institutions in Northern Ireland will recognise that respect for diversity, interdependence and equity is in their interest.

Changing the Focus

CRC's "focus" is changing.

Since its inception CRC has invested a high percentage of its resources in promoting the concept of good community relations. This has been an important and necessary task and helped to create the new political climate around the Good Friday Agreement.

The environmental context in which CRC works has changed considerably since 1997, (the period the current strategic plan was being formulated). Community Relations (or good relations) is now firmly on the agenda of

many organisations and institutions. Promoting the benefit of community relations is no longer our sole priority.

In the new environment CRC will focus on helping organisations and institutions to implement change.

2.2 The Community Relations Council operates under the direction of a Council comprising 24 members. These members are drawn from key constituencies throughout Northern Ireland. Appointment to Council is made in an open and transparent fashion. Vacancies are advertised in the open press.

The internal structure of the Council is attached as Annex 1. Each of the key functional areas is supported by focus and/or reference groups, again drawn from key stakeholders in their particular constituencies.

3. Scheme Compliance

- 3.1** The Deputy Chief Executive Officer within the Community Relations Council has responsibility for development and implementation of this equality scheme. The Deputy C.E.O. will chair an Equality Scheme Implementation Group, which will review the scheme and its progress. This group will be comprised of members of staff and key stakeholders identified in the Council's strategic plan. The Deputy Chief Executive will report to the Chief Executive and to the Board of the Community Relations Council on Equality matters. All parties have a responsibility for the effective implementation of the Scheme.
- 3.2** Some objectives of the statutory duties are largely already incorporated in the strategic statement presented by the CRC in Section 1. The Community Relations Council will review its Strategic Plan during the present financial year to strategically address its role in the implementation of the scheme with other bodies throughout Northern Ireland. Objectives and targets relating to the statutory duties will be introduced to the Strategic Plan for CRC and the Operational Plan of each of the functional heads within CRC. These will be agreed, monitored and evaluated in accordance with the processes currently used in the operational planning methodology.
- 3.3** Progress on meeting these objectives against the timetable attached as Annex 3 will be monitored and reported on to the Management Team on a quarterly basis. It will be reported on to the Council four times per year. A progress report will be included each year in the CRC Annual Report.

- 3.4** An annual review of progress made in implementing the arrangements specified in the scheme and in complying with our statutory duties will be carried out by the organisation. This review will be forwarded to the Equality Commission. We will liaise with the Equality Commission with a view to ensuring that progress is maintained.
- 3.5** This scheme will be issued to all groups noted as key stakeholders in the CRC Strategic Plan. It will also be issued to other groups who have expressed a specific interest in the Scheme and organisations listed in the Guide from the Equality Commission.
- 3.6** Information will be made available on request in accessible formats such as Braille, disc and audiocassette and in minority languages to meet the needs of those who are not fluent in English, in consultation with affected groups, to ensure the highest level of inclusivity in any policy decision making. The Council will work to meet the demands of the public regarding the means by which all information is to be accessed. The Council will conduct a communications audit to determine the most efficient and effective means of communication and consultation. This process will be subject to impact assessment and hence all parties listed in Annex 2 will be consulted.

- 3.7** The Community Relations Council will put systems in place to ensure that information is available in accessible formats in a timely fashion.
- 3.8** The Community Relations Council recognise that the statutory responsibility for the effective implementation of the Scheme lies with the Board of the Council.
- 3.9** The Deputy Chief Executive, will be the point of contact for those affected by the statutory duties. The current post holder at the date of printing this document is *Paul Lynch*.
His address is 6 Murray Street Belfast BT1 6DN.
His telephone number is 028 90227500.
His e-mail address is plynch@community-relations.org.uk



4. Consultation

- 4.1 The Community Relations Council will consult on matters relevant to the duties, screening, impact assessments and the scheme in accordance with the Equality Commission's guidelines. The Council will consult with all groups noted in Annex 2. This listing includes the Equality Commission, Voluntary groups, Community groups and Trade Union groups.
- 4.2 The Council will also consult with other groups who have a legitimate / particular interest in the work of the Council and/or the impact of the Council's policies on Equality of Opportunity and Good Relations.
- 4.3 The Community Relations Council are committed to removing the barriers to proper consultation. The Council will conduct a review of its communication processes to identify any such barriers and implement recommendations coming from this review. This review will be subject to the consultation identified in para. 4.1. The Council will work with representative groups and individuals of the section 75 categories in order to identify how best to obtain their views. This may involve face to face meetings, advisory groups, surveys, consultative panels, internet discussions, citizens juries and other innovative ways of consulting as there will be different means of consultation required for different groups. It will be important to establish the basis for dialogue and engagement during the life of the scheme.

- 4.4 Young people and those with learning difficulties will form part of this review.
- 4.5 An eight week period will be allowed for groups to consult among themselves as part of the process of forming a view. Consultation with groups and individuals will begin as early as possible.
- 4.6 In carrying out meetings the Community Relations Council will consider the time of day, the appropriateness of the venue, access to those with disabilities, the use of appropriate language, the need for a signer and the provision of childcare.
- 4.7 The Council considers that sufficient, timely and appropriate information should be provided to ensure all affected groups and individuals can consider the full implications of proposals. Both the scheme and subsequent information will be provided in a format which is comprehensible and accessible.
- 4.8 All quantitative and qualitative information will be made available. (This includes consultants' reports).
- 4.9 The list of consultees is not exhaustive and may be amended in light of experience.

5 Screening Procedures

- 5.1 A systematic review of our existing policies will be carried out considering the following criteria:
- a) Is there any evidence of higher or lower participation or uptake by different groups?
 - b) Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to our policies?
 - c) Is there an opportunity to better promote equality of opportunity or better community relations by altering the policy or working with others in government or in the larger community?
 - d) Have consultations with relevant groups, organisations or individuals indicated that particular policies create problems which are specific to them?
- 5.2 If the answer to any of the above is positive we will consider whether the policy should be subject to the equality impact assessment procedure outlined in Annex 1 of the Equality Commission document "Guide to the Statutory Duties".
- 5.3 We will consult with groups identified in Annex2 of this scheme, relevant groups who have expressed an interest, the Equality Commission and Trade Unions.

- 5.4 A report on the screening exercise will be made in the Annual Report to the Equality Commission. This will include all appropriate targets, performance and timescales.
- 5.5 All Council policies are contained in the list below. These policy areas will be subjected to the screening procedure. This procedure will include both the equality duty and the good relations duty. It should be noted that the Community Relations Council will be working with other organisations regarding the promotion of good relations.
- a) General Policies – these include:
- i) Terms and Conditions of Service
 - ii) Purchasing of Goods and Services
 - iii) Payments
 - iv) Grants procedures
 - v) Complaints procedure
 - vi) Working guidelines – Members and Officers
 - vii) Appointment of Council Members
 - viii) Appointment of Committee Members
 - ix) Appointments and promotions (officers)
 - x) Travelling and Subsistence
 - xi) Trade Union Agreement

- b) Core Funding Policies
- c) Community Policies
- d) Cultural Diversity Policies
- e) European Policies
- f) Institutional Policies

5.6 Proposed policies will be subjected to screening before they are approved/rejected. The same criteria and factors as those applied to existing policies will be applied to new policies.

5.7 All policies will be screened using a two phase approach. The first phase will involve consultation on all policies and seek views as to how they affect the category groups in terms of equality of opportunity. The second phase will involve consultation and the production of a report on the conclusions reached from consultees in the first phase.

This will identify the conclusions reached on the four screening criteria set out in the Guidelines , the rationale for conclusions on policies not considered for impact assessment and an Equality Impact Assessment timetable.

5.8 During the course of our initial consultation it became evident that we had not consulted across a wide enough spectrum of groups. We had issued the scheme to 157 groups but many more could have been included. We will be issuing our final scheme to a much wider spectrum of groups and will be consulting with these groups during the screening process in a variety of ways; (face to face meetings, small group meetings, focus groups,

availability of papers regarding screening on the Internet and in hard copy. The opportunity to respond in writing will also be encouraged.) The Community Relations Council will implement the eight week consultation period recommended by the Equality Commission. We also recognise that consultation on this matter is an ongoing process and that we should continually have regard to the outcomes from this ongoing process.

- 5.9** A programme for Impact Assessment will be drawn up by the Equality Scheme Implementation group within the Council. The Community Relations Council will prioritise the policies to be impact assessed and will consult on the weighting applied to each factor in the prioritisation.

6. Monitoring Arrangements

- 6.1 The review process will be iterative and as the databases are adjusted the information will continually be reviewed and updated. The Council will seek assistance from the Northern Ireland Statistics and Research Agency in reviewing its monitoring arrangements. We will consult with groups on the collection of data of a sensitive nature. This monitoring arrangement will be ongoing and supplemented with information of a qualitative nature.
- 6.2 The Community Relations Council will also monitor the adverse impact of policies adopted on the promotion of equality of opportunity. Where the monitoring and evaluation show that the policy results in greater adverse impact than predicted, or if the opportunities arise which will allow for greater equality of opportunity to be promoted, the Council will ensure that the policy is revised. Systems will be established and continually reviewed to monitor the impact of policies in order to identify their effects on the relevant groups. This information will be available on the CRC website.



7. Impact Assessments – Taking Account of Availability of Information

- 7.1 The results of equality impact assessments and the monitoring of adverse impact of policies will be published on our web site at <http://www.community-relations.org.uk>. We will further distribute our information to all parties identified in Annex 2. Extensive consultation with groups identified in Annex 2 will take place as part of the impact assessment programme. The information will be available in printed form. Upon request it will be made available in Braille, disc, audio cassette and some minority languages.

The general public will be informed about the availability of this material through press releases and media associated with the section 75 categories. The Council will also directly inform those bodies and individuals with whom it has consulted when this material is available.

The Council will also take into account how best to communicate with young people and people with learning difficulties.

- 7.2 In making any decision with respect to a policy adopted or proposed to be adopted the Community Relations Council will take into account any equality impact assessment and consultation carried out in relation to the policy.

- 7.3** The information on Impact Assessments will include the following;
- The aims of the policy to which the assessment relates;
 - Details of consideration given by the Council to measures which might mitigate an adverse impact of that policy on the promotion of equality of opportunity;
 - Details of any consideration given by the Council to alternative policies which might better achieve the promotion of equality of opportunity.

8. Training

- 8.1 The Community Relations Council will commit to the development and provision of an effective communication and training programme on the content of the Equality Scheme for all staff and members of Committees, focus and reference groups. All new staff and Council members will be given induction training on the Equality Scheme.

The objectives of the training programme which will be incorporated in the schedule will be;

To raise awareness of current anti-discrimination legislation in Northern Ireland, including the provisions of Section 75, Schedule 9 and section 76 of the Northern Ireland Act 1998. This will include an explanation of the duties and implications for all employees and Council members.

We will provide employees involved in the screening of policies with the necessary skills and knowledge to do this work effectively. This will equally apply to employees involved with impact assessments.

We will provide employees with the necessary skills and knowledge to investigate and monitor complaints effectively, to effectively contribute to the consultation process and to monitor the effect of the implementation of the Council's scheme.

Evaluations will be carried out to determine the extent to which participants have acquired the skills and knowledge identified above.

- 8.2** All existing and new Staff, Council members and Focus/Reference group members will be given a copy of the Equality Scheme.

- 8.3** Specific training courses will be organised in conjunction with training providers in this sector. A training programme will be drawn up and given to all staff and members. Trainers who will reflect the needs of each of the nine categories listed in Section 75 will be invited to carry out training sessions with all staff within the Community Relations Council. Council members and members of reference and focus groups will also be invited. One day each month will be allocated for staff training in these areas. A detailed training programme will be developed in conjunction with the Council's Equality Implementation group.

- 8.4** Training will be carried out for those staff within the Community Relations Council and further afield who are to facilitate the consultation sessions.

- 8.5** The Community Relations Council would endorse the creation of an Equality Scheme Forum as a means of sharing and developing knowledge and experience.

9. Public Access to Information and Services

- 9.1 The Equality Scheme and all Impact Assessments will be published on the CRC website – <http://www.community-relations.org.uk>.
- 9.2 The Scheme and Impact Assessments will be available upon request from:
Deputy Chief Executive Officer
Community Relations Council
6 Murray Street
Belfast, BT1 6DN

The scheme will also be available from
The Community Relations Resource Centre at
21 College Square East
Belfast BT1 6DE

The telephone number for both addresses is 028 90227500.
The fax number is 028 90227551
The e-mail address is info@community-relations.org.uk

- 9.3 The scheme, any linked documentation, and impact assessments will be distributed to all parties noted in Annex 2.
- 9.4 We will make the scheme available, upon request, in Braille, disk, audio-cassette, large print and some minority languages.

- 9.5 Further information on, or consultation regarding the scheme can be had from the Deputy Chief Executive Officer.
- 9.6 Access to information will be maintained and reviewed to ensure equality of opportunity. This information will be monitored.
- 9.7 When disseminating information through the press we will ensure that statements are issued to all three Belfast daily newspapers including the north west version of the Belfast Telegraph and that public advertisements are placed in them all.
- 9.8 The Council, when conducting its communications review during the first year from approval of the scheme , will examine how best to communicate with young people and people with learning difficulties.

10. Publishing of the Scheme

- 10.1 The Scheme, as well as being issued to all parties noted in Annex 2, will be available on our website.
- 10.2 Groups affected by this scheme will be encouraged to disseminate information through their own specialist publications.
- 10.3 Systems will be put in place to ensure that the approved scheme is available in accessible formats in a timely fashion.
- 10.4 When approval has been given by the Commission to the Scheme the Community Relations Council will place an advertisement in the press stating this and informing how the scheme can be accessed in its many formats.

11. Complaints

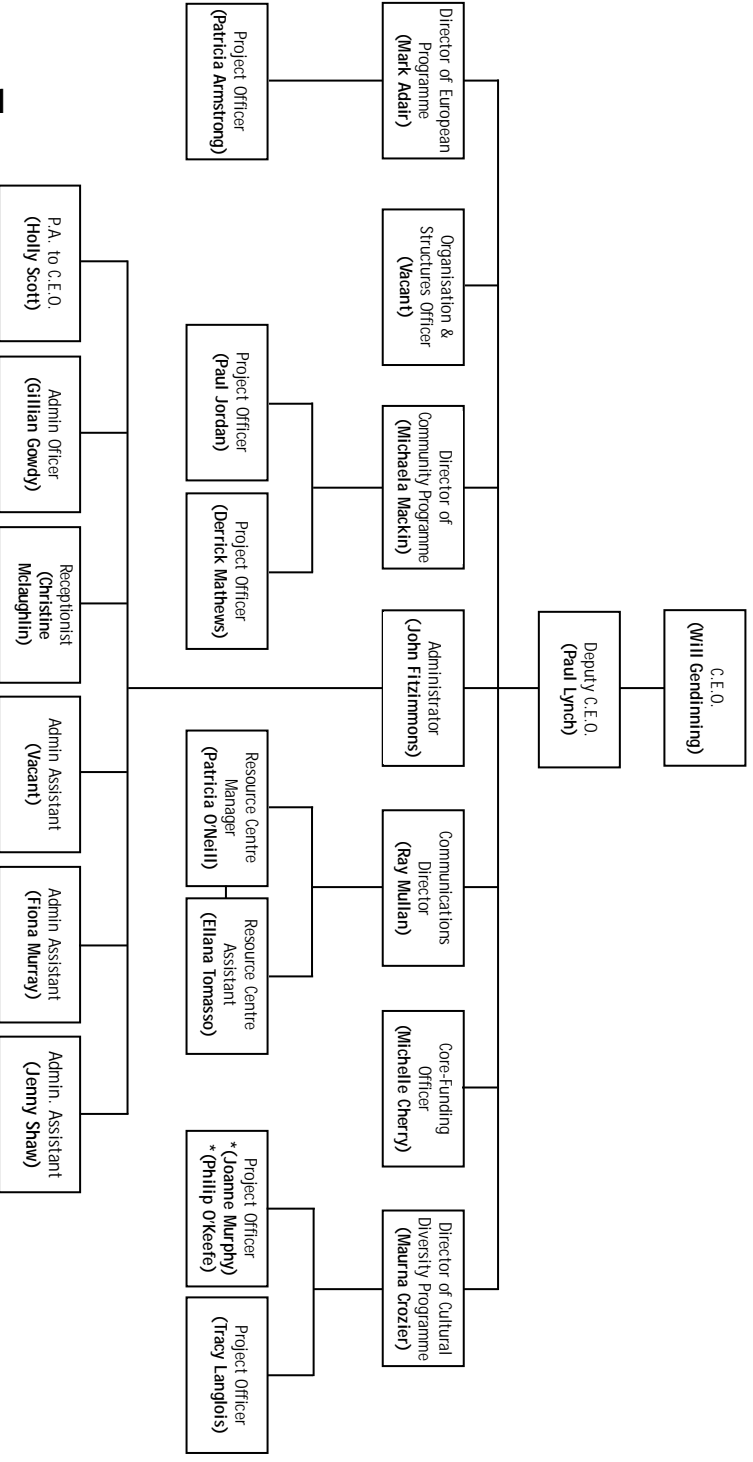
- 11.1 The Council will ensure accessibility of its complaints procedure. Complaints raised regarding the scheme should be made to the Deputy Chief Executive Officer at the Community Relations Council, Glendinning House, 6 Murray Street, Belfast, BT1 6DN.
- 11.2 The complaint will be acknowledged within 3 working days.
- 11.3 The complaint will be investigated and reported on within 4 weeks, where this is practical.
- 11.4 Should the complainant be unhappy with the outcome he/she may appeal to the Chief Executive Officer, Glendinning House, 6 Murray Street, Belfast, BT1 6DN.
- 11.5 The appeal will be acknowledged within 3 working days and investigated within 4 weeks where this is practical.
- 11.6 A complaint may be brought by an organisation on behalf of an individual , provided the individual has agreed.

12. Review of the Scheme

- 12.1 The Community Relations Council commits itself to review this scheme in consultation with the Equality Commission.

annexes





Annex 1

Community Relations Council Staff August 2001

* Job share

Annex 2

| | |
|-----------------------------------------------------------------|------------------------------------------------|
| ADM/CPA | Ballymore Open Centre |
| Age Concern Northern Ireland | Ballynafeigh Community Development Association |
| Age Sector Reference Group | Banbridge District Community Network |
| Aghagallon/Aghalee Partnership | Banbridge District Council |
| Alliance Party | Banbridge District Partnership |
| An Crann/The Tree | Barnardos |
| Antrim Borough Council | Beat Initiative |
| Antrim Borough Partnership | Belfast City Council |
| Ards Borough Council | Belfast Community Theatre |
| Armagh City and District Council | Belfast European Partnership Board |
| Armagh City and District Partnership | Belfast Interface Project |
| As Albain | Boys and Girls Clubs of NI |
| Association of Chief Officers of Voluntary Associations (ACOVO) | British Deaf Association (NI) |
| Ballymena Borough Council | Carafriend |
| Ballymoney Borough Council | Carers National Association Northern Ireland |
| Ballymoney District Partnership | Carrickfergus Borough Council |

Annex 2

| | |
|-------------------------------------------------------------------------------|--------------------------------------------------|
| Carrickfergus Together | Community Development and Health Network (NI) |
| Castlereagh Borough Council | Community Development Centre North Belfast |
| Castlereagh Partnership for Peace and Reconciliation | Community Dialogue |
| Child Care Northern Ireland | Community On-Line |
| Childline NI | Community Relations Resource Centre |
| Child Poverty Action Group | Community Relations Training Learning Consortium |
| Childrens Law Centre | Community Relations Unit |
| Chinese Welfare Association | Conservative Party |
| Church of Ireland – Down and Dromore, Community Bridge Building Working Group | Cookstown District Council |
| Coalition on Sexual Orientation (CoSO) | Cookstown District Partnership |
| Coleraine Borough Council | Co-operation Ireland |
| Coleraine Borough Partnership | Cornerstone Community |
| Columba House | Corrymeela |
| Comhchoiste na Gaelige | Counteract |
| Committee on the Administration of Justice | Craigavon Borough Council |
| | Craigavon District Partnership |

Annex 2

| | |
|----------------------------------------------|----------------------------------------|
| Dairy Farm Training Services | Edgehill Theological College |
| Democratic Dialogue | EGSA |
| Derry City Council | EMBARC |
| Derry Well Woman | Employers Forum on Disability |
| Disability Action | Equality Commission |
| District Partnership for Derry City Area | Equality Forum NI |
| Down and Connor Youth Commission | Falls Community Council |
| Down District Council | Family Planning Association NI |
| Down District Partnership | Farset |
| Downs Syndrome Association | Federation for Ulster Local Studies |
| Dungannon District Council | Feile an Phobail |
| D.U.P. | Fermanagh District Council |
| E Force/CSV Media | Fermanagh District Partnership |
| East Belfast Community Development Agency | Fermanagh Trust |
| East/West Foyle Youth Group | Fermanagh Women's Network |
| ECONI | Forthspring Inter- Church Project |
| | Foundry Regeneration Trust |

Annex 2

Foyle Friend

Future Ways

Gae Lairn PCRG

Gay and Lesbian Youth
Northern Ireland

Gingerbread Northern Ireland

Greater Belfast Community
Network

Greater Twinbrook and
Poleglass Community Forum

Green Party

Groundwork NI

Habitat for Humanity

Harmony Community Trust

Help the Aged Northern Ireland

Holywell Trust

Housing Rights Service

INCORE

Indian Community Centre

Irelands Scholar Athlete Games

Irish Football Association

Irish School of Ecumenics

Irvinestown Community
Partnership

Journey of Reconciliation Trust

Kids in Control

Kinawley Community
Partnership

Larne Borough Council

Lesbian Line

Ligoniel Improvement
Association and Ballysillan
Community Forum

Limavady Borough Council

Linc Resource Centre

Linen Hall Library

Link Family and
Resource Centre

Lisburn Borough Council

Annex 2

| | |
|---------------------------------------------------------------------------|-------------------------------------------------------|
| Lisburn Inter-Church Project | Newry and Mourne District Council |
| Lisburn Peace and Reconciliation Partnership | Newry and Mourne Peace and Reconciliation Partnership |
| Lurgan Community Trust | Newry and Mourne Senior Citizens Consortium |
| Magherafelt Area Partnership | Newry and Mourne Women |
| Magherafelt District Council | Newtownabbey Borough Council |
| Mediation Network NI | Newtownabbey Community Relations Group |
| MENCAP (Royal Society for Mentally Handicapped Children and Adults) | Newtownabbey District Partnership |
| Mid-Ulster Women's Network | Newtownabbey Senior Citizens Forum |
| Moyle District Council | NIACRO |
| Moyle District Partnership | NIGRA (Northern Ireland Gay Rights Association) |
| MSF | NIMMA |
| Multi-Cultural Resource Centre | NIPSA |
| N&W Belfast Cross-Community Training Mentoring and Facilitation Programme | NIVT |
| National Council of YMCAs | |
| National Council of YMCAs | |

Annex 2

North Down Borough Council

North Down District
Partnership

North East Institute of Further
and Higher Education

North West Community Network

North West Forum of People
with Disabilities

Northern Ireland African
Cultural Centre

Northern Ireland Anti-
Poverty Network

Northern Ireland Association
for Mental Health

Northern Ireland Committee
Irish Congress of Trade Unions
(NIC-ICTU)

Northern Ireland Council for
Ethnic Minorities (NICEM)

Northern Ireland Council for
Voluntary Action (NICVA)

Northern Ireland Human Rights
Commission (NIHRC)

Northern Ireland Inter-Faith
Forum

Northern Ireland Museums
Council

Northern Ireland
Partnership Board

Northern Ireland Statistics and
Research Agency (NISRA)

Northern Ireland Unionist Party

Northern Ireland Women's
Aid Federation

Northern Ireland Women's
European Platform

NOVA

NSPCC

NUS/USI

Omagh Church Forum

Omagh District Council

Omagh District Partnership

Omagh Women's Area Network

Opportunity Youth

Annex 2

| | |
|--------------------------------------------------------------------|---------------------------------------------------|
| PACE | Blind (NI) |
| PAKT (Lurgan) | Royal National Institute for Deaf People (NI) |
| Parents and Professionals and Autism | Rural Community Network |
| Parkside Community Association and Lipen Duncairn Community Centre | Rural Development Council |
| Passionist Youth and Parent Resource Centre | Save the Children |
| Peace and Reconciliation Group | S.D.L.P. |
| Peace and Reconciliation Partnership – Ballymena area | Sense NI |
| Preparing for Post Conflict Trust | Shankill Women's Centre |
| Prince's Trust Volunteers | Sinn Fein |
| Progressive Unionist Party | Sole Purpose Productions |
| Project Portadown | Somme Association |
| Proteus | South Tyrone Area Partnership |
| Putting Children First | Sperrin Lakeland Senior Citizens Consortium |
| Queer Space | Springboard |
| Royal National Institute for the | Springfield Inter-Community Development Project |
| | Staff Commission for Education and Library Boards |

Annex 2

| | |
|-------------------------------------------------------------------------|----------------------------------------|
| St Columbs Park House | Traveller Movement Northern Ireland |
| Strabane District Council | Triangle Women's Housing Association |
| Strabane District Partnership | TRUST |
| The Ards Partnership | TWN |
| The Bloody Sunday Trust | Ulster Democratic Party |
| The Cedar Foundation (formerly NICOD) | Ulster Museum |
| The Equality Unit | Ulster People's College |
| The Guide Dogs for the Blind Association | Ulster Society |
| The Irish Association | Ulster-Scots Heritage Council |
| The Local Government Staff Commission for Northern Ireland (LGSC) | Ultach Trust |
| The Nerve Centre | Ulster Unionist Party |
| The Rainbow Project | United Kingdom Unionist Party |
| The Right to Hope Committee | Varnardos Parenting Matters Project |
| The Warrington Project | Vine Community and Advice Centre |
| The Women's Centre | WAVE |
| Ti Chulainn | WEA – Interface Project |

Annex 2

West Belfast Economic Forum

Womens Coalition

Women Into Politics

Women Together

Women's Forum
Northern Ireland

Women's Information Group

Women's Resource and
Development Agency

Women's Support Network

Workers Party

Youth Action

Youth Council NI

Youth Link

YouthNet

Annex 3

TIMETABLE FOR EQUALITY SCHEME IMPLEMENTATION

YEAR 1 - JULY 2000 – JUNE 2001

| | |
|---------------------------|--------------------------------------------|
| August 2000 - | Establish Equality Implementation Group |
| October 2000 – May 2001 - | Conduct Screening Process |
| August 2000 – June 2001 - | Conduct Training Courses |
| June 2001 - | Prioritise Impact Assessments |
| June 2001 - | Annual Report to Equality Commission |

Annex 3

YEAR 2 JULY 2001 – JUNE 2002

| | |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| July 2001 - | Approval of Scheme from Equality Commission |
| August 2001 - | Distribute Scheme |
| September 2001 – June 2002 - | Carry out Impact Assessments Implementation and mainstreaming of Scheme Staff Training Ongoing Consultation Annual Report to Equality Commission |

Annex 3

YEAR 3 JULY 2002 – JUNE 2003

Impact Assessments

Implementation and
mainstreaming of Scheme

Staff Training

Ongoing Consultation

Annual Report to Equality
Commission

Annex 3

YEAR 4 JULY 2003 – JUNE 2004

Impact Assessments

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Equality Commission**

Annex 3

YEAR 5 JULY 2004 – JUNE 2005

Impact Assesments

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Staff Training

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Annual Report to Equality
Commission

Review of Equality Scheme
for Submission
to Equality Commission

Community Relations Council





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