



Board Meeting No 91  
27 June 2025  
MLKDC Equality Action  
Plan  
Paper No 91.09.02

# **Maze Long Kesh Development Corporation Equality Action Plan**

## **2024/25 – 2027/28**

### **Accessibility Statement**

**Requests for the document in another format will be considered.**

**Please contact: [contact@mazelongkesh.com](mailto:contact@mazelongkesh.com)**

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## **1. Introduction**

- 1.1 The document sets out the Maze Long Kesh Development Corporation (MLKDC) response to the Audit of Inequalities. The Equality Action Plan is aligned to our current business plan of 2023-24 and covers a further four year period 2024-2027. Progress will be measured annually with opportunities to amend the plan should this be necessary.
- 1.2 In its development, consideration was given to a review of existing priorities and consideration of new priorities.
- 1.3 This plan is a 'live' document and as such will be reviewed on an ongoing basis.

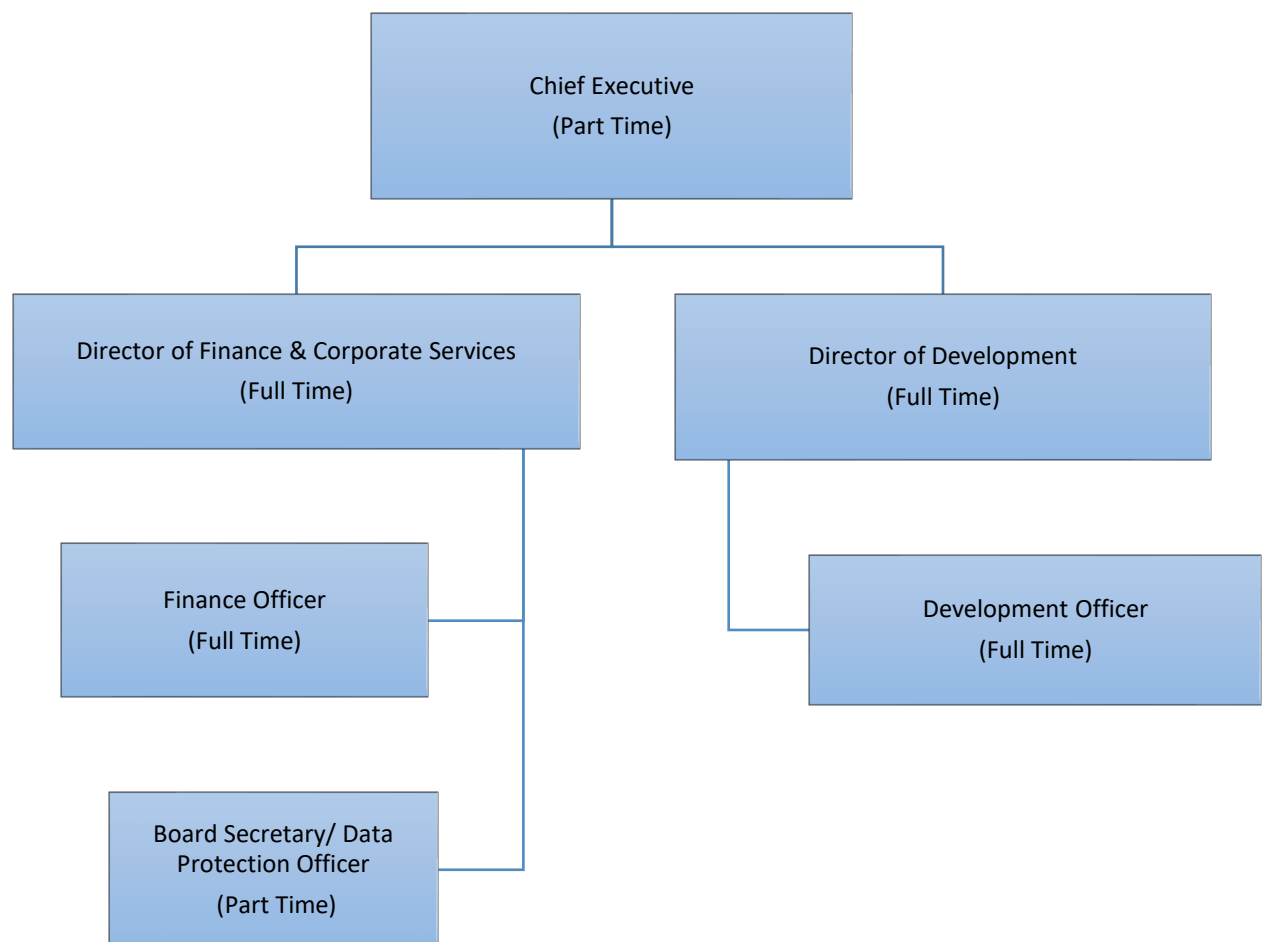
## **2. Equality Scheme Commitments**

- 2.1 The Equality Action Plan outlines actions relating to our functions and takes account of our equality scheme commitments relating to Section 75 of the Northern Ireland Act 1998. Our Equality Scheme is available on our website: [www.mazelongkesh.com](http://www.mazelongkesh.com)
- 2.2 The law requires us, when we carry out our work, to have due regard to the need to promote equality of opportunity across nine equality categories; age, gender, disability, marital status, political opinion, caring responsibilities, sexual orientation, religion and ethnicity. It also requires us to consider good relations in relation to political opinion, religion and ethnicity.
- 2.3 In our Equality Scheme we gave a commitment to monitoring progress and updating the plan as necessary. We also said we would engage and consult with stakeholders when reviewing this action plan.

## **3. Who we are and what we do**

- 3.1 MLKDC was established on 1 June 2011 and became operational on the appointment of the Chairman and Board on 10 September 2012 with the objective of regenerating the site by maximising its economic, historical and reconciliation potential. To this end, it has wide ranging powers to manage, develop, acquire and dispose of land. It is an 'arm's length body' under the sponsorship of The Executive Office (TEO). The aim was to create a setting conducive to private sector investment in the site.
- 3.2 A new Board was appointed on 30 October 2023 and is composed of a wide cross section of our community. Our Executive Team is led by Neil McIvor.

- 3.3 However, since August 2013, with the lack of Ministerial agreement on the future of the site, the activities of MLKDC have been guided by the parameters set by TEO. These have largely limited activities to essential maintenance and Health & Safety works, to maintain the site in fulfilment of our statutory responsibilities, as landowner and landlord.
- 3.4 This limited remit has also impacted on the structure of the organisation, with resources being limited to a skeletal structure of a temporary or part time nature. In these circumstances, the requirement for a Corporate Plan has been suspended. MLKDC activities have therefore been formulated on the basis of an annual business plan and supporting action plan.
- 3.5 The current structure of MLKDC is as follows:



### Strategic Objectives

- 3.6 The annual business plan objectives are set to enable MLKDC to fulfil its current remit, as defined by TEO. They seek to contribute to the draft outcomes based Programme for Government (PfG), as far as is practicable and achievable within the current constrained framework within which MLKDC has to operate. For the period of this scheme it is assumed that TEO will be content for MLKDC to operate in line with these business plan objectives, as has been the practice in previous years, in the absence of agreement on the way forward. MLKDC will continue to operate on that basis, unless otherwise instructed by TEO. These objectives are as follows:
- To identify and explore possible options that could help to maximize the economic, historical and reconciliation potential of the site and inform the development of a regeneration strategy, with the aim of securing agreement on the way forward for MLK.
  - To fulfil MLKDC's statutory and landowner responsibilities in relation to health and safety, estate management and the protection of the listed and retained buildings and scheduled monuments, taking account of requirements relating to public access.
  - To honour MLKDC's agreements with its tenants and occupiers, supporting and facilitating them, as appropriate, in their activities and future planning.
  - To ensure MLKDC fulfils its corporate responsibilities with good governance, propriety and regularity.
- 3.7 In addition to essential maintenance and Health & Safety works, MLKDC continues to support Royal Ulster Agricultural Society (RUAS) in the phased development of their show grounds (now known as Balmoral Park), as provided for under the Development Agreement between the parties. This has seen increased use of the EIKON exhibition and event centre and the construction of additional covered exhibition space, known as the FE Logan Hall and The Annex.
- 3.8 The Air Ambulance Northern Ireland (AANI) commenced operations for their Helicopter Emergency Medical Service (HEMS) on the site in July 2017. This has provided a fast response doctor led service responding to medical emergencies.
- 3.9 The Ulster Aviation Society, who maintain a collection of historical aircraft, have occupied the WW2 Hangars since 2005, with their collection continuing to grow.

#### **4. How we developed the Plan**

- 4.1 A team was formed to review the previous Equality Action Plan and prepare an audit of inequalities. Following this review a number of factors became apparent.
- 4.2 Firstly as stated previously, with the lack of Ministerial agreement on the future of the site, the activities of MLKDC have been guided by the parameters set by TEO. These have largely limited activities to essential maintenance and Health & Safety works, to maintain the site in fulfilment of our statutory responsibilities, as landowner and landlord.
- 4.3 This has also impacted on the structure of the organisation, with resources being limited to a skeletal structure, largely of a temporary or part time nature. In these circumstances, the requirement for a Corporate Plan has been suspended. MLKDC activities have therefore been formulated on the basis of an annual business plan and supporting action plan.
- 4.4 As a consequence, the review of the audit of inequalities identified the need to revise the Equality Action Plan to ensure that it reflected the current status of activities and remit available to the MLKDC.

#### **5. What is in our Equality Action Plan**

- 5.1 It is important to highlight that the action plan has been designed to be flexible, adaptable and responsive to changing circumstances and needs.
- 5.2 The broad themes and areas of work where MLKDC considers targeted actions could address inequalities and advance equality of opportunity and good relations are currently:
  - Strategic and Policy Development;
  - Human Resources; and
  - Communication.

##### **Strategic and Policy Development**

- 5.3 MLKDC appreciates that equality, diversity and disability related issues need to be at the core of business planning. To this end our plan ensures that we mainstream equality, diversity and disability issues across all functions.

### Human Resources

- 5.4 MLKDC values the need for staff to be empowered and given the right training and tools to do their job. One of MLKDC core values is equality; we are keen to ensure that through our action plan:
- We have a fuller picture of the makeup of our workforce;
  - We will ensure all our staff, regardless of their background, will enjoy working for MLKDC;
  - We will ensure that all staff are made aware of the need to address equality legislation as part of their job role; and
  - We will ensure that our staff and board members are trained in equality, diversity and disability related issues.

### Communication

- 5.5 MLKDC highly values communication. Our aim is to ensure that we communicate effectively with all our stakeholders. To this end we will ensure our website is accessible. In addition, we will ensure that diverse imagery is used in all our publications.
- 5.6 MLKDC are mindful that this situation may change should there be changes to its remit, as defined by TEO. MLKDC will reflect such changes by amending the Equality Action Plan as necessary.

## **6.0 Reviewing our Plan**

- 6.1 As this plan is intended to be a 'living' document, it will evolve and be reviewed in line with MLKDC's business planning process. This linkage to the business planning cycle will also ensure that equality of opportunity and promotion of good relations are incorporated and mainstreamed at a strategic level.
- 6.2 Appendix 1 outlines our actions for the next four years. We will keep this plan under regular review and report annually on progress to the Equality Commission NI. We will undertake a wider review in four years and will involve Section 75 equality groups and individuals in that review, producing a new three year plan.
- 6.3 This document is also available on our website: [www.mazelongkesh.com](http://www.mazelongkesh.com)

## **7.0 Who to contact**

- 7.1 The person in our organisation who is responsible for making sure that the actions in this plan are undertaken and completed is:

Director of Finance and Corporate Services  
94 Halftown Road  
Lisburn  
BT27 5RN  
Tel: +44 (0)28 9250 1806  
[contact@mazelongkesh.com](mailto:contact@mazelongkesh.com)

## Appendix 1

### Maze Long Kesh Development Corporation

#### Draft Equality Action Plan 2024-27

#### 1. Strategy and Policy Development

	Outcome	Action	Measure	Lead and Timeframe
1	MLKDC will have better integration of Section 75 duties in all planning and decision-making processes.	Review the equality screening process.  Complete timely and thorough equality screening exercises of all new and reviewed policies.	Revised Equality Screening process.  Equality Screening completed.	Director of Finance and Corporate Services is the Lead for all actions.  2024  Annual
2	Mainstreaming Equality and Good Relations and linking to business planning.	Review equality and good relations processes for all aspects of business.	Completed Business Plan and Business Cases.	2024/25
3	Improved awareness of disability issues.	Develop a Disability Action Plan.  Consult on Plan	Completed Disability Action Plan	2024
4	Improved understanding of equality processes and outcomes.	5 year review of Equality Scheme.	Completed Equality Scheme review.  Amend and update Equality Scheme	Completed 2023 and due 2028
5	Improved awareness of understanding inequalities and potential impact of decision making.	Monitor and report on progress of Equality Action Plan.  Review issues annually and develop actions.	Equality data collected.  Completed annual reports	2025  Annual

	<b>Outcome</b>	<b>Action</b>	<b>Measure</b>	<b>Lead and Timeframe</b>
6	Improved engagement with S75 groups.	Review consultation and engagement systems and benchmark against best practice models.	Up to date consultation lists and processes.	2028
7	Improved awareness of HR processes and practices.	Review staff handbook.	Update staff handbook and improved staff awareness.	2025
8	Mainstreaming equality across all functions.	Equality targets set at corporate level.	% measurable business plan targets relating to equality achieved.	Annual
9.	Compliance with period products legislation	Review period product legislation and agree actions	Action Implemented and reviewed	Annual

## 2. Human Resource Management

	<b>Outcome</b>	<b>Action</b>	<b>Measure</b>	<b>Lead and Timeframe</b>
10	Equality and Good Relations training needs and providers reviewed and sourced.	Review the Equality and Good Relations training provision	Training needs and providers assessed, quantified and sourced	2024- 2025
11	Improved awareness of equality of opportunity and good relations.	Comprehensive equality and good relations training for all staff.  Comprehensive equality and good relations training for all Board members.	100% Staff trained.  100% Board members trained.	2025/2026  2025/2026

	Outcome	Action	Measure	Lead and Timeframe
12	Improved awareness of disability equality awareness.	Disability equality awareness training for all staff.  Comprehensive disability equality and good relations training for all Board members.	100% Staff trained.  100% Board members trained.	2024/2025  2025/2026
13	Improved wellbeing in the workplace.	Implement staff survey on workplace environment and culture.	Positive staff survey results.	2024- 2026
14	Improved wellbeing and in the workplace	Review induction processes and programmes.	All new employees are inducted successfully.	As required