

Our Commitment to Equality

This is an **easy read summary** of our Equality Scheme and Action Plan 2012 - 2017



1. Message from our Chief Executive

Our Chief Executive is called Frances McCandless.

My name is Frances McCandless.

I am the Chief Executive of the Charity Commission for Northern Ireland.

We work with charities and support them to be effective. We can help if things go wrong.

We want everyone in Northern Ireland to feel confident when they give to a charity or when they are helped by a charity.

It is very important to us that, in the work we do, everyone is treated fairly and equally.

If you have any questions about what we do, we would like to hear from you.



A handwritten signature in black ink, appearing to read 'Frances McCandless'.

Frances McCandless
Chief Executive

2. Who we are

We are the Charity Commission for Northern Ireland.

We were created by a law called the Charities Act (Northern Ireland) 2008. We:



- Will put charities onto a list. People will be able to look on this list to check if a charity is real.



- Give advice to charities on how to make sure they are working properly and people are confident to give them money.

- Investigate charities if someone is concerned that they are not doing the right thing. We can do some of the same things that the police can.

- Help charities to work effectively. For example, we can allow charities to change their name, or join with another charity.

We have 14 members of staff at the Charity Commission for Northern Ireland.



3. What is this information about

This information tells you about:

- **Equality Schemes;**
- **Audit of inequalities;**
- **Action Plans.**

What is an Equality Scheme?

There is a law saying that organisations working with the public may have to have a plan for equality.

Equality means **treating people fairly**.

We have written an 'Equality Scheme' which explains what we will do to make sure we treat everyone fairly. This includes

- our staff;
- members of the public;
- charities.



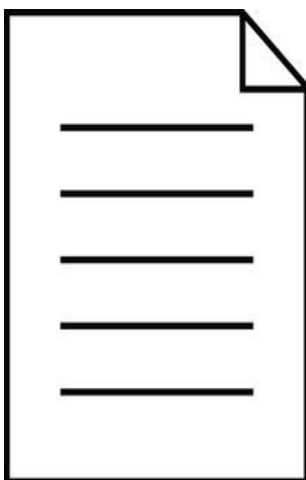
The Equality Commission for Northern Ireland will check each year that we are doing what we say we will do.

What is an Audit of Inequalities?

An audit of inequalities is when we look at what we do and write a list of things that we can do better.

What is an Action Plan?

An action plan tells you what things we will do – actions – to make our services as fair and as easy to use as possible.



4. Our Equality Scheme and Action Plan

We have written an Equality Scheme for the Charity Commission for Northern Ireland. The details are below. We would like to know what you think.

Our Equality Scheme

We want to make sure that we treat everyone fairly.

Our Equality Scheme tells you:



- How we find out what people think;
- How we will check if our plans affect people. We want to make sure that the things we do will not have a bad effect on people;
- Training our staff and Commissioners. We want to make sure that all of our staff get training about equality and giving services in a fair way.

Our Audit of Inequalities

We looked at what we do and found some things that we can do better. This is our Audit of Inequalities.

Our Action Plan

We came up with some actions that we think will make the things we do more fair.



This is our Action Plan.

5. The Law

The Law tells us that we have to treat people in a good and fair way when they

- Use our services
 - Work for us
 - Work with us
 - Are affected by our work.
-

The people we need to treat fairly are:



Men and women



People with a disability and
people with no disability



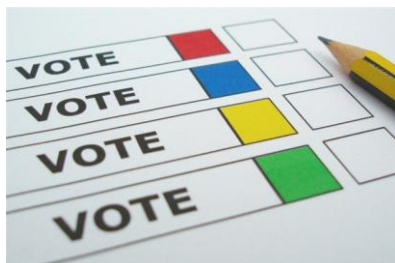
People from ethnic minorities. These are people who come from another country or whose family came to Northern Ireland from another country



People of different religions



People who have different sexual orientations. This is when a man loves another man or when a woman loves another woman



People with different political views



People who care for another person. This might be children or other adults who are old or sick



People who are married, in a civil partnership (between two men or two women), single, widowed or divorced

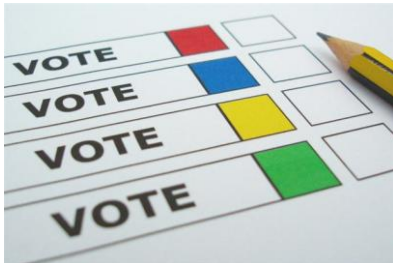


Young people and old people

We also have to promote good relations between the following people:



People of different religions



People with different political opinions



People of different ethnic minorities

6. What do you think?

Asking people what they think is called consultation.

We will always ask people what they think about our plans.

We would like to hear your ideas about equality. We want to know how we can do things better.

We will do our best to make sure that all our information is available in different ways.

We will work with people to make sure they are able to tell us what information is easy for them to use.

For example,

- easy read
- Braille
- audio CDs.

Please tell us what you think about our Equality Scheme or ask us any questions.



7. How you can contact us

It is important to us that we hear from you. If you need help with communicating to us, please let us know.

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