

Criminal Justice Inspection Northern Ireland



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2017-18

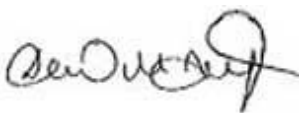
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Documents published relating to our Equality Scheme can be found at:

<http://www.cjini.org>

Signature:



This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2017 and March 2018

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1** In 2017-18, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

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.

Recommendations are monitored in follow-up inspections and the outcomes of these inspections are shared with the inspected organisations and are referred to and reported on in our Corporate Plan 2016-19 and annual Business Plan.

Internal CJI activities

Within the reporting period CJI continued consulting on its proposed inspection programme. CJI continued to contact 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. The approach included direct engagement with elected representatives to enable them to raise issues concerning any of the s.75 categories. This programme was subsequently agreed by the Minister of Justice. The outcome is that we are assured that the inspection programme has had input from a wide selection of groups and individuals representing the s.75 categories.

During the period no new or revised policies were developed.

Inspection work

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

- Cyber Crime;
- Hate Crime;
- Magilligan – An unannounced inspection;
- Resettlement;
- Juvenile Justice Centre inspection; and

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- PPS Corporate Governance Follow-up Review.

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

2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2017-18 (*or append the plan with progress/examples identified*).

- In its role as a member of the National Preventive Mechanism, in 2017-18 CJI inspected a range of places of detention in Northern Ireland, including prisons and the juvenile justice centre. Guidelines on segregation and isolation are being considered as part of the prison inspection process as part of promoting equality of opportunity and good relations.
- CJI Inspectors examined Hate Crime and found that criminal justice organisations had taken positive steps to improve how they responded to and supported individuals impacted by hate crime. It was recommended that the DoJ's Hate Crime Strategy should be linked to the NI Executive's Together: Building United Communities strategy. This would help tackle the factors that enable hate crime through a cross-departmental approach. The report made recommendations including legislation to be updated, that specific training for police officers be made available and that a hate Crime strategy be developed by the Prison Service.
- CJI found that equality and diversity in an inspection of Magilligan prison was underdeveloped. Attendance at the equality and diversity meetings was limited. Equality data were not analysed effectively to identify long-term trends in outcomes, and there was no independent external validation to assure the integrity of the process. There continued to be poorer outcomes for Catholic prisoners in a range of important areas, often where staff discretion was involved, and in our survey Catholic prisoners were more negative than Protestants about respectful treatment by staff. Foreign National prisoners unique needs were not routinely identified during inductions however the equality and diversity met foreign national prisoners quarterly thereafter. There had been some excellent and innovative support to disabled and older prisoners. The chaplaincy continued to provide a good service, including a varied programme of activities and good pastoral care.
- CJI found in an inspection of the JJC that the facility was still being inappropriately used when no alternative accommodation was available for children with complex needs and challenging behaviour, even though offending profiles were not significant. Despite this a significant childcare ethos had been established at the facility.
- CJI's Resettlement inspection reported on the overall likelihood of reoffending/offending amongst those from black or minority ethnic background and that the prison system generally was an area of concern. These prisoner groups have poorer perceptions and faced potentially unfair treatment (as found in the Lammy Review). These issues were considered further in CJI's Equality and Diversity inspection fieldwork in 2018.
- The CJI inspection of Cyber Crime identified specific online offending against children, child sexual exploitation, cyber hate crime and the prevalence of cyber-bullying in Northern Ireland. CJI recommended the PSNI to undertake a strategic analysis of cyber-crime as it affects Northern Ireland.

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- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2017-18 reporting period? *(tick one box only)*

☐ Yes ☒ No (go to Q.4) ☐ Not applicable (go to Q.4)

Please provide any details and examples:

- 3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

- 3b** What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

☐ As a result of the organisation's screening of a policy *(please give details):*

☐ As a result of what was identified through the EQIA and consultation exercise *(please give details):*

☐ As a result of analysis from monitoring the impact *(please give details):*

☐ As a result of changes to access to information and services *(please specify and give details):*

☐ Other *(please specify and give details):*

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2017-18 reporting period? *(tick one box only)*

- ☒ Yes, organisation wide
- ☐ Yes, some departments/jobs
- ☐ No, this is not an Equality Scheme commitment
- ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
- ☐ Not applicable

Please provide any details and examples:

Each job description on the Inspection and administrative side of the business includes the obligations under the S75 statutory duties to "Promote equality of opportunity between the nine equality categories of persons and have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group." Inclusion of the statutory duty into the role of Chief Inspector of Criminal Justice in Northern Ireland is a matter for the Minister of Justice.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2017-18 reporting period? *(tick one box only)*

- ☐ Yes, organisation wide
- ☒ Yes, some departments/jobs
- ☐ No, this is not an Equality Scheme commitment
- ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
- ☐ Not applicable

Please provide any details and examples:

Equality obligations were integrated into the performance plan of the Equality Officer for the year.

In the 2017-18 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

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- ☒ Yes, through the work to prepare or develop the new corporate plan
- ☒ Yes, through organisation wide annual business planning
- ☐ Yes, in some departments/jobs
- ☐ No, these are already mainstreamed through the organisation's ongoing corporate plan
- ☐ No, the organisation's planning cycle does not coincide with this 2015-16 report
- ☐ Not applicable

Please provide any details and examples:

Equality action plans/measures

7 Within the 2017-18 reporting period, please indicate the **number** of:

Actions completed:

5

Actions ongoing:

Actions to commence:

Please provide any details and examples (*in addition to question 2*):

Five inspections delivered outcomes with regard to men and women generally, those with disabilities and more particularly in prisons and with regard to young people in the justice system. These are three separate action plan measures identified in the CJJ equality Scheme.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2017-18 reporting period (*points not identified in an appended plan*):

None

9 In reviewing progress on the equality action plan/action measures during the 2017-18 reporting period, the following have been identified: (*tick all that apply*)

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☐ Action(s) to address the known inequality in a different way
- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☐ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

☒ All the time ☐ Sometimes ☐ Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2017-18 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

- 12** In the 2017-18 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☒ Face to face meetings
- ☒ Focus groups
- ☒ Written documents with the opportunity to comment in writing
- ☐ Questionnaires
- ☐ Information/notification by email with an opportunity to opt in/out of the consultation
- ☐ Internet discussions
- ☒ Telephone consultations
- ☐ Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Face to face meetings and focus groups were the preferred methods of consultation across the categories.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2017-18 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2017-18 reporting period? (*tick one box only*)

☒ Yes ☐ No ☐ Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

- 15** Please provide the **number** of policies screened during the year (*as recorded in screening reports*):

0

- 16** Please provide the **number of assessments** that were consulted upon during 2015-16:

0	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

- 17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

The inspection programme is the overarching strategic document detailing the planned work of the Inspectorate. During the reporting period consultations were undertaken regarding its formulation, development and final content.

- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (*tick one box only*)

☐ Yes ☒ No concerns were raised ☐ No ☐ Not applicable

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Please provide any details and examples:

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2017-18 reporting period? *(tick one box only)*

☐ Yes ☐ No ☒ Not applicable

Please provide any details and examples:

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2017-18 reporting period? *(tick one box only)*

☐ Yes ☒ No, already taken place
☐ No, scheduled to take place at a later date ☐ Not applicable

Please provide any details:

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

☐ Yes ☐ No ☒ Not applicable

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2017-18 reporting period, has shown changes to differential/adverse impacts previously assessed:

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2017-18, and the extent to which they met the training objectives in the Equality Scheme.

Diversity training was undertaken by e-learning and was up-to-date. Staff also attended a number of information sessions, seminars and events including areas of children and children facilities in the justice system, NI Alternatives, public protection, Marginalised Voices: supporting women and girls in the CJS, women's strategy events, and in general, events hosted by the main CJS agencies. Diversity Now training was also attended by inspectors during 2017-18.

- 25** Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Marginalised Voices: Supporting women and girls in the CJS helped inform the CJI inspections on Sexual Violence and Domestic Violence

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26** Please list **any examples** of where monitoring during 2017-18, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Continuation of practice of tagging of key information in all Inspection reports and follow-up reviews, delivering fast-web optimisation to improve access for everyone.

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2017-18?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

November 2021

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

Training day with Rainbow Project - A workshop to help build awareness of gender and sexual orientation among professionals who work with lesbian, gay, bisexual and/or transgender people.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2017-18) reporting period? *(please tick any that apply)*

- ☐ Employment
- ☐ Goods, facilities and services
- ☐ Legislative changes
- ☐ Organisational changes/ new functions
- ☒ Nothing specific, more of the same
- ☐ Other (please state):

PART B

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

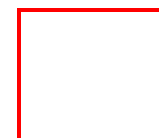
1. Number of action measures for this **reporting period** that have been:

1

Fully achieved



Partially achieved



Not achieved

2. Please outline below details 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 ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ			
Regional ^{iv}			
Local ^v			

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

	Training Action Measures	Outputs	Outcome / Impact
1	Train staff on Equality and Diversity.	All staff completed e-learning programme. Better knowledge of	Up to date training and knowledge of Equality and Diversity issues. Training supports CJI

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		Equality and Diversity in the workplace. Regular updates on equality and Diversity are recorded in General Staff Meetings. Furthermore, staff attended seminars, events and specific training regarding and overlapping with equality and diversity (specified in Q24 above).	inspection processes and the independent nature of CJI reports.
2			

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			
2			

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			

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

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				

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

	Action Measures not met	Reasons

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1		
2		

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 select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
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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?

No

ⁱ **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.

ⁱⁱ **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.

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

^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level

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

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