

# First Quarterly Report (2019/2020) on the Implementation of the Equality Scheme

## 1.0 Compliance Issues

### 1.1 Equality Screening/Equality Impact Assessments (EQIA)

#### Screening

From 1<sup>st</sup> April – 30<sup>th</sup> June 2019 the following policies have been screened:

- DLO Fleet Telematics Policy
- Assessment & Management of Display Screen Equipment (Revised)
- Fire Safety Management Policy (Revised)
- Managing Health & Safety Risk (Revised)
- Management of Lone Worker Policy
- Prevention & Management of Violence & Aggression at Work Policy (Revised)
- Reducing the Risk of Needle Stick Injuries (Policy)
- Management of Periodic Electrical Inspecting & Testing with Replacement of Smoke/Heat Detector Heads
- Special Leave Policy (Revised)
- Health & Safety Incident Reporting & Investigation (Revised)
- Standardised Regional Payment Rates for Supporting Peoples Schemes
- Anti-Bribery Policy (Revised)

Screening reports are available on request.

#### EQIA

There were no EQIAs completed during this quarter.

### 1.2 Training

#### Safeguarding Training

Since 2010 over 200 training sessions have been completed with over 2,500 members of staff attending child safeguarding courses, adult safeguarding courses or both. In addition the Equality Unit Manager

has facilitated safeguarding policy awareness sessions with 10 contractor firms and other organisations including Supporting Communities and the House Conditions Survey Team.

A further programme of safeguarding training began in October 2018 and concluded in April 2019. 1 safeguarding session was held from the period of the 1<sup>st</sup> April 2019 to the 30<sup>th</sup> June 2019.

### **Equality Awareness Training**

A new programme of Equality Awareness training began in October 2018 and ended in April 2019. A total of 2 training sessions were held during the 1<sup>st</sup> April 2019 to the 30<sup>th</sup> June 2019.

### **Managing Suicide Risk Policy Awareness**

Equality Unit staff (in partnership with Lifeline & Housing Policy staff) have also been carrying a series of Managing Suicide Risk awareness sessions across the organisation. The awareness sessions began in March/April 2019 and are due to finish in October 2019.

## **1.3 Access to Information and Services**

### **Communication Support (Translation & Interpreter Services)**

A total of 860 telephone based interpreting sessions were held from 1<sup>st</sup> April to 30<sup>th</sup> June 2019. The top 3 most requested languages are listed below:

- Polish
- Arabic
- Slovak

Translation tasks totalled 80 and face to face interpreter sessions (including Sign Language) totalled 21. There were 4 requests for Large Print and 1 request for Audio.

## **1.4 Monitoring**

Equality Monitoring waiting list and allocations data is available up to the 30<sup>th</sup> June 2019.

## **1.5 Consultation**

At the NIHE's full Consultative Forum on Equality on 10<sup>th</sup> October 2018 it was agreed to pilot having two full meetings of the Forum in 2019 instead of four Steering Group meetings. The first meeting of the full Forum took place on 17<sup>th</sup> May 2019 and included presentations on:

- Listen, Share, Change Programme by Verbal Arts Centre
- NIHE Corporate Plan and Key Inequalities
- NIHE Revised Disability Action Plan
- NIHE Revised Race Strategy
- Welfare Reform

## **2.0 Key Equality/Good Relations Programme**

### **2.1 Traveller Project Team:**

The next Traveller Project Team update will be in the 2<sup>nd</sup> Quarterly Report on the Implementation of the Equality Scheme 2019/20.

### **2.2 Community Cohesion**

#### **Flags, emblems, sectional symbols - Re-imaging**

Communities are continuing to develop re-imaging projects with NIHE support in Belfast, South Down, West, North Down, South Antrim, Mid & East Antrim and Mid Ulster.

#### **Segregation/Integration**

##### **Estate Based Cohesion Funding**

The NIHE has delivered a number of projects across its 13 areas. Working closely with local communities to support and assist them on their journey of Good relations.

##### **Together Building a United Community (TBUC) Shared Housing**

A programme of 10 TBUC shared neighbourhood schemes in social housing is being supported by the TBUC strategy. All 10 TBUC developments are completed (Felden in Newtownabbey, Global Crescent, Ballynavoy Close and Embankment in Belfast, Burn Road in Cookstown, Manse Court in Saintfield, Antrim Road in Ballynahinch, Market Road in Ballymena, Brunel View in Dundrum, Dromore street in Banbridge).

Further funding to support the development of shared housing has been made available via the draft Programme for Government, with a commitment of supporting a further 800 units by 2021, approximately 200 per annum.

#### **Interfaces**

##### **Interface Normalisation Policy**

The Housing Executive continues to deliver the 'normalisation programme' in conjunction with the Department of Justice providing

alternative security work to NIHE and private properties at interface locations where walls are being re-modelled.

Following on from the successful interface removal work at the Ardoyne Road, Phase 2 of Crumlin Road Woodvale is on site.

## **Communities in Transition**

### **Areas at Risk**

The Community Cohesion Unit is co-ordinating and delivering the areas at risk programme in both Greater Whitewell and Glenbank areas in North Belfast.

### **Race Relations**

Race Relations continues to be a key theme of the Housing Executive's work in community cohesion which is in line with the organisation's Race Relations Policy.

We have a new Race Relations Officer in post who is working closely with both the Area Offices and the Good Relations Officers to support work on the ground promote integration and support race relations programmes.

### **Strategic Cohesion Forum**

The Strategic Cohesion forum continues to work together in partnership, to influence, shape and inform the Housing Executive's Community Cohesion Strategy and Policies.

## **2.3 Key Documents**

The following documents can be viewed and downloaded by accessing the links below:

NIHE Equality Scheme

[Equality Scheme](#)

Black Minority and Ethnic (BME) and Migrant Worker Report

[Black and Minority Ethnic and Migrant Worker Mapping Update](#)

NIHE Traveller Accommodation needs Assessment

[Traveller Accommodation Needs Assessment-2014-published-march-2015.pdf.aspx?ext=.pdf](#)

If you require any further information on any of topics discussed in this report or if you require the report in an alternative format please contact:

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