



Derry City & Strabane
District Council

Comhairle
**Chathair Dhoire &
Cheantar an tSraitha Báin**

Derry Cittyie & Strábane
Destríck Cooncil

Easy Read Equality Scheme

For Derry City and Strabane District Council 2020-2023

www.derrystrabane.com/equality





Equality Scheme for Derry City and Strabane District Council 2020-2023 (Easy Read)

	<p>This Equality Scheme is written so that Council follows the piece of law called Section 75 and Schedule 9 of the Northern Ireland Act 1998</p>
	<p>Please contact us if you need this report written in a different way - for example large print or in a different language (see below for contact details).</p>
	<p>Phone: (028) 71 253253 Ext 6705</p>
	<p>Email: equality@derrystrabane.com</p>
	<p>Approved by the Equality Commission for Northern Ireland on February 2020</p>

A Message from the Mayor and Chief Executive



Derry City & Strabane
District Council
Comhairle
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Derry Cittie & Str abane
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	<p>There is a piece of law (Section 75 of the Northern Ireland Act 1998) which requires public authorities to treat everyone fairly and equally. The law has put people into Section 75 groups - We have shown what these groups are in Appendix 1.</p>
	<p>Our equality scheme is a plan that says how we will make things more fair and equal for people. It shows how we will make things better for people who use our services and for the people who work for us.</p>
	<p>We will make sure that we have enough people, time and money to make sure that we follow the law and do everything we said we would right and do on time</p>
	<p>We will check how well we are following this plan about treating people fairly and equally.</p>
	<p>We will train our elected members and our staff to make sure that they know what they should do to treat people fairly and equally.</p>

A Message from the Mayor and Chief Executive



We want to make sure that there is a chance for people affected by our work, to help us develop how we carry out our services. It also gives people a chance to complain to us if they think that we are not doing a good job for them or they cannot use any of our services.

As Mayor and Chief Executive we have signed below to show that we think it is important to make Council a place that treats everyone fairly and equally.

Michaela Boyle

Mayor / Méara
Councillor / An Comhairleoir

Michaela Boyle

John Kelpie

Chief Executive
Derry City & Strabane District
Council


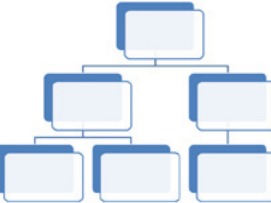

John Kelpie
MEng., CEng., MStructE., MIEI




Date: 28th February 2020

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Chapter 1 - Introduction

	<p>Who we are and what we do</p> <p>The Council has 40 elected members who we vote in for a four year period. They meet every month to make decisions about the work of the Council.</p>
	<p>Staff who work for Council are organised into Directorates.</p> <p>These are</p> <ul style="list-style-type: none"> • Environment and Regeneration • Health and Community • Business and Culture • Support Services (Legal, HR, Policy, Finance and Audit) <p>The Chief Executive looks after the work of all the Directorates.</p>
	<p>The Council delivers the following services within the Council area;</p> <ul style="list-style-type: none"> • It has places for people to go and enjoy sport, arts and cultural events, community centres, parks and open spaces,

	<ul style="list-style-type: none"> • It has staff who clean the streets • It has staff who take away our bins
	<ul style="list-style-type: none"> • it provides grant aid to support community groups
	<ul style="list-style-type: none"> • It looks after health and safety matters relating to the environment, public health and public safety, including building control, food safety, air pollution, noise pollution, dog control, consumer protection and health and safety
	<ul style="list-style-type: none"> • it looks after graveyards

Chapter 1 - Introduction

	<p>Council can deliver these services to us by;</p> <ul style="list-style-type: none"> • Getting money by buying and selling land or
	<ul style="list-style-type: none"> • Borrowing money
	<ul style="list-style-type: none"> • Employing staff
	<ul style="list-style-type: none"> • Buying in goods and services to get best value for us

Chapter 2 - How We Will Check Our Progress to make sure we are following the law.

	<p>Responsibilities and reporting</p> <p>The Chief Executive is responsible for making sure that Council meet all the targets set out by law so that everyone is treated fairly and equally. The Council also has an Equality Officer in post to help to do this also.</p>
	<p>The Equality Officer will report to Council's Management Team four times a year about how Council is meeting its Equality targets. A report of progress will be added in as part of the Council's Annual Report and Improvement Plan.</p>
	<p>The Equality Officer must also write a report to the Equality Commission by 31 August each year about how Council is following the law and what progress they have made in treating people fairly and equally. We will put this report on our website every year also -</p> <p>https://www.derrystrabane.com/Council/Equality/Equality-Scheme</p>

Chapter 2 - How We Will Check Our Progress to make sure we are following the law.



Action plan/action measures

- Derry City and Strabane District Council looked at its services and how they were being delivered to try and see if there was anyone who was being treated unfairly when they tried to use Council services.
- When Council saw an area where people were not being treated fairly and equally it wrote down the actions that needed to be taken over the next four years to make this right - This is called the Equality Action Plan. It tells you how someone is being treated unfairly, how it will be fixed, who will fix it and when it will be fixed.



Chapter 3 - How we consulted with you and wrote this Equality scheme and Equality Action



Council have used a lot of information to write this Equality Scheme and Action Plan.

The law says we must talk to men and women of different ages, race, religion, political opinion, marital status, disabled people, lesbian and gay people and people with caring responsibilities to see what they think about how Council delivers its services to them



Council did this by:

- Writing to organisations to find out what they think (there is a full list of organisations we contacted at Appendix 3 at the end of this Equality Scheme.
- Putting questions on our website for our staff and for members of the public to answer
- Meeting with our Equality and Disability Equality Groups
- By looking at the information that other people and organisations had written about Council services and how some people could not access them.

Chapter 3 - How we consulted with you and wrote this Equality scheme and Equality Action



We used all the responses and information we read to write the Equality Plan. This plan contains actions like:

- We will put in monitoring systems so that we can find out who is using all our services and what their needs are.
- We will write a policy which says how we will charge for the use of our services and say who we will give reduced rates to.
- We will make sure all our elected members and staff are trained about the law that Council must follow to make sure they treat everyone fairly and equally.
- We will improve our facilities with the money we have to make sure people with a disability can use them.
- We will make sure all Council information is available to people in the best way for them – for example in the language they understand best, in large print or in Braille.
- We will ask the elected members to show everyone that they are welcome to be a part of their political party

Chapter 4 - What Council will do now with its policies and services.



As the law says Council will continue to look at the way it carries out its business or how it intends to carry out new business and make sure that no one will be treated unfairly or unequally.

This is a process called Screening which means that Council will look at men and women of different ages, race, religion, political opinion, marital status, disabled people, lesbian and gay people and people with caring responsibilities and make sure that they can all access the service equally.

If there is a service which someone cannot use as others can then we will put actions in place to fix it.

If we don't know how to fix this then we will carry out an Equality Impact Assessment which means we write up a report about this new service or policy, showing how we have made it the best we can and send it out to all our consultees to see if they have ideas to help us fix it.

Chapter 4 - What Council will do now with its policies and services.



We will let you know what policies we have screened together with any equality impact assessments we have carried out by writing a report and publishing it four times a year.

These reports will be on our website

<https://www.derrystrabane.com/Council/Equality/Equality-Scheme>

And on request by contacting:



**Policy Officer (Equality)
Derry City and Strabane District Council
98 Strand Road
DERRY
BT48 7NN**



Telephone : 028 71 253253 Ext 6705

Chapter 5 - Staff training



Derry City and Strabane District Council will train its elected members and staff about how to make sure they are treating everyone fairly and equally.

They need to know about:

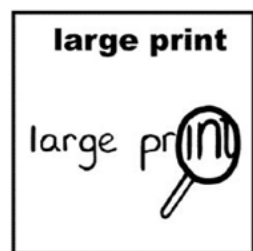
- The law
- How to ask people what they think of how Council delivers its services or what way they would like to see a new service being given to them.
- How to find out who is using their services and what their needs are and who is not using their services and why they are not. This will help make the service better.



The training sessions will be given by members of community groups and Council staff.



Chapter 6 - How we will make sure everyone can get Council information.



Derry City and Strabane District Council knows that there are some people who will not be able to get Council information as easily as others because they need it to be in a different way. For example

- People with who have bad eyesight or who cannot see may need the information to be in large print or in Braille.
- People from different countries who are living in Northern Ireland may not be able to speak or understand English well so they may need the information to be printed into their own language.
- Children and young people may not be able to fully understand information so they may need it to be put into easy read language.

As well as putting information into different formats when we are asked for it, Council also uses Browse-Along and Large Text functions on its website to make sure people can read the

Chapter 7 - What to do if you think Council is not treating you fairly or equally.



When you are not happy about the way Derry City and Strabane District Council has treated you and you want to make a complaint you should contact our Chief Executive;

Chief Executive
Derry City and Strabane District Council
98 Strand Road
DERRY
BT48 7NN

Telephone : 028 71 253253 Ext 6702

Email: ChiefExecutive@derrystrabane.com

Chapter 7 - What to do if you think Council is not treating you fairly or equally.



Council will let you know they have received your complaint within 5 days and they will let you know the name of the officer who will be looking after your complaint.



The Officer who is looking after your complaint will look at the information you have given them and speak to people who you feel have treated you unfairly and unequally to find out what has happened.



They will tell the Chief Executive what they have found out and what they have done to fix things within one month of being given the details of your complaint. It may take a little longer if the complaint is hard to fix.



The Chief Executive will then send this report about what Council has done about your complaint within 40 days of you sending the complaint to Derry City and Strabane District Council.

Chapter 7 - What to do if you think Council is not treating you fairly or equally.



If you are still not happy about what Council has done about your complaint then you can ask the Equality Commission to look at it for you. They will check what the Council has done to put things right - If they think Council has to do more then they will contact Council and explain what they need to do.

You can contact the Equality Commission at this address:



**Equality Commission
Equality House
7 - 9 Shaftesbury Square
Belfast
BT2 7DP**



Telephone : 028 90 500 600



Textphone : 028 90 500 589



Email : information@equalityni.org

Chapter 8 - How to get a copy of our equality scheme



You do not have to pay anything to get a copy of Derry City and Strabane District Council's equality scheme. It is available in print form and alternative formats.

Our equality scheme is available by contacting:

Policy Officer (Equality)
Derry City and Strabane District Council
98 Strand Road
DERRY
BT48 7NN

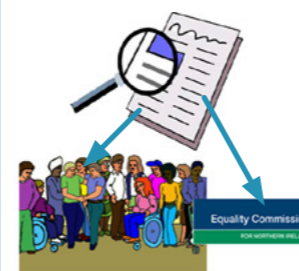
Telephone : 028 71 253253 Ext 6705

It is also available on our website
www.derrystrabane.com/Council/Equality/Equality-Scheme

We will let everyone know it is available by putting a notice in the newspapers.

We will also email or write to our consultees to tell them that it is available and give them the link to our website

Chapter 9 - How we will check if we are doing everything right and on time in our equality scheme



The law says that within 5 years of the Equality Commission giving their approval to our Equality Scheme we must check if we are doing everything we said we would do in our Scheme

The Equality Commission will give us advice about how to carry this check.

Once we have carried out the check we will prepare a report on our findings

We will send this report to all our consultees and the Equality Commission

and

we will put this on Council's website at.

www.derrystrabane.com/Council/Equality/Equality-Scheme

Appendix 1

Example of Section 75 Groups

Category	Example groups
Religious belief	Buddhist; Catholic; Hindu; Jewish; Muslims, people of no religious belief; Protestants; Sikh; other faiths.
Political opinion	Nationalist generally; Unionists generally; members/supporters of other political parties.
Racial group	Black people; Chinese; Indians; Pakistanis; people of mixed ethnic background; Polish; Roma; Travellers; White people.
Men and women generally	Men (including boys); Trans-gendered people; Transsexual people; women (including girls).
Marital status	Civil partners or people in civil partnerships; divorced people; married people; separated people; single people; widowed people.
Age	Children and young people; older people.
Persons with a disability	Persons with disabilities as defined by the Disability Discrimination Act 1995.

Appendix 1

Example of Section 75 Groups

Category	Example groups
Persons with dependants	Persons with personal responsibility for the care of a child; for the care of a person with a disability; or the care of a dependant older person.
Sexual orientation	Bisexual people; heterosexual people; gay or lesbian people.

Appendix 2

What the words mean

Action plan

A plan which sets out actions that Council will take to abide by the law and make sure everyone is treated fairly and equally.

Audit of inequalities

This is when Derry City and Strabane District Council looked at its services and how they were being delivered to try and see if there was anyone who was being treated unfairly when they tried to use Council services. This helped Council see where it needed to make its services better.

Consulted

This is when we asked the groups and individuals for their opinions on how Council treats them and how we can make it better.

Consultees

This is the name for all the people who we ask about how we carry out our work or about the new ways we plan to do our work.

Equality impact assessment

If there is a service which someone cannot use as others can then we will put actions in place to fix it. If we don't know how to fix this then we will carry out an Equality Impact Assessment which means we write up a report about this new service or policy, showing how we have made it the best we can and send it out to all our consultees to see if they have ideas to help us fix it.

Appendix 2

What the words mean

Equality scheme

A document which outlines a public authority's arrangements for complying with its Section 75 obligations. An equality scheme must include an outline of the public authority's arrangements for carrying out consultations, screening, equality impact assessments, monitoring, training and arrangements for ensuring access to information and services.

Monitoring

Monitoring means Council has to collect information on who is using its services and if they are happy with the way Council is treating them.

Policy

This means any action or decision that Council makes about how it runs or will run its services.

Public Authorities

These are places like Councils, schools, and hospitals

Screening

The law says Council must look at the way it carries out its work or how it intends to carry out new work and make sure that no one will be treated unfairly or unequally. This is a process called **Screening** which means that Council will look at men and women of different ages, race, religion, political opinion, marital status, disabled people, lesbian and gay people and people with caring responsibilities and make sure that they can all access the service equally.

Appendix 2

What the words mean

Section 75

Section 75 is the piece of the law which makes sure that each public authority is required, in carrying out its work, to treat everyone fairly and equally. Public authorities must think about the way it delivers its services to the following groups:-

- Persons of different religious belief, political opinion, racial group, age, marital status and sexual orientation;
- men and women generally;
- persons with a disability and persons without; and
- persons with dependants and persons without.

Appendix 3

Groups that we asked to tell us what they thought of our Equality Scheme

Name
Action on Hearing Loss (information.nireland@hearingloss.org.uk)
Active Citizens Engaged
Age Friendly (Derry and Strabane)
Age NI (development@olderpeoplenorthwest.org)
All Saints Caring Association (allsaintsclooney@btinternet.com)
Alliance Party
Aontú
Apprentice Boys of Derry
Autism Initiatives Northern Ireland
Baha' I Faith
Ballymacgroarty and Hazelbank Community (Francine.Moran@nwrc.ac.uk)
Bond Street Community Association
Bridge Accessible Transport
CALMS
Carnhill Resource Centre
Cedar Foundation (s.mcquaid@cedar-foundation.org)
Church of Ireland
Citizens Advice Bureau (advice@citizensadvicenw.com)
City of Derry Grand Orange Lodge
Claudy Rural Development Group
Clooney Family Centre
Creggan Neighbourhood Partnership
Cumann Gaelach Chnoc Na Ros
Cunamh
Currynierin Community Association
DeafBlind
Democratic Unionist Party
Derry Well Women's Centre
Destined
Destined (Feeney)
Disability Action
Dove House (annedovehouse@gmail.com)

Appendix 3

Groups that we asked to tell us what they thought of our Equality Scheme

Name ▲
Drumahoe Community Association
Eglinton community Association
First Housing Aid and Support Services
Foyle Cruse Bereavement
Foyle Deaf Centre
Foyle Down Syndrome Trust
Foyle Haven
Foyle New Horizons (lewright@amh.org.uk)
Foyle Women's Aid
Foyle Women's Information Network/INGAGE
Free Presbyterian Church
Galliagh Community Development Group
Greater Shantallow Area Partnership
Guide Dogs for the Blind
Hayley Smallwoods
Hazelbank Residents Association
Holywell Trust
HURT
Irish Council of Churches
Irish Street Community Association
Learmount Community Development Group
Lettershandoney and District Development Group
Lilliput Theatre Company
Londonderry YMCA
margaret.gallagher@nspcc.org.uk
Martin McCartney (josephmartinmccartney@btinternet.com)
Mary Scally
MENCAP
Men's Action Network
Methodist City Mission
Monreagh Ulster Scots Centre
MS Society (Foyle)

Appendix 3

Groups that we asked to tell us what they thought of our Equality Scheme

Name ▲
National Autistic Society
Nexus
NI Association for Mental Health (clarendon@beaconwellbeing.org)
NIPPA (info@early-years.org)
North West Housing (info@apex.org.uk)
North West Volunteer Centre
Northern Ireland NEWPIN (newpinnorthernireland@gmail.com)
NW Forum of people with disabilities (info@nwdisabilityforum.org)
NW Migrants Forum
Older People North West
Outer West Neighbourhood Partnership
Pat Finucane Centre (info@patfinucanecentre.org)
PAUL GORMLEY
Paula - Cruse Bereavement
People Before Profits
PRAXIS CARE
Presbytery of Derry & Donegal
Probation Board for NI
R.E.A.L. Network
Rainbow Project
RNIB
Rosemount Resource Centre
Rural Area Partnership in Derry (Geraldine@rapidni.com)
Rural North West community Support
SALT Community Association
SDLP Office (colum.eastwood@sdip.ie)
Sensory Support (maria.smith@westerntrust.hscni.net)
Sikh Cultural Centre
Simon Community
Sinn Fein
Solus Centre
St Columbs Park House

Appendix 3

Groups that we asked to tell us what they thought of our Equality Scheme

- Strabane Ethnic Community Association
- Talking Newspaper
- The Junction
- Triax
- Triax Neighbourhood Partnership Board
- Ulster Scots Community Network
- Ulster Unionist Party
- USEL
- Verbal Arts Centre
- Victim support Group
- VOYPIC
- Waterside Area Partnership
- Waterside Women's Group
- Women's Centre
- Women's Institute

Your Notes

Easy Read Equality Scheme

For Derry City and Strabane District Council



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Cheantar an tSraitha B ain
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If you have any questions or want to say something about this Easy Read Version of The Equality Scheme please contact us by:

Telephone: 028 71 253 253

Email: equality@derrystrabane.com

This information is available upon request in a number of formats including large print, Braille, PDF, audio formats and minority languages.

For further info please contact

Telephone: 02871 253 253.

www.derrystrabane.com/equality

 Derry &
Strabane recycles