

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority 2011 – 2012 Annual Progress Report on:

- **Section 75 of the NI Act 1998 and**
- **Section 49A of the Disability Discrimination Order (DDO) 2006**

This report template includes a number of self assessment questions regarding implementation of the **Section 75 statutory duties** from *1 April 2011 to 31 March 2012 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from the *1 April 2011 to 31 March 2012 (Part B)*.

Please enter information at the relevant part of each section and ensure that it is **submitted** electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his / her absence, the Deputy Chief Executive to the Commission **by 31 August 2012**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

Name of public authority (Enter details below)

Criminal Justice Inspection Northern Ireland

Equality Officer (Enter name and contact details below)

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Part A: Section 75 Annual Progress Report 2011 - 2012

Executive Summary

- What were the key policy / service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?

CJI does not provide services or goods directly to the public in the way that other front line public authorities do. However, we regard our customers as being the users of the criminal justice system, the organisations we inspect, the general public in Northern Ireland, and our sponsoring body, the Department of Justice (DOJ), the Minister of Justice and the Justice Committee.

Policy developments are those made by CJI which relate to our activities, and those developments made as a result of inspection activity and recommendations made by CJI for other organisations to implement.

Internal CJI activities

Within the reporting period CJI further continued its approach to consultation on its proposed inspection programme which had been revised in 2010 – 11. Previously CJI had received feedback during its stakeholder conference but this had been limited to those people who attended the conference and was felt not to be fully effective. During this period, CJI continued the revised approach of approaching our consultees directly with the proposed inspection programme and inviting them to attend a series of meetings to supply their feedback. Information from these meetings and any feedback received in other formats was collated and used to further define our inspection programme. The approach included direct engagement with elected representatives to enable them to raise issues concerning any of the section 75 categories. This programme was subsequently agreed by the Minister of Justice. The outcome of this improved consultation exercise continues to be that we are better assured that the inspection programme has had input from a wider selection of groups and individuals representing the section 75 categories.

During the period CJI continued its development of policies internal to the organisation and bespoke to it. The following policy was subject to s75 screening:

- Disaster Recovery and Contingency Plan

This policy was screened out and no EQIA was required.

Inspection work

In the period CJI published reports of the following inspections which sought to better promote equality of opportunity and good relations:

- PSNI Customer Service;
- Urgent Inspection of the Office of the Police Ombudsman for Northern Ireland;
- Securing Attendance at Court;
- Public Protection Arrangements Northern Ireland;
- Pre-Sentence reports;
- Youth diversion;
- Hydebank Wood Young Offenders' Centre (YOC) and Hydebank Wood Women's Prison (Ash House);
- Prisoner Resettlement by the NIPS;
- Woodlands Juvenile Justice Centre (JJC);
- The Care and Treatment of Victims and Witnesses;
- Learning and Skills provision by the Northern Ireland Prison Service;
- Protocol for Joint Investigation of Alleged and Suspected Cases of Abuse of Vulnerable Adults; and
- Roe House, Maghaberry Prison 2010 Report & 2011 Review (an unannounced inspection of infection and prevention and hygiene).

CJI also continued to promote equality of opportunity and good relations through our OPCAT obligations to monitor places of detention.

Outcomes as a result of our inspection work and discharge of our OPCAT responsibilities are:

- Programme of improvements across the prison service;
 - action plans regarding care and treatment of victims and witnesses being implemented across justice sector to improve service delivery;
 - comprehensive youth justice review undertaken and published;
 - establishment of a joint DoJ/DHSSPS Working Group to strengthen cross-departmental working to improve mental health inequalities; and
 - positive response to relevant recommendations by the NICTS, PSNI and other justice organisations.
- What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?

During 2012-13 CJI plans to undertake the following inspection work which will contribute to improving outcomes in terms of equality of opportunity and good relations. All inspections listed below are included in the Inspection Programme which forms part of the Inspectorate's 2012-13 Business Plan (accessible from the CJI website - www.cjini.org). All CJI inspections are undertaken using the CJI Inspection framework (<http://www.cjini.org/CJINI/files/7d/7d3551e8-8b7e-4df1-a409-e448a1400ea2.pdf>) which places equality and fairness at the core of inspection activity.

- Provision of services by the voluntary and community sector to the criminal justice organisations;
- Governance and Management of Approved Premises;

- How the criminal justice system deals with volume crime;
- Governance and accountability of the Legal Services Commission;
- Offender management in the community; and
- OPONI relationship with the PSNI.

In addition, continuing work on the inspections below which will be published during 2012 will also contribute to equality of opportunity and good relations:

- Inspection into Anti-Social behaviour;
- Complaints; and
- Policing with the Community follow-up review.

New / Revised Equality Schemes

- Please indicate whether this reporting period applies to a new or revised scheme and (if appropriate) when the scheme was approved?

CJI submitted its first Equality Scheme to the Equality Commission during this reporting period. The scheme was approved on 28 March 2012. The Equality Scheme and the Equality Action plan are being delivered through continuing inspection activity, the development and implementation of the inspection programme and the corporate and business plans.

Section 1: Strategic Implementation of the Section 75 Duties

- Please outline evidence of progress made in developing and meeting *equality and good relations objectives*, performance indicators and targets in corporate and annual operating plans during 2011-12.

CJI had in place a number of objectives and targets in 2011-12 which contributed to progressing its s75 and s49A responsibilities. The relevant objectives and targets (contained in the Criminal Justice Inspection Northern Ireland Business Plan 2011-12) related to inspection reports and communication activity. Progress made against the objectives and targets is included in the Inspectorate's 2011-12 Annual Report and Accounts which will be made available on the CJI website - www.cjini.org.

The relevant objectives/targets and outcomes are listed below:

Inspections and Action Plan Reviews/Inspection Follow-Up Reviews

Objectives

- To conduct a series of inspections within the legislative remit of CJI and to make the findings of these inspections publicly available; and
- To conduct a series of follow-up reviews of inspections carried out by CJI and to make the findings of these follow-up reviews publicly available.

Targets

- To present 16 inspection reports to the Minister of Justice for permission to publish during the financial year;

- To publish eight action plan/inspection follow-up reviews on the CJI website - www.cjini.org - during the financial year; and
- To commence those inspections listed in the Business Plan within the 2011-12 financial year.

Outcomes

CJI had by 31 March 2012 presented 16 inspection reports to the Minister of Justice seeking permission to publish the findings. In addition, eight action plan/inspection follow-up reviews were published on the CJI website - www.cjini.org - during 2011-12. The Inspectorate also commenced work on all inspections listed in the 2011-12 Business Plan by the end of the financial year.

Communication

Objectives

- To support the Inspectorate in all its publications in accordance with its legislative requirements;
- To increase engagement with stakeholders; and
- To increase awareness of CJI's contribution to the criminal justice system.

Targets

- To publish by laying before the Northern Ireland Assembly all inspection reports within 15 working days of receiving written permission to publish from the Minister of Justice, subject to the restrictions of the Assembly timetable;
- To publish by laying before the Northern Ireland Assembly, CJI's Annual Report and Accounts for 2011-12 before 30 September 2012;
- To obtain feedback on CJI's work from the heads of the main criminal justice agencies; the Minister of Justice; the Lord Chief Justice; the Attorney General for Northern Ireland; the Advocate General for Northern Ireland and the justice representatives of the main political parties, at least once during the 2011-12 financial year;
- To run a stakeholder conference in the 2011-12 financial year; and
- To publish within the 2011-12 financial year, three editions of CJI's newsletter 'The Spec' plus an annual stakeholder 'Conference Spec', to be published and circulated within six weeks of the conference providing an overview of the event proceedings to all participants and other stakeholders.

Outcomes

During the reporting period 16 inspection reports by CJI were published. Fourteen of these were published and laid in the Northern Ireland Assembly within 15 days of receiving written permission to publish from the Minister of Justice. A further eight follow-up reviews which are not subject to written Ministerial approval were published following their submission to the Minister of Justice.

Throughout the year, CJI undertook to engage with key stakeholders in order to obtain feedback on the Inspectorate's work. This resulted in a series of meetings being held between the Chief Inspector and the heads of all the criminal justice agencies, the Attorney General for Northern Ireland, the Lord Chief Justice, the Director of the Public Prosecution Service, the Minister of Justice, the Chairman and deputy Chairman of the Justice Committee, heads of the

DoJ Directorates, the Northern Ireland Policing Board and criminal justice spokespersons for each of the political parties represented in the Northern Ireland Assembly. In addition, CJI hosted two focus groups in December, one with members of various Oversight Bodies and the other with representatives from the Voluntary and Community Sector and Academia. The purpose of these meetings was to discuss the work of CJI and inform its inspection programme.

During the last 12 months, CJI once again ran a successful Stakeholder Conference which was attended by senior representatives from across the criminal justice system, its agencies, local political representatives and members of the Voluntary and Community Sector who engage with and have an interest in criminal justice matters. The conference was held at the Holiday Inn, Ormeau Avenue, Belfast and a targeted audience of around 75 delegates were present.

CJI also published three editions of its newsletter *The Spec* in September 2011, January and March 2012. A special edition was published in March which was dedicated entirely to the CJI Stakeholder Conference and produced within six-week of the conference.

During the year CJI engaged with the multi-party Committee for Justice and gave evidence to the Committee on five separate occasions. This included a briefing on the work of CJI to the new Justice Committee in June, and presentations in respect of the CJI inspection reports on the Use of Legal Services, the Office of the Police Ombudsman, the Care and Treatment of Victims and Witnesses and Avoidable Delay. These meetings helped in raising awareness of the work of the Inspectorate and its contribution to the criminal justice system.

This work is continually underpinned by CJI's corporate vision, which seeks to promote equality and human rights. It also aims to assist the criminal justice agencies in Northern Ireland to become more efficient and effective, by ensuring that they are being fair and equitable in all their policies and operations. CJI's stated corporate objectives for 2012-15 also highlight the organisation's commitment to provide independent scrutiny of the conditions for and treatment of, users of the criminal justice system. In particular the interests of victims and witnesses, people subject to hate crime, children and young people, prisoners and detainees are represented throughout its annual Business Plan objectives, targets and inspection programme.

Section 2: Examples of Section 75 Outcomes / Impacts

Given the renewed focus of Section 75 aiming to achieve more tangible impacts and outcomes and addressing key inequalities; please report in this section how the authority's work has impacted on individuals across the Section 75 categories. Consider narrative in the following structure:

- *Describe* the action measure /section 75 process undertaken.
- *Who* was affected across the Section 75 categories?
- *What impact* it achieved?

Outcomes as a result of our inspection work and discharge of our OPCAT responsibilities are:

- Programme of improvements across the prison service;

- action plans regarding care and treatment of victims and witnesses being implemented to improve service delivery;
- youth justice review undertaken; and
- establishment of a joint DoJ/DHSSPS Working Group to strengthen cross-departmental working to improve mental health inequalities.

Inspection recommendations that impacted on addressing key inequalities were contained in the following inspection reports:

- **The care and treatment of victims and witnesses in the criminal justice system in Northern Ireland.** Recommendations included the establishing of Witness Care Units – this has now progressed to implementation of a project to set up a witness care unit for Northern Ireland. It was also recommended that victim information services post-conviction should be amalgamated and that the DoJ should further develop advocacy services for those who need specialist assistance for reasons of vulnerability. With the disproportionate number of young people represented as victims of crime and the higher levels of fear of crime amongst older people these developments have the potential to impact positively on the ‘age’ s75 category.
- **Youth Diversion.** Inspectors called for the treatment of young people from either a ‘looked-after or cared for’ background to be monitored to ensure that young people in such situations received equal treatment. Young people from a ‘looked-after or cared for’ background are currently over-represented in the formal justice system therefore it is important to ensure they are receiving the same level of leeway they would experience in a family environment and that prosecution or reporting is not a first response to offending behaviour. If addressed as suggested by Inspectors this would also impact positively on equality issues for the ‘age’ category of the s75 obligations.
- **Hydebank Wood Young Offenders’ Centre (YOC) and Hydebank Wood Women’s Prison (Ash House).** Both reports reiterated previous views that, in the case of Ash House, the NIPS should create, *‘a separate and dedicated women’s facility, without which the needs of this vulnerable population are unlikely to be properly met;’* and that Hydebank Wood YOC is *‘quite simply an unsuitable place to hold children under the age of 18.’* These situations have not changed and our considered recommendations remain. Furthermore, we believe that the education services in both facilities need to be tailored to the particular needs of prisoners in both the Women’s Prison and Hydebank Wood. The health needs of young male offenders and women prisoners were not properly met as health services were under-resourced and poorly managed. The mental health needs of prisoners were *‘a particular concern’*, as was the lack of opportunity for them to spend time in the open air and to participate in exercise. The reports made 100 recommendations in respect of the Young Offenders’ Centre, and 90 in respect of the Women’s Prison. The Strategic Efficiency and Effectiveness (SEE) Programme that is designed to deliver major prison reform will impact positively on the s75 categories of ‘age’, ‘men and women generally’, ‘persons with disabilities’, ‘political opinion’, ‘persons with dependants’, and ‘religious belief’.
- **Protocol for Joint Investigation of Alleged and Suspected Cases of Abuse of Vulnerable Adults.** This report recommended that organisations need to ensure

information is recorded in a consistent manner on the forms laid out within the protocol including those considering the human rights of vulnerable adults. The report made a range of recommendations for those organisations involved, reinforcing the need to adhere to guidance within the protocol in relation to governance, training and record keeping. The team also recommended that the protocol be kept under review to ensure that learning and emerging legislation in this area is taken into account. This will impact positively on the s75 category 'Persons with disabilities'.

- **'Not a Marginal Issue: Mental health and the criminal justice system in Northern Ireland'**. This report highlighted the difficulty of early assessment and screening of people with mental health problems as they enter into the justice system. A joint DoJ/DHSSPS Working Group had been established and had undertaken some initial work in developing a more joined-up approach to strengthen cross-departmental working to improve mental health inequalities. This will impact positively on the s75 category 'Persons with disabilities'.

- Please give examples of changes to policies or practices using **screening or EQIA**, which have resulted in **outcomes or impacts for individuals**. If the change was a result of an EQIA please indicate this and also reference the title of the relevant EQIA.

None in this reporting period.

- Please give examples of **outcomes or impacts on individuals** as a result of any **action measures** undertaken as part of your Section 75 action plan:

CJI do not provide services or goods directly to the public and conduct inspections by examining a body of work as we are legislatively prevented from investigating and reporting on individual cases. Measuring impact and outcomes on individuals therefore is problematic in that we make recommendations for other, public facing organisations and do not ourselves deliver direct services except through the provision of our Inspection reports. CJIs inspection activities includes follow-up reviews which assess progress on recommendations which impact on organisations' service delivery. This provides only indirect evidence on the impact of action measures contained within the CJI s75 action plan. Much of the work that has the potential to impact on s75 categories outlined above is in the early phase of implementation and therefore CJI is unable to report outcomes at this point in time. When follow-up reviews of measures recommended to improve the approach to victims and witnesses, detained persons and young people are undertaken CJI anticipates being in a position to provide some third party evidence of impact.

- Please give examples of **outcomes or impacts on individuals** as a result of any **other Section 75 processes** e.g. consultation or monitoring:

Please see comments above.

Section 3: Screening

- Please provide an update of new / proposed / revised *policies screened* during the year.

For those authorities that have started issuing of screening reports in year; this section may be completed in part by appending, to this annual report, a copy of all screening reports issued within the reporting period.

Where screening reports have not been issued, for part or all of the reporting period, please complete the table below:

Title of policy subject to screening	What was the screening decision? E.g. screened in, screened out, mitigation, EQIA...	Were any concerns raised about screening by consultees; including the Commission?	Is policy being subject to EQIA? Yes/No If yes indicate timeline for assessment.
Disaster recovery and Contingency Plan	Screened out	None	No

Section 4: Equality Impact Assessment (EQIA)

Please provide an update of policies subject to EQIA during 2011-12, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2012-13.

- EQIA Timetable: April 2011 - March 2012

Title of Policy EQIA	EQIA Stage at end March 2012 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.
None	N/A	N/A

Where the EQIA timetable for 2011-12 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

- Ongoing EQIA Monitoring Activities: April 2011- March 2012

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
None	N/A	N/A

Please outline any proposals, arising from the authority's monitoring for adverse impacts, for revision of the policy to achieve better outcomes the relevant equality groups:

None

2012-13 EQIA Timetable

Title of EQIAs due to be commenced during April 2012 – March 2013	Revised or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
None	N/A	N/A

Section 5: Training

- Please outline training provision during the year associated with the Section 75 Duties / Equality Scheme requirements including types of training provision and conclusions from any training evaluations.

All CJI staff requiring Equality training had received this in March 2011 during the previous reporting period. No further formal s75 training had been undertaken during the reporting period. However, staff had been updated on the CJI Equality Scheme and Equality Action Plan during the monthly general staff meetings and on outcomes of actions and inspections during the stakeholder conference held in January 2012.

Section 6: Communication

- Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact / success of such activities.

CJI used a variety of methods including formal publications, presentations and summaries to communicate progress in its delivery of s75 duties during the year. CJI has produced an Annual Report for 2011-12 which outlines the steps taken and engagement by the organisation to take forward the formulation of its 2011-12 and 2012-13 inspection programmes. The Inspectorate has produced an overview of all inspection activity carried out in 2011 highlighting key findings from inspection reports and follow-up reviews/action plan reviews. The organisation has also made its 2011 s75 return to the Equality Commission publically available on its website to publicise the work undertaken to date and future commitments in support of equality and good relations.

In addition, CJI personnel have undertaken presentations during the year in respect of work aligned to equality issues with the aim of promoting equality and good relations. An overview of this communication activity is below:

May 2011 - Dr Michael Maguire addressed a one-day conference focusing on Policing and Justice issues. The Chief Inspector spoke about the Challenges and Opportunities in developing the justice system of the future; the need to focus on delivery; and on the outcomes for users of the justice system. Getting better outcomes around policing with the community; 'healthy prisons'; reducing delay; and dealing with victims and witnesses.

June 2011 – Dr Michael Maguire gave a presentation to members of the Criminal Bar Association at its annual conference at Queen's University, Belfast. Dr Maguire's remarks focused on the findings of CJI's *Not a Marginal Issue* inspection which examined how the criminal justice system engaged with those with mental health issues.

Oct 2011 - An inspector, along with the UK National Preventative Mechanism (NPM) Co-ordinator from Her Majesty's Inspectorate of Prisons, represented the UK NPM at a roundtable discussion in Kiev, Ukraine. The roundtable was organised by the Council of Europe/European Commission as part of their work in developing peer-to-peer networks of NPMs across Europe and to encourage member states to develop an NPM operating model.

Nov 2011 – Dr Michael Maguire was one of a number of speakers who addressed the 10th Anniversary Conference entitled 'Challenge and Change - A new conversation for Policing in Northern Ireland' which was held in the University of Ulster, Jordanstown. Dr Maguire addressed the issues of delay; dealing with victims and witnesses; enforcement; policing the gap; and the impact on community confidence.

Nov 2011 – An inspector participated in a series of workshops organised by the Council of Europe at Pyatigorsk in the Caucasus region of The Russian Federation regarding police oversight and handling of complaints linked to the Equality and Human Rights agenda. The workshops met the objectives of providing practical information on working systems of oversight and complaints handling for the delegates to debate in their own context and within existing human rights obligations and standards.

Dec 2011 – An inspector participated in a workshop organised by the Council of Europe in Cappadocia, Turkey regarding domestic violence and abuse. The workshop aimed to 'support the Turkish inspection body responsible for evaluating the multidisciplinary approach to dealing with cases of domestic violence'. This workshop aimed therefore to support the Turkish authorities in developing a programme of inspection to evaluate how state parties deal with cases of domestic violence.

Jan 2012 - Dr Michael Maguire addressed those attending the CJI Conference 2012 on meeting the needs of victims and witnesses in the Northern Ireland Criminal Justice System.

Section 7: Data Collection & Analysis

- Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken / commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75, including the needs and experiences of people with multiple identities.

During the reporting period CJI did not add to the systems that we have had in place with regard to the research available to the Inspectorate on section 75.

- Please outline any use of the Commission's Section 75 Monitoring Guide.

Section 8: Information Provision, Access to Information and Services

- Please provide details of any initiatives / steps taken during the year, including take up, to improve access to services; including provision of information in accessible formats.

CJI's website is rated to W3C WAI - AA; W3C XHTML 1.0 and W3C OSS standard. W3C are World Wide Web consortium and they govern all the standards that relate to internet technologies. Users have the ability to increase/decrease the viewable text size to increase readability and make use of the 'Browsealoud' spoken text programme to access information. During the year, CJI continued the development of e-book summaries of key areas of CJI reports and publications to enhance access to information. E-books enable sometimes lengthy reports to be presented in summary format which covers the most salient points of reports in a more easily accessible way. CJI is applying the e-book process to all full reports and to selected follow-up reports to improve accessibility. CJI has further developed its webpage format to provide better accessibility to published and other material relevant to inspection reports.

Section 9: Complaints

- Please identify the number of Section 75 related complaints:
 - received and resolved by the authority (including how this was achieved);
 - which were not resolved to the satisfaction of the complainant;
 - which were referred to the Equality Commission.

During the reporting period CJI did not receive any complaints.

Section 10: Consultation and Engagement

- Please provide details of the measures taken to enhance the level of engagement with *individuals* and representative groups during the year.
- Please outline any use of the Commission's guidance on consulting with and involving children and young people.

Within the reporting period CJI further developed our approach to consultation on our proposed inspection programme. Previously we had received feedback during our stakeholder conference but this had been limited to those people who attended the conference and was felt not to be fully effective. During this period, for the second consecutive year, we approached our consultees directly with the proposed inspection programme and invited them to attend a series of meetings to supply their feedback. Information from these meetings and any feedback received in other formats was collated and used to further define our inspection programme. This programme was subsequently agreed by the Minister of Justice. The outcome of this improved consultation exercise is that we are better assured that the inspection programme has had input from a wider selection of groups and individuals representing the s75 categories. During inspection activity in the period we consulted with a wide range of groups representing s75 categories. These consultations were in the form of face to face meetings either with individuals or as part of focus groups. Fieldwork for the inspections into Victims and Witnesses, and Policing with the Community involved wide consultation with representative groups and individual victims and witnesses of crime. The range of consultees was tailored to each specific inspection area and had been constantly revised to ensure the widest possible engagement

through our inspection fieldwork which in turn provides a valid basis upon which to base our recommendations for improvement.

Section 11: The Good Relations Duty

- Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.

Through our inspection programme we actively seek to encourage good relations by making recommendations to justice agencies focusing on integration, monitoring of the delivery of services and fairness. In this period we made recommendations to address perceived inequalities in how legal counsel approach victims and witnesses. We also made numerous recommendations in our prison inspections aimed at promoting good relations between different religious groups within prison establishments. The outcomes of inspection recommendations are not in the hands of CJI but the Chief Inspector has called for the monitoring of CJI inspection recommendations and their implementation by the Department/Minister of Justice as appropriate. Engagement with the Justice Committee to present inspection findings provides a conduit for the views of constituents gathered during fieldwork to the furtherance of good relations. As a result of implementation of recommendations to the prison service we would expect to see reduced incidences of assault and poor behaviour within the prison population.

- Please outline any use of the Commission's Good Relations Guide.
(Enter text below)

Nil return

Section 12: Additional Comments

- Please provide any additional information/comments.
(Enter text below)

Part B: 'Disability Duties'
Annual Report 1 April 2011 / 31 March 2012

I. How many action measures for this **reporting period** have been

2

Fully
Achieved?

Partially
Achieved?

Not
Achieved?

2. Please outline the following detail on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs ¹	Outcomes / Impact ²
National ³			
Regional ⁴			
Local ⁵			

¹ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

² **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

³ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

⁴ **Regional**: Situations where people can influence policy decision making at a middle impact level

⁵ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1			
2			
3			
4			

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	Improve accessibility of Inspection reports and development of inspection programme	Delivery of e-book format for all inspection reports which makes sometimes lengthy reports more accessible. New Inspection report web page with improved accessibility and greater range of related material.	Increased readership and accessibility of reports on CJI website – monthly monitoring report on web site visitors
2			

2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Make relevant recommendations in published inspection reports to justice organisations and indirectly to Department of Justice with regard to their duties to promote the two equality duties	Recommendations made to justice organisations – NICTS; NIPS; Youth Justice Agency and Department of Justice.	<p>Justice organisations pursuing action plan to implement recommendations and deliver better services to people with disabilities and to provide better access to services and participation as citizens in the justice system.</p> <p>Strategic Efficiency and Effectiveness (SEE) Programme designed to deliver major prison reform.</p> <p>The report into Mental health and the criminal justice system in Northern Ireland highlighted the difficulty of early assessment and screening of people with mental health problems as they enter into the justice system. A joint DoJ/DHSSPS Working Group had been established and had undertaken some initial work in developing a more joined-up approach to strengthen cross-departmental working to improve mental health inequalities.</p>
2			
3			
4			

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			
3			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones ⁶ / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				
3				
4				

4. Please outline what **action measures have not been achieved** and the reasons why?

	Action Measures not met	Reasons
1		
2		
3		

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

⁶ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

(a) Qualitative

(b) Quantitative

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

Please delete: ~~Yes~~ / No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

____ N/A _____

