

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority 2012 – 2013 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 2012 to 31 March 2013 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from *1 April 2012 to 31 March 2013 (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 2013**.

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 (CJI)

Equality Officer (Enter name and contact details below)

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Part A: Section 75 Annual Progress Report 2012 - 2013

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, inspection findings 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 s75 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 policies were subject to s75 screening:

- Disaster Recovery and Contingency Plan;
- Anti-fraud policy;
- Computer security policy;
- Incident response policy; and
- Secure use of portable computers policy.

These policies were 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:

- Answering the Call; Call Management Arrangements within the PSNI;
- The use of special measures in the criminal justice system in Northern Ireland;
- Adequacy of courts estate;
- Telling them why – PPSNI giving of reasons;
- Community supervision by the Probation Board for Northern Ireland;
- Voluntary and community sector review;
- Maghaberry Prison;
- Anti-social behavior;
- Early youth interventions; and
- The management of life and indeterminate sentence prisoners in Northern Ireland.

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:

- continuing programme of improvements across the prison service overseen by CJI;
 - action plans regarding care and treatment of victims and witnesses being implemented across the justice sector to improve service delivery;
 - CJI oversight of the youth justice review recommendations;
 - a joint DoJ/DHSSPS Working Group to strengthen cross-departmental working to improve mental health inequalities; and
 - positive response to relevant recommendations and inspection findings 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 2013-14 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 2013-14 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.

- Youth conferencing;
- Discretionary disposals by the PSNI;
- Safety of prisoners held by the NIPS;

- Police and community safety partnerships;
- Adult safeguarding; and
- Fixed penalties and other diversions from prosecution.

In addition, continuing work on the inspections below which will be published during 2013 will also contribute to equality of opportunity and good relations:

- OPONI relationship with the PSNI;
- Community supervision by the probation board for Northern Ireland;
- Ash house and Hydebank Wood prison inspections;
- Approved premises;
- Follow-up review of domestic and sexual violence;
- How the criminal justice system deals with volume crime; and
- Governance and accountability of the Legal Services Commission.

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 second Equality Scheme to the Equality Commission during the previous 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 2012-13.

CJI had in place a number of objectives and targets in 2012-13 which contributed to progressing its s75 and s49A responsibilities. The relevant objectives and targets (contained in the Criminal Justice Inspection Northern Ireland Business Plan 2012-13) related to inspection reports and communication activity. Progress made against the objectives and targets are included in the Inspectorate's 2012-13 Annual Report and Accounts which will be 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 14 inspection reports to the Minister of Justice for permission to publish during the financial year;
- To publish seven 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 2013 presented 11 inspection reports to the Minister of Justice seeking permission to publish the findings. In addition, 5 action plan/inspection follow-up reviews were published on the CJI website - www.cjini.org - during 2012-13. The Inspectorate also commenced work on all inspections listed in the 2012-13 Business Plan by the end of the financial year with the exception of one inspection on the administrative handling of court cases which was cancelled.

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 2012-13 before 30 September 2013;
- 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 2012-13 financial year;
- To run a stakeholder conference in the 2012-13 financial year; and
- To publish within the 2012-13 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 10 inspection reports by CJI were published. Six of these were published and laid in the Northern Ireland Assembly within 15 working days of receiving written permission to publish from the Minister of Justice. Four reports: the use of special measures by

the criminal justice system in Northern Ireland; an announced inspection of Maghaberry Prison; the use of early guilty pleas; and a review of the voluntary and community sector's involvement in the criminal justice system, were published after the 15 working day target. Two additional reports relating to the work of the Prison Review Team were submitted to the Minister of Justice during the year and will be included in a formal report due for publication during 2013-14. Five inspection follow-up reviews which are not subject to written Ministerial approval, were published following their submission to the Minister of Justice. During the course of the year, one inspection and one follow-up review were deferred by mutual agreement between CJI and the agencies involved. A further inspection on the administrative handling of court cases was cancelled.

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 Committee for Justice, 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 February 2013, 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 were to discuss the work of CJI and inform its inspection programme.

CJI also published three editions of its newsletter *The Spec* in June and November 2012 and in March 2013.

During the year CJI engaged with the multi-party Committee for Justice and gave evidence to the Committee on three separate follow-up reviews. This included presentations on the key findings of CJI's follow-up review on anti-social behaviour; policing with the community, the independence of the office of the police ombudsman, and the management of life and indeterminate sentence prisons. These meetings helped raise awareness of the work of the Inspectorate and its contribution to the criminal justice system and the s75 obligations.

In light of the current economic climate, CJI reviewed its plans and chose not to hold a conference during the year therefore this target and the associated target of producing a special edition of the CJI newsletter dedicated to the conference proceedings have been superseded.

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;
- CJI overseeing the implementation of youth justice review recommendations; and
- A joint DoJ/DHSSPS Working Group to strengthen cross-departmental working to improve mental health inequalities.

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

- The use of special measures in the criminal justice system in Northern Ireland;
 - Adequacy of the courts estate;
 - Telling them why – PPSNI giving of reasons;
 - Community supervision by the Probation Board for Northern Ireland;
 - Voluntary and community sector review;
 - Maghaberry Prison;
 - Anti-social behavior;
 - Early youth interventions; and
 - The management of life and indeterminate sentence prisoners in Northern Ireland.
- 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. CJI's inspection activities include 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 |
| Anti-fraud policy | Screened out | None | No |
| Computer security policy | Screened out | None | No |
| Incident response policy | Screened out | None | No |

| | | | |
|---|--------------|------|----|
| Secure use of portable computers policy | Screened out | None | No |
|---|--------------|------|----|

Section 4: Equality Impact Assessment (EQIA)

Please provide an update of policies subject to EQIA during 2012-13, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2013-14.

- EQIA Timetable: April 2012 - March 2013

| Title of Policy EQIA | EQIA Stage at end March 2013 (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 2012-13 (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 2012- March 2013

| 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:

2013-14 EQIA Timetable

| Title of EQIAs due to be commenced during April 2013 – March 2014 | 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 and had received updates delivered internally on the CJI Equality Scheme and Equality Action Plan and on outcomes of actions and inspections during the monthly general staff meetings. During this reporting period CJI staff had received updates on the S75 duties and Equality Scheme in our annual review of the operation of our processes in May 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.

During 2012-13, CJI continued its programme of external communication. The publication of the findings of CJI's inspection reports/action plan reviews and inspection follow-up reviews provides a valuable opportunity to reinforce with stakeholders and the community, the quality of the work carried out by the Inspectorate and the impartial nature of the inspection process.

The publication of inspection reports also continued to play a vital role in highlighting the contribution CJI makes to the continued improvement of the criminal justice system in Northern Ireland and to the implementation of s75 obligations across the system.

The Chief Inspector took a lead role in promoting the work of the Inspectorate and the findings of its inspection reports and action plan reviews/inspection follow-up reviews.

During the last financial year the publication of each report was accompanied by a press release and where appropriate, supplementary communications activity. In addition, the Chief Inspector and members of the Inspection Team responded to requests for interviews from print and broadcast media outlets, wire and internet-based news services. They also contributed to a number of current affairs programmes examining issues related to criminal justice matters.

The Chief Inspector and members of the Inspection Team also gave evidence to the Northern Ireland Assembly's Committee for Justice on a range of inspection topics including anti-social behaviour, policing with the community and the management of life and indeterminate sentenced prisoners.

In year the Chief Inspector, Deputy Chief Inspector and Inspection Team engaged with the Northern Ireland Policing Board and its various Committees. They have also maintained regular contact with the Office of the Prisoner Ombudsman for Northern Ireland during the course of the financial year.

The CJI Chief Inspector's involvement in the Prison Oversight Group continued during the course of the financial year.

During 2012-13 the Chief Inspector maintained their involvement with the Heads of Inspectorates Forum which brings together the heads of all inspection and regulation agencies within the UK and attended a meeting of the Independent Monitoring Board Chairs.

In addition CJI senior management and members of the Inspection Team were pleased to accept a number of invitations to address conferences and seminars linked to criminal justice matters.

During April 2012 the Chief Inspector participated in *AgendaNi* magazine's annual criminal justice conference and a special interest conference organised by Public Protection Arrangements Northern Ireland on communication within and between criminal justice agencies. In May, Brendan McGuigan participated in a University of Ulster/Opportunity Youth event looking at providing opportunities and improving prospects through education within the youth justice system, and in June he addressed *eolas* magazine's criminal justice conference in Dublin on working towards an affordable and efficient justice system.

In July William Priestley from the Inspection Team travelled to Moscow to give three presentations to representatives from the Chechen Republic on police complaints and oversight as part of a seminar organised by the Council of Europe in pursuance of its programme on police reform.

In September Mr McGuigan attended an event organised by the Law Commissioners looking at the issue of reform of the law and the practice of bail in Northern Ireland. This was followed later in the month by his participation in a NIACRO conference on challenging Hate Crime. In October Mr McGuigan represented CJI at the Policing with the Community Awards at Belfast City Hall and participated in discussions around the Northern Ireland Human Rights Commission's strategic plan in November 2012 and February 2013.

In February 2013 the Chief Inspector attended the opening of Quoile House at Maghaberry Prison and took part in the Vera Institute of Justice Round Table Talk hosted by Trinity College Dublin's Irish School of Ecumenics.

During the year the Chief Inspector and members of the Inspection Team welcomed visiting representatives from Kyrgyzstan and the Bahraini Police Ombudsman and government officials to CJI to discuss the issue of civilian oversight of the police. James Corrigan represented CJI when he travelled to The Netherlands during the course of the year to present a paper on forensic science inspection to the European Academy of Forensic Science Conference in The Hague.

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.

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

None in this reporting period in addition to those already operating.

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 through the use of video and audio clips.

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.

Section 12: Additional Comments

- Please provide any additional information/comments.

Part B: 'Disability Duties'
Annual Report 1 April 2012 / 31 March 2013

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 | | | |

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 | 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 |

| | | | |
|---|--|--|--|
| 3 | | | |
| 4 | | | |

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. | Continuing recommendations made to justice organisations – NICTS; NIPS; Youth Justice Agency and Department of Justice and oversight of implementation of recommendations by CJI with regard to NIPS and Youth Justice. | Strategic Efficiency and Effectiveness (SEE) Programme designed to deliver major prison reform. |
| 2 | 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. | Strategic Efficiency and Effectiveness (SEE) Programme designed to deliver major prison reform. |
| 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 | | |

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.

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

(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: 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?
