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**Public Authority Statutory Equality and Good Relations Duties**

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| **Contact:** |
| * Section 75 of the NI Act 1998 and Equality Scheme
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| Documents published relating to our Equality Scheme can be found at: <http://www.derrystrabane.com/Council/Equality> |
| **Signature:** |
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**Annual Progress Report 2019-2020**

**This report has been prepared using a template circulated by the Equality Commission.**

**It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.**

**This report reflects progress made between April 2019 and March 2020**

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| **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme****Section 1: Equality and good relations outcomes, impacts and good practice** |
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| **1** | **In 2019-20, please provide examples of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.*****Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*** |
|  | **Introduction**In the 2019-20 year the Council introduced a number of strategies/initiatives which have contributed positively to equality of opportunity and good relations. These are outlined below:- 1. **“Inclusive Strategic Growth Plan 2017-2032” - Statement of Progress**

The publication of a Statement of Progress is a statutory requirement for all Community Planning Partnerships, in line with the Local Government (Northern Ireland) Act 2014 which states:  **“A council must at least once every two years produce a statement which describes –** **(a) Progress made and outcomes achieved in meeting the community plan objectives for its district; and** **(b) Actions taken and functions exercised for the purpose of meeting those objectives […]** **The first statement must be produced within two years of the date on which the community plan is published…”**To this end in partnership with Council’s statutory and support partners and University of Ulster Economic Policy Centre, a draft Statement of Progress was duly prepared for the Strategic Growth Plan. Members of the Strategic Growth Partnership subsequently approved the publication of the Statement of Progress (2017-2019) at the November 25th 2019 meeting.The Statement was the first significant milestone in the Community Planning process, and comprised of a detailed report on all progress based on a series of economic, social and environmental indicators. The aim of this report was to provide transparency around the business of Community Planning and the performance of the statutory and support partners tasked with its delivery.This report shows that early, tangible progress has been made across many of the outcomes. It contains positive indications that change is already beginning to take effect in seven out of the eight outcome areas prioritised in the plan, with progress occurring at a faster rate than expected.Copies of both the full report and summary report on Statement of Progress is available for download on <https://growderrystrabane.com/statement-of-progress/>.1. **Corporate Plan 2019/20 and Performance Improvement Plan 2019/20**

The Council is committed to its mission of delivering “**Improved social, economic and environmental outcomes for everyone”**and set out its priorities in the Corporate Plan 2019/2020 and Performance Improvement Plan 2019/2020.The Corporate Plan and Performance Improvement Plan (2019/2020) is set out in four key sections:* **Section 1**sets out the context for Council’s plans for 2019/2020 and provides details of how Council have engaged citizens and stakeholders in our planning processes, how our plans fit together and what we have achieved in 2018/2019.
* **Section 2** relates to the Corporate Plan for Derry City and Strabane District Council for the year 2019/2020.  The Corporate Plan explains the priorities for the forthcoming year and what the Council will do to help achieve these and how the Council will spend its budget in support of these priorities.
* **Section 3** relates specifically to our improvement objectives for 2019/2020
* **Section 4**provides details of your local Councillors and contact details.

The improvement objectives identified within the plan for the 2019/20 period were as follows:1. To increase employment opportunities and economic growth through a range of measures including creating new business start-ups, supporting existing business and delivering visitor growth as a destination of choice.

**Sub Objectives**: * + Actively engage in the promotion and delivery of skills academies
	+ To deliver high quality festival and events growing our visitor numbers
	+ Create jobs through the Rural Business Investment Scheme
	+ To promote jobs through the NIBSUP and the Business Boost Programme
1. To assist develop healthy lifestyles through increased participation in high quality leisure and sports activities

**Sub Objectives**: * + To improve participation rates for those living in deprived areas
	+ Maintain current high levels of customer satisfaction/net promoter score
	+ To improve health and wellbeing in targeted and underrepresented groups through leisure and sport opportunities that enables everyone in DCSDC to lead full and active lives.
	+ To increase users in the Council’s leisure facilities
1. To protect and enhance the environment through creating and supporting a culture of environmental stewardship.

**Sub Objectives:** * + To protect and enhance our environment
	+ To protect and promote our natural and built assets
1. To deliver improved customer satisfaction by improving customer support services and processes**.**

These plans were subject to a public consultation process which closed on 29th May 2019. Members of the Equality Assurance and Oversight Group also considered the draft Improvement Objectives for 2019/20 year at its meeting held on 21st May 2019 and provided feedback for consideration as part of the Council’s consultation process. All feedback was also provided to the Council’s senior leadership team on 3rd June 2019. The final document which was agreed by Council on 27 June 2019.A copy of the Corporate Plan and Performance Improvement Plan (2019/2020) is available on Derry City and Strabane District’s website at<http://www.derrystrabane.com/Council/Corporate-and-Improvement-Plan/Corporate-Plans>1. **Local Development Plan (LDP)**

Derry City and Strabane District Council published the LDP draft Plan Strategy (dPS) on Monday 2nd December 2019. The dPS sets out the Council’s vision, objectives and strategic Planning policies in relation to the development and use of land in the City and District to 2032. This is a key document in supporting the implementation of Derry City and Strabane District’s Inclusive Strategic Growth Plan. The new LDP will guide land-use development and set out Planning policies and proposals for the use, development and protection of our settlements and countryside across our District to 2032. Crucially, it will help to deliver the outcomes in the Strategic Growth Plan. Once the LDP is adopted, its Planning policies, zonings and development proposals will be used to determine planning applications across the District. The LDP will comprise of two development plan documents: this LDP Plan Strategy and, in due course, the LDP Local Policies Plan. The dPS document (in full or in summary) and its associated documents at the following link:[https://www.derrystrabane.com/Subsites/LDP/LDP-draft-Plan-Strategy-(dPS)](https://www.derrystrabane.com/Subsites/LDP/LDP-draft-Plan-Strategy-%28dPS%29) 1. **Green Infrastructure Strategy**

Derry City and Strabane District Council have launched a new plan to develop new parks, green spaces and rivers. The Green Infrastructure Plan 2019 - 2030 follows an extensive consultation process with local people, organisations and experts.The GI Plan sets out a radical new approach that requires rethinking publically owned green and blue spaces. These areas provide a range of benefits including providing ecosystem services - essential benefits that people obtain from the environment - helping mitigate the impact of climate change, improving public parks, play areas, food growing opportunities and the development of greenways.It is linked to the Local Development Plan and the Strategic Growth Plan and aims to deliver benefits to the public, the local economy and the environment. Linked to the Strategic Growth Plan, Council will focus on developing the health and well-being benefits of green infrastructure for people and theenvironment; raising awareness, understanding and appreciation of our green spaces and waterways, while also calculating their value.The Green Infrastructure Plan 2019 - 2030 and a video highlighting key projects can be viewed at www.derrystrabane.com/GI.Derry City and Strabane District Council and its partners have developed a draft Green Infrastructure (GI) Plan for the District. This Plan aims to improve areas with plants, trees and water across the District. It sets out a new approach that requires a change to the way we think about and value these spaces. It highlights that these areas provide a range of benefits including helping fight the impact of climate change, improving public parks, play areas, food growing opportunities and the development of greenways. Our vision is: ‘By 2032 the environmental, economic and social benefits of Green Infrastructure will be valued and maximised by all’**.**1. **Development of Play Strategy**

Derry City and Strabane District Council (in partnership with PlayBoard NI) is working on the development of a Play Strategy for the area.   The play strategy is important as it will help to guide council as it works to meet play need over the coming years.As we develop the strategy we are keen to hear the views of Parents and Carers regarding current play opportunities.  This will help us to get a clearer understanding of the issues that need to be addressed within the Play Strategy.  In addition to this survey for Parents/Carers we are also providing a survey for Community Organisations and a survey for children and young people.1. **Equality and diversity related events**

In order to raise awareness of equality and diversity related issues and highlight the importance of ensuring, along with partner organisations, that services are designed to be accessible to all, a number of events were held and communications published. These included: * **Local Democracy Week** – This Council initiative is now in its 11th year and ran from Monday 14th to Thursday 17th October 2019

Council developed a programme with a wide variety of opportunities targeting different age groups.

| **Title of Opportunity** | **Description of Activity** | **Target Age** |
| --- | --- | --- |
| **The City and District Number 1 Citizen**  | Young People got the chance to meet with the Mayor of Derry City and Strabane District Council and discover interesting facts about the Mayor’s role as First Citizen of the City and District.There was a number of planned activities also e.g. drawing a portrait of a Mayor, writing out a few points on what they would do if “I was Mayor for a Day”, and participate in a light hearted debate.  | 5-11 |
| **Q&A with MLAs and Leaders of Local Parties** | Young people will have an opportunity to meet the MLA (Member of Legislative Assembly) and Leaders of local parties for the Derry and Strabane District.MLAs and Leaders of local parties will have the opportunity to share how their party has supported young people to date and the plans to support young people in future. Political representatives will answer “quick fire” questions put to them by young people. This event will give young people the opportunity to discuss important issues with their local political representatives.  | 16-24 |
| **Title of Opportunity** | **Description of Activity** | **Target Age** |
| **The Great Debate**  | Young people got the opportunity to learn the “top tips” for debating through an interactive and informal session with skilled communicators/public speakers. Young people had the opportunity to try and test these new skills through fun and interactive sessions in small groups and were then supported to develop their opinions for ‘**The Great Debate’**. The Great Debate was chaired by the Mayor. Senior Council Officers, Aldermen and Local Councillors were also in attendance. The topics for debate were:* **Brexit** : “*Being a member of the EU makes no difference to the lives of the people of Derry, Londonderry and Strabane District”*
* **Education and exam stress**: “*Exams improve learning and are an important part of the education system”*
* **Mental, physical and sexual health:** *“Young people don’t know what is best for them, adults know what is best for their mental, physical and sexual health”*
* **Drugs and Alcohol:** *“The age to consume alcohol should be increased to 21”.*

Participants took part in an interactive workshop which was based on real life scenarios which Council were involved with. Young people worked in groups to present their proposal and case.  | 14-18  |
| **Mock Council Meeting** | Young people got the opportunity to learn about the decision-making processes within Council, the role of a Councillor, and how to become a Councillor. The Mock Council meeting was chaired by the Mayor of Derry and Strabane District with Senior Council Officers and Local Councillors in attendance.  | 14-18 |

**Disability Initiatives** * **Employing People with a Disability**

It was previously agreed by Council in the 2018/19 reporting period that a review would be carried out to see how we can encourage and attract people with a disability into the workplace. Following this review the following documents were developed and adopted by Council: • Policy on Employing People with a Disability • Positive Action Statement • Guidelines for Managers • Action Plan In the 2019/20 reporting period Council Officers held meetings with relevant organisations including Equality Commissions, NIUSE, Employers Forum for Disability, Disability Action and other organisations representing the needs of those with a disability. Links were also established with relevant officers and groups within the Health & Social Care Trusts who have similar ring-fencing initiatives within their workforce for people with a disability. This helped officers in developing best practice to take this process forward. It was agreed to ring-fence opportunities to all pan disability groups within the Council area following on from advice from the Equality Commission about the potential legal implications if Council were to select and give preference to one type of disability over another. Officers developed job packs including job descriptions, personal specifications and application forms for two proposed jobs (casual clerical officer and streetscape operator) in easy read format and presented these to a number of disability groups within the Disability Employment Network (DEN) sector to assess how user friendly these documents would be to the target group. Feedback from the groups was incorporated as part of the process. It was decided to proceed with the recruitment of casual clerical officers first as the streetscape operators were not required until the spring/summer of 2020.All applicants were guaranteed an interview and reasonable adjustments were implemented. These included: * The opportunity to visit the Council offices prior to interview so candidate could familiarise themselves with surroundings and interview room
* Reading material being available in larger font
* Support worker attending at interview along with the candidate
* Extra time at interview
* Bringing notes to the interview
* Work trials

Interviews/work trials were carried out in January 2020 and candidates met with the relevant HR officer to discuss preferred locations, hours of work and roles and tasks. At this stage the opportunities are casual/temporary based on service needs and the needs of the individual. The opportunities mainly focus on clerical administrative roles but further opportunities will be rolled out in the coming months in the area of streetscape/grounds maintenance. Disability awareness training for all staff is currently being organised and other initiatives including a dedicated work experience programme for people with disabilities are being developed to encourage and attract people with a disability into the workplace.* **Job Shadow Day**

Council took part in Job Shadow Day and gave people with disabilities and people from disadvantaged situations the unique opportunity to get a close up look at the world of work and to discover and learn about the skills required to compete and succeed in the work place. It successfully brought job seekers directly in contact with Council staff and allowed us to see at first hand the valuable contribution people with disabilities can, and do make in the workplaceOver 60 employers (private, public and voluntary sector organisations) across Northern Ireland took part in the initiative with over 130 persons with varying disabilities participating.In the Derry City and Strabane District Council area six employers engaged with the scheme, with 10 people taking part in the initiative.* **Local Engagement Partnership Celebratory Event For Adult Learning Disability**

Derry City and Strabane District Council is a member of the Local Engagement Partnership (LEP) which is made up of a range of stakeholders involved in improving services for Adults with a Learning Disability. It includes representatives from the statutory agencies, community, voluntary and independent sectors as well as parents, carers and individuals who use the service.Derry City and Strabane District Council hosted a celebratory event on 18th September 2019 - The aim of the event was to launch the Local Engagement Partnership and provide information about its work. The event also provided an opportunity for service users and carers to come along and see the range of services on offer for people with a Learning Disability and to hear from some of the service users about their experience.* For the 2019 **International Day of Persons with Disabilities (IDPD)** Council’s Access and Inclusion project officer worked with six key strategic partners to support a week long programme for the celebration of persons with a disability. The partners for 2019 programme were PHA, DfC, ECNI, Libraries NI, Western Health and Social Care Trust and the NOW Group who facilitate the Just a Minute (JAM) card initiative.

The IDPD festival was be delivered in arts, culture and heritage venues as well as library buildings throughout Council area with events and activities taking place throughout the week commencing Monday 2nd December 2019. The inclusion of these partners and the proposed programme of activity was designed to promote better health and wellbeing, create a greater awareness of the cultural vibrancy of our pan disability community and support equality of opportunity for all. The programme included:- * Event which involved Information sessions and exhibition platforms targeting people with physical and sensory disabilities as well as carers, enabling them to learn of available support services.
* Event which recognised the commitment of ten young people who trained to become disability and Equality Champions as part of the Year of Youth 19 programme.
* Launch of new Changing Place facility in Artspace, based in Campsie.
* A celebration event of those DCSDC arts, culture and heritage organisations which have become JAM card friendly venues and have committed to the Equality Commission NI's "Every Customer Counts" accreditation.
* A celebration event to highlight Strabane becoming the first JAM card friendly town in the UK and Ireland.

**Good Relations Initiatives** * **Dealing with Stress and Building Resilience Event**

Local post-primary schools were invited by the Derry City & Strabane District Civic Forum to take part in a special event in the Foyle Arena. The “Dealing with Stress and Building Resilience Event” which was held on Friday 11th October 2019, aimed to raise awareness about mental health and promote health and wellbeing among young people and their teachers. Year 11 and/or 12 pupils from Post-Primary schools across the city and district were invited to attend along with their teachers. The event focused on a range of topics affecting young people, from enhancing young people’s ability to manage stress and build resilience with interactive workshops relating to the Five Steps to Wellbeing. The following link provides further information on the five steps: <http://www.publichealth.hscni.net/publications/take-5-steps-wellbeing-english-and-11-translations>Workshops for the pupils explored the issues related to Alcohol & Drugs, Bullying and how self-esteem and body image are affected by social media together with the influence of celebrity culture and advertising and there was also the opportunity to take part in some fun physical activity.This event also included information and workshops for teachers aimed at supporting them in their roles within schools.A wide range of information stands was available on the day to offer advice and information on the wide range of services available locally. **Good Relations Week -** Derry City and Strabane District Council hosted a wide programme of events to showcase the positive work local organisations are doing in the field of community relations and cultural awareness.Good Relations Week ran from Monday September 16th to Sunday September 22nd and included events such as workshops, training events, launches, music events, showcases of work, public events and private events.Among the programme highlights are a performance of ‘Don’t shoot my wane, shoot me’ at Studio 2 - a powerful drama around the issue of punishment attacks. The Bogside and Brandywell Initiative hosted a celebration of different cultures from ‘Around the World’ in while the Mandarin Speakers Association hosted a Chinese Cultural Awareness Day. **Challenging Chats -** Derry City and Strabane District Council launched a new initiative aimed at promoting tolerance and respect for diversity by encouraging students from local post primary schools to participate in ‘Challenging Chats’.The new ‘Challenging Matters’ initiative was targeted at Year 10 pupils in schools across the City and District with two key elements – ‘Challenging Chats’ and ‘Challenge In Action’.Both elements of the new initiative sought to ‘build bridges’ by facilitating conversations on a range of difficult and often controversial topics including bonfires, marches, ‘Remembering 1918-22’, the ‘Troubles’ – and issues dealing with minority groups (including LGBT, migrants and travellers).Throughout the series of discussions and interactive workshops with 456 pupils, the conversations took the format of café style table discussions where students had an opportunity to meet with representatives from minority communities and challenge some commonly held assumptions about those groups.**Peace IV Projects -**  Equality is a specific cross-cutting theme within the PEACE IV Programme and as such is taken very seriously within all areas of the service. It is committed to fulfilling its Section 75 and Disability duties and promoting equality of opportunity and good relations. During 2019-20 reporting period the PEACE IV Team continued to implement of its tendered, grant aided and council led initiatives which assist the council to fulfil its Section 75(2) duties for the promotion of Good Relations and which embed Equality and Sustainability into the service delivered. Our evaluation and monitoring systems include specific age-appropriate monitoring of Section 75 in terms of participants and will also aim to track attitudinal change towards embracing of diversity and tackling of prejudice. An annual Equality return for the PEACE IV local programme is made to SEUPB in January each year.The PEACE IV Service notes from the audit of inequalities that the following are frequent concerns of specific groups:* Disabled – Access; Inclusion; Employment
* LGBT – Employment; Safety
* People with children – Safety; Suitable Facilities
* Community Background – Shared Space; Procurement
* BME – Access to information; Communication
* Older People – Access to Information; Inclusion
* Carers – Time management
* **Primary School Awareness Initiative** - The programme involved engagement with 26 primary schools (2154 pupils) throughout the Council area participated in diversity workshops exploring different themes relating to key cultural and faith based activities associated with people from all backgrounds.

**Participant Background Analysis**Protestant/Other Christian community 25%Catholic community 72%Other/No Religion 2%Female 51%Male 49%The workshops included * + Introduction to Polish Tradition,
	+ Different Drums,
	+ Peace Building Through Music and Identity Kit,
	+ Hate Crime,
	+ Introduction to Russia and
	+ Feasts and Festivals.

Feedback received showed that these workshops increased respect for other cultures and for the other religions.**Age Friendly Initiative**Developing an Age Friendly City and Region is one of the priorities identified within the Strategic Growth Plan for Derry and Strabane, working in partnership with the community and statutory organisations tasked with supporting older people, including Age NI, the Public Health Agency (PHA) and the Department for Communities (DfC).During the 2019-2020 reporting period Council appointed an Age Friendly Officer, and established an Age Friendly Steering Group to engage local people and raise awareness of and interest in participation in Age Friendly activities and service design.Council now aim to develop and implement a three-year Age Friendly Strategy for the DCSDC area utilising a co-design approach to engage a range of stakeholders including older people. Council want to identify gaps relative to the World Health Organisation Age Friendly criteria, including across Council departments, partner organisations, community plans, disability plans, tourism plans and local development plans.**Language Initiatives** * **International Women’s Week -**

Derry City and Strabane District Council hosted a special International Women's day event on Friday 6 March 2020 as part of its Seachtain na Gaeilge (Irish Language Week) programme.Schools from across the city and district enjoyed presentations from women representing a range of skill sets across the Irish language sector, including, broadcasting, media, community engagements, festivals and events and Irish medium education advocacy.Speakers at the event provided a unique insight into the role the Irish language plays within the context of their personal and professional lives and with particular emphasis on positive female representation in civic life.* **Irish Language Week**

This year's programme included a range of events which offered opportunities to use the Irish language including: the Fáinne scheme, where Council employees were awarded their Fáinne Airgid or Cúpla Focal badges.  World Book Day saw students from local Irish Medium Primary schools take part in a storytelling session with the North West Japanese Cultural Group, based on the bilingual book Sayonara. The event on International Women's Day celebrated female representation in the Irish language sector and was attended by over 50 Irish language students from local secondary schools.

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| **2** | **Please provide examples of outcomes and/or the impact of equality action plans/ measures in 2019-20 (*or append the plan with progress/examples identified*).** |
|  | Derry City and Strabane District Council set out a number of thematic areas in the development of its Equality Action Plan, namely:* 1. Education, Skills and Enterprise
	2. Social Participation (Leisure, Arts and Culture)
	3. Influencing decision making
	4. Crime and Safety

Examples of key output/outcome/impacts of action measures carried out in the 2019-20 reporting period are detailed in the table below –

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| **Theme** | **Initiative** | **Output/Outcome/Impact** |
| **Education Skills & Employment****Education Skills & Employment (contd)** | Employing People with a disability | 24 Applicants went through the recruitment process with various reasonable adjustments in place – all candidates were successful and going onto a casual list so will be called for work in due course – Candidates have developed improved confidence in themselves and their ability to participate in the employment process. |
| Active Inclusion Programme | Programme helped to upskill 62 men and women with a disability in recycling and upcycling old furniture – they not only gained qualifications but improved confidence and self=esteem as they are gained skills which will help them with employment in the future |
| Job Shadow Day | Over 60 employers (private, public and voluntary sector organisations) across NI took part in the initiative with over 130 persons with varying disabilities participating – In Council area six employers engaged with the scheme and gave 10 people with a disability the opportunity to experience work in their organisations |
| Employment Skills and Training Team - Software Fundamentals courses & Apprenticeship Fair | They engaged 10 local ICT companies and had 17 participants (14 male and 3 female) Improved chances of long term unemployed to get back into the work forceApprenticeship opportunities were presented to young people (16-24 years) to earn while they learn |
| Conservation Volunteers | 10-14 unemployed residents with mental health issues now have improved employability skills through horticulture learning  |
| **Business Support and Entrepreneurialism** | Advice and Mentoring  | 446 business plan applications were made to Council (48.43% from female applicants) in this reporting period**.** Of these217 business plans were approved 53.02% were from female applicants. Of the 215 there were 3 people with dependants and 1 with long term illness. |
| Business Boost  | 86 jobs were promoted through the Business Boost Programme which offers support to local companies to become more competitive in both indigenous and export markets |
| Showcase Ireland Creative Expo | The Eight local design brands received national and international recognition after taking part in Showcase Ireland (January 9th – 22nd 2020). The event, allowed designers to exhibit their collections, build their customer base and interact with fellow creators. |
| Programme to help businesses impacted by COVID19 | A series of workshops and mentoring opportunities geared towards equipping businesses with the skills and resolve to adapt to the challenges ahead after COVID19 - 15 businesses benefited –This toolkit information was presented in Traditional Chinese also to assist the large number of Chinese food business owners in the Council area. |
| **Social Participation****(Leisure, Arts and Culture)**1. **Customer Service**
 | JAM Card | DCSDC’s Access and Inclusion project has worked successfully with BIDS Strabane and have led 31 businesses within Strabane town and over 120 employees from businesses trained in JAM Card to become JAM card friendly. |
| Code of Practice on cArranging Accessible Meetings and Events | Training provided to Festivals and Events team – this learning was brought to meetings with Safety Advisory Group to develop best practice and build on the measures already in place to increase accessibility of all Council events going forward. |
| 1. **Accessible Services**
 | Inclusive Play | Council have taken a position to ensure that every new park built in the district will in future have accessible play provision following a presentation and video from young people from the Enagh Youth Forum ‘Nothing Without Us’ disability-access campaign. |
| Adaptive Sports  | The first ever NI Judo Adaptive Open was held in February 2020 in the Foyle Arena where 40 adaptive players from across Ireland and the UK took part in this inclusive event.Adaptive sports are competitive or recreational sports for people with disabilities where the individual needs of each player are catered for. |
| Autism and the environment | This project aims to details nine journeys walking around the Walled City which all lead to cultural venues. It is envisaged the most informative route is utilised to highlight what it is like for someone with autism to travel on this tourism attraction |
| Assisted Performances | 6 number assisted performance |
| **Influencing Decision Making** **Influencing Decision Making (contd)** | Local Democracy Week | 235 young people from eleven local primary schools had the opportunity to meet with the Mayor – The young people learnt about the decision-making processes within Council, the role of a Councillor, and how to become a Councillor. |
| Equality Assurance and Oversight Group | 2 meetings were held in reporting period - These meetings were used to give updates to S75 groups and receive feedback on issues such as: * Progress of the community plan
* Youth 19 projects,
* Access and Inclusion Work
* Age Friendly Initiatives,
* Work with Local Engagement Partnership
* Community Toilet Scheme
 |
| Consultation Hub | 7 Consultations have taken place in the reporting period - This site holds information on the policy, where consultation events are taking place and how the participant can feedback. Information can also be accessed on request in a number of formats including large print, Braille, PDF, audiocassette and minority languages to ensure inclusivity and accessibility. |
| Local children and young people discuss their rights at Unicef consultation event | Local young people (4 – 18 years) have taken part in two Unicef UK facilitated events at the Guildhall to allow them to discuss how their rights can be embedded into public services. Youth Advisory Panel made up of 13-24 years are taking the lead in feeding back all the contributions made and helping to shape the way forward 2-3 year action plan to make the vision of a Child Friendly Community a reality |
| Engaging Youth in their Communities programme | Community youth projects were rolled out to develop cross community relationships between the young people – this gave them a better appreciation of the impact of sectarianism and racism on their communities and involved them in improving their community. Various projects were rolled out across the Council area |
| **Crime and Safety** | **Lack of awareness****Fear of crime in the community especially amongst vulnerable groups e.g. older people, minority ethnic community, LGBT community****Lack of visibility of policing** **Inappropriate behaviour of young people**  | A total of 34 projects received funding under the small project support scheme, geared towards improving community safety and engaging young people in positive community projects. |

* 1. **Education and Skills/Employment**
1. **Employing People with a Disability**

It was previously agreed by Council in the 2018/19 reporting period that a review would be carried out to see how we can encourage and attract people with a disability into the workplace. Following this review the following documents were developed and adopted by Council: • Policy on Employing People with a Disability • Positive Action Statement • Guidelines for Managers • Action Plan In the 2019/20 reporting period Council Officers held meetings with relevant organisations including Equality Commissions, NIUSE, Employers Forum for Disability, Disability Action and other organisations representing the needs of those with a disability. Links were also established with relevant officers and groups within the Health & Social Care Trusts who have similar ring-fencing initiatives within their workforce for people with a disability. This helped officers in developing best practice to take this process forward. It was agreed to ring-fence opportunities to all pan disability groupswithin the Council area following on from advice from the Equality Commission about the potential legal implications if Council were to select and give preference to one type of disability over another. Officers developed job packs including job descriptions, personal specifications and application forms for two proposed jobs (casual clerical officer and streetscape operator) in easy read format and presented these to a number of disability groups within the Disability Employment Network (DEN) sector to assess how user friendly these documents would be to the target group. Feedback from the groups was incorporated as part of the process. It was decided to proceed with the recruitment of casual clerical officers first as the streetscape operators were not required until the spring/summer of 2020.All 24 applicants were guaranteed an interview and reasonable adjustments were implemented. These included: * The opportunity to visit the Council offices prior to interview so candidate could familiarise themselves with surroundings and interview room
* Reading material being available in larger font
* Support worker attending at interview along with the candidate
* Extra time at interview
* Bringing notes to the interview
* Work trials

Interviews/work trials were carried out in January 2020 and candidates met with the relevant HR officer to discuss preferred locations, hours of work and roles and tasks. At this stage the opportunities are casual/temporary based on service needs and the needs of the individual. The opportunities mainly focus on clerical administrative roles but further opportunities will be rolled out in the coming months in the area of streetscape/grounds maintenance. Disability awareness training for all staff is currently being organised and other initiativesincluding a dedicated work experience programme for people with disabilities are being developed to encourage and attract people with a disability into the workplace**.**Unfortunately, due to the Covid19 situation, Council were unable to place the successful applicants in posts before the end of the 2019-20 reporting period. This will be progressed in the 2020-2021 year.1. **Active Inclusion Programme**

Council’s **Active Inclusion Programme** was launched at the New 2 You Centre in Pennyburn in July 2018. During the 2019-20 reporting period Council engaged with 62 participants with a disability aged between 16 – 64 years. This group consisted of 42 male and 20 female.1. **Job Shadow Day**

Council took part in Job Shadow Day and gave people with disabilities and people from disadvantaged situations the unique opportunity to get a close up look at the world of work and to discover and learn about the skills required to compete and succeed in the work place. It successfully brought job seekers directly in contact with Council staff and allowed us to see at first hand the valuable contribution people with disabilities can, and do make in the workplaceOver 60 employers (private, public and voluntary sector organisations) across Northern Ireland took part in the initiative with over 130 persons with varying disabilities participating.In the Derry City and Strabane District Council area six employers engaged with the scheme, with 10 people taking part in the initiative.1. **Employment, Skills & Training Team**

To improve employment opportunities for long term unemployed within the Council area, officers from the Employment Skills and Training team designed, delivered and joint funded with North West Regional College 2 Software Fundamentals courses. They engaged 10 local ICT companies and had 17 participants (14 male and 3 female). School leavers who are still considering the best way forward in terms of finding a pathway to a new career are invited to attend a special event next week focusing on the benefits of Apprenticeships. Derry City and Strabane District, in partnership with local private training providers, the NWRC and the Careers Service, held an Apprenticeship Fair in the Whittaker Suite at the Guildhall on Thursday 29th August 2020. The event brought together all local apprenticeship providers in the Council area to offer more information on how young people can earn while they learn. Apprenticeships offer the chance to gain valuable qualifications while getting paid to work within a suitable industry, and help is at hand in identifying the best career path available. The Fair was open to young people aged 16-24 and provided the opportunity to learn more about what apprenticeships have to offer.A whole host of local businesses offered opportunities to both work and study, across a wide range of areas from childcare to computing.Training organisations who presented at the Fair were Babcock Training, Craft Training, Rutledge Training, Strabane Training Services, CTS Derry & Strabane, People 1st and North West Regional College.1. **Conservation Volunteers**

Council supports a project in Brooke Park with the Conservation Volunteers who have residency in the park. The project supports 10-14 unemployed residents improve employability skills and tackle mental health issues through horticulture.1. **Business Support and Entrepreneurialism**

Council worked with Enterprise Northern Ireland to provide local people with free advice and mentoring to set up in business, including advice on how to access grants and funding and best practise guides, tools and videos – 446 business plan applications were made to Council (48.43% from female applicants) in this reporting period**.** Of these217 business plans were approved 53.02% were from female applicants. A further analysis of the successful applicant is contained in following table:-

|  |  |
| --- | --- |
| **Category** | **Number** |
| Carer | 3 |
| Employed full time | 86 |
| Employed part time | 25 |
| Homemaker | 3 |
| Long-term sick | 1 |
| Other | 2 |
| Retired | 1 |
| Self employed | 33 |
| Student (Full-Time) | 5 |
| Student (Part-Time) | 11 |
| Unemployed < 1 year | 23 |
| Unemployed > 1 year | 24 |
| **Grand Total** | **217** |

1. **Business Boost**

Business Boostis a three-year programme that aims to help local companies to become more competitive in both indigenous and export markets, recruiting at least 600 businesses over the next 3 years. The programme provides focused and bespoke advice and support and signposting to other relevant business support.In the reporting period Council have delivered * 86 jobs were promoted
* 421 Mentoring days
* 331 full time jobs promoted
* 17 Referrals to Invest NI
1. **Local designers exhibited at Showcase Ireland Creative Expo**

The opportunity to allow eight design brands to exhibit at Showcase Ireland came about through the Inner-City Trust’s Fashion & Textile Design Centre, working with the Business Development team at Derry and Strabane Council to secure the money required to obtain the stand.The Eight local design brands received national and international recognition after taking part in Showcase Ireland (January 9th – 22nd 2020). The event, allowed designers to exhibit their collections, build their customer base and interact with fellow creators.1. **Programme to help businesses impacted by COVID19**

Derry City and Strabane District Council's Business Support Team have provided a special Resilience Programme to help local companies to continue to grow and develop. With COVID19 already having a significant impact on local business, the programme included a series of workshops and mentoring opportunities geared towards equipping businesses with the skills and resolve to adapt to the challenges ahead. The programme aimed to help build and encourage the mindset that will be needed to adapt and survive, to consolidate, diversify and grow. The Business Resilience Programme was open initially to 15 local companies and was delivered remotely and safely, using all modern technologies. This will allow businesses to participate fully, whether working from home or from workplaces.Council’s Business advisors assessed the current positioning of their business as a result of the Covid19 situation. This initial assessment was followed by four remote workshops; Building personal resilience in tough times; Leading others in crisis situations; Looking after your mental health; Managing time and managing projects.Once participants have completed the workshops they can avail of mentoring support to help apply the key learning points to individual companies.**2.2 Social Participation (Leisure, Arts and Culture)**1. **Customer Service**

DCSDC’s Access and Inclusion project has worked successfully with BIDS Strabane and have led 31 businesses within Strabane town and over 120 employees from businesses trained in JAM Card to become JAM card friendly. This is a significant and inaugural model of practice in NI and will be transferred to Derry City as Access and Inclusion Coordinator (AIC) has secured funding to further develop DCSDC as JAM Card friendly. An outcome from this approach supports businesses to become more disability aware, and the signposting to Equality Commissions NI’s Every Customer Counts framework compliments creating improved accessibility for pan disability community and an increased probability that access and inclusion provisions will be included in any public realm schemes within Strabane and Derry due to increased awareness of disability for businesses, including culture and heritage venues.**(b) Code of Practice on Arranging Accessible Events** – Awareness sessions for staff organising meetings and events have been rolled out in 2019-20 reporting period to ensure that all organised activity is as accessible as possible to allow the participation of people with a disability.Festival and Events staff work alongside Derry City & Strabane District Council’s Safety Advisory Group (SAG) who provide guidance and advice on ‘best practice’ on how to develop a coordinated approach to safety management for public events and recommends considerations and measures to be put in place for the pan-disability community. Council raise awareness of these accessibility measures prior to events through public notices in newspapers and social medial.**2.2.1 Accessible Services** **Leisure and Sports Services Section** * **Inclusive Play Area**

Members of the Derry City & Strabane District Council Environment & Regeneration Committee have committed to making it policy that every new park built in the district will in future have accessible play provision following a presentation and video from young people from the Enagh Youth Forum ‘Nothing Without Us’ disability-access campaign.A consultation on a long-term Council play strategy closed on Monday, 20th January 2020.* **First ever NI Judo Adaptive Open held at Foyle Arena**

The Northern Ireland Judo Federation (NIJF) and Derry City and Strabane District Council hosted the first ever NI Judo Adaptive Open in February 2020 in the Foyle Arena where 40 adaptive players from across Ireland and the UK took part in this inclusive event.Adaptive sports are competitive or recreational sports for people with disabilities where the individual needs of each player are catered for.Following on from the success of this event the NIJF had planned the next major fixture in the Foyle Arena in April, where over 500 top competitors would take part in competitions.1. **Arts and Culture**
* Access and Inclusion Coordinator worked with Queens University (School of Architecture) in relation to **Autism and the environment**. This project aims to details nine journeys walking around the Walled City which all lead to cultural venues. The journeys are made up of film and recordings of the nine routes, analysed from an “Architect’s Perspective”. It is envisaged the most informative route is utilised, a series of still images from it and a film is produced for part of an exhibition to create a narrative of what it is like for someone with autism to travel a route highlighting it like a storybook of the decisions that someone with autism has to make on a journey. It is hoped that this piece of work will be completed and displayed in the Council area by end of March 2020.
* **Assisted Performances**  - A target to programme at least one assisted performances such signed performances and relaxed performances per year had been set for venues such as Millennium forum, The Alley Theatre and Waterside Theatre. This target ensured that Council’s festival/events/programmes now consider assisted programming from planning stage. This target was surpassed in the 2019-2020 reporting period where an average of 6 performances have taken place over the year. These include
* A Makaton performance of Snow White and the Seven dwarfs in the Millennium Forum,
* Relaxed performance of Alladin in the Waterside Theatre
* The showing of Hotel Transylvania 3: A Monster Vacation in the Alley Theatre
* Halloween Trick or Treat Trails (relaxed trail) in the Alley Theatre
	1. **Influencing decision making**
1. **Local Democracy Week**

235 young people from eleven local primary schools had the opportunity to meet with the Mayor of Derry City and Strabane District, Councillor John Boyle, and ask him a few questions about his civic role and reveal the three things they would do if they were Mayor for the Day.They learnt about the decision-making processes within Council, the role of a Councillor, and how to become a Councillor. Participants then got some hands on experience of what it is like to be a Councillor through a group work session supported by local Councillors and the chance to debate during the Mock Council Meeting.1. **Equality Assurance and Oversight Group**

The Equality Assurance and Oversight Group is responsible for monitoring progress against the equality indicators and targets which have been set in the Community Plan, identifying issues and providing feedback to the Community Planning Strategic Partnership Group. Officers from the Equality Unit hosted two Equality Assurance and Oversight meetings in this reporting period – These meetings were used to give updates and receive feedback on: * Progress of the community plan
* Youth 19 projects,
* Access and Inclusion Work
* Age Friendly Initiatives,
* Work with Local Engagement Partnership
* Community Toilet Scheme
1. **Consultation Hub**

Derry City and Strabane District Council now host all its consultations on the Citizen Space Consultation Hub. This site allows all interested parties to find and participate in consultations that are relevant to them. This information on the policy, where consultation events are taking place and how the participant can feedback.The consultations on this hub are available upon request in a number of formats including large print, Braille, PDF, audiocassette and minority languages to ensure inclusivity and accessibility.Consultations which have taken place in the reporting period were on the following policy areas:-* Consultation on Performance Improvement Objectives 2019-20
* Stardust: Stakeholder & Citizen Engagement Questionnaire - Closed 26 June 2018
* Consultation on proposed ‘Amusement Permit Policy’ - Closed 30 June 2018
* Brandywell Naming - Public Consultation - Closed 1 July
* Melvin 3G Pitch Consultation - Closed 9 September 2018
* Suirbhé maidir le Seirbhísí Gaeilge na Comhairle 2018 (Survey of the Council’s Irish Language Services in 2018) - Closed 21 December 2018
* Youth 19 Ideas - Closed 31 March 2019

Full details of the consultations can be accessed via the website at <https://haveyoursay.derrystrabane.com/consultation_finder/>During the 2018/19 period more than 1260 people have engaged with the Council through this channel.**Local children and young people discuss their rights at Unicef consultation event**Local young people have taken part in two Unicef UK facilitated events at the Guildhall to allow them to discuss how their rights can be embedded into public services.A Discovery Evening on Thursday February 6th and a Unicef Community and Youth Discovery Day on Friday February 7th were delivered through a Unicef partnership with Council, Western Health and Social Care Trust, the Education Authority and the Community and Voluntary Sector.The work forms part of the Council area’s journey to achieve internationally recognised Unicef Child Friendly Community status.In advance of the event children and young people aged 4-18 from across the District took part in remote consultations to ensure all their views are represented.  The children and young people have explored what it feels like to grow up in Derry City and Strabane, talking about things like places to play, meeting friends, being healthy and feeling safe.These conversations were guided by the United Nations Convention on the Rights of the Child (UNCRC) and form the basis of the Child Rights based approach, a commitment within the Inclusive Strategic Growth Plan.The information collected during the discovery phase will be used to shape the 2-3 year action plan to make the vision of a Child Friendly Community a reality.The Unicef Youth Advisory Panel have taken a leading role, identifying key stakeholders to help make young people’s vision for the future a reality, analysing the remote consultation responses, presenting and co-facilitating at the sessions.The Youth Advisory Panel are aged 13-24, supporting Council, the Western Health and Social Care Trust and community and voluntary sector partners to improve our community and services so they are more child friendly.This event allowed children and young people to have an input into the decisions that affect them – from major policies, to decisions around the care they receive.1. **Engaging Youth in their Communities programme**

Community youth projects were targeted at young people who were currently outside formal youth provision. These were intended to develop cross community relationships between the young people, give them a better appreciation of the impact of sectarianism and racism on their communities and involve them in improving their community. Various projects were rolled out across the Council area, for example;* **Strabane** – Good Relations Officers worked with Customised Training Services to deliver design thinking workshops with 10 young people aged between 15-18 year olds, looking at the issue of shared space. They undertook a facilitated 6-week programme utilising design thinking methods and came up with a number of recommendations that are intended to improve the areas and make these spaces more shared. The group had a meeting with the Mayor and a further meeting with elected members will be arranged after the election in May 2019, to make them aware of the issues identified during the programme. This will also feed into a programme of work around youth provision in Strabane that is currently being undertaken by Council community development staff.
* **Moor** – Youth First have engaged 40 young people at risk on the issue of bonfires. The group reported a marked increase in the number of young people that are making positive choices and worked in challenging negative behaviour. Evidence has shown that this approach has had a positive impact and progress has been achieved to be built on this summer.
* **Ballyarnett** – GRO engaged with the Youth Workers Forum in the area to develop and deliver a project in conjunction with young people in the area, called the DICE (Diversity, Identity, Culture and Equality) project. This project worked with 24 young people on the above issued and examined each of the topics in an open and transparent way through site visits, workshops, cultural events, etc.
1. **Youth 19 Programme scoops top local government award**

Derry City and Strabane District Council’s Youth 19 team won Best Local Authority Community Planning initiative at the NI Local Government Awards 2020 in February 2020. The Youth 19 Programme was named Best Local Authority Community Planning Initiative at the awards. The Youth 19 team have been engaging widely with young people across the Council area, helping to motivate and empower them with an impressive programme of events and activities.The year-long programme was dedicated to young people aged 12-24 and the spotlight was placed on the positive contributions that young people are making to the local community and prove the value of our young people in shaping the future of Derry and Strabane. * 1. **Crime and Safety**

Derry and Strabane’s Policing and Community Safety Partnership has channelled over £220,000 into local projects across the City and District - A total of 34 projects received funding under the small project support scheme, geared towards improving community safety and engaging young people in positive community projects.

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| **Inequality** | **Positive action measures** |
| **Lack of awareness of role of PCSP and its delivery****Fear of Crime highlighted by older people, members of the LGBT community, people with a disability****Lack of policing visibility in rural areas****Lack of Youth Engagement****Inappropriate behaviour of young people at school going age** | Design and deliver communications programme including increased use of social media e.g. PCSP Facebook pageEngage and consult with local communities through Neighbourhood Based Community Safety Forums/Teams to identify local concerns in relation to community safety and policing and to invite their contribution to addressing those concerns. PCSP awards £225k annually to local groups to deliver community safety initiatives in their area.Raise awareness of safety initiatives amongst these vulnerable groups. Management of CCTV, Community Safety Wardens, Safer Homes Scheme etc. PSNI District Commander reports quarterly to the PCSP on hate crime and crimes against the elderlyPSNI has enhanced their Neighbourhood Teams with additional officers for both the urban and rural areas – Community Safety Wardens support and promote these teams. Designed and delivered a youth diversionary programme – This is to be delivered at key times in hotspot areas throughout the district, using tried and tested methods such as cage sports/music events – This will also help to build a more positive relationship between the police and youth of the council area. PCSP allocates £50k annum to Youth Engagement Initiatives.PCSP continued to work with a range of statutory partners to deliver the Support Hub across the district.  The Support Hub provides support to some of our most vulnerable young people who are considered at risk of harm from issues including mental health, CSE, alcohol and drugs.PCSP continued to support Foyle Women’s Aid, Men’s Action Network and Nexus to deliver a schools’ information programme focusing on consent, healthy relationships, unacceptable behaviour and sharing inappropriate images.  |

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Policing and Community Safety Partnerships also had their work recognised at the PCSP Community Safety Awards. Council’s PCSP team were nominated for: The Community Safety Wardens for Outstanding Impact in Tackling ASB; ‘Recruited’ short film for contribution to embedding a culture of lawfulness; The Multi-Agency Support Hub for Excellence in Collaboration.   |
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| **3** | **Has the application of the Equality Scheme commitments resulted in any changes to policy, practice, procedures and/or service delivery areas during the 2019-20 reporting period? *(tick one box only)*** |
|  | [ ]  | Yes | [x]  | No (go to Q.4) | [ ]  | Not applicable (go to Q.4) |
|  | Please provide any details and examples: |
|  | In the reporting period consultation input has not highlighted any changes to policy, practice, procedures or service delivery areas.  |
|  |  |
| **3a** | With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?  |
|  | Please provide any details and examples: |
|  | N/A |
|  |  |
| **3b** | What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)* |
|  | [ ]  | As a result of the organisation’s screening of a policy *(please give details):* |
|  |       |
| [ ]  | As a result of what was identified through the EQIA and consultation exercise *(please give details):* |
|  |       |
| [ ]  | As a result of analysis from monitoring the impact *(please give details):* |
|  |       |
| [ ]  | As a result of changes to access to information and services *(please specify and give details)*:  |
|  |       |
|  | [ ]  | Other *(please specify and give details)*:  |
|  |  |       |

**Section 2: Progress on Equality Scheme commitments and action plans/measures**  |
| **Arrangements for assessing compliance (Model Equality Scheme Chapter 2)** |
| **4** | **Were the Section 75 statutory duties integrated within job descriptions during the 2019-20 reporting period? *(tick one box only)*** |
|  | **[x]**  | **Yes, organisation wide** |
| **[ ]**  | **Yes, some departments/jobs** |
| **[ ]**  | **No, this is not an Equality Scheme commitment** |
| **[ ]**  | **No, this is scheduled for later in the Equality Scheme, or has already been done** |
| **[ ]**  | **Not applicable** |
|  | Section 75 duties were integrated into job descriptions of all employees within Council not just senior positions with responsibility for policy and service development. All job descriptions have the following duty included:-**“Comply with and actively promote the Council’s policies and procedures on all aspects of equality”.** |
|  |  |
| **5** | **Were the Section 75 statutory duties integrated within performance plans during the 2019-20 reporting period? *(tick one box only)*** |
|  | [x]  | **Yes, organisation wide** |
| [ ]  | **Yes, some departments/jobs** |
| [ ]  | **No, this is not an Equality Scheme commitment** |
| [ ]  | **No, this is scheduled for later in the Equality Scheme, or has already been done** |
| [ ]  | **Not applicable** |
|  | **Please provide any details and examples:** |
|  | The Improvement Plan 2019-20 is included as part of the Council’s corporate plan and is directly aligned to, and cascades from the council’s priorities as informed by the wide reaching consultation process which informed priority outcomes under the pillars of economic, social and environmental wellbeing within its Community Plan –Inclusive Strategic Growth Plan 2017-2032. The Council’s Corporate Plan 2019-20 reflected this vision and the themes of equality and sustainability cuts across all of the priority outcome areas.The Annual Equality Progress Report contains details of initiatives which have been carried out throughout 2019-2020 reporting period from the various directorates within Council.  |
|  |
|  |
| **6** | **In the 2019-20 reporting period were objectives/ targets/ performance measures relating to the Section 75 statutory duties integrated into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*** |
|  | [ ]  | **Yes, through the work to prepare or develop the new corporate plan**  |
| [x]  | **Yes, through organisation wide annual business planning** |
| [ ]  | **Yes, in some departments/jobs** |
| [x]  | **No, these are already mainstreamed through the organisation’s ongoing corporate plan** |
| [ ]  | **No, the organisation’s planning cycle does not coincide with this 2019-20 report** |
| [ ]  | **Not applicable** |
|  | **Please provide any details and examples:** |
|  | Derry City and Strabane District City Council have used the engagement from the development process of its community plan “Inclusive Strategic Growth Plan 2017-2032” to help inform the development of its corporate plan and Directorate Delivery plans for 2019/20. A corporate plan was developed which was aligned to the emerging issues identified to date. As it is a community plan the delivery of the “Inclusive Strategic Growth Plan” is being done through partnership with the Strategic Partnership Board. Section 75 statutory duties have been fully integrated into the community plan as a whole and the Council’s own objectives. Each year the Council sets out its key priorities and actions for the forthcoming year in its Directorate Delivery Plans. These documents also provide details of the resources, performance measures, key contacts and achievements / progress made in the previous year.The Directorate Delivery Plans are a key part of the Council's overall performance management framework. They provide a vital link between the Inclusive Strategic Growth Plan 2017-2032 (Community Plan) and/or Corporate Plan objectives at strategic level, through to frontline services.Details of each of the four directorate delivery plans can be obtained by clicking on the links below:**Directorate Delivery Plans 2019/20**[• Health and Community Directorate Delivery Plan  2019/20](https://www.derrystrabane.com/getattachment/Council/Corporate-and-Improvement-Plan/Home/H-C-Service-Plan-2019-2020.pdf)[• Business and Culture Directorate Delivery Plan 2019/20](https://www.derrystrabane.com/getattachment/Council/Corporate-and-Improvement-Plan/Home/B-C-Service-Plan-2019-2020.pdf)[• Environment and regeneration Directorate Plan 2019/20](https://www.derrystrabane.com/getattachment/Council/Corporate-and-Improvement-Plan/Home/E-R-Service-Plan-2019-2020-%281%29.pdf) [• Strategic Planning and Support Units Delivery Plan 2019/20](https://www.derrystrabane.com/getmedia/8ae7be4d-0092-41ab-bd6c-e7f20af97eff/SPSU-Service-Plan-2019-2020-v0-9-%2800000003%29.pdf)The overall responsibility for the implementation of Council’s Equality Scheme and its supporting Equality Action Plan lies with the Chief Executive. The Lead Democratic Services and Improvement Officer is responsibility for supporting the appropriate operational implementation of the scheme commitments, however all Directorates and Services have responsibilities for various aspects of the Equality Action Plan going forward. The fact that all items which are presented to Council for deliberation and approval require the responsible officer to show that equality implications have been considered and mitigated against where necessary.The Lead Democratic Services and Improvement Officer attends all Senior Management Team Meetings and Governance and Strategic Planning Committee ensures that all new/revised policies and services are subjected to the mandatory screening/EQIA process.  |
|  |  |
| **Equality action plans/measures**  |
| **7** | **Within the 2019-20 reporting period, please indicate the number of:** |
|  | Actions completed: |  | **Actions ongoing:** | **13\*** | Actions to commence: |       |
|  | Please provide any details and examples (*in addition to question 2*): |
|  | **\* It should be noted that whilst it is reported that 13 measures are ongoing individual actions/initiatives have been completed under each measure these have been detailed in Equality Action Plan which is attached at Appendix 1** |
|  |  |
| **8** | **Please give details of changes or amendments made to the equality action plan/measures during the 2019-20 reporting period *(points not identified in an appended plan)*:** |
|  | The Equality Action Plan will be reviewed in the 2019-2020 period. |
|  |  |
| **9** | **In reviewing progress on the equality action plan/action measures during the 2019-20 reporting period, the following have been identified: *(tick all that apply)*** |
|  | [x]  | **Continuing action(s), to progress the next stage addressing the known inequality** |
| [ ]  | **Action(s) to address the known inequality in a different way** |
| [ ]  | **Action(s) to address newly identified inequalities/recently prioritised inequalities** |
| [ ]  | **Measures to address a prioritised inequality have been completed** |
|  |  |
| **Arrangements for consulting (Model Equality Scheme Chapter 3)** |
| **10** | **Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*** |
|  | [ ]  | All the time | [x]  | Sometimes | [ ]  | Never |
|  |  |
| **11** | **Please provide any details and examples of good practice in consultation during the 2019-20 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:** |
|  | 1. **Local Development Plan 2032 (LDP)**

Derry City and Strabane District Council has set out its plan for the future which will guide land-use development and set out Planning policies and proposals for the use, development and protection of settlements and countryside across the Council District to 2032. Crucially, it will help to deliver the outcomes in the Strategic Growth Plan. Once the LDP is adopted, its Planning policies, zonings and development proposals will be used to determine planning applications across the District. The LDP comprises of two development plan documents: this LDP Plan Strategy and, in due course, the LDP Local Policies Plan.As well as putting details of the consultation on the consultation hub webpage (<https://haveyoursay.derrystrabane.com/mkt/ldpconsultation/>), the Planning officers consulted by attending meetings in schools throughout the Council area to raise awareness with young people who will be living and raising families in the area in future years.A presentation was also made to the Equality Assurance and Oversight Group in January 2020.In an attempt to gain feedback from public across the Council area officers held LDP draft Plan consultation meetings in both rural and urban settings – these were held during December 2019 as follows:-* Guildhall, Derry – 5th December 2019 at 11:00am to 12:30pm
* Alley Theatre, Strabane – 5th December 2019 at 19:00 to 20:30
* St. Columbs Park House – 10th December 2019 at 19:00 to 20:30
* Derg Valley Leisure Centre, Castlederg – 11th December 2019 at 15:30 to 17:00
* Guildhall, Derry - 9 January 2020 at 11:00 to 12:30
1. **Play Strategy 2020-2032**

Derry City and Strabane District Council (in partnership with PlayBoard NI) is working on the development of a Play Strategy for the area. The play strategy is to help to guide council as it works to meet play need over the coming years.A detailed audit was carried out as part of the Play Plan process and a full review of all current play facilities. It highlighted that a number of areas that needed to be considered, including barriers to play and the impacts of social deprivation, as well as exploring the needs of specific groups of children and young people including those with a disability. Council officers held meetings to engage community groups, local politicians, and the public to seek their views on how the strategy should be shaped. These meetings were held in each District Electoral Area throughout November and December at the following locations:12th November: Ballyarnett, location: The Leafair Centre14th November: Moor, The Guildhall19th November: Waterside, location: Waterside Theatre21st November: Sperrin, Location: Artigarvan Community Hall26th November: Derg, Location: Derg Valley Healthy Living Centre, Castlederg27th November: Foyleside, Location: Brooke Park Horticultural Centre3rd December: Faughan, YMCA, Drumahoe5th December: Strabane Location: Civic Room Strabane LibrarySeparate consultation events for children and young held in January 2020.Three separate surveys were also developed to present a further opportunity for people to get involved – these surveys were opened from 4th November 2019 to 20th January 2020.Children and Young people survey: <https://haveyoursay.derrystrabane.com/mkt/children-and-young-people-survey>Parents/carers survey<https://haveyoursay.derrystrabane.com/mkt/parents-carers-survey-on-developing-a-play-strateg/>Community Providers survey<https://haveyoursay.derrystrabane.com/mkt/community-providers-survey-on-developing-a-play-st/>1. **Survey on Council’s Irish Language Services**

The annual customer survey was sent out to members of the Irish Language Community on 29th November 2019. The purpose of the survey was to assess the progress of Irish language services within the Council and gain feedback from members of the public in order to develop and improve the service. The results of the survey indicated the following results:Key results of the survey were as follows: 92% of service users said that they were happy or very happy with the Council’s Irish Language services. 95% of those surveyed would use the services again. 95% of those surveyed would recommend the Irish language services to others.  |
|  |  |
| **12** | **In the 2019-20 reporting period, given the consultation methods offered, which consultation methods were most frequently used by consultees: *(tick all that apply)*** |
|  | **[x]**  | **Face to face meetings** |
| **[x]**  | **Focus groups** |
| **[x]**  | **Written documents with the opportunity to comment in writing** |
| **[x]**  | **Questionnaires** |
| **[x]**  | **Information/notification by email with an opportunity to opt in/out of the consultation** |
| **[ ]**  | **Internet discussions** |
| **[ ]**  | **Telephone consultations** |
| **[x]**  | **Other *(please specify)*: Online Surveys** |
|  | **Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees’ membership of particular Section 75 categories:** |
|  | 1. **Equality Assurance and Oversight Group**

Officers from the Equality Unit hosted two Equality Assurance and Oversight meetings in this reporting period. The Equality Assurance and Oversight Group is made up of representatives from Section 75 categories, neighbourhood renewal groups and rural networks. This group is responsible for monitoring progress against the equality indicators and targets which have been set in the Community Plan, identifying issues and providing feedback to the Community Planning Strategic Partnership Group. These meetings allow the participants to get update on Equality work going on within Council and consider equality implications of any policy/service developments.1. **Survey on Council’s Irish Language Services**

The annual customer survey was sent out to members of the Irish Language Community on 29th November 2019. The purpose of the survey was to assess the progress of Irish language services within the Council and gain feedback from members of the public in order to develop and improve the service. The results of the survey indicated that 65% of the public were very happy with the services provided and a further 84% would recommend the services to others.  |
|  |  |
| **13** | **Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2019-20 reporting period? *(tick one box only)*** |
|  | [ ]  | Yes | **[x]**  | **No**  | [ ]  | Not applicable  |
|  | **Please provide any details and examples:** |
|  |  |
|  |  |
| **14** | **Was the consultation list reviewed during the 2019-20 reporting period? *(tick one box only)*** |
|  | [ ]  | Yes | [x]  | No | [ ]  | Not applicable – no commitment to review |
|  |  |
| **Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)****[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]**  |
| **15** | **Please provide the number of policies screened during the year (*as recorded in screening reports*):** |
|  | 8 |  |
|  | <http://www.derrystrabane.com/Council/Equality> |
| **16** | **Please provide the number of assessments that were consulted upon during 2019-20:** |
|  | 2 | **Policy consultations conducted with screening assessment presented.**  |
|       | **Policy consultations conducted with an equality impact assessment (EQIA) presented.** |
|       | **Consultations for an EQIA alone.** |
|  |  |
| **17** |  **Please provide details of the main consultations conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:** |
|  | 1. **Local Development Plan 2032 (LDP)**

Derry City and Strabane District Council has set out its plan for the future which will guide land-use development and set out Planning policies and proposals for the use, development and protection of settlements and countryside across the Council District to 2032. Crucially, it will help to deliver the outcomes in the Strategic Growth Plan. Once the LDP is adopted, its Planning policies, zonings and development proposals will be used to determine planning applications across the District. The LDP comprises of two development plan documents: this LDP Plan Strategy and, in due course, the LDP Local Policies Plan.As well as putting details of the consultation on the consultation hub webpage (<https://haveyoursay.derrystrabane.com/mkt/ldpconsultation/>), the Planning officers consulted by attending meetings in schools throughout the Council area to raise awareness with young people who will be living and raising families in the area in future years.A presentation was also made to the Equality Assurance and Oversight Group in January 2020.In an attempt to gain feedback from public across the Council area officers held LDP draft Plan consultation meetings in both rural and urban settings – these were held during December 2019 as follows:-* Guildhall, Derry – 5th December 2019 at 11:00am to 12:30pm
* Alley Theatre, Strabane – 5th December 2019 at 19:00 to 20:30
* St. Columbs Park House – 10th December 2019 at 19:00 to 20:30
* Derg Valley Leisure Centre, Castlederg – 11th December 2019 at 15:30 to 17:00
* Guildhall, Derry - 9 January 2020 at 11:00 to 12:30
1. **Green Infrastructure**

The Green Infrastructure Plan 2019 - 2030 follows an extensive consultation process with local people, organisations and experts.The GI Plan public consultation was designed to obtain the views of stakeholders, organisations and individuals to help inform the draft Derry & Strabane GI Plan and associated GI action plan. Derry City & Strabane District Council designed the consultation in collaboration with an advisory group consisting of key stakeholders. The consultation paper posed 16 questions in relation to the overall key strategic themes and cross cutting themes (Appendix 4). The consultation process was open for an eight-week period, from 12th March to 3rd May 2019. The public consultation was launched at Council’s first GI & Climate Change conference on 12th March 2019 at the Guildhall, Derry. The public consultation was published on Council’s website, with public adverts placed in the local press. Two public consultation events were held on Wednesday 20th March at the Guildhall (Derry) and Thursday 21st March at the Alley Theatre (Strabane) from 1pm to 8pm. Interested parties could submit responses online ([www.derrystrabane.com/GI](http://www.derrystrabane.com/GI)) through a citizen space survey, by email or by post.  |
| **18** | **Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*** |
|  | [ ]  | Yes | **[x]**  | **No concerns were raised**  | [ ]  | No  | [ ]  | Not applicable  |
|  | **Please provide any details and examples:** |
|  |  |
| **Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)** |
| **19** | Following decisions on a policy, were the results of any EQIAs published during the 2019-20 reporting period? *(tick one box only)* |
|  | [ ]  | Yes | [x]  | No | [ ]  | Not applicable |
|  | **No EQIAS were carried out in the reporting period** |
|  |  |
| **Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)** |
| **20** | **From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2019-20 reporting period? *(tick one box only)*** |
|  | [ ]  | **Yes** | [x]  | No, already taken place  |
| [ ]  | **No, scheduled to take place at a later date** | [ ]  | Not applicable  |
|  | **Please provide any details:** |
|  | An audit of inequalities was prepared during the development stages of the Council’s “Inclusive Strategic Growth Plan 2017-2032” – the information gathered informed the accompanying action plan. Emanating from the Strategic Growth Action Plan are individual departmental plans which are reported on an annual basis within Council’s Performance Improvement Plan. The current equality plan contains remedial action for the areas identified through the audit of inequalities.In terms of the progress made on the Strategic Growth Plan – Council have presented an interim report in February 2019 to the Strategic Growth Partnership together with an update on agreed progress indicators. Once this was approved it was passed to the Equality Assurance and Oversight Group for comment. |
|  |  |
| **21** | **In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*** |
|  | [x]  | Yes | **[ ]**  | **No**  | **[ ]**  | Not applicable  |
|  | **Please provide any details and examples:** |
|  | The PEACE IV DCSD Council Programme’s Annual Equality Return for 2019 indicates positive impact on inclusion of Section 75 identities across its programme delivery. The charts show gender and cross-community balance (which are of heightened relevance to this funding stream). Data on other remaining Section 75 categories is summarised below.Ethnic / Racial Identity: 97% White, 1% Black, 1% Asian, 1% OtherAge: 20% <11, 44% 11-18, 36% 18+Sexual Orientation: 92% Heterosexual, 1% Gay/Lesbian, 1% Bisexual,  1% Other, 4% Prefer not to sayDisability/Health Condition: 82% No, 13% Yes, 5% Not sureDependents: 42% Yes, 58% NoMarital Status: 48% Married, 26% Single, 7% Living Together,  9% Widowed, 6% Divorced, 1% Civil Partnership,  3% SeparatedCommunity ‘Brought Up In’: 57% Catholic, 33% Protestant, 10% Other.The collation of this information helped officers target underrepresented groups and factor in measures to reduce barriers identified through the audit of inequalities detailed below:* Disabled – Access; Inclusion; Employment
* LGBT – Employment; Safety
* People with children – Safety; Suitable Facilities
* Community Background – Shared Space; Procurement
* BME – Access to information; Communication
* Older People – Access to Information; Inclusion
* Carers – Time management

The PEACE IV baseline also enables the Board to track rural engagement. Of those who declare a postcode, approximately 20% of participants so far live in rural areas.  |
|  |  |
| **22** | **Please provide any details or examples of where the monitoring of policies, during the 2019-20 reporting period, has shown changes to differential/adverse impacts previously assessed:** |
|  | **E-Coli Information:**Officers in Council’s Environmental Health section identified that there was issues with some businesses in the Chinese food industry not having full understanding of E-coli and its dangers with regard to cross contamination – A translation was prepared in Traditional Chinese from the Foods Standard Agency - Copy of Translation is at Appendix 2**SME Business Support Toolkit during Covid-19:** Business SupportOfficers had prepared documentation for all the businesses in the Council area detailing information on the various grants, loans and initiatives to support businesses during this pandemic period. Officers recognised that there is a large amount of Chinese food companies who could benefit require this information and subsequently prepared the information in Traditional Chinese – Copy of translation at Appendix 3. |
|  |  |
| **23** | **Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:** |
|  | **Strategic Growth Plan 2017-2032 - Statement of Progress** In accordance with its obligations under Section 71 of The Local Government Act (NI) 2014 Council prepared its Statement of Progress on its Strategic Growth Plan 2017-2032. Council have worked closely with Northern Ireland Statistics and Research Agency (NISRA) to develop population indicators for the Statement of Progress including progress in areas of deprivation – these indicators allowed Council to not only analyse its own performance but to benchmark itself against other Councils across the region. The document also contained case studies under each outcome area to demonstrate the level of progress achieved. The Statement of Progress was presented to the Equality Assurance and Oversight Group at a meeting in January 2020.Participants welcomed the fact that Council had looked deprivation to assess progress and recognised the comprehensive level of detail presented within the document however they raised queries about how these improvements were being reflected in terms of the lives of people within the various Section 75 categories who experience inequalities in key areas such as education, health and employment. In terms of being able to effectively scrutinise the progress of the plan they stated that these types of indicators were required.A commitment was given that more work would be carried out with NISRA in order to drill down further in terms of statistics being provided going forward.  |
|  |  |
| **Staff Training (Model Equality Scheme Chapter 5)** |
| **24** | **Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2019-20, and the extent to which they met the training objectives in the Equality Scheme.** |
|  | **Equality Screening and Rural Impact Assessment Diversity training** was provided staff in February 2020 – this helped staff to have a better understanding of the importance of considering the impact of policies and services against Section 75 categories at the earliest possible juncture in the development/review process.The Equality Officer provided two sessions to staff to communicate on commitments made in the Equality Scheme as part of the “**Code of Practice on Producing Information”** training. This training will ensure that staff understand the importance of presenting all information emanating from Council is an accessible format so as to provide an inclusive service to all.Three sessions on **Code of Practice on Arranging Accessible Meetings and Events** were provided to staff during the reporting period. The aim of this training was to ensure consideration was given to the needs of people with a disability to facilitate their participation at Council events.  |
|  |  |
| **25** | **Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:** |
|  |

|  |
| --- |
| **Training Provided to Staff** |
| Equality Screening and rural Impact Assessment Training |
| Code of Practice on Producing Information |
| Code of Practice on Arranging Accessible Meeting and Events |
| How to Manage Your Workplace Health and Wellbeing  |
| Wellbeing Training for Managers – Understanding and Managing Stress |
| Conducting Formal Investigations  |
| Safeguarding Training on Council Policy |
| Safeguarding Designated Officer Training  |
| Adult Safeguarding Training |
| Language Awareness Training |
| Emotional Intelligence |
| Lone Workers |
| Customer Care |
| Autism Impact Training |
| JAM Card Training |
| Dealing with Difficult People |

 |
|  |  |
| **Public Access to Information and Services (Model Equality Scheme Chapter 6)** |
| **26** | **Please list any examples of where monitoring during 2019-20, across all functions, has resulted in action and improvement in relation to access to information and services:** |
|  | Monitoring of how we communicated with the people of Derry City and Strabane District Council have resulted in actions and improvements in ensuring public access to information and services. These included: **Alternative Formats**Staff in the Business Support Section identified that members of the Chinese Community within the Council area had difficulty getting information on business support for SMEs during the Corona Virus period – they prepared an information toolkit for all SMEs and got it translated into both simplified and Traditional Chinese - the full toolkit is available at Appendix 3. A Good Relations Officer had health and safety information on e-coli translated into simple Chinese for groups within the Council area so that the owner was aware of the protective measures they needed to take during food preparation.A summary of all alternative formats requested during the 2019-20 period is listed below:**Sign Language Provision**Staff continued to provide sign language interpreters for Council meetings and events.Staff from the Democratic Services and Improvement Unit have arranged to meet with groups representing the d/Deaf community within the Council area to establish their needs and how Council can better engage with their community. Meeting was arranged for March 2020 however this now has to be postponed to the 2020-21 reporting period due to the ongoing Corona Virus pandemic and resultant restrictions.**Signed Performances**Council’s Access and Inclusion Coordinator has worked with venues in the Council area since 2016 to programme in at least one signed performance or relaxed performance per year. This target has improved over the past 4 years with venues providing on average 6 assisted performance per year.The increase has been supported by Accessible grant aid programme to create sustainable practice within programming with including terms and conditions to promote accessible programming within respective venue, alongside frameworks such as JAM Card training and signing up for Every Customer Counts by Equality Commission NI.**Website** Council’s website has the following accessibility tools:-• Browse Aloud tool • Text size tool • Accessibility policy/statement **Chatbot** Council are involved in a funded project called which involves the development of a chatbot for the Waste and Recycling section of the council website. The new software is at the testing phase and Council have arranged to have sessions with representatives from various S75 groups (age, disability, minority ethnic groups) to ensure that it is accessible to all users. The testing was due to be completed by 6th March 2020 with other sessions arranged at the group/individual own premises to facilitate improved accessibility and participation. However due to the ongoing Corona virus pandemic and resultant restrictions this will be rescheduled into the 2020-21 reporting period.  |
|  |  |
| **Complaints (Model Equality Scheme Chapter 8)** |
| **27** | **How many complaints in relation to the Equality Scheme have been received during 2019-20?** |
|  | **Insert number here:**  | **0** |  |
|  | **Please provide any details of each complaint raised and outcome:** |
|  |       |

|  |
| --- |
| **Section 3: Looking Forward** |
| **28** | **Please indicate when the Equality Scheme is due for review:** |
|  | December 2023 |
|  |  |
| **29** | **Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*** |
|  | Derry City and Strabane District will focus on training and monitoring in the next reporting period. |
|  |  |
| **30** | **In relation to the advice and services that the Commission offers, what equality and good relations priorities are anticipated over the next (2019-20) reporting period? *(please tick any that apply)*** |
|  | [x]  | Employment |
| [x]  | Goods, facilities and services |
| [x]  | Legislative changes |
| [ ]  | Organisational changes/ new functions |
| [ ]  | Nothing specific, more of the same |
| [ ]  | Other (please state):       |

**PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans**

|  |
| --- |
| **1. Number of action measures** for this **reporting period** that have been: |
| **10** |  |  |  | **1** |  |  |  | **3** |  |  |  |
| Fully achieved | Partially achieved | Not achieved |

2. Please outline below details on all **actions that have been fully achieved** in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

|  |  |  |  |
| --- | --- | --- | --- |
| Level | Public Life Action Measures | Outputs | Outcomes / Impact |
| LocalLocal (contd) | Set up Equality Assurance and Oversight Group (EAOG) to enable people with a disability from new Council area to influence Council decision-makingInvolve people with a disability in the planning and predevelopment exercisesScreen all new policies to assess the significance of the policy on the disability duties.Review and report on progress of the Disability Action Plan annually – employee contributions required from their service areas | 2 meetings held in the 2019/20 yearRepresentative disability groups have been involved in consultations on Council’s policy and services100% of new and revised policies screened for impact on disability dutiesAnnual progress report completed and forwarded to the Equality Commission | Pan-disability engagement through the EAOG People with a disability have opportunity to voice their concerns and suggest mitigation where necessary in relation to all Council policies and servicesRemove barriers for people with a disability when attending arts and cultural venues. Council’s proactive approach would ensure that all policies and services are accessible and inclusive to people with a disability.Council’s compliance and achievements in relation to disability duties. This also provides and avenue to share good practice amongst other public authorities. |

2(b) What **training action measures** were achieved in this reporting period?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Training Action Measures | Outputs | Outcome / Impact |
| 1 | Involve people with a disability in the planning and development stage of events. | Council has rolled out awareness training on its Code Of Practice on hosting accessible meetings and events – one to the Event Team and second to the Language Team staff in the 2019-20 year. | People with a disability will contribute to event planning for all Council events as per the **Code of Practice on arranging accessible meetings and events** – this will ensure all barriers are eliminated as far as reasonable practicable at the earliest stage thus enhancing participation of people with a disability. |
| 2 | Provide equality and disability awareness training for staff and elected members | 2 Sessions of Equality Screening/Rural Needs Impact Assessment Training was rolled out to staff in February/March 2020All staff must complete the Equality module on Learning Pool.JAM Card Training and Autism Impact training has been delivered to frontline staff in leisure, visitor services and the main offices in Strabane and Derry3 members of staff in Arts and Culture section have been trained as trainers for Autism Awareness. | Increased awareness of Employee’s responsibility towards Council’s compliance and achievements in relation to disability dutiesThis training has provided staff with the knowledge and skills to be able to adapt, modify or enhance their behaviour so that they can be more effective in helping and support people with autism when delivering Council services. |

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Communications Action Measures | Outputs | Outcome / Impact  |
| 1 | Ensure that the all requests are met when providing access to information and services | 2 awareness sessions for Code of Practice on Producing Information was delivered to the Guildhall Team and staff from Sports and Leisure section 2 Code of Practice on Arranging Accessible Events awareness training was rolled out in 2019-20 reporting period | Improved accessibility to all to Council information and opportunities to influence decision making |
| 2 | Audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community) | Access and Inclusion Coordinator continues to work with Queens University (School of Architecture) in relation to Autism and the environment. This project will be an app that details nine journeys walking around the Walled City which all lead to cultural venues. The journeys are made up of film and recordings of the nine routes, analysed from an “Architect’s Perspective”. It is envisaged the most informative route is utilised, a series of still images from it and a film is produced for part of an exhibition to create a narrative of what it is like for someone with autism to travel a route highlighting it like a storybook of the decisions that someone with autism has to make on a journey. It was hoped that this piece of work could have been completed and displayed in the Council area by end of March 2020 but the COVID19 pandemic has delayed completion until 2020-2021 period.6 assisted performances (signed or relaxed performances) were programmed in venues across Council district in the reporting period | Increased awareness and participation of Council events  |

2 (d) What action measures were achieved to ‘**encourage others’** to promote the two duties:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Encourage others Action Measures** | **Outputs** | **Outcome / Impact**  |
| 1 | Host and organise one event per year in association with disability group(s) | * Derry City and Strabane District Council is a member of the Local Engagement Partnership (LEP) which is made up of a range of stakeholders involved in improving services for Adults with a Learning Disability. Council hosted a celebratory event on 18th September 2019 - The aim of the event was to launch the Local Engagement Partnership and provide information about its work.

The event also provided an opportunity for service users and carers to come along and see the range of services on offer for people with a Learning Disability and to hear from some of the service users about their experience.* Council hosted its fourth annual conference to coincide with Annual European Day of Persons with Disabilities. The conference promoted the mainstreaming of disability issues in line with the UN Convention on the Rights of Persons with Disabilities
 | These events have raised awareness of the issues affecting people with disabilities and highlighted the ongoing partnership work that continues to be developed. |
| 2 | Appoint a Disability Champion at officer and elected member level to progress the disability duties | 2 Champions are in place– I from Elected Members and 1 from Officers. | There is a dedicated point of contact for both staff and residents to raise any issues they may have regarding disability  |
| 3 | Screen all new policies to assess the significance of the policy on the disability duties | 100% of new and revised policies screened for impact on disability duties | Council’s proactive approach would ensure that all policies and services are accessible and inclusive to people with a disability. |

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Action Measures fully implemented (other than Training and specific public life measures) | Outputs | Outcomes / Impact  |
| 1 | Implement a work placement/shadowing/volunteering initiative to allow people with a disability to learn about work in Council facilities | Council continue to accommodate work placement/shadowing opportunities for people with a disability on request.Council’s Active Inclusion Programme is a training and personal development initiative tailored for people aged 16 and over with learning difficulties. During the 2019-20 reporting period Council engaged with 62 participants with a disability aged between 16 – 64 years. This group consisted of 42 male and 20 female. | Encourage people with a disability to have increased confidence in the workplaceThis initiative aims to provide those with learning disabilities training opportunity and help to find employment  |
| 22 (contd) | Improve play facilities in Council parks and open spaces to ensure access and inclusion for children of all abilitiesImprove play facilities in Council parks and open spaces to ensure access and inclusion for children of all abilities | Members of the Derry City & Strabane District Council Environment & Regeneration Committee have committed to making it policy that every new park built in the district will in future have accessible play provision following a presentation and video from young people from the Enagh Youth Forum ‘Nothing Without Us’ disability-access campaign.Council’s Access and Inclusion Officer is working with Disability Sports NI to develop a regional framework for open spaces in Northern Ireland. This will be particularly beneficial as a sustainable model and guidance for play parks, greenways, waterways and such and will support all planning in this field to embed access and inclusion provisions and considerations from planning stage.Play Development Officer was to complete the access auditor training in March 2020 which would have helped officer identify the key access issues that create barriers for people with disabilities and other access challenges when moving through and using Council’s playgrounds and parks. This was rescheduled due to covid-19 | This promotes inclusive play between children with and without a disability -more young people can now avail of the state of the art play facilities in the park.This promotes inclusive play between children with and without a disability -more young people can now avail of the state of the art play facilities in the park. |

3. Please outline what action measures have been **partly achieved** as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Action Measures partly achieved | Milestones / Outputs  | Outcomes/Impacts | Reasons not fully achieved |
| 1 | Provide induction training to all new employees on the Council’s Equality Scheme and Disability Action Plan | All new employees trained on disability awareness within 3 months of commencing employment | Staff are aware of their obligations under equality and disability legislation to ensure service is provided in a fair and equal manner from the outset | Whilst all new staff are directed to the Equality module on Learning Pool – The induction training process has not been finalised yet with HR Section as structures have not been completed as yet and external recruitment has been limited |

4. Please outline what action measures **have not been achieved** and the reasons why.

|  |  |  |
| --- | --- | --- |
|  | Action Measures not met | Reasons |
| 1 | Implement a shadowing initiative to allow people with a disability to spend a day with Mayor/Deputy Mayor | This measure is now to form part of Local Democracy Week in October 2020 |
| 2 | Disability groups meet with elected member disability champion to discuss areas of concerns  | This measure is now to form part of Local Democracy Week in October 2020 |
| 3 | Conduct a confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability | Structures have not been finalised yet within Derry City and Strabane District Council so it was not appropriate to carry out a staff survey during this reporting period. |

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

Feedback from event participants and support groups continue to provide an excellent indicator of the effectiveness of Council’s initiatives

(b) Quantitative

Monitoring levels of participation of people with a disability in Council activities will provide the quantitative data to support continuing with or revising services – this has been especially effective in leisure services.

6. As a result of monitoring progress against actions has your organisation either:

* made any **revisions** to your plan during the reporting period or
* taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

**No revisions have been made to this plan – continued monitoring of out-workings of this plan will be carried out in 2019-2020 reporting period**

7. Do you intend to make any further **revisions to your plan** in light of your organisation’s annual review of the plan? If so, please outline proposed changes?

**Full review of this plan has been carried out and subjected to consultation from 6th March 2020 until 30th May 2020 – once approved this will be implemented in the 2020-2021 reporting period.**

**Equality Action Plan 2017-2019 Appendix 1**

**Employment, Skills and Enterprise**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Inequality** | **Positive action measures** | **Performance Indicator – Outcome** | **Lead Officer** | **Time-scales** | **Monitoring** |
| * **Perceptions and barriers towards participating in Arts and Culture activities for all ages needs to be addressed to encourage the development of job opportunities in this area.**
* **Lack of job opportunities for young people.**
* **Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability**
 | * Increase awareness of education and essential skills programmes and personal one-to-one support mechanisms - The Skills Team works with key stakeholders to supports the education and skills ambitions outlined in the Strategic Growth Plan through training, apprenticeship opportunities or skills academies.
* Increase No. of local people accessing work
* Work with representative groups and schools to gain access to
* Older People
* Young People (especially those in care)
* Minority Ethnic Groups incl. Irish Travellers
* Members of the Protestant Community
* People with a disability
* Liaise with potential clients to collate information on support mechanisms required to enhance their participation (e.g. information in appropriate format, support worker, accessibility of training venue/timing of training etc.)
 | We will have a better skilled and educated workforceAs a North West Learning Region we have increased learning and training opportunities | Director of Business and Culture | Ongoing | Analysis on Impact of Strategic Growth Plan  |
| **Inequality** | **Positive action measures** | **Performance Indicator – Outcome** | **Lead Officer** | **Time-scales** | **Monitoring** |
| **There appears to be a lack of underrepresentation in entrepreneurial terms for the following S75 groups*** **Women**
* **Young People**
* **People with a disability and**
* **People from minority ethnic groups**

**Members of the above groups within rural areas suffer particular disadvantage in terms of provision of opportunity and access to information and services.** | Work with key stakeholders to promote the development of new businesses in Council area by providing an enhanced level of support in the form of :* Tailored one-to-one mentoring support (421 mentoring days in the reporting period)
* Infrastructure to address barriers to business growth
* Increased participants’ awareness of importance of sustainable business practices
* Subvention/support initiatives e.g. support with rent, equipment, marketing etc.

• **Business Plans applications and approval –** 446 business plan applications were made (48.43% from female applicants) in this reporting period**.** Of these217 business plans were approved (53.02%). 17 referrals have been made to Invest NI* **Business Boost** - 331 full time jobs promoted
* **LEADER** scheme offers the opportunity for small rural companies to avail of the support they need to take their business to the next level. During 2019 year Derry and Strabane Rural Partnership has created 74 jobs and supported 55 businesses in rural areas through the scheme.
 | Increased participation of underrepresented groups in Business support programmes and initiativesIncreased job opportunities in rural areas  | Director of Business and Culture  | March 2019 and ongoing thereafter | Analysis on Impact of Strategic Growth Plan  |

**Social Participation (Leisure, Arts and Culture)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Inequality** | **Positive action measures** | **Performance Indicator - Outcome** | **Lead Officer** | **Time-scales** | **Monitoring** |
| **Cultural facilities are being under-used by various section 75 categories (i.e. men, people with a disability, people over 65 years of age)**  | The Arts and Culture Strategy 2019-2024 and accompanying action plan has been developed– Through the development process the following actions have been taken:* Programming reviewed to ensure it caters for all sectors of the community.
* Ongoing Customer Care training and disability awareness training (including Autism Impact, JAM Card training) has been provided for all front-line staff in the arts and culture facilities
* “Access for All Scheme” rolled out in Alley Theatre – this allows participants to advise staff of support/special requirements they may need to have in place before attending an event.
* Concessionary pricing has been put in place to promote participation by certain groups.
 | 6 no. Assisted performance programmed ( incl: signed and relaxed performances)Increased level of participation from underrepresented groups Securing of Quest accreditation, Disability Equality Charter of excellence, Autism Friendly Venue status for the Alley Arts & Conference Centre  | Director of Business and Culture  | April 2019 onwards | Service monitoring – e.g. No. of concessionary rates availed of No. of people signed up to Access for All SchemeNo. of reasonable adjustments put into place |

1. **Influencing decision making**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Inequality** | **Positive action measures** | **Performance Indicator – Outcome** | **Lead Officer** | **Time-scales** | **Monitoring** |
| **It would appear that 16-24 year olds are the main grouping who do not believe they can influence decision-making affecting their local area****Low educational attainment and lack of basic skills is prevalent in deprived areas and this affects people’s confidence to engage with their communit**y | Local Democracy Week initiatives which allowed young people in post primary schools to engage with their local Councillors and get insight into how Council works The Youth 19 Programme run a year-long programme dedicated to young people aged 12-24 and their role in community planning. Throughout 2019 the spotlight was placed on the positive contributions that young people are making to the local community and the value of young people in shaping the future of Derry and Strabane. This programme won Best Local Authority Community Planning initiative at the NI Local Government Awards 2020 in February 2020. Council have established an Equality assurance and Oversight Group comprising representatives from Section 75 categories, and rural and deprived communities. This group has responsibility for monitoring progress against equality indicators and targets, identifying emerging issues and providing feedback to the Community Planning Partnership  | Increased awareness of young people about how local Councils operate and how they can be involved**.** Increased contribution from young people about initiatives which will help will meet their needs – improvement in the lives of young people 12-24 years of age Groups will feel they have increased opportunity to engage and provide feedback on issues which will help shape the Community Plan and its progress  | Lead Democratic Services and Improvement OfficerChildren and Young Person’s OffIcerLead Democratic Services and Improvement Officer | October 2018 – and annuallythereafterinitiatives will be ongoing throughout 2019-2020 year**At least 2 meetings annually from 2017 onwards** | Citizen’s Survey Feedback to funders such as Peace IV – and reported within Annual Progress Report Increased participation rates at Equality Assurance and Oversight group  |

1. **Crime and Safety**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Inequality** | **Positive action measures** | **Performance Indicator - Outcome** | **Lead Officer** | **Time-scales** | **Monitoring** |
| **Lack of awareness of role of PCSP and its delivery****Fear of Crime highlighted by older people, LGBT community people with a disability****Lack of policing visibility in rural areas****Lack of Youth Engagement****Inappropriate behaviour of young people at school going age** | Design and deliver communications programme including increased use of social media e.g. PCSP Facebook pageEngage and consult with local communities through Neighbourhood Based Community Safety Forums/Teams to identify local concerns in relation to community safety and policing and to invite their contribution to addressing those concerns. PCSP awards £225k annually to local groups to deliver community safety initiatives in their area.Raise awareness of safety initiatives amongst these vulnerable groups. Management of CCTV, Community Safety Wardens, Safer Homes Scheme etc. PSNI District Commander reports quarterly to the PCSP on hate crime and crimes against the elderlySupport and promote existing Neighbourhood Watch (NHW) schemes and develop new NHW schemes throughout the district. Community safety wardens patrol rural (Derry) villages Designed and delivered a youth diversionary programme – This is to be delivered at key times in hotspot areas throughout the district, using tried and tested methods such as cage sports/music events – This will also help to build a more positive relationship between the police and youth of the council area. PCSP allocates £50k annum to Youth Engagement Initiatives.PCSP awarded funding support to Foyle Women’s Aid, Men’s Action Network and Nexus to deliver a schools’ information programme focusing on consent, healthy relationships, unacceptable behaviour and sharing inappropriate images. PCSP also supported the Playhouse to produce a short film ‘One New Friend’ dealing with cyber bullying and grooming. | % increase of people will feel safer in their communityReduction of youth crime | PCSP Manager | April 2017 onwards | PSNI Crime statistics |

|  |
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| **Appendix 2**  |

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| *E.* *coli* O157交叉污染餐饮服务人员信息手册 |
| 谁需要阅读这个信息手册？ |



这个信息手册涵盖了餐饮服务人员需要掌握的重要信息，为餐饮服务人员的工作提供指导。这个手册不会取代完整版的[*E. coli* O157交叉污染防控准则](https://www.food.gov.uk/business-guidance/e-coli-cross-contamination-guidance)。

受污染的食物可以使你的顾客患病甚至死亡。如果你能正确遵照这个信息手册中的指导，你可以更好地控制你的经营中的交叉污染的风险。如果你对此手册中的任何信息有疑问，你可以在完整版的准则中找到更多相关的信息。

什么是 *E.* *coli* 和交叉污染？

*E.* *coli* （大肠杆菌）O157 是一种十分危险的有害细菌，因为很小的数量-少于10个-就可以造成感染。它在冷藏和冷冻下依然可以存活，并且它有很强的耐酸性，耐盐性和耐干燥性。

人类在食用了被污染的食物后，哪怕是很少量，也可能出现严重的无法治愈的疾病或者死亡。甚至在被治愈后，感染也会给一些患者造成终生的肾脏或者脑部损伤。尽管所有人在食用被污染的食物后都有患病的可能，我们需要格外关注一些容易被感染的人群，比如儿童和老年人，因为这些人是大型餐饮系统，比如学校或者养老院，的主要消费人群。任何餐饮机构，无论是处理生食还是熟食，都需要考虑*E.* *coli* O157的交叉污染的风险并做好防控工作。

有害的细菌，比如*E.* *coli* O157，弯曲霉菌和沙门氏菌，很容易通过生食直接或者通过员工，设备，被污染台面或者清洁物品间接传播给熟食，比如沙拉和烹饪过的食物。这就是交叉污染。

为了防止交叉污染，你需要确保：

 生食和熟食**分离**

 **有效的清洁**和**消毒**措施

 **良好的个人卫生**，特别注意手部清洁和食物处理过程的清洁

 **员工培训**，关于交叉污染的风险和防控方法

 **有效的防控管理体系**来防止交叉污染

分离

饮食行业需要保持良好的卫生条件，包括防止*E.* *coli* O157和其他有害细菌的污染。

一般来讲，用于经营的未经烹饪的食物原材料可能会被*E.* *coli* O157污染，并且*E.* *coli* O157可能进一步污染其他的食物。饮食行业需要确立防控措施来防止熟食被细菌污染。

*E.* *coli* O157 交叉污染餐饮服务人员信息手册 少*E.* *coli* O157 污染熟食的最有效的方法是实现员工，储存区域，准备台，器具和工具的**完全分离**。这意味着处理熟食和处理可能受到*E.* *coli* O157 污染的食材的人员之间没有接触。

如果你没有办法实现这一点，你必须采取以下措施：

**工作区域**可以用作处理生食和熟食的共同区域，但是必须采取分时段制度（请参考“**分离树状图-哪些是可以实现的？**”）。在处理熟食之前，操作台的表面需要进行彻底的清洁和消毒。

采用分时段工作制度的时候，食物不可以接触工作台台面。应该使用合适的工具作为直接处理食物的台面，比如菜板或者其他容器。

**员工**绝对不可以成为污染源。员工需要接受培训，指导和监督，以确保生食处理区域和熟食处理区域之间的人员流动得到很好的管理，从而最大程度降低交叉污染的风险。员工应该：

 理解交叉污染的风险

 接受有关有效的清洁和消毒方法的培训

 接受有关有效的洗手方法的培训

 穿戴合适和清洁的防护服装

员工可以既负责处理生食也负责处理熟食，但是必须控制交叉污染的风险。

**储存区域**（比如同一个冰箱/冰柜）或者展示柜可以同时存放生食和熟食，如果储存空间足够大并且储存方式可以避免交叉污染。

为了达到储存和展示的充分的分离，生食必须储存于熟食的下方，除非其他的方法可以避免交叉污染。

**器具**，如果有条件的话，因为成本相对较低，应该实现器具的完全分离（生食专用器具或者熟食专用器具），并且用不同颜色进行分类（或者其他简便的分类方法）。器具包括菜板，钳子，容器等。如果没有条件，应该在每次使用后通过洗碗机（或者高温消毒设施）进行彻底的消毒和清洗。你需要确保洗碗机清洁状态良好，器具放置正确，并且完成全部的清洗流程，并且不要中断清洗。

因为反复使用而产生刻痕的菜板应该及时替换，因为刻痕内部难以得到彻底清洗。

**水槽**，如果有条件的话，应该实现生食，熟食和工具的分离。如果没有办法配置多个水槽，在每次使用后，要对水槽，包括水龙头和其他配件，进行清洁和消毒。

如果使用同一个水槽来处理生食和熟食，需要保证食物不会直接接触水槽。可以将生食或者熟食放于专用的容器中以避免其和水槽接触。

*E.* *coli* O157 交叉污染餐饮服务人员信息手册

**Appendix 3**

**德里市和斯特拉班政府推出针对中小企业减负措施以应对新型冠状病毒COVID-19**

**德里市和斯特拉班政府助力企业在线开展业务方案**

**•4个远程研讨会**

**•2天量身定制的远程指导（针对促进企业发展方案的新参与者）**

**符合条件的企业必须位于德里市和斯特拉班政府辖区内且企业员工人数不得超过50人。如需注册，请使用相关的Eventbrite服务平台链接或与Full Circle企业咨询服务公司雅克先生联系，邮箱为 jacqui@fullcircle.eu.com.**

**企业抗逆力方案**

**最初面向15家本地公司**

**-4个远程研讨会**

**-在困难时期建立个人抗逆能力**

**-在危机情况下领导他人**

**-关注您的心理健康**

**-管理时间和管理项目**

**符合条件的企业必须位于德里市和斯特拉班政府辖区内且企业员工人数不得超过50人。如需注册，请使用相关的Eventbrite服务平台链接或与Full Circle企业咨询服务公司雅克先生联系，邮箱为 jacqui@fullcircle.eu.com.**

**有关研讨会的详细信息如下：（在以上信息基础上添加带有Eventbrite服务平台链接的研讨会名称）**

**• 4月6日星期一（14:00 – 17:00）首次准备在YouTube上出售一项服务**

**https://www.eventbrite.co.uk/e/100987789196**

**• 4月7日，星期二（14:00 – 17:00）优秀领导者的共同特质**

**https://www.eventbrite.co.uk/e/100987817280**

**• 4月8日，星期三（14:00 – 17:00），小型企业如何应对新冠病毒？**

**https://www.eventbrite.co.uk/e/100987167336**

**• 4月9日，星期四（14:00 – 17:00）准备100天的现金流量预测**

**https://www.eventbrite.co.uk/e/10098792**

**企业营业税降低25％**

**•该政策适用于北爱尔兰所有企业并于2020年4月1日实施**

**•自2020年7月至2021年3月可分期付款75％的企业营业税**

**•2020年4月、5月和6月将不收取任何费用**

**•欲了解更多相关信息，请访问：**

**https://www.nibusinessinfo.co.uk/node/23006**

**职位保留方案–临时待业**

**•在职员工可获得由政府补助的80％工资**

**•在企业关闭期间，政府为员工补助上限为每人每月2500英镑（2,721欧元）**

**如何获取补助？企业需要：将受影响的员工指定为“临时待业员工”，并将这种变化通知其员工-改变员工的现状但仍受现行就业法的约束，并且受劳动就业合同约束，该方案可能需要进一步协商； 通过新的在线门户网站向HMRC英国税务海关总署提交有关休假员工及其收入的信息**

**请删除-到目前为止，该方案的详细信息有限。HMRC英国税务海关总署已建议在发布任何进一步信息时，将更新下面的“ Covid-19” gov.co.uk链接。此外，HMRC英国税务海关总署将于3月30日星期一开放其电话咨询服务以阐明相关措施。**

**HMRC英国税务海关总署正在紧急建立有关该方案的报销系统。**

**https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses**

**自雇人士收入补助方案**

**自雇人士可获得如下补助：政府将在过去三个纳税年度中，对应税的自雇人士按照平均每月交易利润的80％给予补助，每月最高限额为2500英镑。该方案最初将涵盖到2020年3月、4月、5月三个月，但可能会延长。与职位保留方案不同，财政大臣确认自雇人士收入补助金的接收者可以继续其正常的贸易活动并保留其获得补助金的权利。**

**获取方式：HMRC 英国税务海关总署将从其现有记录中识别合格的纳税人，并直接与他们取得联系以提供有关如何申请的指导。纳税人将在线申请，付款将直接打入纳税人的银行帐户。目的是在2020年6月开始之前一次性发放全部三个月的首笔拨款。**

**提醒自雇的纳税人，在收到补助金之前，他们仍将能够获得政府的其他支持，以帮助受冠状病毒感染的人，拥有商业银行帐户的自雇人士可通过通用信贷和业务连续性贷款项目获得更慷慨的支持。**

**https://www.gov.uk/guidance/claim-a-grant-through-the-coronavirus-covid-19-self-employment-income-support-scheme**

**https://www.nidirect.gov.uk/campaigns/universal-credit#toc-5**

**链接**

**https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-guidance-for-employees**

**法定病假退款（中小企业）**

**•因受新冠肺炎影响而停工的每位员工最多可享受2周的法定病假**

**•该方案适用于少于250名员工的企业**

**•雇主应保留员工缺勤记录**

**•员工无需提供医生开具的病假单**

**详细信息-截至2020年2月28日，对于员工人数少于250名的英国中小型企业：**

**政府将在未来几个月与雇主合作，为雇主建立还款机制。该方案细节信息有限 合法化通过后，将会在适当时候提供更多详细信息-**

**https：//www.gov.uk/government/publications/guidance-to-employers-**

**企业中断贷款方案（BILS）**

**•最高500万英镑的贷款，由政府担保**

**政府支付前12个月的利息**

**•从3月23日星期一开始实施**

**•可通过北爱尔兰的主要银行以及一些项目和部门特定的贷方们进行贷款-请在此处查看完整列表：https://www. british-business-bank.co.uk/ourpartners/coronavirus-businessinterruption-loan-scheme-cbils/accredited-lenders/**

**资格清单可在https://www.british-business-bank.co.uk/wp-content/uploads/2020/03/CBILS-SME-Eligibility-Check-FINAL.pdf上获得，其中包括：**

**企业必须设在英国，且年营业额不超过4500万英镑；必须有超过一半的营业额从贸易活动中获得；若非因为当前的疫情，企业需提交一项借款提案，贷方会考虑提案的可行性，并使贷方相信提供资金将令企业摆脱中短期困难；这将在合格的工业部门实施（一小部分不合格的工业部门无法得到支持）**

**申请方法：可通过40家经认可的贷方中任意一家进行申请，而不是通过英国商业银行申请：**

**首先，企业需要联系其出资人，最好是通过贷方网站联系。如果他们无法获得所需的资金，他们也可以考虑与其他贷方联系。贷方可能会寻求企业的资金建议，商业计划书或预算，这具体取决于企业所需设施。**

**物业租赁**

**物业租赁方案旨在使小型企业受益，而不是由负责支付税费的房东受益。如果房东或管理代理负责税费（这意味着他们会收到土地和财产服务部门的税务账单，他们直接支付给土地和财产服务部门），则不会自动发放补助金。在这种情况下，房东、管理代理人和小型企业不应使用“小型企业资助支持”在线表格来注册该计划，而应等到未来几天提供新的在线物业租赁表格。**

**向有资格获得营业税减免的小型企业提供补助金-10,000英镑**

**•将向所有有资格获得营业税减免的小型企业提供10,000英镑的补助**

**即所有资产净值不超过£15,000的企业可获得该项补助**

**欲申请，请访问https://www.covid-19smallbusinessgrants.economy-ni.gov.uk/**

**•向规模较小的零售、酒店旅游和休闲企业提供25,000英镑的补助**

**这些企业应课税价值超过15,000英镑且低于51,000英镑**

**•www.nibusinessinfor.co.uk**

**应税费用**

**HMRC税务海关总署制定了指南，以帮助企业找出如果员工因新型冠状病毒在家中工作，企业应课税哪些设备、服务或用品–请参阅链接www.gov.uk/guidance/check-which-expenses-are-taxable-if-your-employee-works-from-home-due-to-coronavirus-covid-19**

**董事不当交易条款**

**英国商务大臣宣布，将对不当交易条款做出修改，使英国政府正在进行救援或重组的公司能够继续运作，从而为他们提供喘息的空间，帮助他们避免破产。政府也将帮助公司继续购买急需物资，例如能源、原材料和宽带，同时，自2020年3月1日起，将暂时撤销针对公司董事的不当交易条款，为期三个月，以便他们继续经营公司业务，不会受到个人责任的威胁。**

**交通运输部门工作人员最新指南**

**本指南将协助交通运输部门以应对新型冠状病毒。本指南可根据不断变化的情况予以更新。请参阅链接https://www.gov.uk/government/publications/covid-19-guidance-for-staff-in-the-transport-sector/covid-19-guidance-for-staff-in-the-transport-sector**

**食品企业应对新型冠状病毒指南：环境、食品和农村事务部更新**

**有关食品行业应对新型冠状病毒（COVID-19）的最新指南已发布。请参见链接https://www.gov.uk/government/publications/covid-19-guidance-for-food-businesses/guidance-for-food-businesses-on-coronavirus-covid-19**

**您也可从环境、食品和农村事务部找到与新型冠状病毒相关的最新新闻摘要和指南(COVID-19)。网页上的其他指南包括最新的零售商活动、季节性圆桌会议摘要以及关于新型冠状病毒更广泛的建议。请参见链接**

 **https://www.gov.uk/government/news/covid-19-defra-update?utm\_source=fcf619ab-d0d0-4eba-bf78-df2e8787c1a2&utm\_medium=email&utm\_campaign=govuk-notifications&utm\_content=daily**

**英国税务海关总署“付款时间”支持**

**企业可致电HMRC英国税务海关总署热线：0800 0159 559**

**对于因受新型冠状病毒影响而无法付款的人，HMRC英国税务海关总署将视您的具体情况而给予建议或采取相应措施：**

**-同意分期付款安排**

**-暂停收债程序**

**-如果您在联系或向HMRC英国税务海关总署立即付款时遇到困难，则取消罚款和利息**

**延期支付增值税**

**政府将自动延迟自2020年3月20日至2020年6月30日企业所缴纳的增值税(VAT)。**

**所有英国企业都有资格申请。无需申请政府自动延期。在此期间，企业不需要缴纳增值税。纳税人需在2020年至2021年的纳税年度结束前，偿还延期内积累的所有债务。增值税退税和退款将由政府正常支付。**

**缴纳所得税**

**•自雇人士的所得税缴纳已推迟至2021年**

**•2020年7月31日到期的所得税自我评估和缴纳将推迟到2021年1月31日**

**•自动延期，无需申请**

**•不收取滞纳金或罚款**

**全民信贷补贴**

**•政府正在增加全民信贷和税收抵免补贴**

**•从4月6日起，全民信贷和税收抵免的补贴标准将在一年内每周增加20英镑。**

**英国公司注册署备案延期**

**所有英国注册公司系统内档案帐户延期3个月**

**• 自2020年3月25日星期三开始实施，公司可申请三个月的帐户延期。**

**• 公司必须在其账户到期截止日期之前申请延期。直接申请页面链接请访问https://www.gov.uk/guidance/apply-for-more-time-to-file-your-companys-accounts.**

**北爱尔兰投资署就疫情期间常见问题解答及有关建议**

**北爱尔兰投资署正在其网站上更新有关疫情期间的常见问题解答和指导建议**

**• https://www.nibusinessinfo.co.uk/content/covid-19-managingstaff-health-pay-leave-and-absence**

**• https://www.nibusinessinfo.co.uk/content/covid-19-managingbusiness-operations**

**• https://www.nibusinessinfo.co.uk/content/covid-19-managingbusiness-finance-tax-rates-and-insurance**

**投资署目前就Covid-19相关问题开展电话在线咨询业务为企业出谋划策**

**咨询电话为0800 181 44 22**

**进一步的补助及公告 劳埃德银行集团–社会企业家计划**

**该项支持计划可帮助社会企业家在英国建立并扩大社会企业，社区项目和有影响力的组织。有几股可用的资金；新兴项目，交易型项目和扩大规模型项目**

**•新兴项目-这些项目处于计划阶段，但已准备好开始，或者两年内开始。该项目每年必须赚取0至15,000英镑**

**•交易型项目-这些项目至少是在一年前建立，并且至少有一名带薪工作人员。年收入至少15,000英镑**

**•扩大规模型项目-这些项目是在两年或两年前建立，并且有两名或以上带薪工作人员。每年至少赚75,000英镑**

 **有关更多信息，请访问https://www.the-sse.org/our-courses/programmes/lbsep/**

**Facebook （脸书）小型企业补助计划**

**Facebook正在其广告平台上为多达30,000个合格的小型企业提供约8,400万英镑的现金补助和广告信贷 。**

**该资金旨在通过以下方式帮助企业：**

**• 支付运营成本**

**• 协助支付租金**

**• 与更多客户联系**

**•保持强大的劳动力**

**有关资格标准以及如何申请公布的更多信息有关更多信息，请访问https://www.facebook.com/business/boost/grants.**

**Facebook商业中心 以前仅限为Facebook员工和健康专家所提供的资源，现在对所有企业开放。该公司还承诺创建新的“虚拟培训”以支持在冠状病毒爆发期间开展业务的企业**

**https://www.facebook.com/business**

**银行业务**

**大多数本地银行已经成立了专门的小组，有一批敬业的员工专门帮助商业客户应对新冠病毒带来的不利影响。现金流方面，大多数银行可以对资金做出及时和灵活的安排。**

**\* 请关注当地银行的最新链接。但如果您有特殊的需求，最好和您开户银行的客户经理联系。我们希望也能纳入其他银行的信息更新，所以请时刻关注我们的最新消息。**

**以下是相关银行链接：**

**奥斯特银行: https://digital.ulsterbank.co.uk/business/support/servicestatus/coronavirus.html**

**爱尔兰银行 https://bankofirelanduk/covid-19-update/**

**丹斯克银行: https://danskebank.co.uk/important-information/coronavirus-information**

**桑坦德银行: www.santander.co.uk/persona;/coronavirus?icid=php-hero-Coronavirus-0320**

**汇丰银行 - new measures to help its internationally trading business customers facing supply chain disruption https://www.about.hsbc.co.uk/news-and-media/hsbc-uk-announces-package-of-support-for-customers-affected-by-covid-19**

**其他援助**

 **• 北爱尔兰旅游局COVID-19新冠病毒援助服务热线**

**北爱尔兰旅游局已建立了一个联络中心，以帮助受新冠病毒影响的相关旅游企业，该中心每周7天开放，时间为早9点至下午5点。热线电话：028 95925313**

**此外，相关企业还可以通过以下链接进行网上咨询**

**https://tourismni.com/Grow-Your-Business/covid-19-new-coronavirus/**

**技术国家**

**技术国家冠状病毒信息中心会定期更新有关政府为支持企业而采取的政策干预措施的最新信息。有关更多信息，请访问https://technation.io/resources/coronavirus-info-hub/**

**环境卫生指导**

**如果您希望确保自己的商业操作符合现有的政策法规或者您正在转换商业模式，请联系环境卫生小组以便获得专业的指导。**

**请联系德里市和斯特拉班政府食品团队**

**电话：028 71 253253或发送电子邮件至food@derrystrabane.com**

**相关网址：https://www.efsa.europa.eu/en/news/coronavirus-no-evidence-food-source-or-transmission-route**

**保险**

**政府已于2020年3月17日同保险公司确认，受疫情影响和在政府要求下关闭的酒吧和剧院等企业，在满足其他条款的前提下，可以向保险公司提出索赔。由于不同保险单条款的差异很大，企业应去查阅有其特定保险的条款并联系其保险公司。大多数业务可能得不到承保，因为标准的业务中断保险单取决于财产损失，但并不包含流行病。**

**现金流**

**即采取措施管理现金流。寻找范围涉及：**

**• 降低可变成本；**

**• 延迟可自由支配的支出；**

**• 联系债权人；**

**• 加快应收款；**

**• 探索供应链融资方案。**

**因此，最好调整现金流量、营运资金管理并做好库存预测以及供需预测。**

**治安**

**如果您的员工在工作场所成为袭击的受害者或目击者，确保遵守公司突发事件和紧急撤离应急预案。如果需要，请使用紧急警报装置。如果安装了紧急警报装置，请仅在安全的情况下使用它。考虑使用穿戴式视频技术来搜集证据及施暴者对您企业所造成的实际影响。**

**已暂时关闭的封闭处所/场所**

**确保您的警报受到监控并完全正常运行；确保安全门，系缆柱和防火门已固定；确保服务门不使用时已关闭并锁定；确保您拥有在紧急情况下可以联系到的密钥持有者名单；考虑纵火的风险，要确保建筑物附近没有可燃物，例如包装物；确保过夜不保留现金（在门上留一张纸条，说明夜间房屋内没有现金或贵重物品）**

**费者委员会**

**北爱尔兰供水单位要求已关闭的企业确保不要产生非必要的水费消耗。**

**此消息尤其针对带有非传感器控制小便池的场所。此外，请确保已检查马桶水箱，确保其不会漏水到马桶中或者溢出。如果您可以安全地到达企业场所，应该在24小时内读取水表，以检查其是否仍在耗水。**

**消费者委员会仍可在用水效率或投诉方面为您提供帮助与建议。您的员工可将他们的疑问通过电子邮件发送至waterchampions@consumercouncil.org.uk**

**我们非常高兴您能代表我们分享此信息https://www.consumercouncil.org.uk/coronavirus**

**Appendix 4**

**Consultation Questions**

**Section 1 Contact Details for You / Your Organisation**

* 1. What is your name?

Name (Required)

* 1. What is your email address?

Email (Required)

* 1. If responding on behalf of an organization, please name the organisation:
* Individual
* Organisation Name

**Section Two Key Strategic Themes**

**People and Place Strategic Aim – GI enhances our quality of life**

*People and Place Key Strategic Priorities:*

* *Provide high quality multi-functional green and blue spaces*
* *Develop quality play provision*
* *Develop an active and sustainable transport network*

*People and Place Potential Actions:*

* *Retain Green Flag status of Brook Park and extend to St Columbs Park*
* *Review existing play provision and identify need for additional play provision by commissioning a new Play Plan*
* *Deliver the EU Interreg cross border greenway project connecting the district with Muff, Buncrana and Lifford*

2.1 Please use the box below to detail any comments you may have on the key strategic priorities identified for the ‘People & Place’ theme

2.2 Please use the box below to suggest other opportunities for potential future actions for the ‘People & Place’ key strategic theme

**Economic Prosperity Strategic Aim – GI is a key aspect of Economic Growth**

*Economic Prosperity Key Strategic Priorities:*

* *GI is a key component of regeneration projects*
* *Green and blue spaces are a driver for tourism and economic growth*
* *GI supports a local circular food economy*
* *GI provides opportunities for lifelong learning and employment*

*Economic Prosperity Potential Actions:*

* *A green infrastructure screening matrix (checklist) is developed*
* *Develop a green tourism product using existing GI assets as visitor attractions*
* *Deliver an iconic permaculture demonstration project*
* *Create employment pathways*

2.3 Please use the box below to detail any comments you may have on the key strategic priorities identified for the ‘Economic Prosperity’ theme

2.4 Please use the box below to suggest other opportunities for potential future actions for the ‘Economic Prosperity’ key strategic theme

**Biodiversity Strategic Aim – GI supports wildlife and habitats that provide ecosystem services**

*Biodiversity Key Strategic Priorities:*

* *Minimise habitat loss and fragmentation to include priority habitats and species*
* *Minimise the impacts of invasive alien species (IAS)*
* *Adapt to the current and predicted effects of climate change to minimise the impact on native habitats and species*
* *Address the impact of air and water pollution on biodiversity*

*Biodiversity Potential Actions:*

* *Create, enhance and restore priority habitats that would pose a regional, national or global loss of habitat*
* *Raise awareness, understanding, management and biosecurity measures to address IAS*
* *Raise awareness, understanding and the impacts of climate change for key habitats, species and ecosystem services*
* *Plant woodlands to reduce, diffuse pollution and improve water quality to meet the Water Framework Directive*

2.5 Please use the box below to detail any comments you may have on the key strategic priorities identified for the ‘Biodiversity’ theme

2.6 Please use the box below to suggest other opportunities for potential future actions for the ‘Biodiversity’ key strategic theme

**Climate Change Strategic Aim – GI will be maximised to mitigate against and adapt to the effects of climate change**

*Climate Change Key Strategic Priorities:*

* *Develop Climate Action Plan*
* *Develop green infrastructure as preferred climate action response*
* *Develop green infrastructure to address the effects of climate change and severe weather events in the city and district*

*Climate Change Potential Actions:*

* *Develop a climate adaption and mitigation plan for the district*
* *Encourage Sustainable Urban Drainage Systems to reduce the need for additional grey infrastructure*
* *Planting floodplain, riparian and wider catchment woodland for flood risk management*

2.7 Please use the box below to detail any comments you may have on the key strategic priorities identified for the ‘Climate Change’ theme

2.8 Please use the box below to suggest other opportunities for potential future actions for the ‘Climate Change’ key strategic theme

**Section Three Cross Cutting Themes**

*Health and Wellbeing Cross Cutting Theme Priority:*

* *Define and develop the health and wellbeing benefits of Green Infrastructure for our environment and people*

*Health and Wellbeing Potential Actions:*

* *Research the potential benefits of activities on water and evaluate health benefits*
* *Re-connection with food growing and circular food economy*
* *Define the health and wellbeing benefits of ecosystem services*
* *Measures to address heat stress and flood risk*

3.1 Please use the box below to detail any comments you may have on the cross cutting priorities identified for the ‘Health & Wellbeing’ theme.

3.2 Please use the box below to suggest other opportunities for potential future actions for the ‘Health & Wellbeing’ cross cutting theme.

*Communication and Engagement Cross Cutting Theme Priority:*

* *Develop awareness, understanding and appreciation of the value of green infrastructure to create change at a policy, organizational and individual level*

*Communication and Engagement Potential Actions:*

* *Update Council’s website with details of green space provision*
* *Educate children on sustainable food production through engagement programmes*
* *Develop and deliver a GI education programme to target the public, schools, community and business sectors*
* *Educational programmes/workshops/conferences/specialist courses for researchers, technical people and designers*

3.3 Please use the box below to detail any comments you may have on the cross cutting priorities identified for the ‘Communication & Engagement’ theme.

3.4 Please use the box below to suggest other opportunities for potential future actions for the ‘Communication & Engagement’ cross cutting theme.

*Natural Capital Cross Cutting Theme Priority:*

* *Define the natural capital and value of Green Infrastructure as an evidence base to justify future development*

*Natural Capital Potential Actions:*

* *Calculate the value of green space provision for the district*
* *Calculate the potential value of GI for tourism*
* *Conduct a natural capital audit of the district*
* *Calculate the volume of carbon stored, level of flood risk reduction by GI solutions*

3.5 Please use the box below to detail any comments you may have on the cross cutting priorities identified for the ‘Natural Capital’ theme

3.6 Please use the box below to suggest other opportunities for potential future actions for the ‘Natural Capital’ cross cutting theme

**Section 4 Further Comments**

4.1 Would you be interested in engaging with the Green Infrastructure Plan actions?

4.2 Please detail any additional comments in the box below

Thank you for participating in this public consultation on the draft Derry and Strabane’s Green Infrastructure Plan 2019 – 2032. Your comments will be helpful in informing the preparation of the Derry and Strabane’s Green Infrastructure Plan 2019 – 2032.