

LONDONDERRY PORT AND HARBOUR COMMISSIONERS

EQUALITY SCHEME

FINAL DRAFT

APRIL 2000
(Revised Jan 2007)

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PREFACE

Londonderry Port and Harbour Commissioners are fully committed to fulfilling its statutory duties arising from Section 75 of the Northern Ireland Act 1998. Arrangements will be made to ensure that:

- the necessary resources in terms of people, time and money are found to enable the statutory duties to be complied with;
- the Equality Scheme can be drawn up and implemented effectively and on-time;
- there are effective internal systems in place for monitoring and reviewing progress;
- a programme of communication and training on the Equality Scheme is put in place.

Chairman
Mr G O'Doherty

Chief Executive
Mr B McGrath

1. INTRODUCTION

1.1 Londonderry Port and Harbour Commissioners

Londonderry Port and Harbour Commissioners is a Trust Port and as such its powers are limited to those conferred by the Londonderry Port and Harbour Act (Northern Ireland) 1970. As a body with perpetual succession, Londonderry Port will continue to exist as a Port indefinitely unless dissolved by statute.

It is implicit in the legislation that the underlying purpose of the Commissioners is to promote the maintenance, improvement and efficient operations of the Port and that powers inferred on the Commissioners must be exercised for that purpose.

1.2 Equality of Opportunities and Promotion of Good Relations

Section 75 of the Northern Ireland Act 1998 (the Act) requires Londonderry Port and Harbour Commissioners (the Commissioners) in carrying out its functions to have due regard to the need 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 dependants and persons without.

In addition and without prejudice to its obligations above the Commissioners shall, in carrying out its functions, have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group.

1.3 The Commissioners' Equality Scheme

The Act requires the Commissioners to prepare an Equality Scheme to show how the duties of promoting equality of opportunity and good relations will, in respect of their functions, powers and duties be implemented, monitored and reflected. This is the function of this document, which sets out arrangements for:-

- Consulting on the draft scheme;
- Assessing the Commissioners' compliance with its duties under Section 75;
- Consulting on matters to which an equality of opportunity promotional duty or a good relations promotional duty is likely to be relevant;
- Assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the Commissioners on promotion of equality of opportunity;
- Monitoring any adverse impact of policies adopted by the Commissioners on the promotion of equality of opportunity;
- Publishing equality impact assessments and commitment to taking account of such equality impact assessments and consultations when making policy decisions;
- Training of staff;
- Ensuring and assessing public access to information and to services provided by the Commissioners;
- Handling complaints arising from failure to comply with the Equality Scheme;

- Commitment to reviewing the Equality Scheme within five years and forwarding a copy of such review to the Equality Commission.

1.4 The Commissioners operate in a commercial environment and as such a number of its activities are commercially sensitive. The Commissioners have identified the following key functions in relation to the execution of their duties.

- Open Port Policy;
- Marine Safety and Pollution Control;
- Provision of Port infrastructure, cranes and storage facilities;
- Levying of charges for use of Port facilities;
- Ensuring that adequate land is available in future for Port development and expansion;
- Health and Safety for users of Port operational areas;
- Commercial leasing of land for Port operational users;
- Employment;
- Procurement in accordance with EU legislation and generally accepted good practice;
- Reinvestment of surplus funds in improvements and enhancements to the Port;
- Environmental issues within the Port and its conservancy;

- Operation of a tug and ploughboat both within the harbour and on outside contracts;
- Liaise with the Maritime and Coastguard Agency;
- Maintain the integrity of the shipping channel through maintenance dredging.

1.5 The Commissioners are committed to the fulfilment of its Section 75 obligations in carrying out all their functions, powers and duties. Responsibility for driving forward implementation will be under the personal responsibility of the Chief Executive, Mr B McGrath.

1.6 The obligations and resulting procedures will be communicated to each member of the Commissioners staff. Implementation of the statutory duties will be incorporated in the personal performance and review plans of our staff.

2. Arrangements for Consulting on the Draft Scheme

2.1 The draft scheme is available for consultation.

2.2 The Commissioners consulted with the following: (See Appendix 1)

- Port Users
- Department of Regional Development
- Derry City Council
- Londonderry Chamber of Commerce
- Foyle, Carlingford and Irish Lights Commission
- Equality Commission
- Community Relations Council
- NI Public Service Alliance
- ATGWU
- SIPTU
- Employees
- Committee of the Administration of Justice
- Other Public Authorities
- Foyle Friend
- Volunteers Groups
- North West Forum of People with Disabilities
- Community Groups
- Derry Well Woman
- North West Community Network

- Ingage
- This list is not intended to be exhaustive and will be amended in the light of experience.

The existence of the Draft Equality Scheme, its availability for consultation and the means for making comment thereon was advertised in the Belfast Telegraph, the Derry Journal and the Londonderry Sentinel.

2.3 The commissioners will ensure that at all times information is available to ensure meaningful consultation. The Commissioners consider it particularly important that sufficient, timely and appropriated information is provided to enable all allocated groups and individuals to consider the full implications of proposals, and it will take steps to ensure this.

2.4 All consultation will take place in accordance with the Guiding Principles.

- Consultation with groups and individuals will begin as early as possible.
- All methodologies will be considered in line with best practice
- The Commissioners to ensure that there are no barriers to consultation
- The necessary training will be given to staff who are engaged in consultation exercises
- Adequate time should be given to all groups to consult amongst themselves and a period of at least eight weeks is suitable for consultation
- Measures will be taken to ensure full participation when meetings are held
- A Suitable venue and time will be considered in all consultations

2.5 Established Links

Londonderry Port have been fully committed to the principal of promoting equality and establishing links with community and voluntary groups. To this end below is a list of established links between Londonderry Port and other organisations.

- Through the Adopt-a-Classroom initiative, during 2000, class 10n Templemore Secondary School learned about the port and in return produced a booklet to be given to Primary Schools during the numerous visits, in order to increase the level of understanding of the port.
- Financial Controller represents the port on the boards of NW Pathways - a body established to co-ordinate GNVQ placements in industry, Northlands
- a drug and alcohol rehabilitation and treatment organisation and RAPID - Rural Area Partnership In Derry which co-ordinates Leader II money for rural initiatives.
- Chief Executive is on the Board of the Playhouse - a community/voluntary arts organisation and also Foyle Common Purpose.
- Londonderry Port sponsored Derry Civic Youth Choir for three years in order to help the choir become established.
- Londonderry Port has placed two people through the Common Purpose course which brings together people from each section public, private and voluntary.

3 Arrangements for the Assessment of Compliance with Section 75 Duties

- 3.1 The Commissioners are fully committed to the fulfilment of its Section 75 obligations and statutory responsibility lies with the Board of Commissioners. The arrangements for assessing compliance with Sections 75 duties are detailed in the following sections.
- 3.2 The Commissioners are committed to the fulfilment of its Section 75 obligations in all aspects of its operational responsibilities for driving forward implementation which will be under the personal responsibility of the Chief Executive. Objectives and targets relating to the statutory duties will be integrated into the Commissioners corporate and annual operating plans.
- 3.3 The Commissioners' Section 75 obligations and resulting procedures will be communicated to each member of the Commissioners Staff. Implementation of the statutory duties will be incorporated in the personal performance and review plans of our staff.
- 3.4 Any paper presented to the Commissioners for approval will include a statement from the manager presenting the paper that new policy (whether stated or implied) has been assessed with regard to the equality of opportunity duties referred to above and will also include a note of what steps, consultations or impact assessments, have been or will be carried out with regard to satisfying the equality of opportunity duties.
- 3.5 The Chief Executive will report to the Commissioners including the Chairman on a monthly basis regarding the monitoring and review of implementation of the Equality Scheme and progress on meeting the objectives and targets relating to the statutory duties.
- 3.6 The Commissioners will prepare on an annual basis a progress report on the operation of the Equality Scheme and submit this statement to the Equality Commission. This will be incorporated within our annual report.
- 3.7 The Commissioners will liaise with the Equality Commission with a view to ensuring that progress made in implementing the arrangements specified in the Equality Scheme and in complying with the statutory duties is maintained.
- 3.8 The Commissioners will monitor complaints that the statutory duties have not been fulfilled and will seek to resolve such complaints bi-laterally. Where the complainant is not satisfied, for whatever reason, the Commissioners may liaise with the Equality Commission on the matter in accordance with section 10 of the Scheme.

3.9 The Commissioners will conduct a comprehensive review of their Equality Scheme within five years of its submission to the Equality Commission and will forward a copy of this review to the Equality Commission. This review will be advertised as available in the local press.

3.10 The Chief Executive can be contacted at

Londonderry Port and Harbour Commissioners
Port Road
Lisahally
Co Londonderry BT47 6FL

Tel No - 028 7186 0555

Fax No - 028 7186 1168

Email - stan@londonderry-port.co.uk

3.11 See Organisation Chart

Appendix 3

4. Arrangements for Consulting on Matters to Which a Duty under Section 75 is likely to be relevant.

- 4.1 In consulting on any matter to which this Scheme relates, including the Scheme itself, screening, equality impact assessments and any other matter relating to the Section 75 duties, the Commissioners will, commence consultation with groups and individuals as early as possible. A minimum period of eight weeks will be allowed for all consultations. The Commissioners are committed to comprehensive, timely open and inclusive consultation in addressing its statutory duties.
- 4.2 The Commissioners will work with representative bodies of the Section 75 categories in order to assess how best to obtain their views. This may involve face to face meetings, advisory groups, attitude surveys, internet discussions and other innovative ways of consulting.
- 4.3 The Commissioners will work with the representative groups to remove barriers to proper consultation by ensuring information is available in accessible formats in a timely fashion. The Commissioners will also liaise with representative groups on how best to communicate information to young people and those with learning disabilities.
- 4.4 The Commissioners consider it important that sufficient, timely and appropriate information is provided to enable the affected groups and individuals to consider the full implications of proposals, and it will take steps to ensure this while being mindful of the necessity to maintain confidentiality of legally or commercially sensitive information.
- 4.5 Appropriate measures will be taken to ensure full participation in any meetings that are held. The Commissioners will consider the time of day, the appropriateness of the venue, in particular whether it can be accessed by those with disabilities, how the meeting is to be run, the use of appropriate language, whether a signer is necessary, and the provision of childcare.
- 4.6 When consultation is carried out with regard to the equality of opportunity duty, consultation with regard to the promotional duty of good relations will be undertaken at the same time.
- 4.7 Specific training will be given to staff engaged in consultation exercises so that they have the necessary skills.
- 4.8 The Commissioners are committed, in respect of all consultation on matters relevant to the duties to consult with

- The Equality Commission
- The Community Relations Council
- Voluntary Groups
- Community Groups
- Trade Unions and Employees
- Organisations representing the various categories included in Section 75

The full list of consultees is attached at Appendix One. This list is not exhaustive and may be amended in light of experience.

5. Arrangements for Assessing and Consulting on the Impact of Policies Adopted or Proposed to be Adopted on the Promotion of Equality of Opportunity

5.1 In identifying policies to be subject to impact assessment the Commissioners have considered all policies using the following criteria:

- a. Is there evidence of higher or lower participation or uptake by different groups?
- b. Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy?
- c. Is there an opportunity to better promote equality of opportunity or better community relations by altering the policy or working with others in government or in the larger community?
- d. Have consultations with relevant groups, organisations or individuals indicated that particular policies create problems that are specific to them?

5.2 All new policies will be subject to the same screening procedure. Using the criteria set out in paragraph 5.1; the results of the initial consideration are shown in Table A. All of these policies were screened. The Commissioners employment policies will therefore be subjected to equality impact assessments in Year 1 of the implementation of this Scheme. All equality impact assessments will be conducted in accordance with the Procedure for Conduct of Equality Impact Assessments as set out in Annex 1 of the Equality Commissioners' Guide.

5.3 New Policies will be screened in accordance with the criteria in 5.1.

TABLE A

	(a)	(b)	(c)	(d)
Open Port Policy				
Marine Safety				
Pollution Control				
Provision of Infrastructure				
Levying Charges				
Land Provision				
Health & Safety				
Leasing Land				
Employment	X			
Procurement				
Re-investing Funds				
Environment				
Tug/Ploughboat				
MCA				
Dredging				

5.4 The Commissioners have not currently identified any anticipated new policies which will require equality impact assessments. Any such policies which may be developed will be subject to a full impact assessment.

- 5.5 The Commissioners will, in the course of any decision making with respect to a policy adopted or proposed to be adopted, take into account any assessments carried out or consultations entered into.
- 5.6 The Commissioners will maintain a record keeping and monitoring system which will, in as much as the information available permits, be designed to reveal any adverse effects of the policies adopted by the Commissioners. A system will be established to monitor the impact of policies in order to identify their effects on the relevant groups. This will be reviewed on an annual basis and the results will be widely and openly published. The monitoring information will be published in the local newspapers, on our web site and in our annual report. If monitoring and evaluation show that a policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted the policy will be revised.
- 5.7 The guidelines issued by the Equality Commission specify that the scheme must cover the arrangements for assessing the impact of employment and procurement policies. These are set out below.
- The Commissioners are committed to equality of opportunity regarding employment. All job applicants will receive equal opportunity and all recruitment, promotion and training will be based upon a persons ability and job performance and will exclude any consideration of an applicant's/employee's religious beliefs, political opinion, sexual orientation, marital status or disability.
 - The Commissioners will continue to monitor and review all employment and recruitment and the make up of all its workforce.
 - The Commissioners will review its employment practices to ensure promotion of equality of opportunity.
 - The Commissioners procurement policy is carried out in accordance with EU legislation and best practice models.
- 5.8 Major procurements are carried out on behalf of the Commissioners by the Government Purchasing Agency (GPA). The Commissioners will work in partnership with GPA to promote equality of opportunity and good relations and will act pro-actively to contribute to the conduct of any impact assessment bound by GPA and implemented by Londonderry Port and Harbour Commission.

6. Arrangement for the Publishing of Assessments and Monitoring

6.1 The Commissioners will make publicly available the outcome of any equality impact assessment and of any monitoring carried out as described in Section 5. This will be done in the following ways:

- (a) It will be available in printed form from the Commissioners offices at:
Harbour Office
Lisahally
Londonderry
Co Londonderry
BT47 6FL

or by electronic mail, requests should be made to info@londonderry-port.co.uk and on the Commissioners web site.

The General public will be informed that the material is available by advertisement in the local press.

- (b) All groups and individuals consulted during the preparation of the assessment will be advised of the availability of the information. Specific consideration will be given to how best to communicate the Scheme to young people and those with learning disabilities.
- (c) The general public will be advised of the availability of the information through a press release.

6.2 Published information on equality impact assessment will include

- Aim of the policy
- Details of Consideration given by the Commissioners to measures which might mitigate any adverse impact of that policy on the promotion of equality of opportunity.
- Details of consideration given by the Commissioners to alternative policies which might better achieve the promotion of equality of opportunity.

6.3 The Commissioners are committed to establishing, where required, arrangements for making accessible formats available to ensure the highest level of inclusively.

- 6.4 The Commissioners will within the first year following approval of the Scheme assess its arrangements for providing information in Braille, large print, audio cassette and in minority languages for those who are not fluent in English.

7. Arrangements for the Training of Staff

- 7.1 All staff who have any responsibility for the formulation of policy or for its delivery will receive appropriate training on the content and practical implications of Section 75 obligations, the requirements of the Equality Scheme and arrangements for equality impact assessments and monitoring within six months of the acceptance of the Equality Scheme by the Equality Commission.
- 7.2 All members of staff will be given a personal copy of the approved Equality Scheme.
- 7.3 Mr Stephen Gillespie, senior member of the management team, will be designated to deal with any queries staff may have on the operation of the Equality Scheme.
- 7.4 Staff performance in relation to the statutory duties will be monitored and reviewed annually.
- 7.5 All new staff will receive appropriate training to ensure commitment to the statutory duties.
- 7.6 A comprehensive training plan will be devised to cover Section 75 commitments and all aspects of current anti-discrimination legislation in Northern Ireland:-
- To train employees required to carry out screening of policies and in how to conduct equality impact assessments.
 - To train employees involved in handling complaints and investigation.
 - To provide employees involved in consultation with the necessary training.
- 7.7. Training will be evaluated to ensure its relevance and staffs full understanding of their role in implementing duties.
- 7.8 Evaluation of the training will be contained within the annual review.
- 7.9 Training has already begun with a half-day workshop on ‘Protecting Dignity at Work’ for all the employees.

8. Arrangements for Public Access to Information and Services

- 8.1 The Commissioners will continue its proactive policy of obtaining wide press coverage of its activities.
- 8.2 The Commissioners will continue to make its Annual Report widely available.
- 8.3 All advertisements, announcements and public notices will be published in the Belfast Telegraph, the Derry Journal and the Londonderry Sentinel.
- 8.4 The Commissioners will monitor access to information and services. Arrangements will be made for public access to information, where such information is not commercially or legally sensitive to ensure equality of opportunity and remove barriers to access.
- 8.5 The Commissioners will continue to produce a bi-annual newsletter which is distributed widely and is also available by contacting:-

Mr Stephen Gillespie
Londonderry Port & Harbour Commission
Port Road
Lisahally
Co Londonderry, BT47 6FL
Tele No: - 028-71-860555
Fax No: - 028-71-861168
email:- stephen@londonderry-port.co.uk

9. Publication of the Scheme

- 9.1 On submission of the Final Equality Scheme to the Equality Commission it will be made available at the Harbour Office and also on the Commissioners web-site. It will also be circulated to those organisations who have responded to the Draft Scheme.
- 9.2 The scheme will be advertised as available in the local press and will be available by e-mail, or on our website or by contacting the Commissioners directly.
- 9.3 The Scheme will be produced in a manner which will ensure equality of access to the groups representing the various categories in Section 75.

10. Arrangements for Dealing with Complaints

- 10.1 The Commissioners seek a positive public perception of its aims and activities. It is open and responsive to suggestions towards and criticism of the way it conducts its business and especially in terms of issues of equality of opportunity.
- 10.2 Any complaint will be treated courteously, promptly and in accordance with the following procedure.
- 10.3 Complaints must be made in writing addressed to the Chief Executive at the
Harbour Office:
Port Road
Lisahally
Co Londonderry
BT47 6FL
- Tel 028 7186 0555
- 10.4 A complaint perceived to be of a minor nature will be dealt with and a response given within five working days. A complaint perceived to be of a more serious nature will be acknowledged within five working days and if investigation is likely to be protracted an intended response date will be given. This will not normally be longer than one month.
- 10.5 Complaints may be pursued with the Equality Commission in accordance with paragraph 10 on schedule 9 of the Northern Ireland Act 1998.

11. Further Arrangements for the Fulfillment of the Obligations to Promote Good Relations

- 11.1 In addition to its duty to promote equality of opportunity the Commissioners recognise its obligation to ‘have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group’.
- 11.2 The good relations duty is inherent in the procedures, practices and commitments already specified in this scheme.
- 11.3 The Commissioners will be conscious of the need for inclusiveness when carrying out its core tasks.
- 11.4 The Commissioners are committed to reviewing the approved Scheme within five years and forwarding a copy of such review to the Equality Commissioner. The review will also be made publicly available. This exercise is acknowledged as separate to the annual review of progress on the implementation of the Scheme.

12. Reconsideration of Draft Scheme in Light of Consultations

12.1 In the course of the consultation of the draft Equality Scheme comments and suggestions were received from the following groups:-

NIACRO

Equality Commission

Community Relations Council

Londonderry Chamber of Commerce

Coalition on Sexual Orientation

Derry City Council

Committee on Administration of Justice

12.2 The substance of the comments and the action taken in incorporating them into the final draft of the Equality Scheme are set out below

Comments Received

Action Taken

NIACRO
Equality Commission

The comments received set out each parties position regarding this process.

Community Relations Council
Coalition on Sexual Orientation
Derry City Council

They were studied and in our opinion the scheme amply covers the issues raised.

Committee on Administration of Justice

12.3

Summary Timetable

The following timetable summarises the measures which the Commissioners propose to take during the five years following approval of this Scheme.

Year One:-

- Equality Impact Assessments on policies identified at Section 5.
- Assessment of monitoring arrangements over the main policy areas.
- Assessments of arrangements for providing information to the public.
- General awareness training for management staff.
- Specific training
- Annual review of progress to the Equality Commission

Year Two to Five:-

- Any additional impact assessments as may arise.
- Any further consultations as may arise.
- Annual review of progress to the Equality Commission.

Year Five:-

- Five year summary of review of Scheme to the Equality Commission.

The Commissioners will keep this schedule under continuous review to accommodate the emergence of new policies and issues arising from the performance of equality impact assessments.

Appendices

Appendix One

List of Consultees

The following 33 groups or organisations received written copies of the Draft Equality Scheme as part of the extensive consultation exercise prior to submission of a final scheme for approval to the Equality Commission.

In addition 29 members of staff of the Authority and 8 non-executive Board members received a copy of the Draft Scheme:-

SIPTU
30 Great James St
Londonderry
BT48 7DB

ATGWU
56/58 Carlisle Road
Londonderry
BT48 6JP

Mr Paul McSwiggin
Derry City Council
98 Strand Road
Derry

Burke Shipping Services
Port Road
Lisahally
Londonderry

Fuel Preparations
Port Road
Lisahally
Londonderry
BT47 6FL

T Gallagher & Sons
8-10 Haw Road
Lisahally
Londonderry
BT47 1XT

Mr Don McAllister
Cory Towage Ltd
12 Edgewater Road
Belfast Harbour Estate
Belfast
BT3 9JQ

TR Shipping
Victoria Terminal 3
Westbank Road
Belfast
BT3 9JL

Mr Chris Arbuckle
Kelly Fuels
Bay Road
Pennyburn
Londonderry BT48 7SH

Mr Seamus Quinn
Coolkeeragh Power Limited
Electra Road
Maydown
Londonderry

Mr Ken Ferguson
Shell NI
Bay Road
Londonderry

Campbell Freight
Portview
Belfast Harbour Estate
Belfast
BT3 9JU

Mr Tony O'Doherty
Du Pont Ltd
Maydown Works
Londonderry

Mr Peter Woods
Campsie Fuels Ltd
22a Donnybrewer Road
Campsie
Londonderry

Mr Danny McCann
Foyle Shipping Services
Rosebank
Shrove
Greencastle

Hamilton Shipping
Princes Dock
14 Clarendon Road
Belfast
BT1 3BG

Department for Regional Development
Transport Policy Division
River House
48 High Street
Belfast
BT1 2AR

Mr William McCloskey
11 Summer Hill
Belmont l
Londonderry

West Belfast Economic
Forum
30-41 Glen Road
Belfast
BT11 8BB

Foyle Friend
37 Clarendon Street
Londonderry
BT38 7ER

NW Forum of People with
Disabilities
58 Strand Road
Londonderry
BT48 7AJ

Derry Well Woman
17 Queen St
Derry
BT48 7EQ

The Woman's Centre
32 Great James St
Derry
BT48 7DB

NW Community Network
5a Carlisle Road
Derry
BT48 6JJ

Engage
NW Teachers Centre
Strathfoyle
Temple Road
Londonderry

Chamber of Commerce
1 St Columbs Court
Bishops Street
Londonderry
BT48 6PT

Equality Commission
Chamber Commerce House
Great Victoria Street
Belfast

Community Relations Council
6 Murray Street
Belfast
BT1 6DN

NI Public Service Alliance
21 Bishops Street
Londonderry

Committee on the Administration of Justice
Century House
Donegal Street
Belfast

Foyle Carlingford & Irish Lights
8 Victoria Road
Londonderry
BT47 2AB

Mrs Caroline Johnston
Hawkes Bay Apparel Ltd
Unit 24 Springtown Ind Est
Derry
BT48 0NA

RNID
Wilton House
5 College Square
North Belfast
Co Antrim
BT1 6AR

APPENDIX TWO

The following 8 organisations provided the Authority with written responses to the Draft Scheme out of the 32 copies distributed. No individuals responded in writing.

-	Persons of a different religious belief	-	None
-	Persons of a different political opinion	-	None
-	Persons of a different racial group	-	None
-	Persons of a different age	-	None
-	Persons of different marital status	-	None
-	Persons of different sexual orientation Coalition on Sexual Orientation	-	One
-	Men & Women generally	-	None
-	Persons with a disability and persons without- Royal National Institute for Deaf	-	One
-	Persons with dependants and persons without -	-	None
-	Other NIACRO Equality Forum for NI Community Relations Council Londonderry Chamber of Commerce Derry City Council Committee on Administration of Justice	-	Six

Five of the eight organisations had no specific comment on the Londonderry Port & Harbour Commissioners' Draft Scheme but made general points about all Equality Schemes for consideration. Other correspondents thanked the Commissioners for receipt of the Scheme but through limitations of their own resources were going to concentrate on responses to other Schemes more relevant to their particular circumstances. One respondent acknowledged receipt and raised points on Paragraphs - 6 & 9. These points were taken into consideration by the Commissioners in the subsequent Drafts of the Equality Scheme.

**LONDONDERRY PORT & HARBOUR COMMISSIONERS
ORGANISATION CHARTAPPENDIX 3**

