

Department of Education

Belfast Education and Library Board
North Eastern Education and Library Board
South Eastern Education and Library Board
Southern Education and Library Board
Western Education and Library Board
Staff Commission for Education and Library Boards

Council for Catholic Maintained Schools

Council for Curriculum, Examinations and Assessments

Youth Council for Northern Ireland

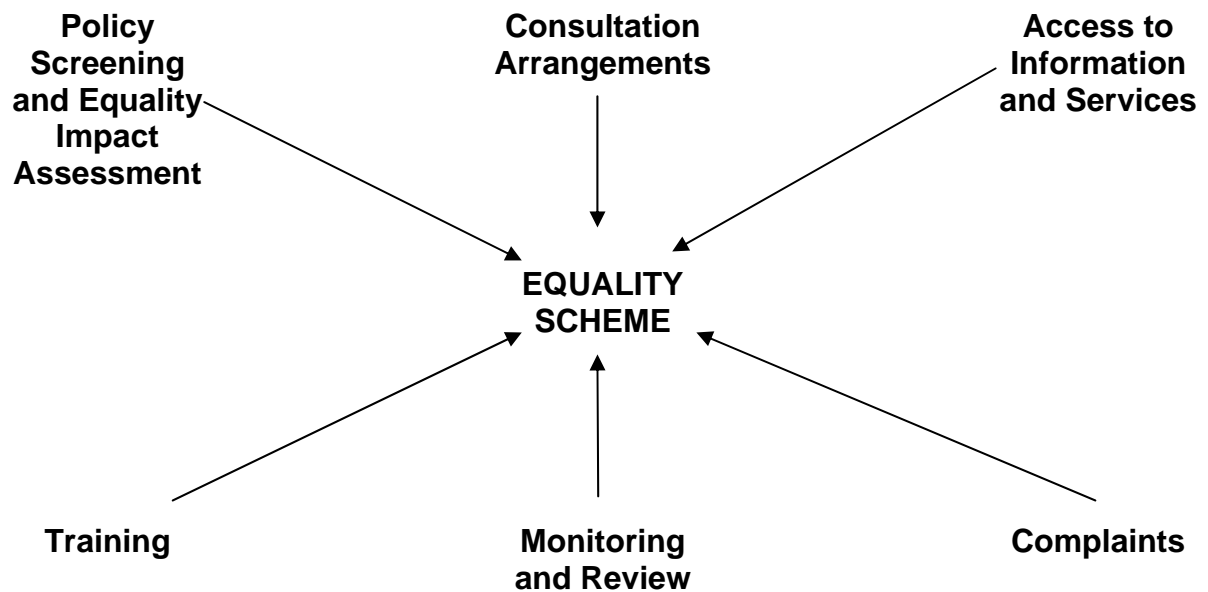
**BROAD OVERVIEW ON THE IMPLEMENTATION OF THE ABOVE
EDUCATION AUTHORITIES' EQUALITY SCHEMES**

November 2005

INTRODUCTION

Each of the education authorities referred to in this report has an approved equality scheme. An annual report on the implementation of each scheme is available on request, organisational contacts are contained at Appendix 1.

This report is structured to ensure coverage of all of the key elements of an equality scheme, as follows:-



This information can be made available, on request, in alternative formats including in **large print**, on computer disc, by email, in Braille, on audio-cassette and in minority languages to meet the needs of those people who are not fluent in English.

1. POLICY SCREENING

PROGRESS TO DATE	PUBLIC AUTHORITIES
<p>Policies screened, findings published in draft Equality Scheme 2000. Policies re-screened, revised EQIA timetable issued for consultation on 7 March 2005. Deadline for the receipt of responses extended to Friday, 29 July 2005. The Equality Commission informed us that due to resourcing difficulties they would not be able to reply within our timescale. We decided to await their response. This arrived 7 October 2005 and we will be writing to the Equality Commission with our views.</p>	<p>Department of Education (DE)</p>
<p>Policies screened, two staged approach, findings published February 2002.</p> <p>Supplementary report on new policies screened, published annually since 2003. This year due to the urgency surrounding the Boards' financial planning process for 2005/06 a separate additional report was issued on the 31 May 2005 which detailed the findings of the Boards' Resource Allocation Plans for 2005/06.</p>	<p>Five Education and Library Boards (E&LBs)/Staff Commission for Education and Library Boards (Staff Commission)</p>
<p>Revised list of policies and guidance completed November 2005.</p> <p>Publication of screening report – target date January 2006.</p> <p>Following consultation, publication of EQIA timetable – target date March 2006.</p>	<p>Council for Catholic Maintained Schools (CCMS)</p>
<p>Policies screened, consultation report issued July 2002.</p> <p>New policies screened on an ongoing basis since this date.</p>	<p>Northern Ireland Council for Curriculum, Examinations and Assessments (CCEA)</p>
<p>Policies screened, two staged approach, findings published August 2001.</p>	<p>Youth Council for Northern Ireland (Youth Council)</p>

2. EQUALITY IMPACT ASSESSMENT

POLICY	PROGRESS TO DATE	PUBLIC AUTHORITIES
<p>The Department of Education issued its EQIA Timetable Review for consultation on the 7 March 2005. The deadline for the receipt of responses was extended to 29 July 2005. This document contains recommendations on the way forward for each EQIA originally listed.</p>		
<p>Promotion of Personal and Social Development of Young People through Leisure Activities</p>	<p>EQIA consultation document published November 2002. EQIA results published May 2004. (available at www.deni.gov.uk)</p>	<p>DE Five E&LBs Youth Council</p>
<p>Electronic Libraries for Northern Ireland (new policy)</p>	<p>EQIA consultation document published June 2001. EQIA results published November 2001 (available at www.welbni.org).</p>	<p>Five E&LBs Department of Culture, Arts and Leisure</p>
<p>Code of Procedures on Recruitment, Selection and Promotion and Internal Trawl Procedure</p>	<p>EQIA consultation document published February 2003. EQIA results published October 2003 (available at www.staffcom.org.uk)</p>	<p>Staff Commission Five E&LBs</p>
<p>Recruitment and Selection Procedures (teaching staff)</p>	<p>Deferred pending the acceptance and implementation of the recommendations on the Teachers' Terms and Conditions</p>	<p>Five E&LBs</p>
<p>Grant Aid Scheme for Assistance to Youth Organisations</p>	<p>Due to commence.</p>	<p>Five E&LBs</p>
<p>Instrumental Music Service</p>	<p>Consultation Report withheld. See Report on Screening of Boards' Resource Allocation Plans for 2005/06.</p>	<p>Five E&LBs</p>
<p>Family Friendly Policies (re-titled Finding the Balance – Work-life Policies in Practice)</p>	<p>Consultation report issued March 2005. A report on the responses received from consultees will be published shortly.</p>	<p>Five E&LBs Staff Commission</p>
<p>Job Evaluation</p>	<p>Project team appointed and trained. EQIA underway</p>	<p>Five E&LBs Staff Commission</p>
<p>Criteria for making Statutory Assessment of Special Educational Needs (new policy)</p>	<p>It was agreed to suspend this EQIA until the full impact of SENDO and the appropriateness of the criteria was reviewed.</p>	<p>Five E&LBs</p>

POLICY	PROGRESS TO DATE	PUBLIC AUTHORITIES
An alternative Model of Library Provision in Sion Mills	EQIA consultation document published March 2005 (available at www.welbni.org)	Western Education and Library Board
Public Private Partnership Programme, procurement exercise for 11 schools and 1 public library (new policy)	EQIA report published for consultation, July 2004.	Belfast Education and Library Board
Appointments and Promotions (non-teaching staff)	Due to commence December 2005	CCMS
Family friendly policies (non-teaching staff)	Due to commence December 2005	CCMS
Recruitment and Selection of teachers; Award of Responsibility Points; Attendance at Work; Job Share Scheme; Career Break Scheme	Policies operating in relation to the employment of teachers across the education sector. Revised timetable to be published in 2005.	CCMS, in co-operation with DE
Maintenance of Statutory Northern Ireland Curriculum	The EQIA on the Framework of Achievement has been completed	CCEA DE Five E&LBs
Code of Employment and Promotion	The EQIA of the Code of Employment has commenced and will be integrated into a wider scale review of the Recruitment and Selection practices 2006	CCEA
National Framework for Achievement	The EQIA on the National Qualifications Framework and the Regulations of Qualifications has commenced with the Qualifications and Curriculum Authority Northern Ireland (QCA NI) Piloting activity is underway for the pupil profile which will lead to a full EQIA in 2006	CCEA DEL QCA – England ACCAC – Wales Skills for Business Network

BEST VALUE FUNDAMENTAL REVIEWS

A Best Value review centres around a culture of continuous improvement with a major focus on customers and quality, the five Education and Library Boards took the decision that such reviews should also consider the equality impacts of the policy. In addition the consultation process targets the equality dimensions specified under Section 75 of the Northern Ireland Act 1998.

POLICY	PROGRESS TO DATE	PUBLIC AUTHORITIES
Catering Service	Report published 2004 (available at www.selb.org)	Five E&LBs
Youth Service	Report published March 2005 (available at www.selb.org)	Five E&LBs
Curriculum Advisory and Support Service (CASS)	The final report was due for completion in October 2005.	Five E&LBs

3. CONSULTATION ARRANGEMENTS

All of the public authorities have in place a consultation strategy to facilitate those individuals/groups affected by existing and proposed policies to engage in the decision making process.

Participants are advised in advance of all consultation meetings that requests for assistance to ensure full participation, including any communication, transport or access needs will be considered.

In addition to the regional, local and targeted consultation events, in some cases organised in partnership with the community, voluntary and trade union sectors a Joint Consultative Forum has been established. All of the 'education authorities' participate in this Forum.

Joint Consultative Forum

Last year a Joint Consultative Forum was established. The initial meeting of the Forum, held on 1 April 2004, was used to gain a better understanding of our respective roles and provide an insight into some of the issues which consultees believe should form part of the mainstreaming agenda, to establish structures for the Forum and to identify agenda items for future meetings. Subsequent meetings took place on 30 September 2004, 22 March and 29 May 2005. A Steering Group, representative of all the Section 75 equality dimensions was also established to progress work between Forum meetings. Membership of the Steering Group will rotate within each sector on a yearly basis after each autumn meeting of the Forum.

Meetings of the Steering Group took place on 26 January, 11 May and 19 October 2005.

A user friendly leaflet is published after each Forum and Steering Group meeting to keep members fully apprised of ongoing work. All information related to the Forum and Steering Group is published on the Staff Commission's website at www.staffcom.org.uk.

Effective Consultation

"Equality Consultation Guidelines" for Education and Library Boards and Staff Commission staff were developed to ensure that "specific consideration is given on how best to communicate information to young people and people with learning difficulties". The Guidelines provide practical advice to all staff on how they should engage in consultation and /or make information available to members of the public. Department of Education and the Council for Catholic Maintained Schools contributed to the development of the guidelines.

Seen and Heard?

The Youth Council for Northern Ireland produced the above publication on consulting and involving young people within the public sector. The publication is intended to assist public authorities in the planning and involvement of young people in a more strategic manner and in a way in which organisational and cultural change can be anticipated and managed.

OFMDFM Central Consultation Website (www.consultationni.gov.uk)

The Department of Education has a section within the above website which gives details of past and current consultations.

Youth Service Liaison Forum

This Forum comprises the Department of Education, Education and Library Boards, Youth Council; Youthnet and the N I Youth Forum. It provides a useful vehicle for addressing many important issues facing the youth sector.

4. ACCESS TO INFORMATION/SERVICES

Arrangements are in place to ensure information/services are easily accessible. They are:

	DE	E & L Bs	CCMS	CCEA	Staff Commission	Youth Council	
The provision of information							
• in Braille ¹	✓	✓	✓ ³	✓	✓	✓ ³	Braille printer available in each Board Boards/Staff Commission have updated and renewed their agreement with Armagh Talking Newspapers.
• on audio cassette	✓	✓	✓ ³	✓	✓	✓	
• on computer disc	✓	✓	✓	✓	✓	✓	
• by e-mail	✓	✓	✓	✓	✓	✓	
text phones have been installed	x	✓ ⁴		✓		✓	Staff Commission advertises typetalk
the provision of translation/interpreter services for those people not fluent in English	✓	✓	✓ ³	✓	✓	✓ ³	
website "disability" friendly		✓	✓ ²	✓	✓ ²		

A list of publications linked to programmes of work around the implementation of Section 75 of the Act is contained at Appendix 2.

¹ SENDO consultation document produced in Braille

² Bobby Standard

³ Can be provided on request

⁴ NEE&LB, SELB & WELB

5. TRAINING

TYPE	PUBLIC AUTHORITY	PROGRESS TO DATE
EQUALITY AWARENESS	Department of Education	400 staff have attended Equality Awareness workshops. Equal opportunities training is mandatory for all new staff.
	Education and Library Boards	½ day sessions provided to 2,986 staff and members. On-going annual programme for new starts etc. Leaflet/ poster issued to 1,200 controlled and maintained schools
	Council for Catholic Maintained Schools	½ day session provided to 10 staff in March 2002. Four ½ day equality awareness sessions provided for a further 34 staff during August and September 2005 in conjunction with the Staff Commission. Ongoing awareness raising programme provided for new members of staff in conjunction with other smaller NDPBs. A programme of training on screening of policies is planned for December 2005.
	Council for Curriculum, Examinations and Assessments	204 staff trained in Section 75 duties during January 2003. Council members trained January 2003. All new staff trained during induction.
	Staff Commission for Education and Library Boards	½ day session provided to all staff and members. Ongoing awareness raising programme provided for new member of staff in conjunction with other smaller NDPBs.
	Youth Council for Northern Ireland	½ day session provided to all staff and members. Ongoing awareness raising programme provided for new members of staff in conjunction with other smaller NDPBs.
SCREENING OF POLICIES	Education and Library Boards/ Staff Commission for Education and Library Boards	Pro forma template developed; pilot exercise conducted. Training provided to 138 Board officers. Screening Toolkit developed to assist with screening.
EQUALITY IMPACT ASSESSMENT	Department of Education	Sixteen training courses organised for project teams appointed to conduct EQIAs.
	Education and Library Boards/ Staff Commission for Education and Library Boards	Board officers participated in fifteen of the above courses. In addition the Boards/ Staff Commission organised seven such courses for Board/ Staff Commission officers.

TYPE	PUBLIC AUTHORITY	PROGRESS TO DATE
EQUALITY IMPACT ASSESSMENT	Council for Catholic Maintained Schools	CCMS officers participated in six of the DE courses and a number of staff attended EQIA training provided by the Equality Commission.
	Council for Curriculum, Examinations and Assessments	CCEA officers participated in four of the Department of Education courses and organised a similar course in-house
	Youth Council for Northern Ireland	Youth Council officers participated in two of the Department of Education courses and organised a similar course in-house
CONSULTATION SKILLS	Education and Library Boards/ Staff Commission for Education and Library Boards	The Boards/Staff Commission, in partnership with Disability Action, held three consultation skills courses with thirty two participants.
ANTI DISCRIMINATION & DIVERSITY¹	Department of Education	Department of Education was a sponsor of this project. Nine staff participated in the training
	Education and Library Boards	Thirty three staff participated in the training. A Belfast Education and Library Board officer was one of the accredited trainers and the Board participated in the European Roundtable event.
	Council for Catholic Maintained Schools	Eight staff participated in the training.
	Staff Commission for Education and Library Boards	Two members of staff and a Board member participated in the training. A Staff Commission officer was an accredited trainer. The Staff Commission sponsored the production of the Workbook and took the lead in its development. The Staff Commission participated in the European Roundtable in June 2004 to promote this E U Programme.
	Youth Council for Northern Ireland	Three staff participated in this training.

¹ EU funded programme, sponsorship from Department of Education and Staff Commission for Education and Library Boards

OTHER

European Year of People with Disabilities

With advice and support from Disability Action, the Youth Council staged an international seminar at the Share Centre in September 2003. This seminar was funded by the Youth Council and the European Commission's Youth Programme. It was attended by 50 people representing organisations working with young people with disabilities in a range of different ways.

Employment of People with Disabilities (February 2004)

A workshop was organised by the Boards/Staff Commission in partnership with disability groups and the Equality Commission to address issues of accessibility and reasonable adjustment in the recruitment and selection process. 47 officers from the five Boards and the Staff Commission participated in this event. This work was shortlisted for an award at the Employers' Forum on Disability, under the category 'Promoting Disability Awareness'. The Employers' Forum cited the work as an example of good practice.

Dealing with Complaints of Harassment on Grounds of Sexual Orientation (December 2004)

A workshop was organised by the Boards/ Staff Commission in partnership with the Association of Northern Ireland Colleges and CoSO to mark Anti Homophobia Northern Ireland 2004. The materials for use in the workshop, a workbook and facilitator's notes were developed on a partnership basis. Eighteen Board/Staff Commission officers participated in the event which was facilitated by Dr John Kremer, Reader in Psychology, Queen University, Belfast.

Consultation Skills

The training materials/work book used for consultation skills training for Boards/ Staff Commission officers was developed in partnership with Disability Action to compliment the inter-Board/Staff Commission publication 'Equality Consultation Guidelines'.

Combating Discrimination and Promoting Diversity in Public Authorities

NICEM in partnership with the Staff Commission have developed a revised training package for the delivery of training within the public sector to "Combat Discrimination and Promote Diversity." This training publication has been funded by Belfast Local Strategic Partnership.

Equality Commission's Programme of Training

During October and November 2005 eight staff from CCMS attended a number of courses and seminars devised by the Equality Commission. These have included Recruiting Fairly, Bullying and Harassment at Work, Disability Discrimination Act, Promoting Intercultural Workplaces and Introduction to Racial Equality.

6. MONITORING AND REVIEW

- **Schools Data**

The annual school census operated by the Department of Education gathers data on religion, gender, age, and ethnicity and on pupils with special educational needs including the type of disability or other need that such pupils may have. The 2003/04 school census sought the religion of special school pupils for the first time. The Department of Education also receives data from CCEA annually on the attainment level of school pupils in Key Stage 1, Key Stage 2 and Key Stage 3 assessments. In addition to the data being disaggregated by gender, Key Stage 3 data are now also available by ethnicity.

- **Geographical Information Systems (GIS)**

GIS is a means of displaying youth service data on a geographical basis rather than presenting statistical summaries. The five Boards provide the Youth Council with statistical data related to various characteristics of both voluntary registered and controlled youth groups. The characteristics are the number of young people attending each youth group, their age, gender, ethnicity, disability, perceived religious affiliation as well as the number of workers/volunteers, paid/voluntary hours worked and staff qualifications. This data is geographically analysed by the Youth Council to identify gaps in youth service provision so that necessary resources can be allocated more effectively and also to assist in the development and planning of such services.

Data from a survey of 4,000 young people has been analysed and reported upon, the results show that the majority of young people attending Controlled and Voluntary youth groups come from deprived areas. A geographical survey of the Girl Guide membership is currently being undertaken.

- **Employment Monitoring Exercise**

In 2003, Boards/Staff Commission piloted a new employment monitoring system in the Belfast Board. The new system sought to collect monitoring data from employees and job applicants across the nine equality categories specified under Section 75 of the Northern Ireland Act 1998. An inter-Board/Staff Commission review was conducted on the outcome of the pilot employment monitoring exercise conducted in the Belfast Board.

As a result of this analysis it has therefore been agreed that the employment monitoring system will be extended to all nine categories in conjunction with the introduction of the new payroll system. The wording of the questions at two of the equality categories, namely disability and dependants is currently under review in consultation with the Equality Commission.

- **Youth Education Social Inclusion Partnership (YESIP)**

The Youth Education Social Inclusion Partnership (YESIP) is the intermediary Funding Body for Measures 2.2 and 2.8 of the EU Peace II programme (Section 8 refers). To assist in identifying the benefits derived from Peace II funding, all

projects have been asked to issue an Equality Monitoring questionnaire to all project beneficiaries as a means of highlighting participation rates among young people from within the Section 75 target groups. Over 3000 confidential pre-paid reply questionnaires have been issued to date, replies are sent directly to the N I Statistics and Research Agency. This should enable NISRA to identify any areas of under-representation in the Peace II programme.

- **Equality Impact Assessments**

Monitoring systems are in place to ensure the effective implementation of the results of completed EQIAs.

- **Section 75 Monitoring Guidance**

The Boards/Staff Commission are represented on the Equality Commission's Advisory Group established to assist in the production of monitoring guidance.

- **Co-ordination of Equality Monitoring**

CCMS has constituted an in-house group to develop and co-ordinate equality monitoring across major policy areas. The purpose of this group is to ensure that an equality dimension is incorporated into policy review and development.

7. COMPLAINTS

A breakdown of complaints that there has been a breach of an equality scheme is set out below:

April 2004 – March 2005

PUBLIC AUTHORITY	No. of Complaints	Resolved internally		Referred to Equality Commission		Decision of Equality Commission
		Yes	No	Yes	No	
DENI	nil					
BELB*	nil					
NEELB	nil					
SEELB	nil					
SELB	nil					
WELB	5	4		1 ¹		Case settled
CCMS	1			1		Not referred for investigation
CCEA						
Staff Commission	nil					
Youth Council	nil					

***BELB** No complaints were lodged in regard to non compliance with the Board's equality scheme. A complaint was received in respect of the relocation of Mitchell House School to the Orangefield/Grosvenor campus as part of the PPP project, and the consultation process associated with it.

The Board has entered into a further consultation process and it has been agreed that the Board would co-ordinate a consultative group comprising parents, Governors, school staff, the Board and other stakeholders as appropriate. The remit of this group would be to continue consultation, address on-going progress of the project and exchange information.

¹ Case lodged at Industrial and Fair Employment Tribunals Northern Ireland

8. GOOD RELATIONS DUTY

The following are some examples of initiatives operating across the education sector aimed at promoting good relations between persons of different religious beliefs, political opinion and racial group:

Youth Education Social Inclusion Partnership (YESIP)

Under the EU Peace II programme the Boards have secured £17 million to spend on over 140 projects working with children and young people across Northern Ireland. The aim of the Peace II funding is to target those groups of children and young people who are at greatest risk of social exclusion and marginalisation both in schools and in the youth sector. The following are just a few examples of some of the projects underway:

- Young disabled (A C E T - Pan Disability Transitions)
- Travellers (Belfast Travellers - An Munia Tober)
- Ethnic minorities (Wah Hep Community Association)
- Families of victims (W A V E)
- Men and women (Shankill Young Women's Group)
- Families of ex-prisoners (Tar Anal)

Joined in Equity, Diversity and Interdependence (The JEDI Initiative)

The JEDI initiative continues to be rolled out in Youth Clubs across Northern Ireland in a unique partnership between the public and community and voluntary sectors. Diversity Matters² identified it in its fifth briefing paper the initiative as a good example of a framework for diversity management.

Net Connect Supporting Intercultural Learning

NetConnect is a dynamic, interactive website designed to offer teachers and students invaluable opportunities to explore issues of equality and diversity. It is both original and unique in that it has been specifically designed within the context of Northern Ireland. The activities incorporated in this on-line resource will allow students to:-

- Recognise the range of cultures that exists in our society;
- Explore their own and others' culture traditions;
- Identify similarities and differences between their own experiences and those of others;
- Increase their awareness, understanding and valuing of all cultural groups, including their own;

Through a range of talking and listening activities, debate, role plays, interactive games and written tasks, students can share their experiences, communicate and develop their ideas and options and develop their IT skills. It is hoped that contributions from students will form an archive of work samples to be built up on the website over time and will ultimately represent the 'voices' of young people themselves.

² Diversity Matters is a partnership project funded under the European Social fund through the new community initiative EQUAL

Conference on Promoting Reconciliation through Education

CCMS worked with the Consultative Group on Catholic Education in organising a major conference in February 2005 where participants examined the role of Catholic schools in promoting reconciliation through education. Details of the conference will be posted on the CCMS website in due course.

9. ADITIONAL INFORMATION

Bill of Rights in Schools Projects: A Resource for Post-Primary Schools

The successful partnership between the five Education and Library Boards and the Northern Ireland Human Rights Commission and the Department of Education produced this Bill of Rights in Schools Resource, launched in February 2005.

The Boards were represented on the Steering Group by Sean McElhatton, BELB. Within each Board the project officers were supported and guided by the advisers for the Environment and Society curriculum area. The Boards were able to give the newly appointed project officers the benefit of their expertise in relation to approaches to writing curriculum materials and strategies for effective delivery and learning in the classroom.

Board advisers contributed to the editorial advisory group and assisted the steering group with the project.

The resource has a colourful, lively presentational style. It contains activities suitable for pupils at Key Stages 3, 4 and post-16. The activities are designed to introduce young people to human rights education and lead them towards a deeper understanding of the content and processes at the core of the proposed Bill of Rights for Northern Ireland and the European Convention on Human Rights.

An Irish Language version of the resource will be available in due course.

Mr David Cargo, Chief Executive of the Belfast Board, speaking on behalf of the five Boards at the launch of this resource pack, said that *“Human Rights and Social Responsibility is a central theme within Citizenship education and the publication of this resource is very timely as it will be a welcome addition to teachers’ bank of resources for use in exploring a whole range of human rights issues. An awareness and understanding of human rights issues is an important part of a young person’s education and young people have reported that they enjoy learning about topical issues which are relevant to their everyday lives.”*

Good Relations Week – 7 – 11 March 2005

An inter-Board conference, funded by the Department of Education was organised to look at “Improving Community Relations: Sharing Practice”. It provided a significant opportunity for teachers from both the primary and post-primary sectors to share ideas with other practitioners across the five Education and Library Boards.

Staff Commission/Boards’ Annual Equality Update

The third Annual Equality Update detailing progress made by the Staff Commission/Boards in relation to their Equality Schemes is available on the Staff Commission’s website at www.staffcom.org.uk.

ORGANISATIONAL CONTACTS

DEPARTMENT OF EDUCATION

Permanent Secretary: Equality, Rights and Social Inclusion Division:	Gerry McGinn Dorothy Angus
Equality Unit	Tel: 028 9127 9325 Email: Dorothy.Angus@deni.gov.uk Sharon Lawlor Tel: 028 9127 9342 Email: Sharon.Lawlor@deni.gov.uk
Website	www.deni.gov.uk

BELFAST EDUCATION & LIBRARY BOARD

Chief Executive: Chief Administrative Officer: Equality Unit Manager:	David Cargo Patricia Mellon Linda McGowan Tel: 028 9056 4124 Email: lindam@belb.co.uk
Website	www.belb.org.uk

NORTH EASTERN EDUCATION & LIBRARY BOARD

Chief Executive: Chief Administrative Officer: Equality & Human Rights Manager:	Gordon Topping Robin Harper
Textphone	Alf Armstrong Tel: 028 9448 2216 028 2566 2404 Email: alf.armstrong@neelb.org.uk
Website	www.neelb.org.uk

SOUTH EASTERN EDUCATION & LIBRARY BOARD

Chief Executive: Chief Administrative Officer: Assistant Senior Education Officer:	Irene Knox (post currently vacant) Nicky McBride Tel: 028 9056 6291 Email: nicky.mcbride@seelb.org.uk
Website	www.seelb.org.uk

SOUTHERN EDUCATION & LIBRARY BOARD

Chief Executive: Helen McClenaghan
Chief Administrative Officer: Terry Heron
Equalities Manager: Maura Murphy
Tel: 028 3751 2407
Textphone 027 37415415
Email: maura.murphy@selb.org
Website www.selb.org

WESTERN EDUCATION & LIBRARY BOARD

Chief Executive: Barry Mulholland
Chief Administrative Officer: Arthur Rainey
Assistant Finance Officer: Stan McIvor
Tel: 028 8241 1312
Textphone 028 8241 1550
Email: stan_mcivor@welbni.org
Website: www.welbni.org

STAFF COMMISSION FOR EDUCATION AND LIBRARY BOARDS

Chief Executive: Patricia Weir
**Senior Principal Officer
Equality:** Deirdre Vaughn
Tel: 028 9049 1461
Email: deirdre.vaugh@scelb.org.uk
Website www.staffcom.org.uk

COUNCIL FOR CATHOLIC MAINTAINED SCHOOLS

Chief Executive: Donal Flanagan
Policy Development Officer: Helen Leith
Tel: 028 9039 3839
Email: HelenLeith@ccmschools.com
Website www.onlineccms.com

THE NORTHERN IRELAND COUNCIL FOR THE CURRICULUM, EXAMINATIONS AND ASSESSMENT (CCEA)

Chief Executive: Gavin Boyd
People Services & Equality Anne Perry
Tel: 028 9042 6972
Email: aperry@ccea.org.uk
Website www.ccea.org.uk

YOUTH COUNCIL FOR NORTHERN IRELAND

Chief Executive: David Guilfoyle
Director of Corporate Services Jonathan Davis
Tel: 028 9064 3882
Textphone 028 9064 4801
Email: jdavis@youthcouncil-ni.org.uk
Website www.youthcouncil-ni.org.uk

PUBLICATION LIST

Department of Education

The 'Shout' Research commissioned by Department of Education and carried out by YouthNet.

Human Rights Conference Report – Department of Education/Children's Law Centre

Conference on Racial Equality in Education organised in Partnership with the Equality Commission and held on Thursday, 8 November 2001 – Conference Report.

Equality Scheme – Revised Policy Screening and Timetable

Five Education & Library Boards/Staff Commission

Electronic Libraries for Northern Ireland – An Equality Impact Assessment – *June 2001*

Electronic Libraries for Northern Ireland – Results of an Equality Impact Assessment – *November 2001*

Report on Screening of Policies – *December 2001*

Equality Awareness Training Pack – *December 2001*

Recommended Approach to Conducting an Equality Impact Assessment – *June 2002*

Code of Procedures for Recruitment, Selection and Promotion and Internal Trawl Procedure – An Equality Impact Assessment – *February 2003*

Code of Procedures for Recruitment, Selection and Promotion and Internal Trawl Procedure - Results of an Equality Impact Assessment – *October 2003*

Leaflet and Poster developed to facilitate awareness of the N I Act 1998 amongst school based staff – *March 2003*

Supplementary Report on the Screening of New Policies (*September 2003, September 2004 and September 2005*)

Equality Consultation Guidelines for Education and Library Boards/Staff Commission – *April 2003*

Effective Consultation Training – developed in partnership with Focus Consultancy Service (Disability Action) – *April 2003*

Diversity and Anti-Discrimination in Action "Training Together for Change" Participant Workbook – *June 2003*

Diversity and Anti-Discrimination in Action “Training Together for Change” Participant Information – *June 2003*

Annual Equality Update – *September 2003, September 2004 & October 2005*

Screening of Policies - Toolkit - *March 2004*

Workshop on Reasonable Adjustments for People with Disabilities in the Recruitment and Selection Process:-

- Facilitator’s Notes and Participant’s Workbook) *February 2004*
- Report of the Workshop) *April 2004*

Work-life Balance – Consultation Report issued March 2005

Consultation on the Five Education & Library Boards’ Draft Financial Plans for the period April 2005 – March 2006 (May 2005)

Report of the Screening of the Education & Library Boards’ Resource Allocation Plans 2005/06

Alternative Model of Library Provision in Sion Mills - An Equality Impact Assessment - (March 2005)

Alternative Model of Library Provision in Sion Mills - Results of an Equality Impact Assessment - (November 2005)

PPP project – Eleven Belfast Schools and a Public Library – An Equality Impact Assessment – (July 2004)

Council for Catholic Maintained Schools

Report on the Screening of Policies – June 2002

Report on the Screening of Selection Criteria for Prescribed Posts – January 2004

Council for Curriculum, Examinations and Assessments

Consultation on the Screening of Policies – *July 2002*

Phase 2 of the Review of Curriculum and Assessment – An Equality Impact Assessment – *February 2003*

Phase 3 of the Review of Curriculum and Assessment at Key Stage 3 – An Equality Impact Assessment – *June 2004*

Youth Council for Northern Ireland

Report on Screening of Policies – August 2001

Seen and Heard? Consulting and Involving Young People within the Public Sector –
February 2001

Research commissioned by the Youth Council and funded by the Department of
Education - Count Me In – Exploring Cultural Diversity Amongst Children and Young
People – 2004

'Barometer, A Portrait of Young People in Northern Ireland', published by the Youth
Council for Northern Ireland. This version, plus updates, also available on website
www.youthcouncil-ni.org.uk.