

, Derry City and Strabane District Council



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Ellen Cavanagh Telephone: 02871 253253 Email: ellen.cavanagh@derrystrabane.com
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	Name: As above Telephone: Email:

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

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

Signature: John Kelpie, Chief Executive

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 2022 and March 2023

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 2022-23, 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.

Contents:

- 1A Strategic Growth Plan
- 1B Local Development Plan
- 1C Corporate Performance and Improvement Plan
- 1D Public Views Constitutional Change
- 1E PEACEPLUS Co-design process
- 1F Progress on Good Relations Work
- 1G Progress on Language Services
- 1H Progressing the Age Friendly and Child Friendly Agendae
- 1I Progress on service delivery for People with a Disability

1A Strategic Growth Plan

Part 10, Section 69 of the Local Government (Northern Ireland) Act 2014 outlines a statutory duty to undertake a review of the Community Plan. It states **“A review. must be completed ... before the fourth anniversary of the date in which the community plan was published.”** Moreover, The Statutory Guidance for the Operation of Community Planning published in October 2015 states in para-13.4 **“The Council must ensure that, along with its community planning partners it monitors performance against the agreed objectives and actions contained in the plan. Where agreed actions are not being progressed reasons for this should be reviewed with the partners and appropriate action taken to assist progress or amend the plan.”**

Following significant engagement with Community Planning Partners and stakeholders a draft revised version of the Strategic Growth Plan was presented for Members consideration at the February 2022 meeting of Partnership. Following endorsement by Members this revised Plan was put forward for public consultation in line with the consultation programme approved by the Partnership.

The public consultation on the draft revised Strategic Growth Plan

commenced on the 14th of February – 15th April 2022.

Over the course of the consultation period an active social media campaign was carried out to publicise and promote an online questionnaire and encourage participation at 3 consultation workshops. Over the period a total of 66 posts appeared across the Council's social media platforms, which (when combined with subsequent shares from other users) had a total reach of 919,503.

A press release detailing the publication of the draft revised Plan and consultation arrangements were also issued and appeared in local media. Correspondence detailing the consultation arrangements was also issued to the Community Planning mailing list.

A report detailing the consultation process and feedback was prepared.

Overall feedback on the draft revised Plan was favourable with a number of individuals acknowledging the progress to date in the first 4 years of the Plan's implementation. In summary a total of 17 formal consultation responses were received -13 to the online questionnaire and 5 written submissions. These responses were received from a range of statutory and support partners.

A range of citizens and stakeholders attended 3 thematic (Social, Economic and Environmental) consultation events which took place during the consultation period. In addition to these formal consultation events officers also facilitated a number of ad hoc presentations as a means of obtaining feedback on the draft Plan

As part of the consultation process an online questionnaire was developed and made available on the Community Planning website (www.growderrystrabane.com). Respondents were invited to indicate whether they agreed or disagreed that the priority and key actions aligned to each outcome met the needs of their community and if not, what would they change. The percentage of those that who agreed with the actions as outlined are detailed below:

- Education & Skill 71%
- Enterprise & Economy 71%
- Tourism, Arts & Culture 64%
- Environment & Regeneration 79%
- Infrastructure, Transport, Energy, Waste & Water 57%
- Health & Wellbeing 57%
- Community Development 50%
- Children & Young People 64%
- Older People/Active Aging 100%

In addition to the online questionnaire a number of thematic public consultation events were convened throughout April and May. These provided an opportunity for citizens and stakeholders to learn more about the review process, the proposed

amendments to the Plan, and to provide feedback. The 3 consultation events were attended by a range of stakeholders who provided important feedback. This feedback has been thematically grouped and summarised in the table below:

<p style="text-align: center;">Crime (including paramilitarism)</p> <ul style="list-style-type: none"> Increasing concern, as reflected in Population Indicators. Crime statistics at a local level should be monitored as a means of identifying where and what intervention is required. 	<p style="text-align: center;">Local Growth Partnerships</p> <ul style="list-style-type: none"> Greater integration required between Local Area Growth Partnerships (LAGPs) and the Strategic Growth Partnership (SGP). Greater input by, and recognition of, LAGPs at Strategic level. Lack of communication flow between SGP and LAGPs. Will a review of Local Growth Plans follow the review of SGP? Need for funding allocation from Council and Statutory Partners to increase (E.g. Community COVID Response Programme).
<p style="text-align: center;">Deprivation</p> <ul style="list-style-type: none"> Given high levels of deprivation/inequalities within many local areas – should this be monitored as part of the Community Plans performance management? 	<p style="text-align: center;">Outcome Delivery Structures</p> <ul style="list-style-type: none"> Are the current Outcome Delivery Structures fit for purpose? Some implementation/delivery structures may not be the best fit (CISP/WAOG). Number of Outcome Delivery Partnerships (ODPs) no longer meeting. Significant disparity and resource issues in Rural areas in comparison to Urban areas. Unequal representation of Local Growth Partnerships across Outcome Delivery Structures. Roles and Responsibilities are not clearly defined across many of the delivery structures/mechanisms.

A number of respondents to the online questionnaire and attendees at the consultation events provided specific feedback in relation to actions and/or the content of the draft Plan.

An updated revised draft of the Strategic Growth Plan is now available at <https://growderrystrabane.com/wp-content/uploads/2022/06/Final-Revised-Strategic-Growth-Plan.pdf>.

Local Development Plan (LDP)

The draft Plan Strategy for the Local Development Plan (LDP 2032) for Derry City and Strabane District Council was submitted to the Department for Infrastructure, as a key stage towards the Independent Examination process.

Council's Local Development Plan Team submitted the LDP draft Plan Strategy (dPS) along with the supporting documents to the Department on 20th May 2022, following several periods of public consultation.

1B

Council's LDP draft Plan Strategy was first published in December 2019, followed by two periods of public consultation and a further consultation on Proposed Changes to the strategy in 2021. The submission of the LDP dPS to DFI, in accordance with Regulation 21 of the Planning (LDP) Regulations 2015, represented the next step towards an Independent Examination (IE) and then the formal adoption of the LDP Plan Strategy.

The LDP draft Plan Strategy sets out the Council's vision, objectives and Strategic Planning Policies in relation to the development and use of land in the City and District

until 2032. It will provide the framework for all future Planning decisions, in line with the aims and objectives for the responsible growth and development of the City and District set out in the Strategic Growth Plan for the Council area.

All LDP Submission documents can be viewed online at www.derrystrabane.com/ldp and are also available for inspection during normal office opening hours at the Council's two main offices in Derry and Strabane.

Anyone interested in viewing a hard copy of the LDP Submission documents, could write to Council's Planning team or submit an email to ldp@derrystrabane.com or telephone the LDP Team during normal office hours on 028 7125 3253.

Arrangements were made for an appointment or for alternative arrangements to be made. During Covid restrictions, social distancing measures were applied to anyone visiting the offices. The documents were also available in alternative formats upon request.

Corporate Performance and Improvement Plan 2022-23

Part 12 of the Local Government Act (NI) 2014 puts in place a framework to support continuous improvement in the delivery of council services, in the context of strategic objectives and issues that are important to those who receive those services.

1C

Consequently, the Council has an obligation under the Local Government Act (NI) 2014 to publish a Performance Improvement Plan (no later than the end of June each year). Council is also obliged to consult with stakeholders on the Improvement Objectives set out in this Plan.

The 2022/23 improvement objectives were reviewed in the context of Council's community plan "the Inclusive Strategic Growth Plan 2017-2032" progress made / learning, feedback from the Northern Ireland Audit Office and consideration of the ongoing impacts of the Covid19 pandemic, as identified at that time.

The proposed draft Improvement Objectives for 2022/23 which were subject to public consultation were as follows:

1:

To increase employment opportunities and economic growth through a range of measures including creating new business start-ups, supporting existing business and delivering visitor growth as a destination of choice

Sub Objectives

- To continue to develop and deliver a range of initiatives to mitigate the impacts of Covid19 and support economic growth.
- To promote jobs through the Northern Ireland Business Start Up Programme and the Business Innovation and Growth Programme.

- To assist companies seeking to take advantage of dual market access in both GB and EU.
- To deliver high quality festival and events growing our visitor numbers.
- Develop and deliver the Labour Market Partnership action plan.

2:

To assist a return to healthy lifestyles through regrowing participation in high quality leisure, sports and physical activity

Sub Objectives

- To re-engage and achieve user numbers of the Council's leisure facilities with a target of pre-Covid levels baseline user numbers and through retention and growth strategies achieve pre-Covid gym membership capacity.
- To target underrepresented groups through inclusive leisure, sport and physical activity participation to lead more active lives.
- Maintain current high levels of customer satisfaction/net promoter score.
- To target participation by those living in deprived areas.

3:

To create a greener, cleaner more attractive district

Sub-Objectives

- To protect and promote our natural and built assets
- To protect and enhance our environment

4:

To deliver improved customer satisfaction by improving customer support services and processes

The consultation on the Improvement Objectives finished on 23rd June 2022. The final Corporate and Improvement Plan for 2022-23 can be viewed at <https://www.derrystrabane.com/Council/Corporate-and-Improvement-Plan/Corporate-Plans> .

Public Views: Constitutional Change

At the meeting of Derry City and Strabane District Council held on the 29th April 2021 the following Motion was passed:

That this Council recognises that the discussions about a constitutional change are now well underway and this Council has a duty to consult with its ratepayers on this important issue and the implications for the Council area and the wider north-west. Therefore, calls on the Council to establish a working group on Irish unity and to begin a consultation with ratepayers and community and business representatives and with trade union, climate justice, LGBTQ+, migrant and social justice, all-island health, disability, mental health, rail and other social justice groups to assess views on the issues related to constitutional change.

1D

During 2022/23, the Working Group:

- Collated research materials in order share current thinking and findings/analysis
- Discussed the initial stages in the development of an inclusive approach to engaging citizens and other stakeholders.
- Undertook a public engagement process to seek views, experience and evidence.

Research Materials

As highlighted above, the Working Group collated a number of reports, presentations and articles in relation to the issue of Constitutional Change. This research has been collated into the following categories:

- [Legal, Constitutional and Ethical issues](#)
- [Strategy](#)
- [Key Statistics](#)
- [Economy](#)
- [Baseline References](#)
- [Opinion and General Commentary](#)
- [Social Policy - Welfare](#)
- [Education](#)
- [Health](#)
- [Cross Border](#)

Individual documents were made available to the public and they could be accessed by clicking on the relevant category and selecting the appropriate link.

Following on from this work Council then prepared for a public engagement on this subject. They invited comments from the public, businesses and organisations on constitutional change and the implications for the Council area and the wider north-west. This engagement aimed to collate views, experiences, research and evidence (from as wide a range of stakeholders, as possible) in relation to constitutional change and the implications for the Council area and the wider north-west.

Contributors were able to forward their views, experiences, research and other evidence by clicking on the link below

[Complete the engagement here](#)

Details could also be submitted

- via email to constitution@derrystrabane.com or
- by writing to: Constitutional Change, Derry City and Strabane District Council, 98 Strand Road, Derry, BT48 7NN.

Council offered to facilitate alternative arrangements, on request, for those people who are unable to submit their views using the above means.

The deadline for submissions was 5th April 2023 (start date 11 Jan 23). The Council indicated that it was particularly seeking the views of:

- business representatives
- trade unions,
- social justice groups including those representing interests in areas such as climate justice, mental health, all-island health, and rail, and
- representatives of LGBTQ+, migrant communities and people with a disability.

PEACEPLUS Co-design process

Derry City and Strabane District Council formed its PEACEPLUS Partnership Board and encouraged local communities and interested individuals to engage in the PEACEPLUS consultation and co-design phase.

The process was specific to one element (Theme 1.1) of the PEACEPLUS funding. The PEACE PLUS Programme is a €1bn investment in the social, economic and environmental development of Northern Ireland and the border counties of Ireland. It comprises six themes, which encompass 21 individual investment areas. It is managed by the Special EU Programmes Body and detailed information is available on <https://www.seupb.eu/>

1E

Theme 1 is 'Building Peaceful and Thriving Communities'. Under Theme 1.1 there are 'Co-designed Local Community PEACE Action Plans' with a provisional figure of €90m spread across the participating local councils in Northern Ireland and the border counties.

Community groups, individuals and organization were encouraged to engage by signing up to receive direct information by e-mail on:

<https://www.derrystrabane.com/Subsites/PeacePlus/News-Letter-Sign-Up>

There was also an initial series of public workshops in May, June and July 2022 repeated in a range of locations and times. There were approximately 200 participants from over 130 organisations across the city and district engaged in this process. 95 Concept Forms from 62 organisations were received for the 19th August deadline which closed Phase 1 of the Co-design process.

Phase 2 of the Co-Design process focussed on going back to the community with the collective ideas and prioritising the best fit of ideas with the programme requirements.

All the phase 2 workshops (below) were open to the public. Advance registration was not required, however, if someone had any particular access/equality requirements they were asked to advise officers in advance of the relevant workshop.

Progress on Good Relations Work

Funding support made available for Good Relations Week

Organisations across Derry and Strabane were invited to apply for support for events and projects associated with Good Relations Week.

The Good Relations Week funding provided for up to £500 per organisation. The closing date for applications was Friday 22nd July @ 12.00pm.

Change Starts with Us

1F

The theme of Council's Good Relations Week for 2022 was '**Change Starts With Us**'. Officers developed a creative and inspiring programme of cross-community and multicultural events which ran from Monday 19th to Sunday 25th September 2022, with groups and organisations across Derry City and Strabane District Council shining a light on how they have built a more sustainable and shared future.

The week-long programme of workshops, lectures, panel discussions, feature talks, podcasts, film, music and dance performances, storytelling, and exhibitions will focus on the UN's Sustainable Development Goals to highlight the political, social, economic, and environmental challenges we face as a region.

Events addressed gender inequality, climate change and the environment, improving individual health and well-being, eradicating poverty, and hunger, and removing barriers to improved education.

They also showcased the outstanding good relations efforts of local communities in delivering peace and prosperity to the region, as well as addressing everything from sectarianism and racism to shared spaces, peace-building and cultural diversity.

Progress on Language Services

Irish-Language Taster Course for Complete Beginners

Derry City and Strabane District Council ran a one-hour Irish-Language Taster Course via Zoom on Monday 25 April, as part of the Lifelong Learning. This festival seeks to raise awareness of Derry and Strabane as a learning city.

This free course was aimed at adults of all ages living in the Council area who have very little or no Irish and to give them the chance to learn a few words and phrases, and find out more about the language.

Council invites public to avail of Irish Language Services

Derry City and Strabane District Council is committed to promoting access to Council services and information in the Irish language to members of the public from across the City and District.

The Council currently offers a range of services in Irish including;

- responding to correspondence received in Irish;
- operating a dedicated Irish language Line telephone and voicemail service;
- providing translation and interpretation services;
- facilitating applications in Irish i.e. births, deaths and marriage certificates; and
- providing Irish language street and road signage upon request.

The Council can even offer support to local business which are keen to promote the Irish language to their customer base.

1G **Island Voices lecture series**

Derry City and Strabane District Council's popular autumn lecture series – 'Island Voices' – returned in September 2022 with a series of lunchtime talks exploring the portrayal of the natural world within the Irish and Ulster-Scots traditions.

The series featured three speakers who explored how the languages of Irish and Ulster-Scots and provided a unique understanding of the physical world; through our placenames, our names for living things and the vocabulary of long forgotten traditions. The series encouraged participants to reflect on how indigenous languages can help to rebuild the lost relationship between us and nature.

The first talk in the series *Down to Earth: The Irish language and Ecological Survival* took place at the Tower museum on Thursday 22 September, and featured Professor Michael Cronin from Trinity College Dublin. The speaker outlined his conviction that the Irish language and the accumulated environmental wisdom contained within it, is vital to creating a sustainable future for all the inhabitants of the island.

The second talk in the series, *Listen to the Landspeak: The Lost Wisdom of the Land* took place at the Guildhall on Wednesday 26 October and featured Manchán Magan author of *Thirty-Two Words for Field and Tree Dogs, Banshee Fingers and Other Irish Words for Nature*. In this talk the speaker explored the hidden insights that the Irish language offers into the landscape, heritage and psyche of Ireland.

The third and final talk in the series - *Ulster-Scots Literature and the Natural World* - featured Dr. David Gray from Dalarna university in Sweden. In this talk, the speaker explored Ulster-Scots verse literature, focusing on the writing of Ulster-Scots poets from the eighteenth and nineteenth century and explored the portrayal of the natural world within their work. The talk paid homage to the flora and fauna which make up the unique natural landscapes of Ulster and which proved to be inspirational for Ulster-Scots writers during this period.

Ulster-Scots Language Week 2022

Derry City and Strabane District Council hosted a week-long programme of events to mark Ulster-Scots Language Week which ran from 21st to 25th November 2022. Ulster-Scots Language Week or 'Leid Week', provided participants with a unique opportunity to learn more about the rich tradition of Ulster-Scots in the local area. This year, Council is partnered with the Ulster-Scots Agency to offer a diverse programme of events which includes poetry, storytelling, short film, creative writing workshops, lectures, language learning opportunities and a unique project which blends electronic dance music and the spoken word.

Details of the full programme can be viewed at www.derrystrabane.com/ulsterscotsweek .

Irish Language Week (1st -17th March 2023)

Irish Language Week is an international festival which celebrates the Irish language and this year, Derry City and Strabane District Council provided a diverse programme of events designed to provide opportunities for our staff and for the local community to learn and use the Irish language throughout the city and district.

Events included:-

- **International Women's Day: *Beir Bua*- Celebrating Diversity, Recognising Achievement**

To jointly mark International Women's Day and Irish Language Week 2023, Derry City and Strabane District Council celebrated those women who work within Council and were learning Irish.

These women took part in a short film which will highlight the positive changes learning the Irish language has brought to their lives and careers.

The film was launched at an event in the Guildhall on International Women's Day hosted by the Mayor Councillor Sandra Duffy, at which the women also took part in a discussion around the theme of their personal journeys with the Irish language.

The short film is available to view on the Council's Facebook page:

<https://www.facebook.com/foramphobalnagaeilge>

- **World Book Day**

A celebration of Irish Language Week and World Book Day 2023 featured a magical storytelling event for Irish medium schools from the city and district.

Noted storyteller, Bríd Anna Ní Bhaoill facilitated a storytelling workshop which celebrated the gift of storytelling and explored stories that are found in folklore and the oral tradition. This event was supported by the Mayor, Councillor Sandra Duffy.

- **Caint agus Ceol**

The renowned singer Claire Nic Ruairí joined Council officer for Caint agus Ceol event in the Guildhall, where she gave a talk on the tradition of sean nós singing in Ireland as well as presenting a workshop based on a range of songs from Donegal.

Other language Initiatives

British/Irish Sign Language Charter

Council is continuing to work with the British Deaf Association (BDA) to achieve the ISL/BSL Charter which was signed in December 2021. The signing of the Charter is available to view on social media the following link: <https://fb.watch/a4hCIRHzMd/>.

Following on from the signing of the Charter the BDA carried out some engagement events with members of its local deaf communities. Feedback from these events allowed officers to prepare a draft action plan which to remedy or mitigate against some of the barriers the deaf community experienced in dealing with Council.

Training in deaf awareness and introductory sessions in ISL and BSL were delivered to elected members and staff as part of this action plan.

Council sourced training in Irish Sign Language and British Sign Language for staff and Elected Members.

The two training classes were delivered by Foyle Deaf Association over 3 weeks (9 hours in total) in January/February 2023. Feedback from participants has indicated that they would like to see a longer and more intense course being offered to develop their skills to meet and greet and deal with basic queries from service users.

Progressing the Age Friendly and Child Friendly Agendae

Positive Aging Month

Positive Ageing Month returned in October 2022. Derry City and Strabane District Council worked with the Western health and Social Care Trust, Public Health Agency and Community and Voluntary organisations to develop and promote a comprehensive programme.

The events began on Saturday October 1st to mark International Day of Older Persons and included walks, talks, music sessions, photography competition, talks on pensions planning and making home more energy efficient, as well as healthy eating and a step challenge all happening throughout the month.

Positive Ageing Month is a welcomed opportunity to celebrate older people and for them to connect and become involved in events and activities which promote improvement in both physical and mental health and help reduce health inequalities.

Happy Place calendar

Derry City and Strabane District Council worked in partnership with the Western Health & Social Service Trust, Fermanagh and Omagh District Council, Causeway Coast and Glens Borough Council, the Public Health Agency and South West Age Partnership to produce an 'Age Friendly Calendar 2023' for across the Western Trust area.

Entitled: “Your Happy Place”, the calendar was an Age Friendly Initiative which aimed to address emotional health in later years and encouraged older people to take five simple steps - to connect, be active, take notice, keep learning and to give - to improve their wellbeing.

In advance of Positive Ageing Month Derry City and Strabane District Council encouraged people aged 50+ to get involved in the calendar by participating in a competition by submitting a photograph or art piece of their Happy Place.

This was a fantastic initiative aimed at improving and promoting the emotional and mental health well-being of citizens in the Council area who are 50+ years. It was a chance for them to showcase the positive aspects of their lives and to share them with a wider audience.

1H UNICEF UK Child Friendly Cities and Communities

UNICEF UK Child Friendly Cities and Communities works with councils and their partners to put children’s rights into practice. The programme aims to create communities where all children have a meaningful say in, and truly benefit from the local decisions, services and spaces that shape their lives.

There are four phases 1. Discovery, 2. Development, 3. Delivery, 4. Recognition (lasts for 3 years). Derry City and Strabane District (Council) are at the first formal progress review point within the delivery phase.

There are six badges within the UNICEF UK CFC action plan. Culture, Cooperation and Leadership, Communication, Healthy, Equal and Included and Education and Learning. Each of the six badges has three outcomes, co-designed with the UNICEF CFC Youth Advisory Board and updated in April 2023 with the NW Ministry of Youth.

Key progress in the Culture Badge includes the development of a workforce training plan, identifying key audiences to train in Child Rights. 220 professionals have completed Introduction to Child Rights in Practice and 55 have completed the Engagement and Participation Module delivered by UNICEF UK.

A partnership arrangement with NICCY – Northern Ireland Commission for Children and Young People has seen the development of an on online training module for staff with a Northern Ireland focus to Introduce Childrens Rights and upskill staff on the use of Child Rights Impact Assessments. The UNICEF CFC multi-agency action plan commits to mandating this online training for all Council staff during the April – October 2024 delivery period.

Informed Consent, a process of gathering consent which looks at the evolving capacities of the child has been included in the Council Safeguarding Policy and Procedure ahead of a staged roll out across the district.

Progress on service delivery for People with a Disability

“Bounce Festival”

Derry City and Strabane District Council’s Access and Inclusion Project teamed up with the University of Atypical to host two special events as part of this year’s Bounce Arts Festival.

Bounce is celebrating its 10th anniversary when it returns from Friday 7th to Sunday 9th of October 2022 and is the only festival in Ireland solely dedicated to the celebration and showcasing of arts created by d/Deaf, disabled and neurodiverse creatives.

Events were held across the Council district at the Amphitheatre at the Playtrail and The Alley Theatre in Strabane

11

The first event was at the Playtrail on Friday October 7th 2022 from 2pm to 4pm. This was called “Exploring melody, music and rhythm” with Project Sparks. Attendees were invited to come along and experience performances from the Project Sparks exceptionally talented disabled and neurodivergent mentors. Every voice and ability shone in this inclusive music workshop as participants explored their creativity through drumming, singing, xylophones and other inclusive instruments.

On Saturday 8th October 2022 from midday until 2pm, The Alley Theatre and Conference Centre hosted the “My Place and Space Photography Exhibition”.

This open submission exhibition was supported by the Public Health Agency and was an exhibition of photographs captured by deaf, disabled and neurodiverse people responding to the theme of ‘My Place & Space’.

Contributors were invited to share photographs of a place or item that made them feel happy or included within society. It was open to all ages and contributors had to be residents of the Council area and members of the pan-disability community.

“Disability Awareness Week”

Derry City and Strabane District Council have launched a comprehensive programme of events to mark the seventh annual Disability Awareness Week.

The programme of face to face and online activities took place from Saturday 3rd to Friday December 9th and included International Day of People with Disabilities.

The initiative aimed to showcase disability arts.

It includes visual art and animation, discussions and lunchtime talks, performances, interactive activities, training and showcases.

Among the highlights of the programme were a Creative Christmas Showcase by the Northwest Spectrum Group, a performance of The Great Dictator by Stage Beyond on the steps of the Guildhall and CirAbility by In Your Space.

For further information on the Disability Awareness Week programme

visit derrystrabane.com/inclusion

PART A

- 2** Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2022-23 (*or append the plan with progress/examples identified*).

Details of the progress on the equality action plan is attached at Appendix 1

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2022-23 reporting period? *(Tick one box only)*

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

Please provide any details and examples:

3a. Review of Monitoring Arrangements

The council carried out a review of its monitoring processes during the reporting period. It carried out several activities to improve its equality monitoring process. These included:-

- **Meeting with a representative of the Equality Commission, on two occasions.**
- **Attending a meeting with consultants (commissioned by the Equality Commission) who were carrying out work on employment monitoring;** The (Policy Officer (Equality) and HR Officer met with the ECNI researchers and contributed to this process. A draft version of the research report was circulated for consideration and comment. Proposed amendments are being considered and the report and will be circulated to Council when it is signed off for publication.
- **Carrying out initial research on the handling of data;** The Data Protection Officer considered the proposals for the revised equality monitoring questionnaire and advised of appropriate insertions which needed to be made to ensure compliance with obligations under GDPR.
- **Researching recommended approaches to better collating demographic information.** The equality monitoring template has been reviewed in light of the ECNI research and best practice - this will be finalised when the research report has undergone final amendments and is ready for publication.
- **Reviewing the functionality of the Council's HR software in relation to the collation, analysis and reporting of equality data**
(Update required from HR)

- 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:

Hybrid Working Policy

This policy sets out Council's arrangements for allowing staff to carry out their duties as far as is practicable between the office and home environment – Research has indicated that that older staff may be more likely to have caring or childcare responsibilities and may avail of this policy more. However, prior to March 2020 all

staff worked predominantly in the office, and hybrid working has created additional flexibilities for staff to support their work-life balance and personal circumstances

Code of Practice on Producing Information

The Code of Practice document now contains comprehensive information on best practice to ensure optimum accessibility and inclusivity in written, spoken and technical forms of communication.

In order to make this Code of Practice more user friendly it has been broken into three guides.

Details of these and their content are as follows:-

Guide A - Information Formatting

Alternative formats and languages other than English

- Languages other than English
- Braille, Large Print, Tape and Disc

Style

- Size/Format of Text
- Layout
- Tables/Text Boxes
- Colour
- Overprinting

Printing/Binding

- Printing
- Binding

Guide B - Inclusive Language and Imagery

Plain English

Inclusive Language

- Age
- Disability
- Ethnicity
- Gender, Gender Identity and Sex
- Marital Status and Civil Partnership
- Religious Belief
- Sexual Orientation

Imagery

Guide C - Technical Accessibility

Web Site Accessibility

Telephone Accessibility

Children and Young People

There is a formal commitment from Council to prioritise accessibility and age diversity in updated/ new park facilities. The commitment is included in the Play Plan and the plan references the articles in the UNCRC. Council has committed to assessing the options for a Skatepark in both Derry and Strabane. A strong call for the provision of suitable play options for the teenage age group came from young people during the discovery phase.

3b What aspect of the Equality Scheme prompted or led to the change(s)? *(Tick all that apply)*

- As a result of the organisation's screening of a policy *(please give details):*

- As a result of what was identified through the EQIA and consultation exercise *(please give details):*

- As a result of analysis from monitoring the impact *(please give details):*

- As a result of changes to access to information and services *(please specify and give details):*

- Other *(please specify and give details):*

Changes in best practice across the region

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 2022-23 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 2022-23 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 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 Corporate and Performance Improvement Plan 2022-23 and directorate delivery plans are directly aligned to, and cascades from the Community Plan.

This Annual Equality Progress Report contains details of initiatives which have been carried out throughout 2022-23 reporting period from the various directorates within Council.

See <https://www.derrystrabane.com/Council/Equality>

6 In the 2022-23 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 2022-23 report
- Not applicable

Please provide any details and examples:

Derry City and Strabane District City Council has 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 2022-23 - see following link <https://www.derrystrabane.com/Council/Corporate-and-Improvement-Plan/Corporate-Plans>

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. Examples of Directorate delivery plans can be viewed at <https://www.derrystrobane.com/Council/Corporate-and-Improvement-Plan/Delivery-Plans>

The overall responsibility for the implementation of Council’s Equality Scheme and its supporting Equality Action Plan lies with the Chief Executive. The Lead Democratic Services and Improvement Officer is 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 Lead Democratic Services and Improvement Officer is also responsible for the Corporate Planning, Performance and Improvement Framework.

Equality action plans/measures

7 Within the 2022-23 reporting period, please indicate the **number** of:

Actions completed:	15	Actions ongoing:	9	Actions to commence:	5
--------------------	----	------------------	---	----------------------	---

Please provide any details and examples (*in addition to question 2*):

Progress on Equality Scheme actions can be viewed at Appendix 1.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2022-23 reporting period (*points not identified in an appended plan*):

The progress on the Equality Action Plan can be viewed in Appendix 1 - No changes were made to the Equality Action Plan however the provision of physical training sessions are only returning slowly - staff have prepared online modules in an attempt to provide continued guidance and support to staff on key policy areas.

9 In reviewing progress on the equality action plan/action measures during the 2022-23 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 2022-23 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:

PEACEPLUS Co-design process

Derry City and Strabane District Council formed its PEACEPLUS Partnership Board and encouraged local communities and interested individuals to engage in the PEACEPLUS consultation and co-design phase.

The process was specific to one element (Theme 1.1) of the PEACEPLUS funding. The PEACE PLUS Programme is a €1bn investment in the social, economic and environmental development of Northern Ireland and the border counties of Ireland. It comprises six themes, which encompass 21 individual investment areas. It is managed by the Special EU Programmes Body and detailed information is available on <https://www.seupb.eu/>

Theme 1 is 'Building Peaceful and Thriving Communities'. Under Theme 1.1 there are 'Co-designed Local Community PEACE Action Plans' with a provisional figure of €90m spread across the participating local councils in Northern Ireland and the border counties.

Community groups, individuals and organization were encouraged to engage by signing up to receive direct information by e-mail on:
<https://www.derrystrabane.com/Subsites/PeacePlus/News-Letter-Sign-Up>

There was also an initial series of public workshops in May, June and July 2022 repeated in a range of locations and times. There were approximately 200 participants from over 130 organisations across the city and district engaged in this process. 95 Concept Forms from 62 organisations were received for the 19th August deadline which closed Phase 1 of the Co-design process.

Phase 2 of the Co-Design process focussed on going back to the community with the collective ideas and prioritising the best fit of ideas with the programme requirements.

All the phase 2 workshops (below) were open to the public. Advance registration was not required, however, if someone had any particular access/equality requirements they were asked to advise officers in advance of the relevant workshop.

Date	Time (2 hr slot)	Venue*	DEA/LCGP Area
Wednesday 21 st September	10am – 12pm	Ballymagroarty Community Centre, Shaws Court	Outer West Area
	2-4pm	Ebrington Theatre	Waterside
	7pm – 9pm	Derg Valley Care	Derg
Thursday 22 nd September	10am – 12pm	Galliagh Community Centre	Ballyarnett
	2pm – 4pm	Drummond Centre, Donemana	Sperrin
Wednesday 28 th September	10am – 12pm	Civic room, Strabane Library	Strabane
	2pm – 4pm	Mullabuoy Community Centre, Lettershandoney	Faughan DEA
Thursday 29 th September	10am – 12pm	Verbal Arts Centre	The Moor
	2pm – 4pm	St.Columb's Park House	S75/Thematic

Age Friendly Strategy and Action Plan 2022 - 2025

Council's new draft Age Friendly strategy and action plan was built on co-design principles, one of the first steps was to establish a Co-Design Steering Group. This was made up of representatives from Local Community Planning Partnerships, network organisations, and older people's groups from across the council's district electoral areas. This was supported by:

- engagement with the Age-friendly Alliance, made up of members of the Strategic Growth Partnership. (The Strategic Growth Partnership helps deliver Derry and Strabane's community plan. It is made up of a wide range of partners including representatives from local statutory bodies, community organisations, political representatives, central government departments and other key regional support partners.)
- engagement with regional and local age sector organisations and organisations whose services users include older people.
- focus groups and meetings with statutory, community and voluntary organisations
- an online survey with open, narrative style questions which encouraged older people to share their experiences and opinions.

- results from a quantitative survey that Derry City and Strabane District Council carried out in Spring 2021.
- postcard surveys on age-friendly domains, which were distributed through the steering group, public buildings, such as community and leisure centres, and age sector organisations.
- one-to-one interviews conducted by children and young people with their parents and/or grandparents
- creative workshops and other targeted engagement with groups who might otherwise have not been heard, such as carers, farmers, people from minority ethnic backgrounds, people living in rural areas and disabled people.

Development and engagement processes brought contributions from almost 500 people aged 50 and over living in the Derry City and Strabane District Council, and a range of representatives from public, community and voluntary sectors.

Findings from the engagement were brought back to the Co-Design Steering Group and Age-friendly Alliance to reflect on what works and what matters most for people as they grow older. Collectively they worked together to produce actions that can make a real difference in all our lives.

This plan sets out our ambition and outlines priorities for action over the next 3 years. Council are currently out to public consultation seeking views on what people think about the proposed:

- vision
- outcomes
- actions
- delivery structure
- the priorities to focus on over the next three years.

The consultation opened on 10th February 2023 and will closed on 5th April 2023.

The documents can be viewed and downloaded by clicking on the following links:

- [Age-Friendly Strategy & Action Plan 2022-2025](#)
- [Easy read version Age-Friendly Strategy & Action Plan 2022-2025](#)

UK Committee for UNICEF (UNICEF UK) Child Friendly Cities and Communities Programme in the Derry City and Strabane District

UNICEF UK Child Friendly Cities and Communities works with councils and their partners to put children's rights into practice. The programme aims to create communities where all children have a meaningful say in, and truly benefit from the local decisions, services and spaces that shape their lives.

There are four phases 1. Discovery, 2. Development, 3. Delivery, 4. Recognition (lasts for 3 years). Derry City and Strabane District (Council) are at the first formal progress review point within the delivery phase.

There are six badges within the UNICEF UK CFC action plan. Culture, Cooperation and Leadership, Communication, Healthy, Equal and Included and Education and Learning. Each of the six badges has three outcomes, co-de. signed with the UNICEF CFC Youth Advisory Board and updated in April 2023 with the NW Ministry of Youth.

Key progress in the Cooperation and Leadership Badge includes the co-design of the Youth Voice for the District, launched in 2019 and reviewed by young people in January 2023. The 'Youth Voice' is now linked to the UNICEF UK CFC Governance and delivered and reported against the UNCRC through an OBA scorecard. The Northwest Ministry of Youth took over the Youth Governance role in the UNICEF CFC programme in December 2022. A new recruitment round will take place during the October – December 23 quarter.

The young people on the NW Ministry of Youth have been involved with training, ad hoc consultation, activities, and events to have their voices heard in topics such as school, youth provision, pathways to employment, climate, small grants, Peace Plus and developing Child Friendly Documents. The group have also engaged with Politicians, the Department of Education and have visited Cardiff Youth Council to learn good practice on the Cardiff CFC Programme.

Key progress in the Communication Badge includes regular commitment to Childrens Rights in publicity and press releases and a prioritisation of Child Rights at a range of partnership meetings such as the Children and Young Peoples Strategic Partnership (CYPSP) Western Area Outcome Group (WAOG), Locality Planning (WHSCT led) and the Local Action Group (EA led).

Communications and marketing staff are coming together across Council, Education Authority (EA) Youth Service, and the Western Health, and Social Care Trust (WHSCT) to develop the cross organisational communications plan. All communications and marketing staff within Council have completed the UNICEF UK CFC Communications briefing and will be completing Child Rights training during the July – September quarter.

Key progress in the Healthy Badge. Children and Young People from the Derry and Strabane District were included in the co-design of the CYPSP Youth Wellness Web with plans in place for increased awareness across key stakeholders, so the resource is being well utilised by professionals and children and young people.

12 In the 2022-23 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
- 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:

PEACEPlus Theme 1.1 Funding Bid Development Consultation

Race

The inclusion of black and minority ethnic communities (including Irish Travellers, asylum seekers, refugees, migrant workers and established communities) was a key part of the Local Co-Designed PEACEPLUS Action Plan.

The Board includes specific representation from Foyle Racial Equality Forum.

The co-design process included 3 specific Section 75/Thematic workshops. 3 additional online consultations and four additional in person consultations were also held specific to the Black and Minority Ethnic communities. These included staffed, constituted minority ethnic groups from Derry and Strabane and voluntary, constituted minority ethnic groups as well as individuals and other organisations speaking on black and minority ethnic related issues.

Age

Three youth focused co-design workshops were held with young people. An estimated 75 young people attended these. They were held in Derry~Londonderry; Donemana and Strabane to ensure access from rural and urban parts of the district. A specific report was presented to the PEACEPLUS Board with issues identified to be taken on board in the co-design process. Young people's priorities for inclusion included:

- Mental Health cross-community programmes
- Shared, safe spaces to socialise

- A range of types of cross-community programmes (arts, culture, sport, residential, music) including outdoor and indoor opportunities.

Much of the broader programming has an 'adult' target age group as the funder expects the programme to be inclusive of all ages. The Age Friendly co-ordinator from council engaged in the co-design process.

Sexual Orientation

Three specific meetings were held with the Rainbow Project during the co-design process to encourage inclusion of relevant ideas within the PEACEPLUS Co-Designed Local Action Plan.

LGBTQ+ issues including homophobia, mental health, and gender awareness and training were raised in the co-design process.

A specific LGBTQIA+ training and awareness project has been included in the PEACEPLUS Co-Designed Local Action Plan.

Disability

Through the consultation process disability groups were constructive in attendance and vocalizing the needs of those living with a disability. Their priority was that people with a disability could access the wider programme rather than having specific disability projects.

The PEACEPLUS Local Co-Designed Action Plan includes a 2 yr Urban Social farm project, using social farming to support people with disabilities and mental illness through a therapeutic programme. Programme will target mainly young people and adults with learning difficulties.

Age Friendly Strategy Development Consultation (Targeted at Older People and carers)

Members of the Strategic Growth Partnership involved with the Age Friendly Alliance, along with other key stakeholders attended a workshop on 14th October 2021 relating to the Age Friendly strategy and action plan. Attendees have been equipped with resources and toolkits such as "Guided Conversations" to engage with older people within their organisations and services.

The consultants facilitated some creative workshop sessions and focus groups to engage with older people as part of the process during the Spring 2022.

Other consultation methods used during the reporting period were:

- distribution of postcards in a variety of locations such as leisure and community centres in an attempt to extend their reach to interested parties.
- Council officers set up pop-up engagement stalls in supermarkets and shopping centres where they interacted directly with older people to have a brief chat about issues relating to getting older in the district.
- Intergenerational engagement sessions were held with schools and harder to reach groups including older persons not connected with services/groups, men, rural residents and also ethnic minorities.

PART A

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2022-23 reporting period? *(Tick one box only)*

Yes No Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2022-23 reporting period? *(Tick one box only)*

Yes No Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

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

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

13

- 16 Please provide the **number of assessments** that were consulted upon during 2022-23:

4	Policy consultations conducted with screening assessment presented.
	Policy consultations conducted with an equality impact assessment (EQIA) presented.
	Consultations for an EQIA alone.

*The other 8 policies were enhanced in line with best practice or legislative change so did not require consultation.

- 17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

Corporate & Improvement Plan 2022/23

Staff and Public consultation took place in May and June 2022

Consultation on the Corporate Performance P Objectives 2022-23 was carried out using various methods.

- Officers met with the Equality Assurance and Oversight Group in May 2022
- there was an online staff survey
- S75 consultees were invited to feed into the consultation process when email was circulated to all consultees.
- Information was put on to Council's social medial platforms and website and press releases
- Posters /QR codes displayed in Council facilities
- Details of consultation were uploaded onto Council's dedicated consultation hub

The consultation on the Improvement Objectives finished on 23rd June 2022.

Hybrid Working Policy

The Hybrid working policy is an internal policy and Officers consulted with the two recognised Trade Unions in the development and implantation of this policy

Peace Plus Theme 1.1 Funding Bid

Extensive consultation was involved in putting this bid together for the PEACE Plus funding. This is detailed in questions 11 and 12 above

Fuel Poverty Support Payment

This was a Member led programme which emerged from a motion to Council. It was agreed that a Hardship Fund Working Group would be established which was inclusive of all Members. They hosted their first meeting in March 2022.

External stakeholders from the local growth partnerships, advice service partners, charities, statutory partners and local support organisations co-designed the programme criteria and referral process.

The following 9 policies were reviewed in line with best practice and legislative changes – this is reflected in the screening documents and no consultation was required.

- **Council Meeting Arrangements**
- **Domestic Violence and Sexual Abuse Policy**
- **Code of Practice on Producing Information**
- **Risk Management Strategy**
- **Conflict of interest Policy**
- **Gifts and Hospitality Policy**
- **Rates Estimates 2023/24**
- **Review of Bulky Lift Policy**
- **Litter/Dog Bins Provision Policy**

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

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 2021-22 reporting period? *(tick one box only)*

Yes No Not applicable

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 2022-23 reporting period? *(Tick one box only)*

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

Please provide any details:

Council has prepared a draft Audit of Inequalities during the reporting period and from carrying out that piece of work it became evident that more work needed to be done in terms of internal monitoring systems as information on existing inequalities was based on secondary data and research.

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:

With the recognition that Council's internal systems need review Council officers had contacted the Equality Commission for support on this and have consequently taken part in the consultation process in March 2022 with the Commission's consultants who were tasked with reviewing ECNI's own monitoring advice.

Council will continue to review its approach to monitoring on receipt of any new revised guidance from the Commission.

22 Please provide any details or examples of where the monitoring of policies, during the 2022-23 reporting period, has shown changes to differential/adverse impacts previously assessed:

Whilst collating information for the draft Audit of Inequalities it became apparent that Council's own internal monitoring systems needed to be reviewed. Council will finalise this review when it receives the updated guidance from the Commission.

- 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:

D Leisure

Monitoring of participation levels within Council's Leisure facilities has helped in the consideration of proposal to allow over 65s and the reviewed proposal of allowing over 75s free access to all leisure services.

Education and Skills

The Education and Skills team recorded the equality profile of participants who have taken part in various initiatives to reduce numbers of long term unemployed in the Council area. Previous audit of inequalities highlighted skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability which in turn led to underrepresentation in the labour market. Initiatives were designed to target these underrepresented groups and participants chosen on that basis.

Breakdown of participants in the reporting period is as follows:

Total females	108
Total males	124
Age 16-24	96
25-54	116
55+	20
Disability	164

Good Relations Work

Good Relations initiatives are subject to equality monitoring and feedback to establish participation levels of relevant groups have been included (e.g. age, community background, ethnicity) and to assess impact (e.g. change in attitude, commitment to positive change/actions). This data helps to review the action plan for the following reporting period to ensure that the aims of the Good Relations Strategy (2022-2027) are met in full.

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 2022-23, and the extent to which they met the training objectives in the Equality Scheme.

During the reporting period Council provided Elected members and staff with various training opportunities which would enhance their delivery of Council services in a fair and equal manner:-

Elected Member Training

Training Module	Delivered by	Date/Time/Venue
Safeguarding for Vulnerable Children and Adults	In House (Policy Officer)	Friday 9 April 2021 9.30 am to 11.30 am WebEx
Member Briefing on Local Government Boundaries Review	Local Government Boundaries Commissioner	Friday 14 th May 2021 10.30 am to 11.30 am Virtual
Council Procurement	In House (C Killeen)	Friday 21 May 2021 9.30 am to 11.30 am Council Chamber, Guildhall
Mental Health and Wellbeing	NILGA	19 March 2021.
Chairing Meetings / Standing Orders	In House (P Kingston S Maxwell)	Monday 28 June 2021 6.30 pm to 8.30 pm WebEx
Equality & Diversity	Dorothy McKee/Policy officer (Equality)	Monday 26 th July 2021 6 pm to 8 pm WebEx
NILGA Local Planning Leadership Programme	NILGA	September 2021 – March 2022
NILGA Leadership Programme	NILGA	September 2021 – April 2022
Climate Change Training (NILGA)	NILGA	12 th December 2021
Equality, Diversity and Inclusion for Councillors	NILGA	Thursday 31 st March 2022 6 pm to 8.30 pm Online

DSIU Training Videos: Provisional Release Schedule

The Democratic Services and Improvement Team has compiled a schedule of short, accessible video-training packages which can be accessed on the Council's Learning Pool platform on a phased basis as detailed below. Each of these short videos aims to

summarise the key learning for staff within specific policy areas such as; Equality, Safeguarding, Data Protection, Customer Service, Language Awareness and Producing Information. Additional training videos will be added to the schedule on an ongoing basis.

Training Video Title	Release Date/Available from
• Data Protection Refresher	Currently available on Learning Pool https://lgtg.learningpool.com/login/index.php
• Telephone Management Refresher	Currently available on Learning Pool https://lgtg.learningpool.com/login/index.php
• Reporting a Safeguarding Concern	Monday 28 February 2022
• Photography Protocol for Council Staff	Monday 7 March 2022
• Irish Language Taster Course • Ulster-Scots Taster Course	Monday 14 March 2022
• Code of Practice on Producing Information • Equality Impact Assessments – A Guide for Staff • Rural Impact Assessments – A Guide for Staff	Monday 21 March 2022
Freedom of Information and Environmental Information Regulations	Monday 28 March 2022

Language Awareness

As part of an ongoing programme of events to raise staff awareness of language matters, Derry City and Strabane District Council will offer an online Language Awareness Course to Council employees which covers areas as diverse as the origins of our indigenous languages – Irish and Ulster-Scots, language family trees, family names, naming conventions, place names, the influence of the Irish language on Hiberno-English and the legislative and policy context which provides a framework for Councils.

Language Taster Classes

This one-hour taster course was aimed at Council Employees with very little or no Irish, and aimed to teach them 100 words of Irish within an hour.

This basic introduction to the language is designed to provide attendees with more confidence regarding the Irish language, whether this encourages further study, or simply equips attendees with greater knowledge and skills for whenever they encounter the language in future life. These classes were open to staff at Derry City and Strabane District Council. These classes were offered to the public as part of DCSDC's Lifelong Learning Festival in April 2022.

Irish Sign Language/British Sign Language Training for Elected Members and Staff

Council sourced training in Irish Sign Language and British Sign Language for staff and Elected Members.

The two training classes were delivered by Foyle Deaf Association over 3 weeks (9 hours in total) in January/February 2023. Feedback from participants has indicated that they would like to see a longer and more intense course being offered to develop their skills to meet and greet and deal with basic queries from service users.

- 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:

Feedback from the evaluation process of ISL and BSL training have shown that all participants requested that further intense training be provided as they feel that this would benefit them in their service delivery.

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

- 26 Please list **any examples** of where monitoring during 2022-23, 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:

Review of Code of Practice on Producing Information

The Code of Practice document now contains comprehensive information on best practice to ensure optimum accessibility and inclusivity in written, spoken and technical forms of communication.

In order to make this Code of Practice more user friendly it has been broken into three guides.

Details of these and their content are as follows:-

Guide A - Information Formatting

Guide B - Inclusive Language and Imagery

Guide C - Technical Accessibility

Easy Read Versions

Council have built upon its provision of key policy documents and information in Easy Read formats to ensure that everyone can access key information about Council and its service delivery. This collection has been added to with the new Easy Read Version of the Age Friendly Strategy and Action Plan 2022-2025.

This can be downloaded from the following link:

<https://derrystrabane.uk.engagementhq.com/22014/widgets/63078/documents/38057>

Alternative Formats

Requests for information to be presented in an alternative language were facilitated.made during the reporting period.

Complaints (Model Equality Scheme Chapter 8)

- 27 How many complaints **in relation to the Equality Scheme** have been received during 2022-23?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

[Redacted area]

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)*

Training and monitoring - it is hoped that with the development of online modules and updated guidance from the Equality Commission on monitoring there will be considerable progress in these areas 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): Monitoring

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:

23

Fully achieved

2

Partially achieved

3

Not achieved

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

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

Level	Public Life Action Measures	Outputs	Outcomes / Impact
National			
Regional	Sharing Best Practice with and learning from other Councils through the Statutory Duty Network	Officer continues to attend Statutory Duty Network meetings where there is sharing of initiatives which have been successful in promoting positive attitudes towards People with a Disability – Last meeting held on 13 th March 2023.	Improvement for people with a disability not only locally but regionally as they get access to similar initiatives
Regional	Commitment to identify Diversity Champions within Council. Champions will attend LGSC training and networking events	2 Disability champions in place and regional best practice shared	Better promotion of disability issues both internal and external by Disability Champions

PART A

<p>Regional</p>	<p>Host and organise awareness event in association with disability group(s)</p>	<p>DCSDC’s Disability Awareness Week 2022 programme of activities took place from Saturday 3rd until Friday 09th December 2022 and is the seventh year of annual celebration. The programme of activities included both face to face and online engagement. Derry City and Strabane District Council again partnered with Fermanagh and Omagh District Council in the delivery of their online programme to maximise potential and any creative/active workshops that were organised by each Council for their area. The aim of this week of celebration ass to:</p> <ul style="list-style-type: none"> • Join together to support people with disability in our communities to promote1 health & social wellbeing through the arts • 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 <p>The full schedule of events, performances, activities and information sessions can be viewed at the following link.</p>	<p>Increased awareness of disability issues and improvements that can be made to attendees at event</p>
<p>Local</p>	<p>Host meetings of the Equality Assurance and Oversight Group (EAOG) to enable people with a disability from Council area to influence Council decision-making</p>	<p>2 meeting held – one on 8th June 2022 and one on 9th March 2023</p>	<p>Higher participation of disabled people in public life</p>

PART A

Local	Encourage involvement and participation in the development of Local Area Growth Plans including the Cluster Village Plans	Ongoing - Representation from people with a disability on development groups	People with a disability are more involved with decision making
Local	Screen all new policies to assess the significance of the policy on the disability duties	Officer assisted with the Screening and/or EQIA of 13 new and revised policies screened for impact on disability duties within the 2022/23 reporting period	Better promotion of equality for those with a disability
Local	Involve people with a disability in service planning and predevelopment exercises	All disability groups within the Derry City and Strabane District Council area have been included in Council's consultations and have participated in the Equality Assurance and Oversight Group where policy/service developments are discussed	Better services for people with a disability - Issues which may affect people with a disability will be sorted out at the earliest possible juncture.
Local	Review and report on progress of the Disability Action Plan annually – employee contributions required from their service areas	Annual progress report completed and forwarded to the Equality Commission	Increased awareness of Employee's responsibility towards Council's compliance and achievements in relation to disability duties
Local	To avail of NIUSE and Employers for Disability Job Bulletin Board to advertise ring-fenced job vacancies throughout the Disability community	Council advertise all posts on the NIUSE Job Bulletin Board	People with a disability have the opportunity to find out about what jobs are available to them

PART A

Local	Attend Job Fairs and Job Shadow Days to raise awareness of Council's progress and opportunities in employing people with a disability	Council held two jobs fairs on – the first was held on 15 th September 2022 in Alley Theatre in Strabane and the second was held on 22 nd September in Millennium Forum.	People with a disability have the opportunity to talk to Council staff about opportunities within Council and what types of reasonable adjustments can be made to support them
Local	Involve people with a disability in the delivery of awareness training to elected members and staff	<p>A disability a training session for the Health and Community committee members was delivered on 14th April 2022.</p> <p>Deaf awareness sessions and ISL and BSL training were delivered to staff and elected members during January and February 2023.</p> <p>NILGA delivered Mental Health & Wellbeing training for Councillors on 11th January 2023</p>	<p>Increased awareness of disability issues</p> <p>Promotion of positive attitudes towards those with a disability.</p>
Local	<p>Events</p> <p>Involve people with a disability in the planning & development stage of events.</p>	<p>Council's Access and Inclusion Project Officer teamed up with the University of Atypical to host two special events as part of this year's Bounce Arts Festival.</p> <p>The festival ran from Friday 7th to Sunday 9th of October 2022 and it is the only festival in Ireland solely dedicated to the celebration and showcasing of arts created by d/Deaf, disabled and neurodiverse creatives.</p> <p>It was open to all ages and contributors had to be residents of the Council area and members of the pan-disability community.</p>	Increased participation of people with a disability and their carers

PART A

<p>Local</p>	<p>Develop bespoke initiatives for targeted disability needs (including autism, dementia and mental health)</p>	<p>Council have provided various training sessions for staff as part of the Local Government Training Group around mental health</p> <p>Creative Christmas Showcase On 3rd December 2022 there was a celebration of the many talents and creativity of our local Autistic people, music from local Autistic bands and pop-up shops from local Autistic businesses. North-West Spectrum members shared information about their Winter Wellbeing Programme, and Autism We Care parent & carers support programme by providing taster sessions in some of the wellbeing, relaxation, and Holistic therapies.</p> <p>Moves and Melodies Council hosted a Moves and Melodies project in the Millennium on 7th December 2022 as part of Disability Awareness week was an age and dementia friendly project in the Millennium Forum that includes song and dance workshops for people aged 50+. Workshops are fully accessible for everyone.</p> <p>CircAbility CircAbility is a Circus project designed for working with neurodiverse children. The team is highly trained and delivered two, free, circus classes for kids aged 8-11 and 11+ on 6th December^h2022 at In Your Space headquarters.</p>	<p>Increased participation of people with a disability in initiatives and performances – this will also enhance confidence</p>
--------------	---	---	--

PART A

	<p>Develop bespoke initiatives for targeted disability needs (including autism, dementia and mental health). (Contd).</p>	<p>Mental Health & Wellbeing Workshop A 'Positive Vibe Session' was held in the Millennium Forum on 7th December 2022 as part of Council's Disability Awareness Week. The purpose of this Workshop/Session was to promote positive mental health and wellbeing in a fun and interactive atmosphere. The session lasted 60 minutes. The interactive games and lively discussions made people think "outside the box". The workshops were designed to convey the importance of positivity, self-knowledge and self-care and to show how this has a positive effect on our life and our family and friends. This event was suitable for everyone aged 15+.</p>	<p>Increased participation of people with a disability in initiated performances – this will also enhance confidence.</p>
<p>Local</p>	<p>Put in place reasonable adjustments to support people with a disability access and participate in Council events.</p>	<p>Council continues to promote its A.I.M Access and Inclusion Digital resource pack for businesses in partnership with Public Health Agency and Developing Healthy Communities. The purpose of this pack was to encourage local businesses who are keen to make their business and events more accessible and inclusive.</p>	<p>Ensure that all events and business within the Council area are as accessible as possible to people with a disability and their families</p>

PART A

	<p>Put in place reasonable adjustments to support people with a disability access and participate in Council events (contd)</p>	<p>Example of adjustments made at Council events:</p> <p>For this year’s Foyle Maritime Festival, Council tried to make the event as accessible and inclusive as possible.</p> <p>They programmed some sensory friendly activities namely</p> <p>Funfair Rides and Big Wheel – Quiet Sessions Pirate Hat Workshop – (Art Tent) Ocean Sea Lego – Sensory Friendly Workshop Brocklebank Tug Boat – Quiet Session Sailing Sessions with Foyle Sailability</p> <p>These were designed to ensure guests who experience sensory overload or sensitivity feel comfortable to enjoy the festival.</p> <p>Council also provided:</p> <ul style="list-style-type: none">• Quiet Space• Accessoloo• Accessible Toilets• Relaxed Performances• Disability Parking & Accessible Viewing Area (Spaces allocated on a first come first served basis)	
--	---	---	--

PART A

Local	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	Council are continuing to work with the British Deaf Association (BDA) to achieve the ISL/BSL Charter which was signed in December 2021. Council received some feedback from engagement events carried out by BDA and this allowed officers to prepare a draft action plan – training in deaf awareness and introductory sessions in ISL and BSL were delivered to elected members and staff as part of this action plan.	Increased involvement of d/Deaf community with Council – they can access all information and services and also feedback to Council on concerns and recommendations
Local	Programme in at least one show per annum which is delivered by/include performers who have a disability	During Disability Awareness Week Council programmed in several performances which were delivered by people with a disability. One such event was Tuned In Project: Album Launch - Music Box . Tuned In Project launched its first album which was a collection of original tracks written and performed by students of the project pressed onto vinyl and wrapped in their own artwork. The launch of MUSIC BOX showcased the talents of people with learning disabilities, who performed tracks from the album live on stage.	Increased participation of people with a disability in initiatives and performances – this will also enhance confidence
Local	Ensure all leisure services provide inclusive services for disabled users	Retained the Inclusive Sports Facility accreditation. Retained Disability Sports Hub status for relevant centres	Increased participation of people with a disability in sports and leisure – leads to improved mental health.

PART A

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

	Training Action Measures	Outputs	Outcome / Impact
1	<p>Provide induction training to all new employees on the Council's Equality and Disability Schemes and relevant Action Plans</p> <p>Ensure front line staff have received Autism training and JAM Card Training</p>	<p>Council have carried out induction sessions and staff have been referred to the Equality training module on the Learning Pool provision</p> <p>JAM Card training is ongoing and Autism NI were scheduled to provide staff training in Autism in June 2022 .</p>	<p>Increased awareness of disability issues</p> <p>Promotion of positive attitudes towards those with a disability</p> <p>Improved customer care for service users with autism and/or communication difficulties</p>
2	<p>Awareness Raising Work with representative Disability organisations to provide opportunities for job shadowing/work experience</p>	<p>Post-COVID progress has been slow on this initiative as Council is going through a process of restructuring and existing staff who no longer have their substantive posts are being offered suitable alternative employment. Once that process is complete it will become clearer what posts will become available and suitable for ringfencing for people with a disability.</p> <p>Council have continued to offer work placements on request – currently there is 2 placements from New Horizons in Strabane Leisure Centres –</p> <ul style="list-style-type: none"> • One lady works at Riversdale Leisure Centre – Every Friday 2pm – 4pm starting 10th June 2022 • One gentleman works at Melvin Leisure Centre – Every Thursday 11am – 2pm starting 9th June 2022. 	<p>Person with a disability have improved sense of achievement, confidence and value</p>

PART A

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	Involve people with a disability in the delivery of awareness training to elected members and staff	<p>A disability a training session for the Health and Community committee members was delivered on 14th April 2022.</p> <p>Deaf awareness sessions and ISL and BSL training were delivered to staff and elected members during January and February 2023.</p> <p>NILGA delivered Mental Health & Wellbeing training for Councillors on 11th January 2023</p>	<p>Increased awareness of disability issues</p> <p>Promotion of positive attitudes towards those with a disability</p>
2	Sharing Best Practice with and learning from other Councils through the Statutory Duty Network	Officer continues to attend Statutory Duty Network meetings where there is sharing of initiatives which have been successful in promoting positive attitudes towards People with a Disability – Last meeting held on 13 th March 2023.	Improvement for people with a disability not only locally but regionally as they get access to similar initiatives
3	To avail of NIUSE and Employers for Disability Job Bulletin Board to advertise ring-fenced job vacancies throughout the Disability community.	Council advertises all posts on the NIUSE Job Bulletin Board	People with a disability have the opportunity to find out about what jobs are available to them

PART A

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Encourage involvement and participation in the development of Local Area Growth Plans including the Cluster Village Plans	Ongoing - Representation from people with a disability on development groups	People with a disability are more involved with decision making
2	Host meetings of the Equality Assurance and Oversight Group (EAOG) to enable people with a disability from Council area to influence Council decision-making	2 meeting held – one on 8 th June 2022 and one on 9 th March 2023	Higher participation of disabled people in public life
3	Screen all new policies to assess the significance of the policy on the disability duties	Officer assisted with the Screening and/or EQIA of 10 new and revised policies screened for impact on disability duties within the 2022/23 reporting period	Better promotion of equality for those with a disability
4	Involve people with a disability in service planning and predevelopment exercises	All disability groups within the Derry City and Strabane District Council area have been included in Council’s consultations and have participated in the Equality Assurance and Oversight Group where policy/service developments are discussed	Better services for people with a disability - Issues which may affect people with a disability will be sorted out at the earliest possible juncture.

PART A

4	Host and organise awareness event in association with disability group(s)	<p>DCSDC's Disability Awareness Week 2022 programme of activities took place from Saturday 3rd until Friday 09th December 2022 and is the seventh year of annual celebration. The programme of activities included both face to face and online engagement. Derry City and Strabane District Council again partnered with Fermanagh and Omagh District Council in the delivery of their online programme to maximise potential and any creative/active workshops that were organised by each Council for their area.</p> <p>The aim of this week of celebration ass to:</p> <ul style="list-style-type: none"> • Join together to support people with disability in our communities to promote health & social wellbeing through the arts • 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 <p>The full schedule of events, performances, activities and information sessions can be viewed at the following link.</p>	Increased awareness of disability issues and improvements that can be made to attendees at event
---	---	---	--

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

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			

PART A

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

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Work in partnership with representative groups and statutory bodies to develop initiatives and explore funding opportunities which will enhance the lives of people with a learning disability	Council's participation in at least one event or initiative developed by the Local Engagement Partnership	Improve the confidence of people with a learning disability to live independently and find employment	This has not progressed in the 2022-23 reporting period - meetings have recommenced and a celebratory event for sustainable employment initiatives was due to take place in December 2022 in the Guildhall but was cancelled due to lack of user group participation
2	Ring-fence at least 2 posts per annum for people with a disability	<p>Council have continued to offer work placements on request – currently there is 2 placements from New Horizons in Strabane Leisure Centres –</p> <ul style="list-style-type: none"> • One lady works at Riversdale Leisure Centre – Every Friday 2pm – 4pm starting 10th June 2022 • One gentleman works at Melvin Leisure Centre – Every Thursday 11am – 2pm starting 9th June 2022. 	Person with a disability will Improved feeling of confidence and value – raise awareness of existing staff of disability related issues have	Post-COVID progress has been slow on this initiative as Council is going through a process of restructuring and existing staff who no longer have their substantive posts are being offered suitable alternative employment. Once that process is complete it will become clearer what posts will become available and suitable for ringfencing for people with a disability.

PART A

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

	Action Measures not met	Reasons
1	Provide staff on selection panels for ring-fenced posts with disability awareness training	No progress on this action during the reporting period as the recruitment of at least 2 people with a disability per annum is on hold due to restructuring exercise being carried out in Council post-COVID.
2	Implement a shadowing initiative to allow people with a disability to spend a day with Mayor/Deputy Mayor	Unfortunately this action had been overlooked.
3	Conduct a confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability	Monitoring systems are currently being revised however to date no progress has been made on this action

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)

(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.

PART A

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

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

No amendments have been made to the Disability Action Plan 2020-23

If yes, please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

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?

The Disability Action Plan is due to be revised in December 2023

Appendix 1

Inequality	Positive action measures	Actions taken in the 2022-23 reporting period
<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>Council is preparing to go out for consultation again on its final draft of the Physical Activity, Wellbeing & Sport Strategy for the period 2022-2027. The strategy demonstrates how the Council will deliver and enable others to deliver a range of physical activity, wellbeing and sport services - Extensive predevelopment consultation has already taken place in the form of surveys and 6 public workshops to inform the draft strategy.</p> <p>Council is carrying out a user/non-user survey on its leisure facilities in March 2023 in order to inform better programming etc to remove barriers and encourage participation especially of underrepresented groups</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>Facilities Coordinator carried out an audit of accessibility features in all Council community centres as part of the audit of inequalities – the findings will inform an action plan to close gaps.</p>

Inequality	Positive action measures	Actions taken in the 2022-23 reporting period
Physical access has been cited as a barrier to participation particularly in some Cultural facilities for people with a disability.	Council is working towards achieving Every Customer Counts Charter status for facilities	<p>Access & Inclusion programme continued to provide physical enhancements to arts, cultural and leisure facilities with the aim of promoting a more inclusive society by enabling people with disabilities to participate more fully in arts, cultural and active recreation activities. E.g.</p> <p>Derg Valley Leisure Centre - Changing Places Facility</p> <p>Dennett Valley Health Network - New Toilets & Access</p> <p>Victoria Bridge Community Centre - Accessible Toilet & Access</p> <p>Dergview FC - Disabled Parking & Wheelchair Access</p> <p>Rural Disability Hub - Accessible cycles</p> <p>Alley Theatre/Strabane Visitor Information Centre - Digital Display & Interactive Screens</p> <p>Dennett Valley Health Network - Access & Safe Surface Improvements Work</p> <p>City of Derry RFC - Disabled Access Passenger Lift Replacement</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>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>Code of practice on producing information reviewed in October 2022 and amended to include details of inclusive language.</p> <p>Virtual Training module prepared for staff to avail off as physical training sessions are still slow to come back.</p> <p>Easy Read versions of Age Friendly Strategy and Action Plan 202-2025 is now available</p> <p>Summary of Code of practice (Inclusive Language) now prepared for staff for easy reference.</p>
Barriers to people fully participating in public/political life	Review timetable of meetings times and incorporate where possible some flexibility	Virtual meetings continue to be used post-COVID- there has been a slight increase in participation levels in meetings such as the Equality Assurance and Oversight Group due to people not having to travel and can log out of meeting to attend other commitments.

Inequality	Positive action measures	Actions taken in the 2022-23 reporting period
<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>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>Ongoing - virtual training module has been being prepared to facilitate the awareness of this subject as physical meetings have been on hold to comply with COVID restrictions</p> <p>Local Democracy Week was held on the 7-11th November 2022 and included events such as "Question and Answer session with the Mayor and elected members" and "Elected Members go back to school" – this was directed at young people to encourage them to get involved in being an elected representative in the future and give them a flavour of how issues are dealt with.</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>Policing & Community Safety Partnership Achievements in 2022-23</p> <ul style="list-style-type: none"> • 93 home safety referrals PCSP • £206,000 has been allocated to 32 local groups and organisations through the Small Project Support scheme – the grant aid was allocated across the 7 DEAs plus Strabane Town on the basis of population, deprivation and access to services. • Between April 2022 and January 2023 the Community Safety Wardens dealt with 1722 referrals. • The Community Safety Warden Team also delivered 15,607 walkthrough patrols of ASB hotspot areas between April 2022 and January 2023. • RAPID (Remove All Prescription and Illegal Drugs) initiative - In total 21 RAPID Bins have been installed across the city and district. • Over 82,000 prescription tablets have been recovered, identified, and logged, by the PSNI since the installation of the bins (including high strength prescription medication). • Home Security equipment installation– Between April and December 2022 147 homes have been fitted with additional home security equipment through the scheme.

Inequality	Positive action measures	Actions taken in the 2022-23 reporting period
Women, people with a disability, older people and people from the LGBT community expressed higher levels of worry about all crime	Raise awareness of other Police and Community Safety Partnership (PCSP) initiatives such as community warden scheme and “safer homes” campaign (contd)	<ul style="list-style-type: none"> • Neighbourhood Watch – Currently there are 44 Neighbourhood Watch schemes covering 2990 homes in the district. • CCTV – Between April and September 2022 CCTV dealt with 371 missing person reports, 108 attempted suicides, 483 suicide welfare concern, and 229 general welfare concerns.
People from certain S75 groups are less likely to do voluntary work due to barriers which include:- · Access and location/timing of meetings or events · Language · Stigma/discrimination faced by minorities - Suitable opportunities	Develop a volunteer policy for staff Raise awareness of volunteering opportunities at Council events	No progress to date on developing staff policy on volunteering Volunteer week (1-7 June 2022) was held to give a “Recognition and Thank You” campaign for the local organisations and volunteers for all their hard work, dedication and commitment to support the most vulnerable and isolated in the Council area over the last year.
Need for elected members to understand the equality issues of all S75 categories in order to best represent their interests	All Councillors will receive equality/diversity training to promote a greater understanding of equality issues and obligations	Elected members attended Equality and Diversity and Inclusion for Councillors delivered by NILGA on 31 st March 2022 – they also attended “Mental Health and Wellbeing training in January 2023

Inequality	Positive Action Measures	Actions taken in the 2022/23 reporting period
<p>Lack of job opportunities in the Council area</p>	<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 are no capital projects underway in the reporting period which employed these clauses https://buysocialni.org/brokers/current-contracts/</p>
<p>Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability</p> <ul style="list-style-type: none"> • Lack of job opportunities for young people. • Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability. 	<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 fund five projects which have a focus on assisting individuals move closer to employment through capacity building, personal development, mentoring and employment initiatives, to overcome barriers in order for them to acquire the appropriate skills to access, achieve and sustain employment. These are:-</p> <p>The Women’s Centre Triax - Skills North West Conservation Volunteers USEL Job Directions</p> <p>No progress was made on this measure in the reporting period</p>

Inequality	Positive action measures	Actions taken In the 2022-23 reporting period
<ul style="list-style-type: none"> Under-representation of various S75 categories in entrepreneurial activity. 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>The Council will work with relevant stakeholders to deliver the “Strategic Growth Plan 2017-2032”</p>	<p>Council partnered with the Start-up Acceleration Programme which seeks to support residents of Derry City & Strabane who have a desire to start a business but require enhanced levels of personal and enterprise support than is currently provided through mainstream programmes that are delivered in the council area.</p> <p>Eligible applicants for SUAP include:</p> <ul style="list-style-type: none"> - Young Person (16-24) - Individuals (aged 50+) - Lone Parents - Females - Individuals based in Rural areas - Unemployed/ Economically Inactive - Individual willing to become self-employed - Entrepreneurs <p>The Tackling Rural Poverty and Social Isolation Programme’s (TRPSI) Rural Business Development Grant Scheme was administered and managed by Council.</p> <p>The Programme was open for applications from Wednesday 4 May 2022 to Tuesday 31 May 2022.</p> <p>Grant aid was available for a range of capital items including:</p> <ul style="list-style-type: none"> • Computer equipment and software • E-commerce websites • New equipment/ machinery • Mobile machinery, such as scissor lifts, forklifts, ride-on lawn mowers. • Covid-19 business recovery equipment, including free standing screens and hand sanitizer units (the hand sanitizer is not eligible).

Inequality	Positive action measures	Actions carried out in 2022/23 reporting period
<ul style="list-style-type: none"> 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>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</p>	<p>Council will work with relevant stakeholders to deliver the “Strategic Growth Plan 2017-2032”</p> <p>Raise awareness of bulky lift service to ensure everyone in the Council area are aware of alternative method for their waste disposal.</p>	<p>Council have many historic exhibitions, music shows, puppet and arts and crafts shows programmed which aim to have something of interest for everyone such as: Storytelling Suzie and the Poomplemoose and Story Stew - these are shows which tell fairy stories, ghostly yarns and tall tales delivered for all the family!</p> <p>Energy of Light Discos monthly discos for young people aged 15+ who are experiencing limited physical, sensory and or/learning disability.</p> <p>Concessionary rates are also in place to remove the cost barrier and encourage participation</p> <p>During COVID Council extended the bulky lift service by increasing the range of items that could be lifted - this was aimed at enhancing the usage of this service particularly for those people who could not access the civic amenity sites - Awareness of this service was put onto Council’s website in Easy Read Versions</p>
<p>Lack of understanding on how to use civic amenity service and recycling bins</p>	<p>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.</p>	<p>Information provided in a number of formats as identified by front line officers</p>
<p>Lack of awareness of the needs and priorities of increasingly diverse communities within the Council area when delivering Council services</p>	<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/ impact assessment processes so that staff can identify needs and priorities of all users when reviewing and developing services</p>	<p>No induction has taken place during 2022/23 year due to reduced recruitment during a restructuring process</p> <p>Online training modules have been prepared for Screening and Equality and Rural Impact Assessments</p>

Inequality	Positive action measures	Actions carried out in 2022/23 reporting period
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.	No Progress made on this measure as physical meetings with groups have not recommenced – however Council have online training units in place which can be delivered to groups on request.
Lack of monitoring data across Council services in general	<p>Carry out an Audit of Inequalities</p> <p>Deliver awareness raising sessions on monitoring of services</p> <p>Internal monitoring systems to be set up</p>	<p>Draft Audit on Inequalities has been prepared and is currently being reviewed</p> <p>With the recognition that Council's internal systems need review Council officers had contacted the Equality Commission for support on this and have consequently taken part in the consultation process in March 2022 with the Commission's consultants who were tasked with reviewing ECNI's own monitoring advice. Council will review its approach to monitoring on receipt of new revised guidance from the Commission.</p>