

InterTradeIreland

EQUALITY ACTION PLAN 2014 - 2016

Equality Issue and Objective	Action Measure	Key Performance Indicator	Timescale	Monitoring
Collection of Section 75 equality data requires ongoing development.	Review existing Section 75 data collection and consider methods to improve the capture of information for monitoring purposes.	Section 75 data collection systems fully operational.	December 2014	Systems Review Annual Progress Report
Increase staff awareness of Section 75 issues.	Continue to mainstream equality and good relations into InterTradeIreland's core business through training, policy screening and Equality Impact Assessments (EQIAs).	All staff to receive equality and good relations training as part of induction process and updates thereafter on a regular basis.	2014 – 2016	Training Records Annual Progress Report
Lower number of job applicants for job opportunities with the Body from the Protestant Community and people with Disabilities.	<p>Continue to operate an Affirmative Action Programme to encourage increased applicant rates from the Protestant Community.</p> <p>Continue to operate the Body's Disability Action Plan to encourage increased rates from people with a disability.</p>	<p>Increased number of applicants for posts within the Body from the Protestant Community.</p> <p>Increased number of applicants for posts within the Body from people with a disability.</p>	2014 – 2016	<p>Equality Monitoring data</p> <p>Annual Monitoring Return</p> <p>Article 55 Review</p>

<p>Ensure that all Section 75 categories are considered when reviewing policies.</p>	<p>Introduce a revised policy screening process for equality impact that is consistent with the new equality scheme.</p>	<p>Quarterly publication of screening results.</p>	<p>2014 – ongoing</p>	<p>Annual Progress Report</p>
<p>Improve on the low representation of women on enterprise programmes.</p>	<p>Continue to operate an affirmative action plan.</p>	<p>Increased participation of women on the Enterprise programmes delivered by InterTradeIreland.</p>	<p>2014 – 2016</p>	<p>Equality monitoring data</p>
<p>Increase the number of applications from the Protestant Community and from people with disabilities on the InterTradeIreland graduate programmes.</p>	<p>Continue to operate an affirmative action plan.</p>	<p>Increased numbers of applicants from the Protestant Community and from people with disabilities on InterTradeIreland graduate programmes.</p>	<p>2014 – 2016</p>	<p>Equality monitoring data</p>