

FOI DOF/2025-0726

**Request**

1. I request disclosure of details of equality and equality-related training( e.g Recruitment and Selection, Equality Screening, Impact Assessments, S75 compliance, Disability DDA compliance, Unconscious bias, Anti-discrimination, Positive Action, Recruitment and Selection etc. undertaken by: The Minister for Communities and senior civil servants within the Department for Communities; and The Minister for Education and senior civil servants within the Department of Education. For the purposes of this request, “senior civil servants” refers only to officers at Grade 6 and above who fall within the Senior Civil Service payscale.
2. For each relevant individual, please provide: The name/title of each equality-related training course completed; and The date(s) on which the training was undertaken or completed.
3. This request is limited to training relevant to equality legislation, equality-screening and/or equality impact assessment processes. I understand that such training is typically delivered through NICal training arrangements, however please include any equivalent internally delivered programmes where applicable.

As set out in ICO guidance and adopted publication scheme practice, training records of senior personnel — insofar as they evidence competence and compliance in the exercise of public functions — are subject to a higher level of public accountability than those of junior staff. I therefore consider disclosure to be in the public interest. I only require this information for the last 5 years. If any part of this information is held by another authority, please advise and, where appropriate, transfer the request in accordance with Section 1(1)(a) and Section 16 of the Act.

**DoF response**

I can confirm the department holds some of the information requested. Please note information requested in relation to The Minister for Communities and The Minister for Education is not held

For answer to questions 1-3 for training delivered by NICSHR Learning and Development (L&D), please see Annexes C and D attached.

Training delivered by the Departments is not held by the Department of Finance and so has not been included in the response.