

CRIMINAL JUSTICE INSPECTION NORTHERN IRELAND



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2014-15


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

<http://www.cjini.org/Publications/Draft-Equality-Scheme---for-consultation.aspx>

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 2014 and March 2015

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 2014-15, 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.

Internal CJI activities

Within the reporting period CJI continued consulting on its proposed inspection programme by methodology which had been completely revised following consultation in 2010-11. During this period, CJI continued the revised approach of contacting 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 is 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 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.

Full inspections:

The effectiveness of youth conferencing

Magilligan Prison

Police Use of Discretion Incorporating Penalty Notices

Fifth Annual Report of the UK National Preventive Mechanism

Police and Community Safety Partnerships

Child Sexual Exploitation in Northern Ireland

Serious and Organised Crime

The Safety of Prisoners held by the Northern Ireland Prison Service

The State Pathologist's Department for Northern Ireland

Community Restorative Justice Ireland

An inspection of Crown Court files for the Lord Chief Justice and the Justice Delivery Group;

Follow-up reviews:

The Care and treatment of Victims and Witnesses (including special measures)

The Office of the Police Ombudsman for Northern Ireland

Prisoner Escort and Court Custody Arrangements in Northern Ireland

The Handling of Complaints by the Criminal Justice System

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 2014-15 (*or append the plan with progress/examples identified*).

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

- the programme of improvements across the prison service overseen by CJI continues and is due to complete in 2015;
- action plans regarding the care and treatment of victims and witnesses are being implemented across the justice sector to improve service delivery;
- oversight by CJI of the youth justice review recommendations is continuing;
- the PSNI is relaunching its discretionary disposal scheme incorporating better governance arrangements to ensure and promote equality
- the DHSSPS is to direct the Public Health Agency to undertake a public health campaign on child sexual exploitation related issues.
- a continued and reinforced commitment to improving the response of the criminal justice system to reports of child abuse/ child sexual exploitation.
- Health and education personnel are to be recognised as significant partners in tackling child sexual exploitation, and the role of schools is to be acknowledged and resourced
- there is to be better support services for victims of child sexual exploitation.
- the joint DoJ/DHSSPS Working Group to strengthen cross-departmental working to improve mental health inequalities is continuing its work; and
- positive response to relevant recommendations and inspection findings by the NICTS, PSNI and other justice organisations.

PART A

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2014-15 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 2014-15 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 Justice is a matter for the Minister of Justice.

5 Were the Section 75 statutory duties integrated within performance plans during the 2014-15 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 2014-15.

6 In the 2014-15 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)*

- ☒ Yes, through the work to prepare or develop the new corporate plan
- ☒ Yes, through organisation wide annual business planning

PART A

- ☐ 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 2013-14 report
- ☐ Not applicable

Please provide any details and examples:

Equality action plans/measures

7 Within the 2014-15 reporting period, please indicate the **number** of:

Actions completed:

2

Actions ongoing:

Actions to commence:

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

Two inspections delivered outcomes with regard to young people in the justice system and the provision of facilities for disabled people within the system which are two separate action plan measures identified in the CJI Equality Scheme.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2014-15 reporting period (*points not identified in an appended plan*):

None

9 In reviewing progress on the equality action plan/action measures during the 2014-15 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*)

PART A

☒ All the time

☐ Sometimes

☐ Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2014-15 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 2014-15 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:

Most uptake across categories was in face to face meetings and focus groups

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2014-15 reporting period? *(tick one box only)*

☐ Yes

☒ No

☐ Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2014-15 reporting period? *(tick one box only)*

PART A

☒ 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 2014-15:

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:

Consultations were undertaken regarding the content and focus of the inspection programme which is the overarching strategic document detailing the work of the inspectorate during the period

- 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

Please provide any details and examples:

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

PART A

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2014-15 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 2014-15 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 2014-15 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 2014-15, and the extent to which they met the training objectives in the Equality Scheme.

Completion by all staff of e-learning programme 'Diversity Now'

- 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:

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

- 26** Please list **any examples** of where monitoring during 2014-15, across all functions, has resulted in action and improvement in relation **to access to information and services**:

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 2014-15?

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:

Before 31 March 2016

- 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*)

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2015-16) 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 - 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:

3

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	3 measures - Raise awareness of staff role in implementing the	All staff completed 'Diversity Now' e-learning programme. Better knowledge	Inspections examine disability issues across the justice sector

PART B

	disability action plan: train staff on the disability discrimination legislation: Provide staff involved in consultation processes with the necessary skills and knowledge.	of DDA and application to working practices	
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			

PART B

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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

PART B

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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PART B

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?

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.