



**CIVIL SERVICE COMMISSIONERS
FOR NORTHERN IRELAND**

CIVIL SERVICE COMMISSIONERS FOR NORTHERN IRELAND

EQUALITY SCHEME ACTION PLAN

1 April 2022 to 31 March 2027

Introduction

The Civil Service Commissioners are committed to promoting equality of opportunity and good relations and we have developed the following action plan to demonstrate the commitment to meet the requirements of our Equality Scheme.

Implementation of the action measures contained in the plan will be incorporated into our corporate and business planning process. We will monitor our progress on the delivery of our action measures annually and update the action plan as necessary to ensure that it remains effective and relevant to our functions and work.

Commissioners view this Plan as a 'living document' which will be monitored and kept under regular review to enable Commissioners to respond appropriately to any changes which occur over time. Commissioners will evaluate progress towards the strategic priorities and the annual objectives and targets on a quarterly basis and report formally on this in Annual Reports. Commissioners are committed to working in close partnership with key stakeholders in order to achieve the priorities outlined in this Plan.

Mission

To fulfil effectively our statutory duties by:

- being an exemplary regulator;
- acting as guardians of the Merit Principle;
- promoting equality, diversity and inclusivity; and
- considering and determining appeals under the NICS Code of Ethics.

CIVIL SERVICE COMMISSIONERS' EQUALITY SCHEME ACTION PLAN

THEME	ACTION MEASURE	PERFORMANCE INDICATOR	IMPACT	WHEN	OUTCOME
Equality duty	Review of Equality Action Plan.	Review completed and reported on in the Annual Progress Report.	Commissioners demonstrate public commitment to uphold their equality duties and consider stakeholder views.	Annually by 30 June	Commissioners' commitments to Equality are implemented.
Monitoring	Monitor progress of the Equality Action Plan.	Progress against Actions.	Commissioners meet their commitments set out in the Equality Scheme and the Section 75 duties.	Quarterly monitoring	To ensure delivery of action measures.
Review	Undertake a 5-year review of the Equality Scheme.	Conduct a 5-year review of the Commissioners' Equality Scheme.	Commissioners ensure the commitments set out in the Equality Scheme and the Section 75 duties are relevant and effective.	By 31 March 2027	Enhanced relevance and effectiveness of the Equality Scheme.

THEME	ACTION MEASURE	PERFORMANCE INDICATOR	IMPACT	WHEN	OUTCOME
Consultation	Review and update consultation list.	Up to date list of consultees.	Effective consultation process.	Annually by 31 August	Awareness of Commissioners' commitment to their regulatory role and their commitments to Section 75 responsibilities.
Screening	Screen all new policies and revisions to existing policies and conduct EQIAs as required.	All policies screened and EQIAs undertaken if necessary.	Equality considerations and potential impact on Section 75 groups identified and addressed, as necessary, during the development of all policies.	Ongoing, as and when new policies are developed or existing policies are revised.	Any adverse impact negated / addressed in relation to all policies.
Training	Undertake relevant training in equality & diversity and disability awareness issues.	Commissioners and the Secretariat understand and are aware of equality & diversity and disability duties across all Section 75 groups.	Increased awareness of disability duties and their importance in terms of the Commissioners' regulatory role.	Annually	Effective implementation of the Equality Scheme.

THEME	ACTION MEASURE	PERFORMANCE INDICATOR	IMPACT	WHEN	OUTCOME
Communication	Provide relevant information in an accessible format for people with sensory impairment (e.g. large print, Braille or audio CD).	Documents available in accessible format on request. Accessible website.	Improved access to information and increased awareness of Commissioners' regulatory role.	Within a reasonable timeframe depending on the nature and complexity of the request Ongoing	Increased equality of opportunity for all.
Collaboration	Convene quarterly meetings of the Recruitment and Selection Transformation Group ¹ to promote equality of opportunity through-out the selection and recruitment process.	Number of meetings held. Actions taken as result of collaboration.	Promotion of equality of opportunity through the Recruitment Code in relation to the NICS recruitment and selection processes.	Ongoing	Enhanced accessibility to employment in the NICS.

¹ This group was established in December 2021 to address recommendations of the NIAO's report on capacity and capability in the NICS and in particular to satisfy recommendation 3.4.