



Livestock and Meat Commission

Equality Scheme Summary

This document is a summary of LMC's revised Equality Scheme, which was approved by the Equality Commission for Northern Ireland on 27 February 2013.

Further Information on the Revised Equality Scheme

If you would like to read the full version of the revised Equality Scheme it is available to download from our website www.lmcni.com

Alternatively if you have any specific queries in relation to the revised Equality Scheme please contact:

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What does our Equality Scheme require of us?

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.

That means that Section 75 applies to all staff in how they do their job, how they deal with others and how they are dealt with in undertaking their duties.

LMC is fully committed to promote equality of opportunity between

- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- Men and women generally
- Persons with a disability and persons without
- Persons with dependents and persons without

In carrying out our functions LMC will also have due regards to promoting good relations between persons of different religious belief, political opinion or race.

Why has our Equality Scheme been revised?

Following a major review of the implementation of Section 75, new guidance on the development and implementation of equality schemes was issued by the Equality Commission. As a result of this guidance LMC has revised their Equality Scheme to ensure it is fulfilling the criteria to mainstream equality into everything we do.

Our Action Plan sets out the steps we will take to address any identified inequalities. The targets from our Action Plan will be incorporated into our Strategic and Business Plans.

The revised Equality Scheme and Action Plan identify how we will reduce inequalities, build better relationships and meet our new obligations in terms of equality and good relations.

Responsibility for Implementation of the Equality Scheme

Primary responsibility for the effective implementation of our Equality Scheme lies at Board level. The Chief Executive is accountable to the Board for the development, implementation, maintenance and review of the Equality Scheme.

Operational responsibility for the implementation of the Equality Scheme lies with the Corporate Governance Officer.

Members of staff have a responsibility to ensure they are undertaking their duties with due regard for equality and good relations. This includes how staff are treated in the workplace and how they treat others.

Key Elements of the Revised Equality Scheme

The Equality Scheme incorporates the following key elements:

Arrangements to ensure Compliance with Section 75 duties

- Monitoring by the Board and Senior Management Team of progress made in implementing the Equality Scheme;
- Integration of objectives relating to equality in the Strategic and Business Plans;
- Employees' job descriptions and personal objectives reflect their contributions to the discharge of the Section 75 statutory duties and implementation of the Equality Scheme, where relevant;

- The production of an annual Equality Report on progress achieved in implementing the Equality Scheme;
- Action measures that form our Action Plan will be specific, measurable, linked to achievable outcomes, realistic and time bound.

Consultation

LMC will adhere to good practice as contained in the guidance on consultation produced by the Equality Commission. Staff responsible for developing/reviewing new or existing policies, procedures or strategies will need to consider if consultation on the document is required. Anyone who is required to facilitate a consultation as a result of this will be required to undergo training on consultation.

Screening

The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations. LMC uses the Equality Commission's template to assess whether a policy should be subjected to Equality Impact Assessment. A quarterly screening report will be published to communicate what policies have been screened.

Equality Impact Assessments (EQIA)

An EQIA determines the extent of any impact of a policy upon the Section 75 categories and whether the impact is an adverse one. It is also an opportunity to demonstrate the likely positive outcomes of a policy and to seek ways to more effectively promote equality of opportunity and good relations.

If an EQIA is identified as necessary, we will carry out the EQIA in accordance with Equality Commission guidance. This is carried out as part of the policy development process. EQIAs will be subject to consultation at the appropriate stage(s).

EQIA reports are published once the impact assessment has been completed.

Monitoring

We monitor any adverse impact on the promotion of equality of opportunity of policies we have adopted. We are also committed to monitoring more broadly to identify opportunities to better promote equality of opportunity and good relations in line with Equality Commission guidance.

Training

Copies of the revised Equality Scheme and this summary document will be provided to all staff and a briefing will be given on the scheme. We will incorporate Equality Scheme commitments into induction training and provide training on Section 75, screening, consultations and complaints where necessary. We evaluate the extent to which all participants in this training programme have acquired the necessary skills and knowledge.

Accessibility of Information

We will ensure information is accessible and, where it is reasonably practical, provide information in alternative formats.

Accessibility of our information and services will also be reviewed periodically through customer satisfaction surveys, feedback from customers and monitoring arrangements.

Timetable

Our Equality Scheme includes a timetable for implementing the Scheme. This timetable is in addition to our action plans/measures to specifically address inequalities

Review

We will conduct a thorough review of this equality scheme within five years of submission of this equality scheme to the Equality Commission.

The review will evaluate the effectiveness of our scheme in relation to the implementation of the Section 75 statutory duties relevant to our functions in Northern Ireland.