

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority 2013 – 2014 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 2013 to 31 March 2014 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from the *1 April 2013 to 31 March 2014 (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 2014**.

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 2013 - 2014

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.

- 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?

Internal CJI activities

Within the reporting period CJI continued consulting on its proposed inspection programme by methodology which had been revised in 2010-11. 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 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:

- Forensic Science Northern Ireland
- Monitoring report on implementation of Youth Justice Review recommendations
- The relationship between the PSNI and the Office of the Police Ombudsman
- Corporate governance of the Legal Services Commission
- The Cost and Impact of the Past on the Criminal Justice System
- Approved Premises
- Ash House – Hydebank Wood Women’s Prison
- Hydebank Wood Young Offenders Centre
- The accuracy of Court Orders
- The preparedness of the criminal justice system for exceptional or prolonged Public Disorder
- Finding the balance – Human resources and priorities in the PSNI;
- Community supervision by the Probation Board for Northern Ireland
- Corporate governance in the Public Prosecution Service
- Joint DOJ/DHSSPS enquiry into Child Sexual Exploitation
- Crown court files
- Adult safeguarding

Follow-up reviews:

- Securing attendance at court
- Management of jurors
- Parole Commissioners corporate governance
- Domestic violence and abuse
- Sexual violence and abuse
- Probation Board for Northern Ireland community Service Scheme

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;
- continuing 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.

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 which 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 2013-14.

CJI had in place a number of objectives and targets in 2013-14 which contributed to progressing its s75 and s49A responsibilities. The relevant objectives and targets (contained in the Criminal Justice Inspection Northern Ireland Business Plan 2013-14) related to inspection reports and communication activity. Progress made against the objectives and targets are included in the Inspectorate's 2013-14 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;
- 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;
- to engage with all criminal justice organisations to formulate action plans in response to inspection recommendations; and
- To support the Programme for Government and the priorities of the Minister of Justice for the criminal justice system through the delivery of the CJI inspection programme.

Targets

- 90% of strategic and operational recommendations to be accepted by the inspected organisation(s);
- To commence those inspections listed in the Business Plan within the 2013-14 financial year;
- To agree and sign new protocols with the six core criminal justice organisations;

Outcomes

By 31 March 2014 CJI had commenced all the inspections listed within its 2013-14 Business Plan and in addition was involved in-year in two other pieces of work - an inspection of Crown Court files and participation in the joint DOJ/DHSSPS enquiry into Child Sexual Exploitation. Protocols were also agreed and signed with the Police Service of Northern Ireland; Probation Board for Northern Ireland; Northern Ireland Courts and Tribunals Service; Public Prosecution Service; Youth Justice Agency and Northern Ireland Prison Service.

During the financial year 99% of strategic and operational recommendations were accepted by the inspected organisations. This includes recommendations jointly made with Her Majesty's Inspectorate of Prisons (HMIP) following inspections of Ash House Women's Prison, Hydebank Wood (82 recommendations), and Hydebank Wood Young Offenders Centre (74 recommendations). In addition, CJI commenced work on all five action plan/inspection follow-up reviews listed in the 2013-14 Business Plan.

Communication

Objectives

- To support the Inspectorate in all its publications in accordance with its legislative requirements;
- to maintain engagement with key stakeholders;
- to maintain awareness of CJI's contribution to the criminal justice system; and
- To increase the use of electronic communication channels to raise awareness of CJI's work.

Targets

- To publish, by laying before the Northern Ireland Assembly, all inspection reports as soon as is practicable after receiving written permission of approval to publish from the Minister of Justice for Northern Ireland, subject to the Assembly timetable;
- to present to the Northern Ireland Assembly all action plan/inspection follow-up reviews and publish this material on the CJI website - www.cjini.org - during the financial year;
- 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 for Northern Ireland, the Attorney General for Northern Ireland, the Lord Chief Justice and the justice representatives of the main political parties at least once during the 2013-14 financial year;
- to run a bi-annual symposium within the 2013-14 year involving representatives of the voluntary and community sector and academia with an interest in criminal justice matters; and
- to publish within the 2013-14 financial year, three editions of CJI's newsletter 'The Spec' on the CJI website - www.cjini.org - and electronically circulate this material to key stakeholders.

Outcomes

During the reporting period 13 full inspection reports and six action plan/inspection follow-up reviews were published by CJI after meeting the requirements of the relevant business plan targets. Reports relating to the work of the Prison Review Team were also submitted to the

Minister of Justice during the course of the year. On average CJI published its inspection reports within 22 working days of receiving permission to publish from the Minister of Justice. During the course of the year, CJI made extensive use of its stakeholder database to ensure information about the work of the Inspectorate was made widely available. The organisation also published all inspection reports, action plan/follow-up reviews and corporate publications on its website.

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 December 2013 CJI hosted two symposiums involving representatives from the voluntary and community sector and academia which assisted in the development of the 2014-15 inspection programme. Due to staffing issues, CJI published one edition of its newsletter *The Spec* in the financial year. CJI Annual Report and Accounts 2013-14 For KPMG/NIAO 28.05.14 12

CJI engaged with the multi-party Committee for Justice and gave evidence to the Committee on the findings of the follow-up review of the Office of the Police Ombudsman for Northern Ireland (April 2013) and progress in implementing the Prison Review Team recommendations (June 2013). These meetings helped raise awareness of the work of the Inspectorate and its contribution to the criminal justice system.

CJI laid its 2012-13 Annual Report and Accounts in the Northern Ireland Assembly on 5 July 2013 and at the time of writing, was working with its auditors and sponsor division within the DOJ to ensure that its 2013-14 Annual Report and Accounts are laid in the Northern Ireland Assembly by 30 September 2014.

This work is 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:

- Continuing 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:

- Monitoring report on Youth Justice Review recommendations
- The relationship between the PSNI and the Office of the Police Ombudsman
- Corporate governance of the Legal Services Commission
- The Past
- Approved Premises
- Ash House – Hydebank Wood Women’s Prison
- Hydebank Wood Young Offenders Centre
- Court Orders
- Finding the balance – Human resources in the PSNI
- Joint DOJ/DHSSPS enquiry into Child Sexual Exploitation

Follow-up reviews:

- Management of jurors
 - Domestic violence and abuse
 - Sexual violence and abuse
 - Probation Board for Northern Ireland Community Service Scheme
-
- 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 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:

There were no new CJI policies developed in the reporting period

Section 4: Equality Impact Assessment (EQIA)

Please provide an update of policies subject to EQIA during 2013-14, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2014-15.

Not applicable as no policies developed in this reporting period

Where the EQIA timetable for 2013-14 (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.

Not applicable as no policies developed in this reporting period

- Ongoing EQIA Monitoring Activities: April 2013- March 2014

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:

Not applicable as no policies developed in this reporting period

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 full training in this in March 2011 and had since then received annual 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 2013.

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 2013-14, the Deputy Chief Inspector undertook a one-day media training session to enhance his skills; training in tender evaluation; and a two-day course in recruitment and selection skills. He also undertook a sickness absence management e-learning module. A member of the Inspection Team was awarded a Masters Degree in Public Administration after completing a two-year programme of part-time study. He also undertook training in recruitment and interviewing skills.

Five members of staff drawn from the Inspection and Business Support Teams participated in mental health resilience training during the course of the year with all staff completing a number of e-learning modules on protective markings for information; health and safety and fire safety procedures. During the year, the Chief Inspector and three CJI Inspectors undertook roles as mentors within the DOJ Mentoring Programme, while a member of the Business Support Team participated in the mentoring scheme as a mentee.

Three members of the Business Support Team joined the Chief Executive in undertaking training in tender evaluation practice, while two attended a training session on effective contract management. Another two members of the Business Support Team attended awareness sessions linked to procurement of contracts under £30,000.

Senior management within CJI and members of the Inspection Team are also members of the Chief Executive's Forum and attended a number of events and seminars organised by the Forum throughout the year.

A member of the Inspection Team also participated in Women's Leadership Initiative organised by the Chief Executive's Forum, while the Business and Communication Manager commenced a CIPFA Certificate in Management Practice (Financial Skills).

External Communication

During 2013-14, CJI continued its programme of external communication. The publication of the findings of CJI's inspection reports and action plan reviews/inspection follow-up reviews provides a valuable opportunity to reinforce with stakeholders and the community, the quality and impartial nature of the work carried out by the Inspectorate.

The publication of inspection reports enables the organisation to highlight the contribution it makes to the continued improvement of the criminal justice system in Northern Ireland. The Chief Inspector and Deputy Chief Inspector took the lead roles in promoting the work of the Inspectorate and the findings of its inspection reports and action plan reviews/inspection follow-up reviews.

During the 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. 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 Criminal Justice Board and the Office of the Prisoner Ombudsman for Northern Ireland. Evidence was also presented to the Northern Ireland Assembly's multi-party Committee for Justice.

The CJI Chief Inspector's involvement in the Prison Oversight Group continued during the course of the financial year along with the Minister of Justice; Permanent Secretary and other officials.

During 2013-14 the Chief Inspector continued 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. He also met with representatives of An Garda Síochána Inspectorate and Professor John McNeill, the Police Investigation and Review Commissioner for Scotland.

CJI also maintained its links with NI-CO and the Council of Europe participating in and providing presentations to visiting delegations from Jordan and Macedonia. A member of the Inspection Team travelled to Skopje, Macedonia to deliver a series of seminars organised by the Council of Europe.

The Chief Inspector and Deputy Chief Inspector participated in a number of events linked to criminal justice matters hosted by Queen's University, Belfast during the year. The Chief Inspector also took part in a number of seminars focusing on prison related issues organised by NIACRO.

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. The Chief Inspector was invited to join the judging panel for the annual Policing with the Community Awards at Belfast City Hall and participated in a Northern Ireland Policing Board two-day police oversight and accountability conference. Among other things, the Chief Inspector participated in discussions around racial hostility led by the Northern Ireland Human Rights Commission.

CJI involvement in the UK's National Preventive Mechanism

The Optional Protocol to the Convention against Torture and other Cruel, Inhumane or Degrading Treatment or Punishment (OPCAT) is an international human rights treaty designed to strengthen the protection of people deprived of their liberty. It acknowledges that such people are particularly vulnerable to ill-treatment and advocates that efforts to end such ill-treatment focus on prevention through a series of regular visits to places of detention.

Article 3 of OPCAT requires State Parties to '*set up, designate or maintain at the domestic level one or several visiting bodies for the prevention of torture and other cruel, inhumane or degrading treatment or punishment*'. These domestic bodies are referred to as the National Preventive Mechanism (NPM) and the UK Government has designated bodies in each jurisdiction to undertake the visiting role. In Northern Ireland the bodies include CJI along with the Regulation and Quality Improvement Authority, the Independent Monitoring Boards and the Northern Ireland Policing Board's Independent Custody Visiting Scheme.

The inspections that CJI published in 2013-14 on Ash House Women's Prison, Hydebank Wood, Hydebank Wood Young Offenders Centre and ongoing monitoring visits to the Juvenile Justice Centre, specifically related to its NPM function. The UK NPM published its fourth annual report in March 2014.

Political engagement

In year CJI enjoyed a productive and mutually beneficial working relationship with the Minister of Justice, David Ford MLA. The Chief Inspector attended quarterly meetings with the Minister which formed part of CJI's consultation on its proposed inspection agenda for the 2014-15 financial year. These meetings were supplemented by specific briefings on individual reports throughout the year.

The Inspectorate also welcomed the opportunity to engage and have discussions with politicians appointed to the Northern Ireland Assembly's Committee for Justice. MPs, MEPs and locally elected politicians within the Northern Ireland Assembly continued to receive copies of all CJI's inspection reports and action plan reviews/inspection follow-up reviews during the course of the year. CJI also met with local political party justice representatives during 2013-14.

CJI Equality Scheme and Action Plan

On 31 August 2013 Criminal Justice Inspection published its fourth annual report to the Equality Commission. CJI's Equality Scheme and Action Plan is also available on the CJI website - www.cjini.org. The Scheme set out how CJI proposed to fulfil its statutory duties and was drawn up in accordance with Section 75 and Schedule 9 of the Northern Ireland Act 1998 and Equality Commission guidelines. Section 75 of the Northern Ireland Act 1998 (the Act) requires public authorities, in carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations across a range of categories outlined in the Act.

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 third 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, The Past, Approved Premises, Ash House – Hydebank Wood Women's Prison, Hydebank Wood Young Offenders Centre, Adult Safeguarding and the Joint DOJ/DHSSPS enquiry into Child Sexual Exploitation 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.
- Please outline any use of the Commission's Good Relations Guide.

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 over the period of the prison reform programme.

Section 12: Additional Comments

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

Part B: 'Disability Duties'
Annual Report 1 April 2013 / 31 March 2014

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

6

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 | Mental health resilience training | 5 members of staff fully trained | Focus on mental health issues in prison and YOC inspections |
| 2 | Mentoring within the DOJ Mentoring Programme, | 4 members of staff trained as mentors and delivered mentoring programme | Improved awareness of personal development across diversity spectrum |
| 3 | Women's Leadership Initiative | 1 member of staff graduated from initiative | Improved awareness within organisation of positive action initiatives |
| 4 | Mentee within DoJ mentoring programme | 1 member of staff completed the mentoring programme. | Improved awareness of organisation's relationship with and operation/aims of its department the DOJ. |

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 | | | |

| | | | |
|---|--|--|--|
| | | | |
| 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 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 Prison reform programme and Youth Justice Review. | Strategic Efficiency and Effectiveness (SEE) Programme designed to deliver major prison reform. |
| 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 | | |

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?

_____ None _____

