
Paul Oakes
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Equality Commission

FOR NORTHERN IRELAND

EQUALITY COMMISSION FOR NI

- working towards the elimination of discrimination
- promoting equality of opportunity and encouraging good practice
- promoting positive / affirmative action
- promoting good relations between people of different racial groups

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EQUALITY COMMISSION FOR NI (2)

- **overseeing the implementation and effectiveness of the statutory duty on relevant public authorities and**
- **keeping the legislation under review.**

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EMPLOYMENT EQUALITY PLANS

- **Definition**
- **Rationale**
- **Implementing an EEP**
- **Assistance from the Commission**

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EEP - DEFINITION

An EEP is a practical and flexible framework to assess current employment policies, across all equality categories. Using equality indicators, gaps can be identified and an action plan developed to address equality issues.

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EEP - RATIONALE

- **Employer demand**
- **Increase in Equality Legislation**
- **Voluntary Initiative**
- **Public and Private Sector**

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EEP – IMPLEMENTATION

- **Indicators and Specific Guidance**
- **Integrated Employment Guide**
- **Generic or Specific**

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ASSISTANCE FROM THE COMMISSION (1)

- **Individual and Group work**
- **Examples of agreed EEPs**
 - ✓ Iceland
 - ✓ Ulster Bank
 - ✓ Global E Mail
 - ✓ Causeway HSST
 - ✓ Greenpark HSST

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COMMISSION ASSISTANCE (2)

● Equality Networks

- Retail Sector
- Castlereagh
- Mid Ulster
- Dungannon/Cookstown
- Health Sector
- Local Government/Councils

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FUTURE WORK - What can we do for You?

- Individual or Group Work
- Workshops
- Conferences
- **Contact Details**

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