

Derry City and Strabane District Council



Derry City & Strabane
District Council
Comhairle
Chathair Dhoire &
Cheantar an tSratha Báin
Derry Cittie & Stràbane
Destrìck Council

Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

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Documents published relating to our Equality Scheme can be found at:

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

Signature:

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 2020 and March 2021

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1** In 2020-21, 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.

(a) Equality and Disability Action Plans (September 2020)

In accordance with its duties under Section 75 of the Northern Ireland Act and Section 49 of the Disability Discrimination Order respectively, Council had to review its Equality and Disability Action Plans for the period 2020 to 2023.

These plans had been updated to build upon the success of actions contained within the previous action plans and to include new initiatives which tie in with commitments made within the Inclusive Growth Plan and add value to the equality and disability agenda.

Derry City and Strabane District Council carried out a 12-week public consultation (6th March 2020 to 30th May 2020) to help inform and improve these plans. Feedback was taken into consideration and updated plans were approved at full Council on 1st September 2020 (C274/20)

The final plans are now available at

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

And

<https://www.derrystrabane.com/Council/Equality/Disability-Scheme-and-Action-Plan>

(b) Revised Safeguarding Policy (Children and Adults at Risk) –September 2020

The purpose of this policy and procedures is to safeguard the personal safety of all children and adults at risk using Council's facilities and services through actively promoting awareness, good practice and robust procedures.

The objectives of the policy are:

- To promote zero-tolerance of harm to all children and adults at risk from abuse, exploitation or neglect.
- To put in place clearly defined procedures for referring, reporting and dealing with incidents relating to safeguarding
- To ensure effective selection, supervision and training of employees in relation to safeguarding issues.
- To ensure that safeguarding responsibilities are fully understood and complied

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with.

- To ensure that all those working for, or representing the Council adhere to the appropriate Codes of Behaviour for Staff.
- To serve as a model of good practice to the wider community.

The policy was revised to take into account some issues staff were encountering in the course of their daily work where guidance and direction were required.

Due to the prevalence of people with mental health issues in Northern Ireland staff have reported that they are increasingly encountering individuals who are presenting as being in need due to mental health or suicide ideation. Whilst this is not deemed to be a safeguarding issue by the Health trust's Gateway referral system, a section has been included in the policy now to advise staff of the immediate steps they can take to ensure the individual in need gets the help and support they need.

The section on contact details has been extended to include the support organisations for people with mental health issues

A section has been included to detail Council's obligations under the General Data Protection Regulations about when to seek consent when sharing adult safeguarding information to a third party and when it is acceptable to share information without consent.

The reporting pathways have been edited to ensure that this process is carried out in an efficient and effective manner – a Staff Guidance document has also been developed which summarises these processes

Revised Health, Safety and Wellbeing Policy (December 2020)

- (c) This policy reaffirmed Derry City and Strabane District Council's commitment to effectively managing those risks in order to protect the Health, Safety and Wellbeing of its employees and others. It has been prepared to secure compliance with the law, which council recognises represents the minimum standards to be achieved, and to provide the foundation for achieving continuous improvements in Health and Safety performance. DCSDC will establish, document, implement, maintain and continually improve on OH&S management system in accordance with the requirements of the ISO 45001 standard.

This policy also put in place additional measures to ensure that all risks associated with the current COVID-19 pandemic (especially for staff who have a disability or who are in the more vulnerable category such as older workers) are identified, eliminated and

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Section 1: Equality and good relations outcomes, impacts and good practice

controlled where necessary to limit the spread of the disease.

Derry City and Strabane District Council focussed on making the workplace COVID-19 secure during the coronavirus pandemic and have implemented the following controls to help make our workplace safe for all staff and visitors especially those who have a disability or are vulnerable;

- Risk Assessments – Creation of COVID-19 related RA/SSOW for all Council activities. Council facilities have been risk assessed through the Premises RA and COVID-19 controls implemented throughout.
- Social Distancing - 2 metre policy has been adopted throughout Council premises and work activity where possible.
- Cleaning – Where applicable, cleaning regimes have been reviewed and increased to limit the spread of infection within the working environment.
- Sanitising and Hand Washing – Council facilities have been supplied with hand sanitiser throughout and corporate posters displayed promoting the importance of hand washing.

Corporate Messages

- Working from Home – Council have adopted a working from home ethos and strongly encourage any staff who can, to work from home.
- Identification of Vulnerable Workers – Through the Risk Assessment, Council will consider the risk to workers who are particularly vulnerable to coronavirus.
- Communication – Talking to workers is important. Derry City and Strabane District Council will make every effort to manage the risk of coronavirus in the workplaces by explaining changes to any work patterns, allow staff to raise any issues or suggested improvement

Progress Update on Inclusive Strategic Growth Plan (February 2021)

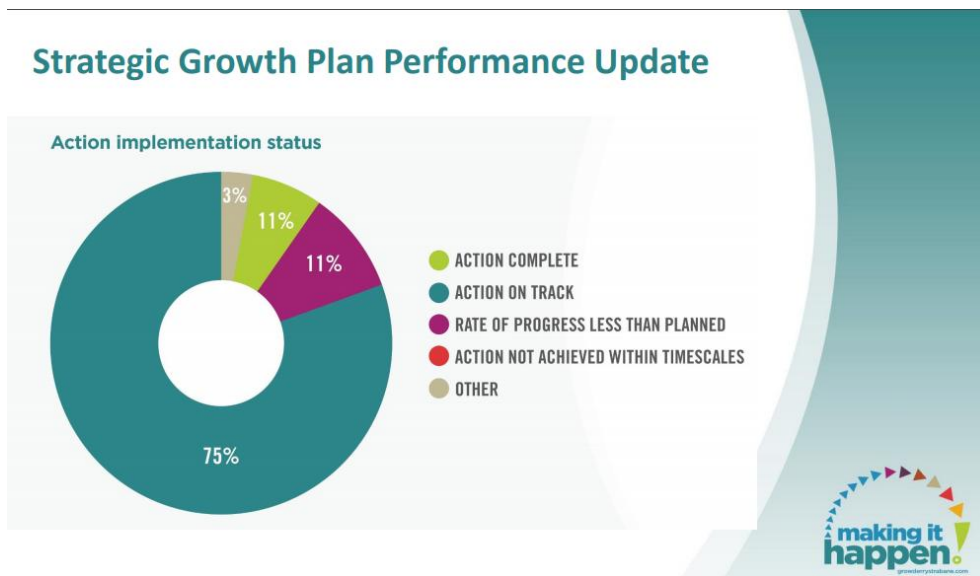
- (d) Council Officers prepared an update in February 2021 and presented to the Strategic Growth Partnership.

Each action point has been allocated a rag status based on whether the action is currently being progressed within the timescales specified (Short Term: 0-5 years (to 2021); Medium Term: 10 years (2027); or Long Term: (up to 2032)).

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Section 1: Equality and good relations outcomes, impacts and good practice

In summary the Progress Report showed that of the 235 actions and sub actions identified, 11% are already complete, 75% are on track to be delivered as planned, 11% are reported as been progressing at a slower rate than originally planned and 3% were status is unknown or has been unreported.



An update on key population indicators was also provided. This shows that of the 54 population indicators aligned to the Plans 8 Outcomes, 33 show a positive indicative upward change from the baseline data recorded at the beginning of Plan (2017), 14 indicators show an indicative negative change, and 7 report no change.



(e) Play Pitches Strategy (January 2021)

The Playing Pitches Strategy is a two-part study into the current pitch provision and to create a strategy that will be used to further develop the pitch infrastructure in the District in a way that is affordable, sustainable, inclusive, high quality and consistent with current best practice in public pitch provision.

The strategy has two main aims

- Audit the design, distribution, demand/supply information and condition of all sites hosting Council education and community/club owned outdoor ‘pitches’ and associated changing facilities in the District. This condition audit is to include all natural turf and synthetic pitches for association football, gaelic games, rugby, hockey and cricket was added to the list given its prominence as a club sport in the District.
- Review the current provision data and previous strategy work available and evaluate against:
 - Current best practice guidance on the scale and distribution of pitch provision.
 - Condition assessments.
 - Changing needs/expectations of many outdoor sports.
 - Demand/supply/poor condition closure information.
 - Existing information for relevant non-Council facilities.
 - An assessment of current changing provision.
 - Local consultation responses
 - To make recommendations for a prioritised pitch and associated changing provision investment strategy for the District and provide indicative cost estimates.

The Strategy was subjected to the Council’s equality screening process and was “screened in” for an equality impact assessment (EQIA). The public consultation on the EQIA was opened on 21st December 2020 and ended on 21st March 2021. The findings of this process will be presented in the next reporting period.

Equality/Good Relations Initiatives

(f) Positive Ageing Campaign – (October 2020)

Derry City and Strabane District Council worked with Western Health and Social Care Trust, Public Health Agency and Community and Voluntary organisations to promote the 3rd annual Positive Ageing Month throughout the Derry City and Strabane District Council area during the month of October 2020.

Positive Ageing Month provides an opportunity to draw attention to groups and activities that exist for older people throughout the District and for groups to work

together to encourage older people to reach out and connect with their local community, not only to reduce social isolation and loneliness but to support them to live, long healthy lives. It is about promoting their physical and mental wellbeing.

Council also helped to promote a new resource which has been produced by Age Friendly Network NI and the Public Health Agency 'Keeping Well at Home' booklet for older people giving ideas and suggestions to keep them safe and well:

- Keeping our mind well
- Moving well at home
- Strength and balance
- Keeping nourished
- Keeping warm
- Avoiding scams

To coincide with the booklet, Age NI have teamed up with Lady Mary Peters to launch Move with Mary, an exercise programme aimed specifically at keeping older people moving during the extended COVID-19 restrictions.

(g) Virtual Disability Awareness Week (December 2020)

Derry City and Strabane District Council (DCSDC) hosted an annual celebration of People with Disabilities through a Virtual Disability Awareness Week 2020 (Monday 30th November 2020 – Friday 4th December 2020, inclusive of International Day for People with Disabilities).

The aim of this week of celebration was to:

- Join together to support people with disability in our communities to promote health and social wellbeing through the arts, during these challenging times
- Raise awareness of the importance of creating the conditions where people with disabilities experience equal opportunity and face no barriers to participation in any element of their lives.

This was the fifth annual celebration in DCSDC and was celebrated through the development of an online programme of activity. The programme showcased disability arts through various online portals and includes visual art and animation, discussions and lunchtime talks, performances, interactive activities, training and showcases.

The virtual programme can be accessed by clicking the following link:-

https://www.derrystrabane.com/getattachment/Subsites/Inclusion/Disability-Week-2020/DAW2020_programme_final.pdf

(h) Pavement Cafes - Accessibility guidelines (February 2021)

In order to support hospitality businesses during the coronavirus restrictions, Council introduced a pavement café licensing scheme, which required applicants to demonstrate their ability to meet criteria designed to ensure safety, accessibility and public health and wellbeing.

Pavement cafe licences permit the placement of furniture, such as tables and chairs, on the pavement outside premises, and businesses selling food and drink will thereby be able to maximise their capacity whilst adhering to social distancing requirements.

“Pavement Café Licences - A guide for applicants” was prepared by Council and this explains the application process and the criteria that must be satisfied in order to obtain a licence.

In relation to accessibility, the guide was prepared using guidance from Section 3.1 of “Inclusive Mobility”¹ and the Equality Commission for Northern Ireland’s published guidance, “The impact of COVID-19 on disabled customers – some recommendations for the hospitality”² that includes advice on Outside Seating Areas.

(i) Video Relay System (VRS) embedded into 4 Council facilities (March 2021)

A new high-tech video relay system (VRS) has been introduced at 4 venues within Derry City and Strabane District Council namely:

- the Council Offices in both Derry and Strabane
- The Foyle Arena (Derry)
- The Alley Theatre (Strabane)

The VRS will allow d/Deaf people to independently communicate with hearing people via a British or Irish Sign Language interpreter in real time by simply clicking on the VRS link on Council’s website.



This is another positive step by the council to ensure its information and services are accessible and it is meeting the needs of all users, and putting equality at the heart of its customer service.

(j) Language Initiatives

Lifelong Learning Festival: 1-2 July 2020

- Irish Language Taster Session presented by DSCSD Irish Language Officer featured as part of the North West Programme
- The video-taster was picked up by other global partners as part of their own Language Learning Festivals including by Australia

¹ <https://www.gov.uk/government/publications/inclusive-mobility>

² <https://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/Every%20customer%20counts/ECC-HospitalityCovid19.pdf>

PART A

- The 2021 event offers the opportunity to develop additional learning content for languages including an Irish language taster session and a 'Wheen of Wurds' session as commissioned for Ulster-Scots Language Week 2020

Culture Night - 18th September 2020

- Successful application to Oireachtas na Gaeilge small grants programme provided funding to support an open call for artists to create a song of hope and rebirth reflecting on the challenges of the 2019/20 year
- Irish traditional singer Lasairfhíona Nic Conaola from the Aran Islands composed and recorded a new track 'Scaileán Lecitreach' exploring the potential of technology to combat isolation during a pandemic.
- The song and accompanying video were shared across the Council's platforms as part of Culture Night 2020

Ulster-Scots Language Week 2020: 23-27 November 2020

Council hosted a digital programme of events on YouTube and social media:

- A Bitesize Introduction to Ulster-Scots
- Baith Sides O Tha Sheugh: Talk by award-winning Scots poet and Scots language activist Stuart Paterson
- Learn Ulster-Scots 'A Wheen O Wurds' – Language Taster Event featuring Matthew Warwick, USCN
- An Introduction to Ulster-Scots History, Heritage and Language: Talk by Deirdre Speer-Whyte, USCN
- Short Film: The Life and Work of GP Findlay, by Bready Ulster-Scots Association

The full programme can be accessed by clicking on the following link:-

[https://www.derrystabane.com/getattachment/Council/Irish-Ulster-Scots'/Ulster-Scots-Week/DCSDC_Ulster-Scotch-Leid-Week_2020_d3-\(1\).pdf](https://www.derrystabane.com/getattachment/Council/Irish-Ulster-Scots'/Ulster-Scots-Week/DCSDC_Ulster-Scotch-Leid-Week_2020_d3-(1).pdf)

Island Voices: September to December 2020

A digital series of language lectures and talks exploring the unique and enduring relationship between Ireland and Scotland and celebrating the Colmcille 1500 designation:

- Colmcille and Adomnán: Lands, Languages and Literatures featuring Dr Brian Lacey
- Baith Sides O Tha Sheugh featuring Stuart A Paterson
- Crossing the Sea of Moyle featuring Máire Ní Annracháin
- Beatha Cholm Cille | The Life of Colm Cille featuring Dr Niall Comer

Irish Language Week 2021: 1-17 March 2021

Council hosted a digital programme of events on YouTube and social media:

- Web-Launch in partnership with Donegal County Council
- World Book Day for Irish Medium Schools
- Day of New Communities Cultural Exchange Event
- Fáinne Language Proficiency Scheme for Council Staff
- International Women's Day – Reflections on Diversity
- Language Awareness for Council Staff
- Language Taster Session
- Social Media Day
- I Arise Today – Mayor's New Artwork Commission
- Mo Cheol Thú – Schools' Songwriting Competition

The full programme can be accessed at:

https://www.derrystrobane.com/getattachment/Council/Irish-Ulster-Scots%E2%80%99/Irish-Language-Week-2021/A4_DCSDC_Irish-language-Week-Seachtain-na-Gaeilge_2021_sp.pdf

A Day in the Life - All year 2020/21

- Partnership project with the European Parliament's 'My House of European History' project and the Tower Museum to engage with audiences, especially during these difficult COVID-19 times.
- My House of European History is a unique collection of personal testimonies on Europe as told and lived by people from all around the world. It is a collaborative platform, managed by the European Parliament, which brings together people's stories, in the 24 EU official languages, on what Europe means to them and how they have contributed to its history.
- We have been working with the Irish language community and other communities to encourage submissions to the My House of European History project.

(k) Good Relations Initiatives

Post Primary Anti-Prejudice Training (throughout 2020-2021)

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Rolling out this project proved very difficult during the 2020-21 reporting period so Council Officers worked with the Nerve Centre to re-develop the programme into a digital version for the schools to fit into their online lesson. This included

- Creation of four new resources which included a digital worksheet on sectarianism, racism, prejudice and homophobia/queerphobia.
- Creation of a new questionnaire to evaluate the programme to replace the in person vox pops
- Design of new online workshop approach as students no longer would have access to the animation assets and equipment.
- Oakgrove and Ardnashee were the only two schools able to facilitate the online delivery model. Of the 100 pupils scheduled for in school delivery in Oakgrove, only 24 took part online for reasons beyond both our and the schools control. Ardnashee remained open and therefore the Nerve Centre team zoomed into the classroom to deliver to 16 pupils.
- From the schools that have taken part so far (both in school and online), Council officers were able to get 8 edited animations (approx 2mins in duration) and 5 GIFS for use in the summary video of highlights from the programme.
- Council officers have collected evidence to demonstrate how the participants improved their attitudes, awareness and understanding of those from different backgrounds and communities from themselves from taking part in the programme. For in school delivery this took the same format as year 1 but for online delivery this took the form of a questionnaire which the pupils take part in during the session that is recorded.

Link to animations and videos below.

https://drive.google.com/drive/u/1/folders/1L0FV3ffcsoJ_aP66GifVLwJqR4dI_l87

Primary School awareness initiative (throughout 2020-21)

The aim of this initiative was to increase the number of participants who are more favourable to wards people of different religious beliefs

Due to COVID-19 restrictions it was necessary to develop this initiative as an online tool. Council Good Relations officers appointed a videographer to record 4 workshops. These included Identity Kit, Chinese New Year, Introduction to India and Feasts and Festivals. Each film is approximately 15 mins long with an arts and crafts element at the end for pupils to participate in. The final product was then copied onto a USB which was then posted out to the schools that expressed an interest in the workshops.

23 Primary Schools across the Derry and Strabane District expressed an interest for the USB pen to be posted to their school with almost 800 pupils participating in the initiative.

- 14 Catholic Schools
- 5 Protestant schools
- 4 Integrated, Learning Disability schools

Engaging Youth in their Communities Programme (throughout 2020-21)

Several projects were progressed throughout the City and District as part of the Engaging Youth in their Communities Programme. Some examples of these are:

Foyleside – An intergenerational project was completed with Black and Minority Ethnic (BAME) Groups in the area to look at the impact of the George Floyd death had on the BAME sector and relations with the wider community. The programme ran online and also included the development of a film to record contributions. (20 participants)

Ballyarnett – The project was completed and a report drawn up. The artist looked at the area and made several suggestions in terms of development of shared spaces, improving inclusion in some areas and the area of remembrance and reconciliation in an inclusive way with the development of a garden of remembrance. There were also suggestions for the improvement of the general area for the benefit of all.

Also in **Ballyarnett**, a programme took place with young people from the GAA club and the local football club on Good Relations (GR) issues and some issues of Anti-Social Behaviour (ASB) were also tackled through the programme.

Sperrin, Faughan and Derg – There was ongoing consultation with 40 community/voluntary and statutory groups across these 3 DEA's. A consultant was employed to consult with 40 youths within these DEA's to identify issues and develop recommendations. This Consultancy group had also worked closely with the 3 chairs of the local growth partnerships. Completed report will identify key GR issues and recommendations that will help inform our new strategy for the next number of years.

Strabane – GR Officer worked with Education Authority youth worker to deliver an online programme of activity for young people across Strabane - Exploring Identity Through Film Making. They also worked with Rural Housing Association in delivering a programme of diversity to P7 pupils in Strabane Primary School. (8 pupils participated through 2-hour Zoom call)

Moor – GR Officers delivered a programme in partnership with Cathedral Youth Club Moving Forward Together, designed to help ten young people from the Fountain area deal with the impact of the pandemic, and living in an interface area. Issues explored included good relations, diversity, mental health, self-care. (10 participants took part in 2-hour Zoom calls)

Critical Response

As before GRO's worked with groups to identify any issues within their areas that required any critical response. GRO's worked with a group Churches Trust over the pandemic so they could provide a foodbank, supporting older people by telephone and outreach and supporting young marginalised people through social media and other appropriate methods.

GRO's worked with the Local Growth Partnerships to implement projects to deal with issues that have emerged within communities during the pandemic. The partnerships were representative of their local communities and also have elected members, business people, school representation etc. The partnerships were very active during the COVID-19 pandemic. They used a participatory budgeting approach to project support and delivery.

Projects were delivered in all DEA's. These ranged from engagement projects to engage/re-engage with communities after the COVID-19 pandemic to café culture style online events to discuss GR issues with a range of stakeholders.

An engagement through sports project was initiated in the **Ballyarnett** area.

Derg DEA – Xmas GR activities: In conjunction with Derg Valley Arts and Schools in Castlederg and surrounding area a Xmas event took place with COVID-19 restrictions involving 5 local schools to design an paint thematic boards to surround the Town Xmas tree. A sleigh was also devised and visited, along with the Mayor on one occasion, various sites in the Town. A Video was projected in the Town Centre which incorporated Xmas messages from 5 local places of worship as well as traditional Irish and Ulster Scots musical performances.

Waterside Currynierin/Tullyally Strategy and Action Plan: In response to local need the two estates comprising an interface in the Waterside DEA utilised GR funding to appoint EOS Consultancy to carry out a piece of consultation work. This is now complete and will form the basis for further funding and resources for the area.

Strabane – in response to conversations with local community workers, we identified that there is an issue with the perception of Strabane town as an area where protestants are not welcome. Community workers are interested in encouraging people and groups from the rural hinterland of the town to take the opportunity of engaging with the services that are provided. We initiated a Shared Spaces Shared Services project, to show the services available and encourage participation, and ten local groups took part. Due to the pandemic we were forced to look at innovative methods, and worked with our marketing department to engage a videographer to document the services and show them online, to help people see the services on offer. We are currently promoting the videos on the council website and social media and when restrictions allow we will facilitate visits, where people that wouldn't usually use the services to explore opportunities.

Moor – We worked with community workers in the TRIAX area to deliver a cohesion project during March coming up to Easter. The initiative was designed to work with families across the area to help them after a very long and difficult lockdown period.

Safe Children Safe Community - YES Project

2000+ children & young people participated in Good Relations workshops, with resources developed by DCSDC and other statutory and community organisations via

the delivery agent's peer led youth team. The interactive workshops address cultural diversity and challenge sectarianism and racism using local examples such as bonfires and alternatives to bonfires, flags issues, marches and parades.

'YES' has been delivered by Shantallow Community Residents Association for a number of years on behalf of the GR Team. Due to the Covid-19 Pandemic this year involved a creative 're-think' of the usual face to face delivery methods, with the filming and production of an interactive video accompanied by a workbook for the various elements of the programme. The video included input from all the usual services and organisations taking part, coordinated by a team of youth leaders/mentors.

Percentage of positive changes recorded as a percentage of the 200 young people surveyed:-

99% said the project had a positive role in bringing people from different communities together

97% said they had an increased knowledge of cultural traditions and backgrounds

100% would recommend a Good Relations project to family/friends

Community Cohesion

The Covid-19 pandemic has had a huge impact on community relations work with everyone being largely house-bound. This has created a huge sense of isolation which can be particularly difficult for children who don't really understand why they aren't allowed to see friends or go to school. It is also challenging for parents who are forced to try and find ways of keeping their children entertained at home.

Officers worked with community workers in the Creggan area to deliver the **Proud Community Project** – an art competition aimed at primary 7 children who attend the 7 primary schools in the Creggan area. The schools included were Gaelscoil Eadain Mhoir, Longtower PS, Nazareth House PS, The Fountain PS, Holychild PS, St John's PS and St Eugene's PS. The children designed a drawing of what makes them proud of their area/what they would like to see in their area. Each child had their images printed onto an A4 board displayed throughout the area and all children will get to keep their board. This project gave children with a fun activity to complete at home away from their home schooling and give them something to look forward to. created a buzz throughout the area and boost the children's confidence while creating a community celebration and sense of community spirit and cohesion.

With the remaining funding, officers worked with the community to add value to the **Wall Museum Project** in the Fountain /Bishop Street area to complement the work of the Peace Walls project. Work to date has involved attempts to talk about the future of the structure itself, with the aim of preparing residents to move towards a future where they are no longer divided by a physical structure. This project, aimed to help take a significant step towards that goal through the creation of a "Wall Museum". This idea is modelled on the idea of that in Bethlehem, Palestine where the stories/thoughts of women and children towards the conflict and the separation wall have been documented and displayed on the wall itself for both locals and tourists to hear often unheard voices,

thoughts and experiences. The idea is to do the same for the Bishop Street/Fountain interface wall. With previous funding, residents have done 6 professionally facilitated workshops focusing on oral storytelling and we helped with funding more workshops to collect all of the stories. The project has now recorded stories/experiences/thoughts on the conflict, the wall, their commonalities, their hopes for the future etc. A video story piece with voiceover etc. has been produced, as well as a Wall Museum display on the Peace Wall itself (permission has been granted for this by NIHE).

BAME Community and Hate Crime

Council's Good Relations Officers (GROs) continued to support members of the BAME community together with other agencies, during COVID-19 period through the signposting of potential funding for groups and identifying barriers faced by BAME sector during COVID and the restrictions. GROs worked with PSNI, PCSP, Community workers and local residents to develop a Hate Crime leaflet for the Enagh Ward (Strathfoyle area) due to the increase number of incidents which occurred during lockdown. This was launched in March 2021 with 3000 leaflets then being posted to all the houses within this area.

GROs also worked with Environmental Health and the Business team within Council to develop and translate COVID information into Mandarin for the re-opening of Chinese restaurants/ takeaways.

(L) Peace 4 Projects

In the **Children and Young People's theme** over 2200 young people engaged. Highlights have included health and wellbeing work, NW Ministry of Youth creating mechanisms for young adult representation, 'Let's Talk' projects around cultural diversity, racism, sexual orientation, gender, disability, wellbeing and mental health. Youth Leadership projects like Government Ambassadors, Youth Street Art, LEAD project, Business Youth Charter and Pilot Youth Zone and a fantastic cross-cultural project delivering programming on Ulster-Scots, Irish, Marching Band and diversity cultures through the arts.

In the **Shared Spaces and Services theme** there have been over 1500 participants across 12 Shared Spaces and Services projects. These included two capital projects, a Walled Garden in St.Columb's Park and work at Castle Park in Castlederg. The programme also delivered significant cross-interface work in the Bogside/Fountain, Tullyally/Currynierin and Irish Street/Top of the Hill areas and four geographical shared space projects in Newtownstewart, Strabane, Castlederg and Bonds Street/Shepherds Glen/Triangle. The theme also delivered large scale intergenerational cross-community programming in the Waterside Shared Village (including delivery of possibly the first cross-interface summer scheme in Northern Ireland) and two thematic projects around bonfires/alternatives and peace tourism.

In the **Building Positive Relations theme** around 2000 people participated across 15 projects and 18 small grants. Local community groups were innovative in using wide ranging approaches. Whether it was through community development, culture and traditions, environment, sport, history and heritage, dialogue, conferences, training, public anti-prejudice campaigns, capacity building, faith, arts and culture or research – communities have engaged in reconciliation through their shared interests. There was a high level of engagement from minority identities – Black and Minority Ethnic, LGBTQ+, people with disabilities, and diverse faiths. Projects engaged with very challenging themes such as so-called punishment attacks, victims/survivors stories, sectarianism, racism, homophobia and patriarchy.

(m) **PCSP Initiatives**

Strategic Objective: To Improve Community Safety by Tackling Crime and ASB

£220,000 had been allocated to 31 local groups and organisations through **the Small Project Support scheme**. Unfortunately, a number of groups were unable to draw down their total allocation due to Covid-19 restrictions and closures of schools.

It was agreed that PCSP would use the underspend to purchase 6 mobile speed indicator devices (SIDs) to deploy throughout the city and district to ensure the remaining budget was utilised. The PCSP Manager confirmed that these devices had now been ordered and locations for deployment would be agreed with Roads Policing and the community.

Both the Department of Justice and NI Policing Board agreed that the underspend could be utilised to purchase these road safety devices.

To date, 60% of the total allocation has been drawn down. PCSP Officers are still working on claims and 5 of 31 projects are completed and have drawn down all their monies.

The Community Safety Wardens - The Community Safety Wardens have remained operational during the pandemic. They have dealt with 1800 referrals and delivered 15,000 patrols in ASB hotspot areas.

Ongoing ASB – PCSP are working on a number of localised issues in relation to ASB in Strabane/Ballycolman area.

RAPID Bins – RAPID (**R**emove **A**ll **P**rescription and **I**llegal **D**rugs) initiative supported regionally by the PSNI, Public Health Agency and locally by Drug and Alcohol Coordination Teams (DACTs) and Policing & Community Safety Partnerships (PCSPs) that promotes and facilitates the removal of all types of prescription and illegal drugs from the local community.

This initiative aims to:

- Removal of prescription, illegal and new psychoactive substances (often referred to as 'legal highs' and now illegal following the introduction of the Psychoactive Substances Act in May 2016) from local communities.

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- Provision of information and support to individuals, families, local business and community organisations to raise awareness of the effects and risks of using/misusing illegal and/or prescription drugs.
- Community and statutory agencies alongside local businesses and the general public coming together under the RAPID initiative to work towards making their local community a safer place to live.

In total 14 RAPID Bins have been installed across the city and district. A new RAPID Bin was installed at Kelly's Spar, Strathfoyle. A new bin is to be installed in Newtownstewart in the next few months.

40,000 prescription tablets have been recovered, identified, and logged, by the PSNI since the installation of the bins (including high strength prescription medication).

Home Security – The installation of home security equipment has been impacted by Covid-19 regulations to 86 homes this year. The PCSP Manager referred members to an infographic on the source of referrals. He reminded PCSP members to contact PCSP if they felt residents would benefit from home safety/security equipment.

Neighbourhood Watch – Currently there are 40 Neighbourhood Watch schemes. CCTV – Under the current contract 95 CCTV cameras are being monitored on a 24/7 basis. Between April 2020 and February 2021 CCTV dealt with 688 missing person reports, 85 attempted suicides, 630 suicide welfare concern, and 321 general welfare concerns.

Support Hub –To date 11 meetings have been held, 666 actions have been delivered with most of these delivered by PSNI and WHSCT. There have been 200 referrals to the Hub with an even split of 50% between male/female.

Community Safety Forums – The Community Safety Wardens attend the Community Safety Forums which have been held virtually due to COVID restrictions. Great work is being carried out at local level.

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- 2** Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (*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:

- Social Wellbeing (Health) & (Community Development)
- Economic Wellbeing (Economy and Enterprise)
- Environmental Wellbeing
- Monitoring

Examples of key output/outcome/impacts of action measures carried out in the 2020-2021 reporting period are detailed in the table at **Appendix 2**.

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2020-21 reporting period? *(tick one box only)*

Yes No (go to Q.4) Not applicable (go to Q.4)

Please provide any details and examples:

In the reporting period Council has had to rethink how it delivers its services in order to reach the most vulnerable in the community (people with a disability, older people, people with caring responsibilities, people in deprived areas) during the COVID pandemic. This involved ensuring key information about Council services was , provided in accessible formats to enable all people including persons with disabilities to have access to this vital information. Service priorities also had to be changed to deal with the impact of COVID on communities.

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:

- **Corporate Health and Safety Policy** was revised to include measures to enhance the safety of vulnerable staff and service users (especially those with a disability or older members of staff or community). **(Age/Disability)**
- **Safeguarding Policy (Children and Adults at Risk)** was revised to take into account some issues staff were encountering in the course of their daily work where guidance and direction were required. Due to the prevalence of people with mental health issues particularly during the COVID period staff have reported that they are increasingly encountering individuals who are presenting as being in need due to mental health or suicide ideation. Whilst this is not deemed to be a safeguarding issue by the Health trust's Gateway referral system, a section has been included in the policy now to advise staff of the immediate steps they can take to ensure the individual in need gets the help and support they need. **(Disability)**
- Good Relations Officers and Community Development Officers have refocused their work to provide a **Critical Response** to the most vulnerable members of the community during the COVID pandemic – they worked with a group Churches Trust over the pandemic so they could provide a foodbank, supporting older people by telephone and outreach and supporting young marginalised people through social media and other appropriate methods. **(Age/Disability)**
- **BAME Community and Hate Crime** - Council's Good Relations Officers (GROs) continued to support members of the BAME community together with other agencies, during COVID-19 period through the signposting of potential funding for groups and identifying barriers faced by BAME sector during COVID and the restrictions. GROs worked with PSNI, PCSP, Community workers and local residents

to develop a Hate Crime leaflet for the Enagh Ward (Strathfoyle area) due to the increase number of incidents which occurred during lockdown. **(Racial groups)**

- **Easy Read Council Service update during COVID** - Staff provided regular Easy Read updates on the availability of Council services during the pandemic period. This was done to ensure that those people with learning difficulties, those whose first language was not English and older people could access this key information. **(People with learning difficulties/Age/Racial groups)**
- As COVID restrictions remain in place Council had to be creative about how it could deliver its **festivals and events** which normally would have attracted large gatherings. Where possible these programmes were rolled out through online content, including tutorials and webinars and a range of neighbourhood focussed activity that was complemented by static animation and city centre located creative installations and pop up displays that accommodated COVID restrictions but took into account the enjoyment and well-being of the wider public. **(All S75 groups)**

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):*

Delivering services during the COVID pandemic made Council look at key policy areas and assess how they needed to be changed to add protection or accessibility to staff and members of the community (e.g. Corporate Health and Wellbeing Policy, Safeguarding Policy)

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):*

Council staff recognised that COVID restrictions meant they could not deliver their work in the normal way – For example they had to move away from the training and awareness raising role to deliver a more hands on role of delivering **critical response** in terms of food parcels or a listening ear to young marginalised groups who no longer could engage with their peers. Officers had to be creative to enhance accessibility for all.

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 2020-21 reporting period? *(tick one box only)*

- 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:

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 2020-21 reporting period? *(tick one box only)*

- 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 Corporate and Performance Improvement Plan 2020-21 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. This plan supports the vision that the themes of equality and sustainability must cut across all of the priority outcome areas.

The Annual Equality Progress Report contains details of initiatives which have been carried out throughout 2020-21 reporting period from the various directorates within Council.

6 In the 2020-21 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**
- Yes, through organisation wide annual business planning**
- Yes, in some departments/jobs**
- 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" and the subsequent progress updates to help inform the development of its corporate plan and Directorate Delivery plans for 2020-21. A corporate plan was developed which was aligned to the emerging issues identified to date.

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.

The overall responsibility for the implementation of Council's Equality Scheme and its supporting Equality Action Plan lies with the Chief Executive. The Lead

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Democratic Services and Improvement Officer is responsible 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 2020-21 reporting period, please indicate the **number** of:

Actions completed:	<input type="text"/>	Actions ongoing:	<input type="text" value="22"/>	Actions to commence:	<input type="text" value="7"/>
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Please provide any details and examples (*in addition to question 2*):

See **Appendix 2** for update on progress of Equality Actions - please note that this action plan is new and was approved in this reporting period. Whilst progress has been ongoing from previous Equality Action Plan on some initiatives there was no progress in areas such as induction and training during the reported period.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2020-21 reporting period (*points not identified in an appended plan*):

The Equality Action Plan was reviewed and approved in the 2020-21 reporting period.

9 In reviewing progress on the equality action plan/action measures during the 2020-21 reporting period, the following have been identified: (*tick all that apply*)

- 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 Sometimes Never

11 Please provide any **details and examples of good practice** in consultation during the 2020-21 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:

When Council are consulting on policy or service development/review it would normally factor in public meetings, focused equality and oversight group meeting or face-to face meeting together with using Citizen Space consultation hub and email methods. Covid-19 restrictions had meant that Council officers could only use electronic methods. Council acknowledge that the impact of this is that older people or people with a disability may not have engaged as these groups may be less likely to have access to the internet or feel comfortable engaging with a consultation digitally.

The main consultation which has taken place in the reporting period has been for the Playing Pitches Strategy and it is hoped that the pre-development consultation meetings which had taken place prior to COVID-19 with relevant stakeholders has given suffice information. This involved engagement with sporting clubs and schools right throughout the district - there was also 3 public meetings held in Derry, Strabane and Castlederg so as to get a rural and urban perspective.

12 In the 2020-21 reporting period, given the consultation methods offered, which consultation methods were **most frequently used** by consultees: *(tick all that apply)*

- Face to face meetings
- Focus groups
- Written documents with the opportunity to comment in writing
- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations

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Other (please specify):

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:

See Question 11 above

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2020-21 reporting period? (tick one box only)

Yes No Not applicable

Please provide any details and examples:

14 Was the consultation list reviewed during the 2020-21 reporting period? (tick one box only)

Yes No Not applicable – no commitment to review

<https://www.derrystrabane.com/Council/Equality/Screening-report-2020-2021>

15 Please provide the **number** of policies screened during the year (as recorded in screening reports):

10

16 Please provide the **number of assessments** that were consulted upon during 2020-21:

9	Policy consultations conducted with screening assessment presented.
1	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:

(a) The Playing Pitches Strategy

The Playing Pitches Strategy was screened in for EQIA during the reporting period - this strategy was developed after extensive direct consultation with stakeholders including

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sporting clubs and schools right throughout the district - there was also 3 public meetings held in Derry, Strabane and Castlederg so as to get a rural and urban perspective.

The current consultation opened on 21st December 2020 and ended on 22nd March 2021 - the results of this consultation will be provided in the next reporting period.

Annual Survey on Council's Irish Language Services

(b)

The annual customer survey was sent out to members of the Irish Language Community in December 2020. Results showed improvement since 2019 where

- 100% of users were happy or very happy with the Council's Irish language services (92% in 2019)
- 97% said would use the service again (95% in 2019) and
- 95% (95% in 2019) said they would recommend the service to others

18 Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

- Yes 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 2020-21 reporting period? *(tick one box only)*

- Yes No Not applicable

Please provide any details and examples:

Results of EQIA on Play Pitches Strategy will be presented during the 2021/22 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 2020-21 reporting period? *(tick one box only)*

- Yes No, already taken place
 No, scheduled to take place at a later date Not applicable

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Please provide any details:

This commenced in the latter part of the 2020/21 reporting period to inform the Audit of Inequalities this will be completed during the 2021/22 year

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

Yes No Not applicable

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2020-21 reporting period, has shown changes to differential/adverse impacts previously assessed:

This data will be provided in the 2021/22 reporting period once the Audit of Inequalities is complete.

- 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:

This data will be provided in the 2021/22 reporting period once the Audit of Inequalities is complete.

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 2020-21, and the extent to which they met the training objectives in the Equality Scheme.

Equality Screening and Rural Impact Assessment Diversity training

The Lead Democratic Services and Improvement Officer delivered a training session to the Senior Leadership Team on the Screening/Impact Assessment processes based on statutory duty and legislative commitments.

Following on from this the Policy Officer (Equality) delivered 2 sessions to staff of the Business and Community directorate and to staff from the Arts and Culture directorate during the reporting period.

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.

- 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:

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26 Please list **any examples** of where monitoring during 2020-21, 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:

Easy Read Versions

Council have prepared key policy documents and information in Easy Read formats to ensure that everyone can access key information about Council and its service delivery.

The easy read documents prepared in the reporting period were:

Easy Read Equality Scheme 2020-2023-

https://www.derrystrabane.com/getmedia/7a4e158f-a7b8-4c5b-8a40-0ba51d64ea6b/DCSDC_Equality-Scheme-2020-2023_Easy-Read.pdf

Easy Read Disability Scheme 2020-2023 -

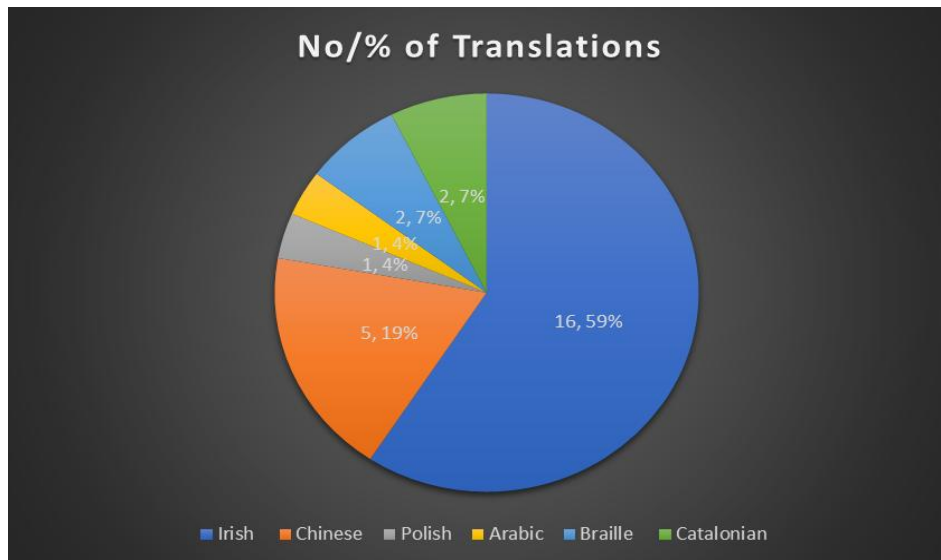
https://www.derrystrabane.com/getmedia/e4abf0e3-0aba-45d2-8618-ba91e679ac11/DCSDC_Disability-Action-Plan-2020-2023_Easy-Read.pdf

How our Council Services are working during this Coronavirus period

(https://www.derrystrabane.com/getmedia/40541c6b-4573-47dc-94c7-2abfe4892ff6/A4_DCSDC_Easy-read-covid-info-2021)

Alternative Formats

27 requests for information to be presented in an alternative language were made during the reporting period - A summary of these are shown in the pie chart below:



Sign Language Provision

Staff from the Democratic Services and Improvement Unit have been working to better engage with the d/Deaf community within the Council area - to progress this work Council have agreed to sign up to the British Deaf Associations British/Irish Sign Language Charter.

Designed and implemented by the British Deaf Association (BDA), the BSL/ISL Charter was created to support public services in improving access and rights for Deaf people who use British Sign Language and Irish Sign Language. This Charter sets out five pledges, namely:

- I. Consult formally and informally with the local Deaf community on a regular basis (Compulsory)
- II. Ensure access for Deaf people to information and services (Compulsory)
- III. Support Deaf children and families (Optional)
- IV. Ensure staff working with Deaf people can communicate effectively using British Sign Language and Irish Sign Language (Optional)
- V. Promote learning and high quality teaching of British Sign Language and Irish Sign Language (Optional)

COVID-19 impacted on the progress of the signing up to the British Sign Language Charter as the key organisations were only operating on a very restricted basis with their primary focus being to support their community during the pandemic and therefore were unavailable to engage with Council officers.

In October 2020 officers re-engaged with the British Deaf Association (BDA) in order to progress the signing of the British/Irish Sign Language Charter. Discussions took place around the selection of pledges which Council may sign up to initially, the methodology which would be used and cost implications.

The BDA have now commenced work to prepare for the engagement with the d/Deaf community to assess their needs and barriers when accessing Council services.

Video Relay System

A new high-tech video relay system (VRS) has been introduced at 4 venues within Derry City and Strabane District Council namely:

- the Council Offices in both Derry and Strabane
- The Foyle Arena (Derry)
- The Alley Theatre (Strabane)

The VRS will allow d/Deaf people to independently communicate with hearing people via a British or Irish Sign Language interpreter in real time by simply clicking on the VRS link on Council's website (see image below).



This is another positive step by the council to ensure its information and services are accessible and it is meeting the needs of all users, and putting equality at the heart of its customer service.

Website

Council's website has the following accessibility tools:-

- Browse Aloud tool
- Video Relay System tool
- Text size tool
- Accessibility policy/statement

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2020-21?

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Insert number here:

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)*

Due to COVID-19 pandemic Derry City and Strabane District Council did not make as much progress in training and monitoring- it is hoped that the focus will remain on these elements 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 reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- 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:

12

Fully achieved

8

Partially achieved

11

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 ⁱ	Outcomes / Impact ⁱⁱ
Regional ⁱⁱⁱ	Host awareness event in association with disability group(s)	At least one event held year	Council hosted a virtual celebration of People with Disabilities during Disability Awareness Week 2020 (30 th November-4 th December 2020 - this varied programme engaged and showcased the excellent work going on within the Council district and across NI, in access inclusion. The full programme can be seen at https://www.derrystrabane.com/getattachment/Subsites/Inclusion/Disability-Week-2020/DAW2020_programme_final.pdf
	Sharing Best Practice with and learning from other Councils through the Statutory Duty Network	Attend at least 2 Statutory Duty Network meetings per annum	Policy Officer (Equality) attended Statutory Duty Network Meetings on the following dates- 29th June 2020, 28 th September 2020, and 25 th January 2021.

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Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
Local ^{iv}	Screen all new policies to assess the significance of the policy on the disability duties	100% of new/ revised policies screened for impact on disability duties –Disability groups consulted through EAOG as part of Equality Screening Process	10 policies were screened in the reporting period and all were considered in terms of impact on people with a disability
	Staff attended EAOG to provide opportunity to engage with disabled people, answer queries and get their views	Relevant staff attend EAOG meetings to give in depth information on new/revised Council policies or services	Staff from Strategic projects team and parks and play area attended meeting to discuss issues raised relevant to their work area.
	Involve people with a disability in service planning and predevelopment exercises	All disability groups within Council area will be included on established/tailored communication channels	Disability groups are included on Council’s consultee list and are also participants in the Equality Assurance and Oversight Group where policy/service developments are discussed
Local	Encourage involvement and	Representation	Council have taken a co-design approach to local community planning and have 8 local Area Growth Plans for the 7 DEAs and Strabane town - the membership of these

PART B

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
(contd)	participation in developing Local Area Growth Plans & Cluster Village Plans	from people with a disability on development groups	partnerships is made up of local representative groups including disability groups to ensure the plans created are reflective of the needs and aspirations for residents and individuals at a local level.
	Develop bespoke initiatives for targeted disability needs (including autism, dementia, dyslexia and mental health)	Host at least 4 supported performances per year	<p>Whilst arts and culture venues have been closed due to COVID-19 restrictions Council have included some tailored performances as part of its Virtual Disability Awareness Week Programme e.g:</p> <p>‘Seen-Unseen’ dealt with the non-visual exploration of art and allowed the blind and people with vision difficulties to experience artwork through their other senses. Participants visited ‘Echoes’ exhibition through an online tour then they were lead through an interactive and sensory session which will explore the exhibition through a tactile workshop.</p> <p>North West Spectrum - Flip It! The The North West Spectrum was created and developed by a group of young adults with Autism living within the City; their aim was to use their lived experience with Autism to create an online information hub; a website to show their art, photography and writings</p> <p>The full programme can be seen at https://www.derrystrabane.com/getattachment/Subsites/Inclusion/Disability-Week-2020/DAW2020_programme_final.pdf</p>

1

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

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	Training Action Measures	Outputs	Outcome / Impact
1	Involve people with a disability in the delivery of awareness training on statutory disability duties to elected members and staff	At least 50% of elected members and 100% of front line staff will have received training delivered by people with a disability by 2023	Whilst elected members received two sessions of disability awareness training in October 2020 and dementia awareness training in February 2021 - People with a disability were considered to be in the vulnerable category and were therefore not requested to provide this training. Staff were able to avail of Dementia Awareness Training in February 2021 however Disability awareness training for front line staff was not progressed during this reporting period due to large number of front line staff being furloughed
2			

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	Consult with and scope out the needs of the d/Deaf community to meet their access needs in line with the commitment to achieving British Sign Language Charter	Hold at least one meeting with the local d/Deaf community to determine what Council can put in place to assist them to communicate with and participate in Council activities and services	In October 2020 officers engaged with the British Deaf Association (BDA) in order to progress the signing of the British/Irish Sign Language Charter. Discussions took place around the selection of pledges which Council may sign up to initially, the methodology which would be used and cost implications. The BDA have now commenced work to prepare

PART B

	Communications Action Measures	Outputs	Outcome / Impact
			for the engagement with the d/Deaf community to assess their needs and barriers when accessing Council services.
2	Use positive imagery in 100% leisure publications to highlight inclusivity in service delivery	Council have developed Code of Practice on Producing Information to ensure compliance with this measure - all external contractors are provided with this guidance when preparing publications for Council	Council leisure facilities are viewed as a welcoming and accessible place for all
3	Retain the Inclusive Sports Facility accreditation Retain Disability Sports Hub status for relevant centres	Council have retained the Inclusive Sports Facility accreditation and the Disability Sports Hub status	Promotes the message that all leisure facilities will provide inclusive services for users with a disability
4	Develop monitoring arrangements to audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community)	All Council information will be producing in compliance with its Code of Practice for Producing Information Ensure 100% of requests for information emanating from Council to be provided in an accessible format will be met.	Council keep a database of all requests for information in alternative formats and report on this on an annual basis in the annual progress report

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Programme in at least one show per annum which is delivered by/include performers who have a disability	At least one show will be held per year	During Disability Awareness week which was hosted by Council in December 2020 there were performances from disability user led groups such as “Lilliput Theatre”, “Echo Dance Company” and “Stage Beyond” - a full list of all performances can be accessed via the following link https://www.derrystrabane.com/getattachment/Subsites/Inclusion/Disability-Week-2020/DAW2020_programme_final.pdf#_blank
2	Retain the Inclusive Sports Facility accreditation Retain Disability Sports Hub status for relevant centres	All leisure facilities will provide inclusive services for users with a disability	Leisure activities were very restricted during this reporting period due to COVID-19 however during those occasions when restrictions were eased Council provided inclusive walking, cycling and bowls - 42 people with a disability participated in these activities. Council have retained the Inclusive Sports Facility accreditation and Disability Sports Hub status - this will encourage others to make sports and leisure services accessible to all

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

PART B

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Ensure front line staff have received Autism training and JAM Card Training	At least 50 front line staff complete awareness training	As part of Disability Awareness Week Council offered local businesses, cultural venues and organisations the chance to be trained to become JAM Card Friendly. Council aim to enhance customer service in businesses and organisations in the area showing service users that they are valued and that the businesses are welcoming to all and sensitive to those who may need additional attention	As COVID-19 restrictions and furloughing of staff interrupted training and development opportunities during the reporting period there has been no progress on this action for staff being trained in the JAM Card.
2	Provide general awareness raising sessions on statutory disability duties to staff and elected members	Training provided to 40 no. elected members and at least 50 front line staff	Two training sessions were provided by Cedar Foundation to elected members as part of the Member Development Programme in October 2020 Disability awareness training for front line staff was not progressed during this reporting period	Whilst disability awareness training and dementia awareness training was provided to elected members - people with a disability were considered vulnerable under the COVID-19 guidelines and therefore were not requested to provide this work for Council. As COVID-19 restrictions and furloughing of front line staff interrupted training and development opportunities during the reporting period there has been no progress on this action for staff.
3	Host meetings of the Equality Assurance and	Pan-disability engagement through at	One meeting of the Equality Assurance and oversight group was	COVID-19 restrictions meant that many community and voluntary groups

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	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
	Oversight Group (EAOG) so people with a disability from Council area to influence Council decision-making	least 2 meetings of the EAOG	held during the reporting period and over 60% of participants were representing the views of people with a disability.	closed during the pandemic and those who did not close were only working with limited staff to serve the emergency needs of their own community.

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

	Action Measures not met	Reasons
1	Provide induction training to all new employees on the Council's Equality and Disability Schemes and relevant Action Plans	As no external recruitment has taken place during the reporting period due to COVID-19 these sessions have not been required.
2	Provide staff on selection panels for ring-fenced posts with disability awareness training	As no external recruitment has taken place during the reporting period due to COVID-19 these sessions have not been required.
3	Work with Disability organisations to provide opportunities for job shadowing/work experience	This event did not take place during the reporting period due to COVID-19 restrictions
4	Ring-fence at least 2 posts per annum for disabled people	This action could not be progressed as there was no external recruitment due to COVID-19 restrictions
5	To avail of NIUSE and Employers for Disability NI Job Bulletin Board to advertise ring-fenced job vacancies	Not progressed during the reporting period as there were no external recruitment
6	Attend Job Fairs and Job shadow Days to raise awareness of	No events were held during the reporting period due to COVID-19

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	Action Measures not met	Reasons
	Council's progress and opportunities in employing people with a disability	restrictions
7	Encourage Disabled people who have completed job shadow/work placements to share their experience at Job Fairs	No events were held during the reporting period due to COVID-19 restrictions
8	Implement a shadowing initiative to allow people with a disability to spend a day with Mayor/Deputy Mayor	No progress was made on this action point due to COVID-19 restrictions
9	Involve people with a disability in the planning & development stage of events.	No events were held during the reporting period due to COVID-19 restrictions
10	Put in place reasonable adjustments to support people with a disability access and participate in Council events	Code of Practice on Arranging Accessible Meetings and Events was approved at the end of the previous reporting period to be used as a guide for staff - however no events have taken place due to COVID-19 restrictions.
11	Conduct a confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability and what reasonable adjustments are needed	No progress made during reporting period due to large number of staff furloughed

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?

Council has reviewed its Disability Action Plan for the period 2020-2023 - see Appendix 3 for details

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?

No

ⁱ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

ⁱⁱ **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

ⁱⁱⁱ **Regional**: Situations where people can influence policy decision making at a middle impact level

^{iv} **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

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Overall responses broken down by the various Section 75 categories are detailed below:

Gender	Frequency	%
Female	3,814	58%
Male	2,757	42%
Transgender	42	1%
TOTAL	6,613	100%

Religious Beliefs	Frequency	%
Christian – Catholic	2,895	51%
Christian – Protestant	1,654	29%
Other ¹	1,153	20%
Other¹	5,702	100%

¹ Other includes 'Christian - Other', 'Other Religion', 'No religion', 'Neither belonging to a Protestant or Catholic community background' and 'Don't know'.

Ethnic/Racial Identity	Frequency	%
White	6,209	97%
Black	28	0%
Asian	78	1%
Mixed Ethnic Group	31	0%
Other Ethnic Group	24	0%
TOTAL	6,370	100%

Age breakdown	Frequency	%
Under 11	1,096	16%
11-18	3,023	45%
Over 18	2,628	39%
TOTAL	6,747	100%

Political opinion	Frequency	%
Nationalist/Republican	903	40%
Other	655	29%
Unionist/Loyalist	682	30%
TOTAL	2,240	100%

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Marital status	Frequency	%
Divorced	139	6%
In a registered same-sex civil partnership	8	0%
Living with partner	178	8%
Married	1,133	49%
Separated, but still legally married	78	3%
Single	566	25%
Widowed	206	9%
Separated, but still legally in a same-sex civil partnership	1	0%
TOTAL	2,309	100%

Sexual orientation	Frequency	%
Bisexual	43	2%
Gay/Lesbian	36	2%
Heterosexual/straight	2,097	91%
Other	27	1%
Prefer not to say	95	4%
TOTAL	2,298	100%

Physical or mental health condition or illness lasting or	Frequency	%
Yes	752	12%
No	5,199	83%
N/A/I am not sure	302	5%
TOTAL	6,253	100%

Dependents	Frequency	%
Yes	968	42%
No	1,323	58%
TOTAL	2,291	100%

Community brought up in	Frequency	%
I was brought up in the Protestant Community	1,618	33%
I was brought up in the Catholic Community	2,769	57%
I was not brought up in either the Protestant or the Catholic Communities	504	10%
TOTAL	4,891	100%

Progress update - Equality Progress

Appendix 2

Social Wellbeing - Health		
Inequality	Positive action measures	Progress in 2020/21
<p>Leisure facilities are being under-used by various section 75 categories (i.e. women, carers, people with a disability, people over 65 years of age, ethnic minority groups)</p>	<p>Deliver a sports and physical activities programme to promote greater activity by people with a disability, women, girls, older people and those living in areas of high social need.</p> <p>Review programming/opening times/concessionary rates and/or reduced price, free programmes to cater for all sectors of the community and introduce at least one new tailored programme to cater for each underrepresented groups</p>	<p>Online and physical activities were delivered to almost 3500 participants. 1900 females - 1600 males.</p> <p>Due to pandemic only 42 of these people were registered as disabled. They took part in the Inclusive Cycling/Walking/ Outdoor Bowls</p> <p>Approximately 350 people older people engage in our programmes the past year including the Inclusive Cycling/Walking/Outdoor Bowls.</p> <p>Leisure pricing policy has been screened in for EQIA and will go out in the next reporting period</p>
<p>Rural areas are more likely to suffer in terms of social wellbeing in terms of:</p> <ul style="list-style-type: none"> • Lack of local facilities • Lack of youth clubs and professionally trained youth workers • Isolation • Transport • Capacity • Communication 	<p>Review community centre provision across the Council area and update or provide new facilities</p>	<p>Work has started on several Projects in the rural areas</p> <ul style="list-style-type: none"> • Development of new walking and cycle path infrastructure in Castlederg • Council confirmed that work to carry out access and environmental improvements at Newbuildings Community and Environmental Association • Work has begun on the new play area and free-play Multi Use Games Area (MUGA) in Magheramason. The equipment in the state-of-the-art play area - which will cater for children of all ages and abilities - It will include a wheelchair accessible ground flush roundabout, two multi-units with towers for younger and older children with climbing nets and slides, and a variety of swings with adapted swing seats, as well as an eight-metre high space net and a zip line.

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Inequality	Positive action measures	Progress in 2020/21
<p>Physical access has been cited as a barrier to participation particularly in some Cultural facilities for people with a disability.</p>	<p>Council is working towards achieving Every Customer Counts Charter status for facilities</p>	<p>British Deaf Association has commenced work on engagement event with the d/Deaf community to scope out their needs in terms of engaging with Council - This is part of the work for British/Irish Sign Language Charter</p> <p>Video Relay System has been set up in 4 facilities and official launch of the service is in April 2021</p>

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<p>Lack of awareness and availability of information in an appropriate format affects certain sectors of the community – specifically in terms of the Age, Disability and Racial Group categories.</p>	<p>Review of Council’s Code of Practice on Producing Information</p> <p>Roll out awareness sessions for staff</p> <p>Prepare easy read versions of key documentation</p>	<p>To be completed in 2021-22 reporting period</p> <p>To be completed in 2021-22 reporting period</p> <p>Three Easy Read documents prepared in reporting period, namely</p> <ul style="list-style-type: none"> - Disability Scheme - Equality Scheme - Council service update during COVID-19 period
<p>Inequality</p>	<p>Positive action measures</p>	<p>Progress in 2020/21</p>
<p>Social Wellbeing - Community Development</p>		

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<p>Barriers to people fully participating in public/political life</p> <p>Under-representation from certain S75 groups due to a perceived lack of skills and confidence.</p> <p>Women are significantly under-represented in elected office, on public bodies</p>	<p>Review timetable of meetings times and incorporate where possible some flexibility</p> <p>Roll out awareness sessions to staff on Council’s Code of Practice on arranging accessible meetings and events.</p> <p>Develop a programme of awareness raising and confidence building to encourage people to play an active part in civic life, including building on events around Local Democracy Week.</p>	<p>No training sessions held however Access audit training completed for 4 staff members across Council directorates this year – learning from this will feed into ensuring Council run services and events are as accessible as possible for people with a disability</p> <p>Local Democracy week was not held during this reporting period due to COVID-19 restrictions</p>
<p>Women, people with a disability, older people and people from the LGBT community expressed higher levels of worry about all crime</p>	<p>Continue to roll out community warden scheme</p> <p>Raise awareness of other Police and Community Safety Partnership (PCSP) initiatives such as community warden scheme and “safer homes” campaign</p>	<p>The Derry and Strabane PCSP advanced funding of £16,000 to support community led responses to assist the most vulnerable as the Coronavirus pandemic continued</p>
<p>Inequality</p>	<p>Positive action measures</p>	<p>Progress in 2020/21</p>

Social Wellbeing - Community Development (contd)		
<p>People from certain S75 groups are less likely to do voluntary work due to barriers which include:-</p> <ul style="list-style-type: none"> · Access and location/timing of meetings or events · Language · Stigma/discrimination faced by minorities - Suitable opportunities 	<p>Develop a volunteer policy for staff</p> <p>Raise awareness of volunteering opportunities at Council events</p> <p>Roll out awareness sessions for staff on Council's Code of Practice on arranging accessible meetings and events</p>	<p>During COVID-19 period volunteers have been the recognised as key component to providing support and assistance to the most vulnerable within the community by delivering food parcels and other essentials. Response came on the back of media campaigns and events run by the North West Volunteer Centre supported by Council and through local groups who looking for volunteers to assist in the community. The Mayor gave recognition and thanks to the volunteers of all ages and backgrounds and lit up civic buildings in recognition of their great work during Volunteer Week (1st - 7th June 2020)</p> <p>Policy and Training to be progressed in 2021-22 reporting period</p>
<p>Need for elected members to understand the equality issues of all S75 categories in order to best represent their interests</p>	<p>All Councillors will receive equality/diversity training to promote a greater understanding of equality issues and obligations</p>	<p>Good Relations Training, Dementia Awareness Training and Disability Awareness training was delivered to Elected members in the 2020-21 reporting period.</p> <p>Training on Equality and Diversity has been scheduled for 2021-22 reporting period.</p>
Inequality	Positive action measures	Progress in 2020/21

Economic Wellbeing – Economy and Enterprise		
Lack of job opportunities in the Derry City Council area	<p>Subject to legislation incorporate social clauses in all capital work with significant spend.</p> <p>Identify investment opportunities for business which is primarily focused on disadvantaged areas.</p>	<p>Council use the following clauses for the capital works where there is significant spend:</p> <ul style="list-style-type: none"> • Targeted Recruitment & Training for education leavers, • Targeted Recruitment & Training for people 25 years old or over and unemployed for 12 months, • Targeted Recruitment & Training for people under 25 years old and unemployed for 6 months • Targeted Work Experience <p>There have been 3 capital projects in the reporting period which employed these clauses - https://buysocialni.org/brokers/current-contracts/</p>
Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability	<p>Work with Employment and Skills team to continue targeting the long term unemployed and up-skill potential employees for employment opportunities</p> <p>Ring fence at least 2 jobs per annum for people with a disability</p>	<p>Council’s employment & skills team have part-funded the following initiatives in the reporting period to upskill underrepresented groups eg.:</p> <p>Women’s Centre - getting women from all backgrounds (incl young mothers, older women and women from minority ethnic groups) back into the workplace.</p> <p>Usel: - Stride Project - focuses on getting people with a disability into or back into the workplace.</p> <p>Triax Skills North: Their Programme offers mentoring and employment services. This includes soft skills, a wide range of accredited qualifications and pre-employment programmes across a variety of sectors</p> <p>A Wee Job: Programme funded under the disability strand. Offers, on-the-job training placements and subsidised employment</p> <p>Whilst interviews were carried out in the 2019-20 reporting period unfortunately successful applicants were unable to take their positions due to COVID-19 pandemic and Council service closure in the 2020-21 reporting period - this will be progressed in the 2021-22 year.</p>

Inequality	Positive action measures	Progress in 2020/21
Economic Wellbeing – Economy and Enterprise (contd.)		
<p>Under-representation of various S75 categories in entrepreneurial activity.</p> <p>There is a general lack of employment in rural areas and respondents feel that there needs to be a balanced approach in the Council area to job creation.</p> <p>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.</p>	<p>Derry City Council will work with relevant stakeholders to deliver the “Strategic Growth Plan 2017-2032”</p>	<p>Council had 184 business start-ups in the reporting period of these 45.65% came from women</p> <p>Council have also been running initiatives targeted at female entrepreneurs such as:</p> <ul style="list-style-type: none"> - Women in Business (6 applicants) - Explore It Bootcamp (11 attendees) - Imagine It Bootcamps (25 attendees) - Female Entrepreneurs Conference (25 attendees) <p>In the 2020/21 Council received 114 applications to the Rural Business Small Grants Programme - 60 of these were successful and £197,715.93 was awarded for expenditure such as: computer equipment,</p> <ul style="list-style-type: none"> - e-commerce websites, - new equipment or machinery, - minor building works <p>Arts and Culture venues have been closed during the COVID-19 pandemic - this will be progressed in the 2021-22 reporting period</p>

Inequality	Positive action measures	Progress in 2020/21
Environmental Wellbeing		
Transport can sometimes be a barrier to accessing the civic amenity service particularly for older people, women, people with dependants and people with a disability	Raise awareness of bulky lift service to ensure everyone in the Council area are aware of alternative method for their waste disposal.	During COVID-19 Council have put in place special measures to lift extra rubbish which households may have accumulated due to recycling centres being closed. This service has run along-side the normal bulky lift service - Council have released weekly updates on these services and this information has also been put into the Easy Read version of the COVID-19 Update.
Lack of understanding on how to use civic amenity service and recycling bins	All information and signage should be available in an appropriate format so that those whose first language is not English and those with low literacy levels can use the service properly.	
Monitoring		
Lack of awareness of the needs and priorities of increasingly diverse communities within the Council area when delivering Council services	<p>Ensure Equality module forms part of Induction training for new staff to ensure basic awareness of statutory duties</p> <p>Provide training in the Equality screening/equality impact assessment processes so that staff can identify needs and priorities of all users when reviewing and developing services</p>	<p>Equality module does form part of induction however as no external recruitment has taken place during the reporting period due to COVID-19 these sessions have not been required.</p> <p>The Lead Democratic Services and Improvement Officer delivered a training session to the Senior Leadership Team on the Screening/Impact Assessment processes based on statutory duty and legislative commitments. Following on from this the Policy Officer (Equality) delivered 2 sessions to staff of the Business and Community directorate and to staff from the Arts and Culture directorate during the reporting period.</p>

Inequality	Positive action measures	Progress in 2020/21
Monitoring (contd.)		
Lack of participation of Section 75 groupings in consultation exercises	Provide training in the Equality screening/equality impact assessment processes so that S75 representative group can understand the importance of their participation in shaping Council's policies and services which may affect them	As part of the review of the Strategic Growth Plan 2017-2032 a public consultation is planned - staff from the Democratic Services and Improvement Unit have agreed at its meeting in March to work with the S75 groups in the Equality Assurance and Oversight Group meeting to assist with their effective input into this consultation process.
Lack of monitoring data across Council services in general	Carry out an Audit of Inequalities Deliver awareness raising sessions on monitoring of services Internal monitoring systems to be set up	The Audit of Inequalities is currently in progress - the outcome of this process will help identify gaps in service monitoring Awareness sessions will be delivered in the next reporting period

Disability Action Plan

Appendix 3

Objective	Key Activities	Milestone	Responsibility	Output	Impact
1. Mainstreaming To ensure that staff consider the disability perspective in the organisation, improvement, development and evaluation of all Council policies and functions	1.1 Hold at least 2 Equality Assurance and Oversight Group (EAOG) meetings per year to discuss policy and service development in Council.	January 2020 /onwards	Equality Officer	At least 2 Meetings with EAOG which includes representative groups for people with a disability – feedback received on Council policy and decisions	All services will be more accessible People with a disability will be more involved in decision-making and have improved awareness of Council policy, service and context
	1.2 Screen all new policies to assess the significance of the policy on the disability duties	January 2020 /onwards	Directors/Heads of Services and Policy Officer (Equality)	100% of new and revised policies screened for impact on disability duties –Disability groups are consulted through EAOG as part of Equality Screening Process	Better promotion of equality for those with ,a disability - Issues which may affect people with a disability will be sorted out at the earliest possible juncture.
	1.3 Staff attendance at EAOG to provide opportunity to engage with people with a disability, answer queries and get their views	January 2020/ onwards	Staff responsible for service planning and policy making	Relevant staff attend EAOG meetings to give in depth information on new/revised Council policies or services	People with a disability will get opportunity to engage with officers directly and influence decision making
	1.4 Involve people with a disability in service planning and predevelopment exercises	January 2020 /onwards	All officers responsible for service planning and policy making	All disability groups within Council area will be included on established/tailored communication channels	Better services for people with a disability - Issues which may affect people with a disability will be sorted out at the earliest possible juncture.
1. Mainstreaming					

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<p>(contd) To ensure that staff consider the disability perspective in the organisation, improvement, development and evaluation of all Council policies and functions</p>	<p>1.5 Review and report on progress of the Disability Action Plan annually – employee contributions required from their service areas</p>	<p>January 2020 /onwards</p>	<p>Equality Officer</p>	<p>Equality progress report completed and forwarded to the Equality Commission every year.</p>	<p>Increased awareness of Employee’s responsibility towards Council’s compliance and achievements in relation to disability duties</p>
<p>2. Promoting Positive Attitudes towards Disabled People To take measures to portray (and encourage others to portray) disabled people in a positive role as well as take steps to eliminate ignorance and prejudice towards disabled people in the wider community and the workplace.</p>	<p>Celebratory Event 2.1 Host and organise awareness event in association with disability group(s)</p>	<p>November 2020/ onwards</p>	<p>Equality Officer</p>	<p>At least one event held year</p>	<p>Increased awareness of disability issues and improved to attendees at event</p>
	<p>Training 2.2 Provide induction training to all new employees on the Council’s Equality and Disability Schemes and relevant Action Plans</p>	<p>January 2020 onwards</p>	<p>HR Unit/Policy Officer (Equality)</p>	<p>Disability awareness delivered to all new staff within 3 months of commencing employment through online resource or face to face training</p>	<p>Increased awareness of disability issues Promotion of positive attitudes towards those with a disability</p>

<p>2. Promoting Positive Attitudes towards Disabled People (contd)</p> <p>To take measures to portray (and encourage others to portray) disabled people in a positive role as well as take steps to eliminate ignorance and prejudice towards disabled people in the wider community and the workplace</p>	<p>2.3 Ensure front line staff have received Autism training and JAM Card Training</p>	June 2020	Access and Inclusion Officer/Policy Officer (Equality) and Line Management	At least 50 front line staff complete awareness training	Improved customer care for service users with autism and/or communication difficulties
	<p>2.4 Provide general awareness raising sessions on statutory disability duties to staff and elected members</p>	October 2020 onwards	HR unit and Member Services	Training provided to 40 no. elected members and at least 50 front line staff	Elected members will be more aware of disability related issues of their constituents and their duty to deal with these – Improved customer care for people with a disability
	<p>2.5 Provide staff on selection panels for ring-fenced posts with disability awareness training</p>	February 2020 onwards	HR Unit/External trainers	100% of recruitment panel members will be appropriately trained	Disabled applicants will have appropriate reasonable adjustments in place and be treated with respect and dignity during selection process
	<p>Awareness Raising</p> <p>2.6 Work with Disability organisations to provide opportunities for job shadowing/work experience</p>	February 2020 onwards	HR Unit	At least 5 employers will work with Council to provide job shadowing opportunities to people with a disability	Person with a disability will have Improved sense of achievement, confidence and value
	<p>2.7 Sharing Best Practice with and learning from other Councils through the Statutory Duty Network</p>	June 2020 onwards	Policy Officer (Equality)	Attend at least 2 Statutory Duty Network meetings per annum	Improvement for people with a disability not only locally but regionally as they get access to similar initiatives
<p>2.Promoting Positive</p>					

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<p>Attitudes towards Disabled People (contd) To take measures to portray (and encourage others to portray) disabled people in a positive role as well as take steps to eliminate ignorance and prejudice towards disabled people in the wider community and the workplace.</p>	<p>Employment 2.8 Ring-fence at least 2 posts per annum for disabled people</p>	January 2020 onwards	HR Unit	Attend at least 2 events per year	Disabled people have the opportunity to talk to Council staff about work opportunities and what types of reasonable adjustments can be made to support them
	<p>2.9 To avail of NIUSE and Employers for Disability NI Job Bulletin Board to advertise ring-fenced job vacancies</p>	January 2020 onwards	HR Unit	Advertise at least 2 posts per annum	People with a disability have the opportunity to find out about what jobs are available to them
	<p>2.10 Attend Job Fairs and Job shadow Days to raise awareness of Council's progress and opportunities in employing people with a disability</p>	March 2020 onwards	HR Unit	Attend at least 2 events per year	Disabled people have the opportunity to talk to staff about job opportunities and the type of reasonable adjustments that can be made to support them

<p>3. Encouraging Participation in Public life</p> <p>To secure the participation of people with a disability in groups that extends beyond those largely concerned with disability issues.</p>	<p>2.11 Encourage Disabled people who have completed job shadow/work placements to share their experience at Job Fairs</p>	<p>March 2020 onwards</p>	<p>HR Unit</p>	<p>At least one person People with a disability will attend the job shadow day to provide information on their personal experience with Council in terms of job shadowing/work placements/employment</p>	<p>They can also speak to other people with a disability who have already has experience working with Council</p>
	<p>Decision Making & Involvement 3.1 Host meetings of the Equality Assurance and Oversight Group (EAOG) so people with a disability from Council area to influence Council decision-making</p>	<p>January 2020</p>	<p>Policy Officer (Equality)</p>	<p>Pan-disability engagement through at least 2 meetings of the EAOG</p>	<p>Higher participation of disabled people influencing decision-making in all aspects of Council policy and service delivery</p>
	<p>3.2 Encourage involvement and participation in the development of Local Area Growth Plans including the Cluster Village Plans</p>	<p>Ongoing</p>	<p>Community Planning Team</p>	<p>Representation from people with a disability on development groups</p>	<p>People with a disability are more involved with decision making on issues in their local area</p>

3. Encouraging Participation in Public Life (contd) To secure the participation of people with a disability in groups that extends beyond those largely concerned with disability issues.	Capacity and Confidence Building 3.3 Implement a shadowing initiative to allow people with a disability to spend a day with Mayor/Deputy Mayor	October 2020	Elected Members, Members Service Officer and Equality Officer	At least 8 no of people with a disability per year will spend a day with the Mayor/Deputy Mayor	Increased awareness for People with a disability about the everyday work of elected members and how they can help them
	3.4 Involve people with a disability in the delivery of awareness training on statutory disability duties to elected members and staff	September 2020 onwards	HR Unit – Policy Officer Equality	At least 50% of elected members and 100% of front line staff will have received training delivered by people with a disability by 2023	Increased awareness of disability issues Promotion of positive attitudes towards people with a disability
	Events 3.5 Involve people with a disability in the planning & development stage of events.	January 2020 onwards	Festivals and Events team – Access and Inclusion Officer	Input from people with a disability will be considered at 100% of event planning meetings and to identify barriers to participation and assist in finding remedial actions	Improved ability to participate in Council events by people with a disability and their carers

<p>3. Encouraging Participation in Public Life (contd)</p> <p>To secure the participation of people with a disability in groups that extends beyond those largely concerned with disability issues.</p>	<p>3.6 Develop bespoke initiatives for targeted disability needs (including autism, dementia, dyslexia and mental health)</p>	<p>January 2020 Onwards</p>	<p>Staff within the Arts and Culture directorate & Health and Community directorate</p>	<p>Host at least 4 supported performances per year</p>	<p>Increased participation of people with a disability in initiatives and performances – Initiatives, programs and events will meet the needs of the person with a disability</p>
	<p>3.7 Put in place reasonable adjustments to support people with a disability access and participate in Council events</p>	<p>January 2020 Onwards</p>	<p>Policy Officer (Equality), Festivals and Events team – Access and Inclusion Officer</p>	<p>Development of Accessible guidelines for large public events issued to raise public awareness</p>	<p>Improved accessibility for people with a disability and their families at Council events</p>
	<p>3.8 Consult with and scope out the needs of the d/Deaf community to meet their access needs in line with the commitment to achieving British Sign Language Charter</p>	<p>September 2020 onwards</p>	<p>Lead Democratic Services and Improvement Officer/Policy Officer (Equality)</p>	<p>Hold at least one meeting with the local d/Deaf community to determine what Council can put in place to assist them to communicate with and participate in Council activities and services</p>	<p>Increased involvement of d/Deaf community with Council – they can access all information and services and also feedback to Council on concerns and recommendations</p>

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	<p>3.9 Work in partnership with representative groups and statutory bodies to develop initiatives which will enhance the independent living of people with a learning disability</p>	<p>September 2020 onwards</p>	<p>DSI Unit</p>	<p>Council’s participation in at least one event or initiative developed by the LEP</p>	<p>Experiences of people who have availed of support and assistance from representative groups and statutory bodies will reinforce and Improve the confidence of people with a learning disability to live independently and find employment.</p>
	<p>3.10 Programme in at least one show per annum which is delivered by/include performers who have a disability</p>	<p>January 2020 onwards</p>	<p>Festivals and Events team – Access and Inclusion Officer</p>	<p>At least one show will be held per year</p>	<p>Increased participation of people with a disability in initiatives and performances – this will also enhance confidence</p>
	<p>3.11 Use positive imagery in 100% leisure publications to highlight inclusivity in service delivery</p> <p>Retain the Inclusive Sports Facility accreditation</p> <p>Retain Disability Sports Hub status for relevant centres</p>	<p>January 2020</p>	<p>Health and Community Directorate Staff</p>	<p>All leisure facilities will provide inclusive services for users with a disability</p>	<p>Increased participation of people with a disability in sports and leisure – leads to improved mental health Improve the Social perception which can often inhibit disabled people’s willingness to engage in exercise</p>

4. Monitoring	4.1 Conduct a confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability and what reasonable adjustments are needed	March 2023	HR Unit Member Services Office	One database completed	Council will be able to identify any reasonable adjustments that may be required by staff and elected members
	4.2 Develop monitoring arrangements to audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community)	January 2020 onwards	Design and Publications Officer All officers responsible for the preparation of Council information Policy Officer (Equality)	All Council information will be produced in line with its Code of Practice for Producing Information 100% of requests for Council information to be provided in an accessible format will be met.	All Council information will be accessible to all residents including people with a disability.
4 Monitoring (contd)	4.3 Evaluate the effectiveness of training through pre and post evaluation questionnaires	January 2020 onwards	Policy Officer (Equality), HR Unit and External Training providers	Feedback received will highlight gaps in learning for participants	Training will be refined to ensure it delivers on objectives

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	4.4 Develop enhanced equality monitoring for disability categories in terms of the progress of Strategic Growth Plan	November 2020 onwards	LDIO, Policy Officer (Equality), Equality Assurance and Oversight Group, Directors and Head of Service	Meaningful baseline data and progressive statistics on a regular basis	Ability to assess how Strategic Growth Plan is changing the lives of people with a disability
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