

# Derry City and Strabane District Council



Derry City & Strabane  
District Council

Comhairle  
Chathair Dhoire &  
Cheantar an tSratha Báin

Derry Cittie & Stràbane  
Destrìck Cooncil

## Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2017-18

### Contact:

<ul style="list-style-type: none"><li>Section 75 of the NI Act 1998 and Equality Scheme</li></ul>	Name: Kay McIvor Telephone: 028 71 253253 Email: kay.mcivor@derrystrabane.com
<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As above <input type="checkbox"/> (double click to open) Name: Telephone: Email:

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

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

### Signature:

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

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

**This report reflects progress made between April 2017 and March 2018**

## **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 2017-18, 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.*

#### **Policy Developments**

##### **Equality Scheme**

The Council's Equality Scheme was formally approved by the Equality Commission for Northern Ireland on 24<sup>th</sup> May 2017.

Overall responsibility for the implementation of the Equality Scheme lies with the Chief Executive, however the Lead Democratic Services and Improvement Officer will have a role in relation to the co-ordination of the Scheme which includes, implementing training, consultations, screening and equality impact assessments. Specialist support is provided by the Policy Officer (Equality).

Following the approval of the Council's Equality Scheme, it was included on the Council website at <http://www.derrystrabane.com/Council/Equality/Equality-Scheme>

The Equality Scheme sets out how Derry City and Strabane District Council proposes to fulfil its Section 75 statutory duties and will influence all corporate and departmental plans.

##### **Inclusive Strategic Growth Plan: Our Community Plan 2017-2032**

Building on the feedback received from the public and stakeholders during the co-design process where over 5,000 people were involved in helping Council to decide on its outcomes, indicators and actions. A robust, evidence-based approach was also used to inform the work of eight thematic groups and the local area based community planning processes brought together a draft Community Plan which was launched in June 2017. A major campaign of public engagement took place over the summer with an extended 16-week consultation period to allow local people to have their say on the draft Strategic Growth Plan

Council wanted to ensure the general public were given sufficient time to participate in the consultation process, given the significant scope of the Community Plan. The general public and key interested parties were invited to provide their views on the content of the draft Strategic Growth Plan through a variety of channels and methods.

The draft Strategic Growth Plan was published on Derry City and Strabane District Council’s (DCSDC) website. Contact details for further information was also provided.

Hard copies of the draft Strategic Growth Plan were also made available in public buildings Council-wide - including Council Offices (Derry and Strabane), statutory partners’ offices, media outlets, political party offices, leisure centres and libraries.

A link to an online survey, developed and managed by Derry City and Strabane District Council was also made available on the Council’s website. This provided an easy and structured way for views to be submitted.

Email and postal submissions were also welcomed and details of both methods of submission were outlined on the Community Planning page of the Council’s website and on the back page of the plan.

A series of 16 consultation events as detailed below were also held across the City and District during June 2017. These meetings were held during daytime and evening to encourage a wide participation from carers, those with dependents and those in full time employment.

During this period, a total of 206 responses to the consultation were received. This comprised of 144 people who attended the community consultation events and provided verbal commentary at these meetings, 30 responses via our online survey and 30 written/ email returns were received. 21 responses were individuals, with 39 responding on behalf of a business/organisation.

The Inclusive Strategic Growth Plan highlights our vision of:

**“A thriving, prosperous and sustainable City and District with equality of opportunity for all.”**

and sets out outcomes and actions in relation to social, economic and environmental well-being.





Equality and good relations are core elements of the Plan as illustrated in the diagrams above.

Our commitment to embedding equality and delivering inclusive outcomes is set out at page 63 of the Plan:

**Equality Assurance & Oversight Group**

We have made a commitment throughout this Plan of delivering a vision of a thriving, prosperous and sustainable City and District, with equality of opportunity for all.

During our co-design process, we have endeavoured to recognise and address the needs of people of different gender, religious belief, political opinion, sexual orientation, age, racial group, marital status and people with / without dependents and people with / without a disability (Section 75 equality groups), as well as rural and socially deprived communities. We have prepared an Equality Impact Assessment of our Community Plan and specifically sought to identify the key inequalities that currently exist, the correlations to the community plan outcomes and the actions that will directly affect people who experience exclusion / inequality.

It is recognised, however, that whilst a number of key actions have been identified, it is not possible to incorporate all the actions/future actions that will support our aspirations for equality of opportunity for all, within the strategic Community Plan document. Supporting implementation plans will provide more detail of the programmes and activities that will be advanced to help deliver on our Vision.

It is also recognised that embedding equality and delivering inclusive outcomes requires the involvement of stakeholders in the ongoing development of new approaches to monitoring impacts, challenging progress and contributing to finding new ways of accessing opportunities. For this reason, we have established and will continue to develop an Equality Assurance and Oversight Group comprising representatives from Section 75 categories, and rural and deprived communities. This group will have responsibility for monitoring progress against equality indicators and targets, identifying emerging issues and providing feedback to the Community Planning Partnership.

The effectiveness of our approach to ensuring that we deliver on our vision will be kept under review so as to maximise the benefits achieved for as many people as possible.”

### **Local Development Plan for Derry City and Strabane District Council area**

Council have completed the documents to support the work on the first stages of the new Local Development Plan (LDP) for the Council area including the Statement of Community Involvement (SCI) and formal timetable for developing the plan. Following approval of both documents Council’s Planning Team developed the Preferred Options Paper (POP) which was published on 31st May 2017 and held a 12-week consultation period over summer 2017. The POP provided the basis for consulting with the public and stakeholders on a series of options for dealing with key issues in the Plan area. The POP consultation and engagement took many forms in an effort to reach and encourage all citizens to engage in this significant stage of the Local Development plan preparation. Methods of consultation included public engagement events, advertisements and web-based consultation.

An Equality Impact Assessment (EQIA)<sup>1</sup> was carried out on the draft POP which set out how Council intend to promote equality of opportunity throughout the LDP process..

In line with Council’s published Statement of Community Involvement, a final public Representations Report will be presented and published in due course (at the time of the Plan Strategy and then at the Local Policies Plan) to advise how the Council has taken the representations into account in the preparation of the Derry City and Strabane District Local Development Plan.

In 2017-18, 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.

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<sup>1</sup> <http://www.derrystrabane.com/pop#EQIA>

## **Corporate Plan 2017/18 and Performance Improvement Plan 2017/18**

The Council is committed to its mission of delivering “Improved social, economic and environmental outcomes for everyone” and set out its priorities in the Corporate Plan 2017/18 and Performance Improvement Plan 2017/18 document which was agreed by Council on 22nd June 2017.

A copy of the Corporate Plan and Performance Improvement Plan (2017/18) is available on the Council’s website.

### **Review of Irish and Ulster-Scots Policy and Consultation**

In July 2017 the Council established a Language Working Group the aim of which was to undertake a full review of the Council policies in respect of Irish and Ulster-Scots. As part of this review process the Council consulted with representative organisations within the Council area to seek views in relation to how best the policies should be implemented going forward. The Language Working Group is currently reviewing the findings of the consultation which identified a number of opportunities for the Council to better promote the Irish and Ulster-Scots language, heritage and culture in the Council area.

### **Mental Health Charter**

Council signed up to “Mental health Charter” to create and open and inclusive workplace for staff who may have a mental health issue

Approved at Governance and Strategic Planning Committee and ratified at full Council in November 2017

## **Service Delivery /Initiatives**

### **International Women’s Day**

Mayor of Derry City and Strabane District Council, hosted a reception in the Guildhall to celebrate International Women’s Day and mark the 100th Anniversary of the 1918 Representation of People Act – when women first gained the right to vote.

All female Councillors, past and present from Derry City Council, Strabane District Council and Derry City & Strabane District Council were invited to the event. Those female Councillors who have passed away were also represented by family members.

Tributes were paid at the reception to the families of the first two female Councillors of Derry City Council, Anna Hay and Marlene Jefferson, who were elected in 1977. Marlene Jefferson later became the first female Mayor in 1980.

### **Cultural and Heritage Initiatives**

In the 2017-18 year the Council ran a number of cultural and heritage initiatives:

#### **Island Voices**

## PART A

In 2017-2018 the Island Voices series focused on the historic genetic, cultural and linguistic relationships which exist between the countries of Northern Europe. Titled: *Northern Confluence: Where Celtic and Nordic Worlds Meet*, the series featured three free lunchtime lectures exploring the shared bonds of history, culture and language that exist between the Celtic and Nordic nations of Europe, reflecting on our shared heritage and exploring our unique relationships, past and present. Details of the lectures are outlined below along with information on attendees:

Lecture	Speaker	Theme	Attendees
A Tale of Two Islands: Ireland, Iceland and Viking genetic legacy	Professor Dan Bradley	Genetic, cultural and linguistic linkages between Ireland and Iceland	45
Commonalities in the Literary Traditions of Ireland and Iceland	Dr Nioclás Mac Cathmhaoil	Island societies and their shared manuscript and literary traditions	41
Voices of the North: Connections and Confluences	Professor Séamus Mac Mathúna	Connections and divisions between the languages of Northern Europe (Irish, Ulster-Scots and the Nordic languages)	51
Total attendees across all lecture events 137			

A total of 137 members of the public attended the 2017/2018 lecture events and feedback from participants was enormously positive, a fact borne out by the large attendance at the lectures. Such was the demand for the 2017/2018 programme that the third and final lecture by Professor Séamus Mac Mathúna 'Voices of the North: Connections and Confluences' had to be moved to a larger venue to accommodate the increased audience size.

In terms of the Good Relations impact, the audience for the Island Voices, which has grown steadily year on year, hails from a range of community backgrounds including local residents, visitors to the city, and students from other countries studying in the area. The post-lecture discussions are often vigorous and challenging, with frank but respectful exchanges about the subject matter.

Using the vehicles of language and heritage to explore the concepts of shared history has proved to be very successful and the addition of an educational component for schools, has allowed the project to create a legacy for its endeavours and has sought to create a resource for audiences to have access to the lectures following the event, and for schools to explore some of the subject matter in an age-appropriate manner.

### **Irish Language Week**

Irish Language Week (Seachtain na Gaeilge) is an annual event which takes place between 1<sup>st</sup> and 17<sup>th</sup> March.

A number of organisations worked collaboratively to create the Irish Language Week programme including, but not restricted to: local Irish language organisations such as Cultúrlann Uí Chanáin (Derry) and Conradh na Gaeilge (Strabane); Ulster University; Irish medium schools; English medium schools in which Irish is taught as a subject; sporting organisations such as the GAA; and indeed Derry City and Strabane District Council. Details are provided below of signature events which were organised by Derry City and Strabane District Council along with a brief summary of community-run events.

**‘Lúcháir Leabhar’ (The Delight of Books) – Mayor’s Initiative to celebrate Irish Language Week, World Book Day and the Year of Irish 2018:** To celebrate Irish Language Week 2018, World Book Day and the Year of Irish 2018 a large-scale interactive storytelling event was delivered in the Irish language for children attending Irish medium schools in the Derry and Strabane area entitled Lúcháir Leabhar (The Delight of Books).

**‘Insintí na nDéantán’ (The Story of Things) Schools Exhibition:** Derry City and Strabane District Council partnered with St Mary’s College in Derry and Coláiste Feirste in Belfast to develop and deliver Insintí na nDéantán (The Story of Things), an Irish language research project which culminated in the creation of an exhibition featuring artefacts and submissions in the written word by participating schools. Each child taking part undertook research to explore their personal, emotional and familial connection with the Irish language and selected an object or artefact of personal significance to symbolise their affection with and connection to the language.

### **The GP Findlay Archive**

Work is ongoing between the Council and local Ulster-Scots partners to explore the potential to digitise and archive the Ulster-Scots writings of a local Ulster-Scots writer GP Findlay who wrote both in English and in Ulster-Scots. The Council has agreed to set aside funding to digitise a range of collected materials including original manuscripts and newspaper cuttings and has agreed to host a public talk on the writer as part of the popular Tower Talks programme held at the Tower Museum.

**St Patrick’s Day Spring Carnival - Language Quarter:** As part of the Council’s efforts to launch the inaugural St Patrick’s Day Spring Carnival celebrations in Strabane, the Council worked closely with a range of Irish language organisations in the Strabane area, including *Conradh na Gaeilge* and Gaelscoil Uí Dhochartaigh to programme a day-long schedule of Irish language events at Castle Place in the town. The Language Quarter was designed to offer a range of taster events for the public to engage with the Irish language.

Over 250 members of the public visited the Language Quarter which formed part of a wider cultural offering on the day including stalls from a range of resident minority ethnic communities living in the Council area. A number of community engagement sessions took place prior to and following the St Patrick’s Day event and feedback in relation to this element of the festival has been immensely positive with some suggestions for improvement in terms of the event location having been put forward by event participants.



### **CultureFuse**

In December 2017 Derry City and Strabane Council launched CultureFuse – a new Peace IV-funded cross-border and cross-cultural initiative promoting the Ulster-Scots and Irish traditions through music, drama, the arts, language and heritage with an investment totalling £175,000. An inventive and animated two-year programme of activities and events has been designed which will promote cross-traditional engagement through music, drama, art, dance, language and heritage. Key programme areas will include supporting the Walled City Tattoo through a Fringe Festival, showcasing Ulster Scots music and dance and providing opportunities for the development of cross cultural performances and artistic collaboration with the local Irish traditional music sector. Women in Culture will explore and celebrate women's contribution to cultural expression, and a range of Irish language initiatives will offer opportunities to learn more about the language and its shared heritage. An extensive programme for young people and dialogue sessions for community leaders will also form part of the project.

### **Post Primary Anti-Prejudice and Training Initiative**

775 pupils participated in the project. 336 female – 409 male. 82% Catholic maintained schools, 18% Protestant schools. 100% of participants felt that they now have an increased awareness of all forms of prejudice. Increase in participants who feel they now know more about other cultures and traditions. 100% will take part in future programmes

### **Primary School Cultural Awareness Initiative**

4 workshops were offered to all the Primary and Special Needs schools across the Derry and Strabane District. Places were allocated on a first come first serve basis.

The themes for the workshops were Diwali, Peacebuilding through Music and Identity kit. All schools in the district were contacted and booking forms to be returned.

The Peacebuilding through Music workshop looked at how music making connects people of different cultures, languages, and religions and contributes to peace building.

A workshop was introduced to coincide with Holocaust Memorial Day. Some teachers were apprehensive about this workshop as it is a difficult topic to cover. The facilitator developed the presentation age appropriately and highlighted how the children were made to feel different by wearing a badges. She then asked the pupils how they would feel if they were made to feel different and this opened up the classroom for discussion.

80 workshops were delivered to 26 primary schools reaching 2400 school children ranging from the age of 4 to 11years old.

### **Good Relations Grant Aid Scheme**

85 applications received (both core and project) totalling £316, 378.34.

46 awards granted totalling £165,352.34.

1 tour of Falls and Shankill roads facilitated for 47 people.

2 Good relations in Sports training sessions were delivered in Strabane Town and Sperrin DEA.

## PART A

4 Good relations projects were worked up and developed in the Ballyarnett area.

4 Good Relations projects were funded in the Derg DEA

A meeting between Clady village, Co Tyrone and the Londonderry Bands forum took place to develop a project. Over 50 people turned up on the evening.

### **Bonfires and Alternatives**

The Bonfire Working Group has agreed a draft policy for Regulating Bonfires on Council Land which was approved by Council in May 2017. Good Relations team commissioned Rubicon to undertake a consultation process with communities, statutory partners and elected members to secure cross party agreement on the policy and has worked closely with the Working Group during Q1. GRO's have worked with PIV staff to secure additional funding for Bonfires/Contested Spaces Initiative which will employ a Community Engagement Officer to work closely with communities that have bonfires on council land. Bespoke action plans will be developed for each area. GRO's have also drafted terms of reference to engage external, independent expertise to assist the Engagement Officer. Officers continue to engage with local communities to address current bonfire issues.

## PART A

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2017-18 (*or append the plan with progress/examples identified*).

Derry City and Strabane District Council set out a number of thematic areas in the development of its Equality Action Plan, namely:

- Education, Skills and Enterprise
- Social Participation (Leisure, Arts and Culture)
- Influencing decision making
- Crime and Safety

Examples of key action measures are detailed below to address/reduce the stated inequalities.

### **Education and Skills/Employment**

#### **Kickstart – HARTE programme**

Derry City and Strabane District Council hosted an innovative programme that helps prepare local long term unemployed people for a career in the hospitality, retail and tourism sectors within just five weeks.

The Hospitality and Retail, Tourism Training for Employment course (HARTE) was part of Council's Kickstart to Work programme and aimed to provide candidates with the qualifications, skills and confidence to successfully apply for jobs in those sectors.

The course aimed to break down the barriers that unemployed people often face in applying for positions in the local job market by offering them pre-employment training to equip them with the necessary skills to make a successful job application. During the course Kickstart offered financial support for expenses such as childcare, travel, subsistence and uniforms.

The course was split into three sections: a vocational training programme at the North West Regional College, an award in employability and a two-week work placement before offering candidates a guaranteed interview with local employers.

As well as providing industry led accredited training and work experience, help and support candidates will also be offered assistance with job searching, CV preparation and interview skills to enhance their chances of securing future employment.

#### **Kickstart – Maths and English**

Derry City and Strabane District Council, in conjunction with the North West Regional College, offered local people the chance to enhance their employability in the space of just 12 weeks by studying towards GCSE equivalent level qualifications in English and Mathematics.

The Kickstart Maths and English Course was open to anyone resident in the Council area and prepares students to sit City and Guild Level 1 and 2 exams in the subjects.

Council officers also acted as mentor, this role included providing one to one tuition for students who may have difficulty with aspects of the courses and providing guidance to candidates who may have been out of a classroom environment for some time.

## PART A

The course was held for one day a week for approximately 12 weeks with three hours of maths classes in the morning and/or three hours of English classes in the afternoon.

A breakdown of beneficiaries from the Kickstart programmes are as follows:-

### New Starts in 2017 -2018

Reporting Period 2017- 2018	Numbers
<b>Total New Starts</b>	298
<b>Male</b>	218
<b>Female</b>	80
<b>People with a disability</b>	62
<b>16-24 yrs</b>	93
<b>25-54 yrs</b>	188
<b>55+ yrs</b>	17

### Leavers 2017-2018

Reporting Period 2017 - 2018	Numbers	Into work
<b>Leavers</b>	430	
<b>Male</b>	313	98
<b>Female</b>	117	28
<b>People with a disability</b>	82	7
<b>16-24 yrs</b>	125	38
<b>25-54 yrs</b>	276	79
<b>55+ yrs</b>	29	9

### Social clauses

As part of the community plan, Council is committed to attracting billions of pounds worth of investment to affect an improvement in the employment rate within the Council area. This included working with employers, planners, investors and anchor institutions to identify current and future jobs in addition to maximising opportunities from Council's own investment through its capital works programme. Social clauses have continued to be included in all of Council's large revenue and capital contracts to ensure contractors provide equality of opportunity in terms of recruitment and access to work particularly among those who are long-term unemployed.

Council Officers assisted younger people (including students) to access training, apprenticeships and employment opportunities. They engaged key groups in employment and interview events and facilitated contact between employers and training providers.

Council also has invested in supporting a pilot project in Brooke Park with the Conservation Volunteers who have residency in the park. The project supports 10-14 unemployed residents tackle employability and mental health issues through horticulture.

### Skills Academies

Council has been involved in delivering three employer-led bespoke higher level skills academies in conjunction with the North West Regional College (NWRC) during the 2017-18 reporting period. These included:-

## PART A

- **IT Software Fundamentals Academy** – This was a great success with 23 students enrolled, 19 completing the course and 19 completing the course and 13 moving into full-time employment, 2 into temporary work and 2 into further education.
- **Welding Academy:-** 15 students enrolled, 14 completed the course. Of the 14 who completed the course 10 secured employment.
- A second **Software Development Academy** started towards the end of the reporting period with 20 students enrolled.

### **City Start Up Programme**

The City Start Up Programme is an initiative which is jointly delivered by Derry City and Strabane District Council and Belfast City Council since November 2017 until November 2018. It aims to assist the development of new businesses in both Council areas that have the potential to grow and employ staff by providing an enhanced level of support in the form of :

- Tailored one-to-one mentoring support
- Infrastructure to address barriers to business growth
- Increased participants' awareness of importance of sustainable business practices
- Subvention/support initiatives e.g. support with rent, equipment, marketing etc.

One of the key outputs of the initiative is to recruit 10 new businesses to the Council area. In the reporting period 2017-18 a total of 9 applications have been submitted to Derry City and Strabane District Council with 5 applications having been approved for support. All of the successful applications are new retailers to the Council area. There are still 5 places remaining for the 2018-19 reporting period.

### **NI Business Start-Up Programme (NIBSUP)**

The aim of the NI Business Start-Up Programme (NIBSUP) is to support new business starts within the council area by assisting individuals to develop a business plan. The primary objective of the NIBSUP is **job creation**. The key outputs for the programme are:

- number of business plans created
- number of jobs created

**Enquiries Received from September 2017 to 31<sup>st</sup> May 2018****Female Entrepreneurship**

Female	280	56.91%
Male	212	43.09%
<b>Grand Total</b>	<b>492</b>	

**Completed Business Plans at from September 2017 – 31<sup>st</sup> May 2018**

Female	136	73.91%
Male	48	26.09%
<b>Grand Total</b>	<b>184</b>	

**Youth (aged under 25 at time of application)**

Over 25	292	78.07%
Under 25	82	21.93%
<b>Grand Total</b>	<b>374</b>	

**An additional 118 clients declined to give their Date of Birth as this is not a mandatory requirement.**

## Social Participation

### Arts and Culture

Initiative	Key Partners	Description	Numbers	Impact
<b>Accessibility of buildings</b>	DCSDC (Arts and Culture Section)/Public Health Authority (PHA)/Access and Inclusion Officer	Arts and culture venues have had a completed accessibility audit which have been funded by DCSDC. Of the 17 venues who have been audited 14 will be able to apply for a new three year funding from DCSDC for "Improving Access to Cultural Venues" which is capital funding to make adaptations to increase participation from pan disability community and older people.	17 audits of Arts and cultural venues have been carried out	Accessibility of arts of culture venues will be improved to ensure physical barriers for older people are removed and thus potentially improve participation rates.
<b>Mayor's Tea Dances</b>	Mayor and staff of DCSDC	Older people from all communities are invited along to an afternoon of music and dancing on a monthly basis	250 – 400 attendees per event	Increases social participation of older people

Initiative	Key Partners	Description	Numbers	Impact
<b>“Object Memory Handling” Workshops</b>	DCSDC	<p>These are aimed at encouraging reminiscence through sensory contact with museum collections, encouraging participants to comment on feel, smell, age, condition and most importantly if they can share any memories in relation to it. Workshops have been on</p> <ul style="list-style-type: none"> <li>• Second World War collections</li> <li>• The Laurentic,</li> <li>• The Mabel Colhoun collection.</li> </ul>	54	It is intended that this may encourage participation of older people with arts and cultural activities within Council.
<b>Reminiscence workshops with loan boxes</b>	DCSDC	<p>Boxes of 'memories' contain objects which will help participants to reminisce and to appreciate their life stories as a rich resource for themselves, their families and their communities. The themes of the loan boxes are:</p> <ul style="list-style-type: none"> <li>• Leaving Home,</li> <li>• 1950s,</li> <li>• At The Seaside,</li> <li>• Home Life,</li> <li>• Christmas Time,</li> <li>• Rural Life and</li> <li>• Home Life</li> </ul>	Groups of up to 15 people at a time avail of these	It is intended that this may encourage participation of older people with arts and cultural activities within Council.
<b>Dementia Champions</b>	DCSDC/ Alzheimer’s Society	Visitor Services Staff have attended dementia champions training and some have provided dementia awareness training to other staff.	4 training sessions delivered to date – 3 more scheduled for 2018-19 reporting period	The aim being to be aware of how to treat people with Dementia when they visit our facilities.



Initiative	Key Partners	Description	Numbers	Impact
<b>Sing Out Loud Programme</b>	DCSDC/PHA and care homes and day centres for older people	Facilitators who were procured by DCSDC/PHA delivered training to staff of care homes, day care centres, luncheon clubs and older people groups in the Council area to delivery of a sing out loud project. Staff/volunteers were trained in the use and potential of the Silver Song Music Box which puts the words of songs onto television screen	30 care settings participated in the programme	The positive benefits of music therapy and singing are: <ul style="list-style-type: none"> <li>• provides excellent cognitive stimulation therapy for Dementia patients</li> <li>• helps reduce stress &amp; anxiety whilst increasing energy levels</li> <li>• provides an inclusive activity (especially for those who are socially isolated)</li> <li>• provides an inter-generational opportunity (perfect for those in elderly care homes)</li> </ul>
<b>Access for All Scheme</b>	DCSDC/PHA	The 'Access for all' membership scheme is designed to make a trip to an arts and culture venue much more accessible, whilst ensuring that needs of someone with a disability or an older person can be met in advance. 3 venues are part of this pilot.	32 individuals signed up and 130 showing interest	Remove barriers for older people/people with a disability when attending arts and cultural venues. It also encourages participation.

Initiative	Key Partners	Description	Numbers	Impact
Quiet Space	DCSDC Event Management Team	Council events and activities can be challenging for kids with sensory processing issues. Costumes, crowds and unfamiliar sights and smells can all be triggers.  Council now provide a quiet space at its event venues to make the event accessible and enjoyable for all.		Children with sensory processing issues have the peace and space to calm down. Families can take time out and then re-join the event/activity and enjoy it for longer

## Leisure and Sports Services Provision

### Disability Sports Hubs

The Council's Leisure and Sports Services (LSS) currently operates a range of Leisure and Sports Centres including swimming pools, gyms, sports halls, studios, artificial and grass pitches, soft play facilities, bowling greens, tennis courts, and stadiums across the Council area.

In terms of facilities for disability, special needs and autism provision the LSS has recently embarked on and achieved the prestigious status of '**Disability Sports Hub**' for two designated facilities, Foyle Arena in Derry and Melvin Sports Complex in Strabane.

The commitment of being a Disability Sports Hub has led to the provision of a range of inclusive equipment including sports wheelchairs, inclusive bikes and inclusive sports equipment to enable children and adults with disabilities to participate in at least fourteen different activities.

In terms of programme delivery, since the establishment of the Hubs we have been able to support the establishment of a wheelchair basketball and multi-skills club, offer inclusive cycling sessions using the hand-bikes and tandem bikes and engage with schools to support them providing all-inclusive sports and physical activity sessions to their pupils.

As part of this, all Everybody Active (EBA) Coaches received specific training to aid in the delivery of specific programmes and to build capacity in terms of enhancing this provision going forward.

### **Everybody Active (EBA) 2020 Programme**

Every Body Active 2020 is a four-year lottery funded programme aimed at getting people more active more often through sport and physical activity in Northern Ireland. The LSSS currently employ 8 Full time Sports Coaches to increase quality opportunities for targeted groups to increase participation in sport and physical activities across key life-course transitions (for example children moving from primary school to post-primary, young people leaving education, having a family, or retiring from work)

In particular, the focus is on targeting increases in participation among traditionally underrepresented groups which include:

- Women and girls (specifically aged 14-25)
- People with a disability; and
- Those living in areas of greatest social need (specifically people living within the top 25% of wards designated by NI Multiple Deprivation Measure Index 2010)

In the 2017-18 year, this programme was delivered to 11,000 participants within the LSS, many of the participants have varying degrees of support needs including people with autism, of which staff are trained to deal with and tailor coaching to accommodate these needs. Some examples of these programmes include:

- Schools programmes including Knockavoe and Ardnashee Special Schools
- EBA Clubs – 50+, Cycling, Teen Fit, and Aqua Fit.
- Community programmes including work with care centres e.g Dementia group in Creggan and Learning disability group in Longtower.
- Disability Gym Programme – Brooke Park
- Disability Summer programmes – Worked alongside Cedar Foundation to integrate children with disabilities include mainstream summer programmes in Foyle Arena this past 2 years. Plans are in place to offer a fully inclusive scheme for young children in Strabane this Summer.

### **Get Out Get Active (GOGA) Programme**

The Get Out Get Active Derry City & Strabane programme is a three year programme with delivery partners based across eighteen localities UK wide, supporting disabled and non-disabled people to enjoy being active together.

The Get Out Get Active Derry City & Strabane programme provides sports and active recreation opportunities for the community utilising local resources throughout the District Council area. Its aim is to increase the number of people who are able to access and enjoy local opportunities through local authority or independent provision, sports clubs or perhaps volunteering.

Council Officers motivate people by tapping into their values and the things that matter most to them. This includes building friendships, maintaining health, having fun and progressing in life.

The GOGA programme supports people of all ages and abilities to be active together and live healthier lifestyles. GOGA offers a number of inclusive activities including movement to dance, a walking club, a bike club, various boccia clubs and boxing sessions. We also deliver a monthly inclusive cycle using the disability sport Hub.

Many of these programmes have participants with special support needs including people with autism, and again trained staff tailor coaching to accommodate these needs.

### **Healthy Towns Initiatives**

Healthy Towns which is funded by the Public Health Agency (PHA) as part of the Healthy Towns West Programme is delivered by the LSS to help encourage more people in the district to lead more active lifestyles.

These programmes includes a variety of low impact sports and activities including Couch to 5k and Social Cycles which is a beginner cycles for all abilities and fully inclusive.

### **Leisure and Sports Services Training Programmes**

It is anticipated that by 2020 LSS will have over '1 Million' paid visits of its Leisure and Sports Facilities, of which some will have specific needs.

To aid the service of the deliver and accommodation of these individuals, groups and organisations, Council have invested in training for staff including 'disability swim teachers course', deaf awareness training, and autism training. In terms of specific programmes, please see some examples below:

#### **Wetside**

- Bespoke programmes of Autism Swimming Tuition have also been developed across the service which have included exclusive use of swimming pools and high pupil/instructor ratios
- Special Educational Needs (SEN) Swim Lessons – rolled out through the tier 1 centres, suitable for children with additional support needs, runs alongside mainstream lessons
- Circle of Support – currently hire Foyle Arena to facilitate swim lessons and family sessions
- Special Olympics – currently hire Riversdale Leisure Centre & City Baths to facilitate structured sessions
- 5 active swim instructors have been trained in disability swim instruction to help facilitate programme
- 1-to-1 swim instruction available in our centres, disability trained coach used where necessary
- Active Citizenship funded programmes – coaching and hire of pools facilitated through this programme
- Hire of facilities by disability groups – Mencap, Foyle Down Syndrome etc
- New to the programme Potens special needs group catering for children with severe behavioural problems.

#### **Dryside**

- A bespoke 'Sensory Soft Play' Area has been developed in Melvin sports complex at a cost of over £50,000, with exclusive use access for Autism groups as and when required.
- Centres facilitate bookings from disability clubs, NWRC, schools, colleges
- Special Olympics programmes running in RLC
- EBA targets – disability participant targets within programme, programmes rolled out in community, schools and leisure centres
- Healthy Towns - Disability groups funded
- EBA Grant Aid – uplift of £11,000 targeting disability groups
- PARP programmed for people specifically with disabilities
- Close working relationship with GOGA programme – funded by disability NI
- Foyle Arena & Melvin Sports Complex designated as disability hubs by Disability NI
- Work placements supported through USEL (Ulster Supported Employment Ltd) and Strabane Adult Training Centre
- Investment in disability bikes, wheelchairs etc. by Sports Development, used by groups/clubs in Foyle Arena

## **Influencing Decision Making**

### **Equality Assurance and Oversight Group**

Council have made a commitment throughout its Community Plan of delivering a vision of a thriving, prosperous and sustainable City and District, with equality of opportunity for all.

During the co-design process, Council have endeavoured to recognise and address the needs of people of different gender, religious belief, political opinion, sexual orientation, age, racial group, marital status and people with / without dependents and people with / without a disability (Section 75 equality groups), as well as rural and socially deprived communities and include actions that will directly affect people who experience exclusion /inequality.

Council have established an Equality assurance and Oversight Group comprising representatives from Section 75 categories, and rural and deprived communities. This group has responsibility for monitoring progress against equality indicators and targets, identifying emerging issues and providing feedback to the Community Planning Partnership.

The effectiveness of Council's approach to ensuring that it delivers on its vision will be kept under review by this group so as to maximise the benefits achieved for as many people as possible.

### **Local Democracy Week 2<sup>nd</sup> – 7<sup>th</sup> October 2017**

Local Democracy Week is an annual European-wide campaign that aims, on a national level, to raise young people's awareness of how local Councils operate. It informs them about opportunities for taking part in local decision-making and, as a result, draws attention to how their involvement in local affairs is crucial in upholding local democracy.

The programme included:-

### **Political Speed Dating**

Political Speed Dating was a fun and light hearted way for young people to meet and find out more about the role Councillors play in the community and how Councillors represent young people's rights and views at a local level. It also allows for young people to get a sense of the difficult and important decisions Elected Members have to make.

### **Young Persons Debate**

The Young Persons' 'Question Time' type event gave secondary school pupils and young people aged 11 to 18 years the opportunity to meet with local Councillors and discuss the issues that are important to them.

### **Councillors Go Back to School!**

This event gave each Councillor a chance to visit schools in their area or ward. It gave Councillors the opportunity to explain to young people their roles and responsibilities and the work that they do in their local area. The event act as a forum for young people to engage with their Councillors in a question and answer session.

**Crime and Safety**

<b>Initiative</b>	<b>Key</b>	<b>Description</b>	<b>Numbers</b>	<b>Impact</b>
<b>Safer Homes Initiative</b>	PCSP	Provision of home safety audit and fitting of additional home safety equipment for victims of crime, elderly and vulnerable residents	459 homes in the Council area fitted with additional home safety equipment. The majority of the recipients were elderly residents.	Contributed to a 32.5% reduction in domestic burglaries for 2017/18 in the DCSDC area (133 fewer burglaries).
<b>Community Safety Warden Scheme</b>	PCSP	Provision of a dedicated Community Safety Warden Service for the educational precinct, urban estates and rural villages. Engagement with older people's groups on personal and property safety	In 2017-18 992 people attended community safety initiatives delivered by the wardens. The wardens also completed 48 home visits to advise residents on home security precautions.	Reduced fear or crime among elderly residents and contribution to the overall reduction in domestic burglaries especially where elderly residents are victims
<b>Neighbourhood Watch</b>	PCSP/PSNI/ N'ghbrhood Watch Coordinator	Neighbourhood Watch schemes as a crime deterrent and to reduce fear of crime especially among elderly and vulnerable residents	There are 42 Neighbourhood Watch schemes within the council area, covering over 2000 homes.	Reduced fear or crime among elderly residents and contribution to the overall reduction in burglaries especially where elderly residents are victims
<b>International Day for Older People</b>	PCSP/PSNI/ Apex Housing/ Choice Housing	An annual event to celebrate the contribution our elderly residents have made to the community.	Normally attended by over 100 residents of sheltered accommodation	Enhanced awareness of keeping property and person safe and engagement with PSNI and Community Safety Wardens.

PART A

**3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2017-18 reporting period? *(tick one box only)*

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

Please provide any details and examples:

**Derry City and Strabane District Council's Equality Scheme was approved by the Equality Commission on 24<sup>th</sup> May 2017.**

**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:

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

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

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

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

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

Other *(please specify and give details):*

## Section 2: Progress on Equality Scheme commitments and action plans/measures

### Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2017-18 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:

Recruitment has been limited due to the on-going organisational restructuring following the Review of Public Administration, however 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 2017-18 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 Local Government Act (Northern Ireland) 2014 introduced a duty on council to make arrangements to secure continuous improvement in the exercise of its functions. The council therefore has a statutory obligation (at the beginning of every year) to publish an Improvement Plan setting out the Council’s Improvement Objectives. The Northern Ireland Audit Office are responsible for overseeing the implementation of this duty and



undertake an examination of the planning process the council uses to derive their improvement objectives. The Improvement Plan is included as part of the council’s corporate plan and are directly aligned to, and cascade from the council’s priorities as informed by the wide reaching consultation process which informed priority outcomes under the pillars of economic, social and environmental wellbeing within its Community Plan –“Inclusive Strategic Growth Plan 2017-2032”.



The Council’s Corporate Plan 2017-18 reflected the vision and Many of the Council services contribute towards achieving more than one of the priority outcomes identified whilst themes such as equality and sustainability cuts across all of the priority outcome areas.

In the 2017-18 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- Yes, through the work to prepare or develop the new corporate plan
- X  Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation’s ongoing corporate plan
- No, the organisation’s planning cycle does not coincide with this 2017-18 report
- Not applicable

Please provide any details and examples:

Derry City and Strabane District City Council have used the engagement from the development process of its community plan “Inclusive Strategic Growth Plan 2017-2032” to help inform the development of its corporate plan and Directorate Delivery plans for 2017/18. A corporate plan was developed which was aligned to the emerging issues identified to date. As it is a community plan the delivery of the “Inclusive Strategic Growth Plan” will be done through partnership with the Strategic Partnership Board. Section 75 statutory duties will be fully integrated into the community plan as a whole and the Council’s own objectives.

The overall responsibility for their implementation of Council’s Equality Scheme and its supporting Equality Action Plan lies with the Chief Executive. The Lead Democratic Services and Improvement Officer is responsibility for supporting the appropriate operational implementation of the scheme commitments, however all Directorates and Services have responsibilities for various aspects of Equality Action Plan going forward.

The fact that the Lead Democratic Services and Improvement Officer attends all Senior Management Team Meetings and Governance and Strategic Planning Committee ensures that all new/revised policies and services are subjected to the mandatory screening/EQIA process demonstrates the importance of Section 75 in relation to the Council’s Strategic Management and Planning.

**Equality action plans/measures**

7 Within the 2017-18 reporting period, please indicate the **number** of:

Actions completed:  Actions ongoing:  Actions to commence:

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

**See Section 2**

8 Please give details of changes or amendments made to the equality action plan/measures during the 2017-18 reporting period (*points not identified in an appended plan*):

**Council’s Equality scheme was only approved on 24<sup>th</sup> May 2017 so the Equality Action Plan for the 2017-18 year remains unchanged – See Appendix 1**

9 In reviewing progress on the equality action plan/action measures during the 2017-18 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 2017-18 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:

#### **Strabane Public Realm**

Stage 1 Consultation took place with all businesses and residents of the district to get feedback on what people would like to see in their public realm

Stage 2 – Preliminary designs were drawn up from the feedback received and displayed in the library. A district wide leaflet drop and advertisements were circulated to all residents and businesses inviting them to view these designs and again provide feedback.

Council continued to carry out a further consultation exercise as part of the development of the strategy – this included targeted one-to-one meetings with specific groups including IMTAC (Belfast), RNIB NI (Belfast) and Guide Dogs NI. These groups presented the specific concerns and needs of disabled people including:-

- The design of new pavement surfaces and crossings – tactile and blister paving/colour contrasting
- The need to ensure that kerb heights are sufficient to deter vehicles overriding footpaths
- Insertion of guard rails as a way of defending the corners from parked cars and act as a guidance to crossing points
- Street furniture locations standardised to provide clear movement routes
- The redesign of street junction to include pedestrian guard rails and designed crossing points

Council officers worked closely with groups to incorporate mitigating measures to offset any concerns highlighted – new final drawings were prepared in line with agreed amendments and the final plan was “screened out”.

## **Community Plan**

Derry City and Strabane District Council have involved all stakeholders (employees, partners, customers, citizens, end users) in the design process to help ensure the end plan meets all their needs.

The meetings, conversations and workshops provided the information for this Plan.

Over 5,000 people were involved in helping Council to decide on its outcomes, indicators and actions. A robust, evidence-based approach was also used to inform the work of eight thematic groups and the local area based community planning processes.

Northern Ireland Statistics and Research Agency data, a citizen survey to 1,400 households, engagement with children and young people, focus group research with groups identified as experiencing inequalities in accordance with Section 75 of the Northern Ireland Act, provided us with an evidence base to develop and agree the key actions required to address inequalities and grow our City and District over the next 15 years.



### **Public invited to have their say on employment programmes and services**

Derry City and Strabane District Council encouraged anyone involved in employment and training locally to attend one of two events which were hosted by the Department for Communities in March 2018.

The Pre Consultation workshops discussed the future shape of employment programmes and services in the Council area to bring these in line with the draft Programme for Government.

The purpose of this review is to develop a Work, Health and Wellbeing Framework that will support a fresh suite of programmes and services designed to support people to move into sustainable work.

PART A

**12** In the 2017-18 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:

In relation to targeting specific groups of people from specific Section 75 Groups officers have found that varying the method of consultation is effective. For example, when consulting on the Strabane Public Realm the officers specifically wanted to have input from disability groups – face to face meetings were arranged to discuss the proposals and then a walk through the area with the group helped to clarify issues.

As part of the Council's commitment to recognise and address the needs of people of different gender, religious belief, political opinion, sexual orientation, age, racial group, marital status and people with / without dependents and people with / without a disability (Section 75 equality groups), as well as rural and socially deprived communities within its Community Plan Council have established an Equality Assurance and Oversight Group comprising representatives from Section 75 categories, and rural and deprived communities. This focus group has the responsibility for monitoring progress against equality indicators and targets, identifying emerging issues and providing feedback to the Community Planning Partnership.

**13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2017-18 reporting period? (*tick one box only*)

- Yes       No       Not applicable

Please provide any details and examples:

The Equality and Assurance and Oversight Group (EAOG) was established as part of scrutiny arrangements for the Strategic Growth Plan 2017-2032. The group, which is made up from representatives from Section 75 categories, as well as rural and deprived communities, are tasked by Council to monitor progress against equality indicators and targets, identifying emerging issues and offering feedback to the Strategic Partnership.

As part of the establishment of the Equality Assurance and Oversight Group, the Policy Officer (Equality) gave participants an overview of the Council’s Equality commitments and particularly the process of screening and equality impact assessment. This was preparatory work so that the group were more informed and thus more able to provide a meaningful contribution on the EQIA of the “Strategic Growth Plan”.

14 Was the consultation list reviewed during the 2017-18 reporting period? (*tick one box only*)

- Yes       No       Not applicable – no commitment to review

**The review of the consultation list is scheduled for May 2018 to coincide with the requirements of the new General Data Protection Regulations (GDPR).**

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

[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

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

8
---

<http://www.derrystrabane.com/Council/Equality/Screening-report-2017-2018>

16 Please provide the **number of assessments** that were consulted upon during 2017-18:

2
1

Policy consultations conducted with **screening** assessment presented.

Policy consultations conducted **with an equality impact assessment (EQIA)** presented.

Consultations for an **EQIA** alone.

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

**Community Plan**

Derry City and Strabane District Council have involved all stakeholders (employees, partners, customers, citizens, end users) in the design process to help ensure the end plan meets all their needs.

The meetings, conversations and workshops provided the information for this Plan.

Over 5,000 people were involved in helping Council to decide on its outcomes, indicators and actions. A robust, evidence-based approach was also used to inform the work of eight thematic groups and the local area based community planning processes.

Northern Ireland Statistics and Research Agency data, a citizen survey to 1,400 households, engagement with children and young people, focus group research with groups identified as experiencing inequalities in accordance with Section 75 of the Northern Ireland Act, provided us with an evidence base to develop and agree the key actions required to address inequalities and grow our City and District over the next 15 years.



Following the extensive period of engagement with citizens, organisations and businesses Council developed the draft Inclusive Strategic Growth Plan for Derry City & Strabane District. An Equality Impact Assessment was carried out on this document and the consultation process was open until 15th September 2017. Feedback from the consultation informed the final plan. Full details of consultation feedback is online at <http://www.growderrystrabane.com/>





PART A

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2017-18 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

- 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:

**Council's Equality Scheme was only approved on 24<sup>th</sup> May 2017 however an audit of inequalities was prepared during the development stages of the Council's "Inclusive Strategic Growth Plan 2017-2032" .**

**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 2017-18, and the extent to which they met the training objectives in the Equality Scheme.

<b>Training Provided to Staff</b>
Conducting Formal Investigations
Critical Conversations for Middle Managers
Competency Based Interview Skills
Safeguarding Training on Council Policy
Safeguarding Designated Officer Training 2017
Emotional Intelligence
Lone Workers
Customer Care
Dealing with Difficult People
Train the Trainer

In addition to the above dementia awareness and Autism Impact sessions have been run for staff. One member of staff has now been trained up to deliver the Dementia Awareness session and has delivered this programme free to Community Services within the Council area.

**Good Relations Training Programme**

The Good Relations Team worked with the Human Resource section to develop a good relations training programme which will increase awareness and capacity of community sector / Council staff / individuals to deal with Good Relations issues.

<b>Traveller Awareness Training Programme</b> – 16 people attended
<b>Refugee Awareness training</b> – 10 people attended
<b>‘Getting to Know Your Institutions’</b> course delivered by Rural Community Network and OCN accredited Level II – This was attended by 15 participants. The course consisted of 6 sessions over February and March 17 – first and last session baseline and evaluation wrapped around 4 ‘mystery’ visits to various institutions i.e Ancient Order of Hibernians/Londonderry Bands Forum/Ulster Scots Sollus Centre and the GAA. These sessions were held in the organisations premises and consisted of presentations and discussion.

### **Leisure and Sports Services Training Programmes**

It is anticipated that by 2020 LSS will have over ‘1 Million’ paid visits of its Leisure and Sports Facilities, of which some will have specific needs.

To aid the service of the delivery and accommodation of these individuals, groups and organisations, Council have invested in training for staff including ‘disability swim teachers course’, deaf awareness training, and autism training. In terms of specific programmes, please see some examples below:

#### **Wetside**

- Bespoke programmes of Autism Swimming Tuition have also been developed across the service which have included exclusive use of swimming pools and high pupil/instructor ratios
- Special Educational Needs (SEN) Swim Lessons – rolled out through the tier 1 centres, suitable for children with additional support needs, runs alongside mainstream lessons
- Circle of Support – currently hire Foyle Arena to facilitate swim lessons and family sessions
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- 5 active swim instructors have been trained in disability swim instruction to help facilitate programme
- 1-to-1 swim instruction available in our centres, disability trained coach used where necessary
- Active Citizenship funded programmes – coaching and hire of pools facilitated through this programme
- Hire of facilities by disability groups – Mencap, Foyle Down Syndrome etc
- New to the programme Potens special needs group catering for children with severe behavioural problems.

### **Dryside**

- A bespoke 'Sensory Soft Play' Area has been developed in Melvin sports complex at a cost of over £50,000, with exclusive use access for Autism groups as and when required.
- Centres facilitate bookings from disability clubs, NWRC, schools, colleges
- Special Olympics programmes running in RLC
- EBA targets – disability participant targets within programme, programmes rolled out in community, schools and leisure centres
- Healthy Towns - Disability groups funded
- EBA Grant Aid – uplift of £11,000 targeting disability groups
- PARP programmed for people specifically with disabilities
- Close working relationship with GOGA programme – funded by disability NI
- Foyle Arena & Melvin Sports Complex designated as disability hubs by Disability NI
- Work placements supported through USEL (Ulster Supported Employment Ltd) and Strabane Adult Training Centre
- Investment in disability bikes, wheelchairs etc. by Sports Development, used by groups/clubs in Foyle Arena

- 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:

### **Safeguarding Training**

Following a review of Council's Safeguarding Policy (Children and Adults at Risk of Harm) in 2016-17 reporting period the policy team rolled out 15 training sessions in Safeguarding (Children and Vulnerable Adults) to staff across the leisure and visitor attraction facilities harm to raise awareness of their role in recognising abuse, including familiarity with our policy and procedures for the protection of children and adults at risk of harm.

These front-line service areas were prioritised as they could come into contact with the children and adults at risk of harm on a regular basis. Further sessions are being scheduled for the 2018-19 year with staff from Environmental Health, Building Control and City Wardens.

### **Dementia Awareness Training**

Derry City and Strabane District Council's Community Safety Wardens were amongst those front line service staff who completed special training in Dementia awareness, which will assist them in reaching out to all members of the community.

The training covered areas such as the impact of Dementia on the individual, how to engage and communicate with people affected by Dementia, and understanding the behaviour of individuals affected by Dementia.

Council deemed it important that front line staff are fully equipped to deal with all members of our community. The completion of this training enhanced the service being provided to our residents through the scheme.

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

- 26 Please list **any examples** of where monitoring during 2017-18, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Monitoring of our how we communicated with the people of Derry City and Strabane District Council during the 2017-18 year have resulted in actions and improvements in ensuring public access to information and services. These included:

#### **Production of Community Plan “Strategic Growth Plan 2017-2032) in alternative formats**

In response to feedback received from attendees at the Equality Assurance and Oversight Group meeting Council prepared two other versions of the Community Plan. The first was a children’s version where the children and young people could see how their input was used in the development of the plan. The second was an Easy Read version to allow those members of our community who have learning difficulties to see how Council planned to work with others to make the city and district and good place to live and work in.

The versions can be accessed via the links below:-

<http://growderrystrabane.com/wp-content/uploads/2018/06/Final-Childrens-Version.pdf>

[http://growderrystrabane.com/wp-content/uploads/2018/02/community-plan-easy-read-lores\\_v3.pdf](http://growderrystrabane.com/wp-content/uploads/2018/02/community-plan-easy-read-lores_v3.pdf)

#### **Code of Practice on Producing Information**

Council have reviewed its Code of Practice on Producing Information to include further clarification and guidance as follows:-

- Clearer instruction now included about alternative ways to put emphasis on words such as using a bolder font weight as underlining should also be avoided as it makes it more difficult for people with a visual impairment to recognise the shape of the words as the underline intersects with the letter descenders (tails of letters like p and g).
- More clarification about colour schemes and consideration now included about needs of people with colour blindness
- Social media is now being used more by Council to ensure good engagement with residents, better customer service, and wider sharing of information on the services most important to customers. To do this effectively, social media needs to be accessible to all. A section on the promotion of how to make social media more accessible has now been included in the Code of Practice.

- A process in relation to In-House Design has been inserted into the Policy as a further control mechanism to ensure all information emanating from Council is compliant

Training was provided to the marketing and communications team on the updated code of practice.

### **Code of Practice on Arranging Accessible Events**

According to NISRA statistics approximately 1 in 5 people in the Council area with disabilities and that is before we consider the needs of the visitors to our area – this forms a significant proportion of the potential audience or customers for Council run events and meetings. People with disabilities can also influence the choices of their families and friends in attending events particularly if they have had a previous bad experience.

Council have now developed a guide to assist staff in organising events and meeting to ensure that access is a priority consideration from the planning stage.

Staff will be made aware that everyone benefits when access is better, including other attendees, people making deliveries, people with heavy baggage, families with young children and those with prams. The Guide covers elements such as:

- Consideration of venue, layout of areas to ensure there was sufficient space, access points, seating areas, quiet space and dedicated drop off point;
- Ensuring that the events stewards are trained on how to provide an inclusive
- Customer facing service for people of all abilities;
- Programme and all related information is accessible
- Provision for other support such as assistance dogs.

Awareness training will be rolled out to all marketing and events team and all other relevant officers who are responsible for planning meetings and events.

### **Sign Language Provision**

In 2017-18 there was a notable uptake in the number of staff who sought advice from the policy team on how to make provision of sign language interpreters for events and public meetings.

Staff responsible for the grant aid funding programme also made provision for a member of the community at and one-to-one meeting who had indicated that they had a hearing impairment

### **Website**

Council's website has the following accessibility tools:-

- Browse Aloud tool
- Text size tool
- Accessibility policy/statement

### Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2017-18?

Insert number here:

0
---

Please provide any details of each complaint raised and outcome:

### Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

**2019**

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)*

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)

The application of our Equality Scheme arrangements will contribute to addressing these inequalities and removing barriers through training, screening and consultation.

Equality Scheme commitments will be further promoted through the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75. Council will:-

- Continue to deliver the actions to support the full implementation of Council's Equality Scheme commitment
- Continue to monitor the progress of Council's Strategic Growth Plan 2017-2032
- Continue to provide training and development around equality, diversity and good relations issues
- Continue to deliver the actions on the Council's Disability Action Plan
- Identify and target specific disability awareness training e.g. autism; deaf awareness
- Deliver International Women's Day events
- Continue to engage with employability partners and increase engagement with underrepresented groups in relation to outreach activity
- Roll out awareness of Code of Practice on arranging accessible events

PART A

- Implement arrangements to ensure that all new/revised policies and service developments are subjected to rural impact assessments as per new legislative obligations under Rural Needs (Northern Ireland) Act 2016.

**30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2017-18) reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

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

**1. Number of action measures for this reporting period that have been**

**7**

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 <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
Local <sup>iii</sup>	<p>Set up Equality Assurance and Oversight Group (EAOG) to enable people with a disability from new Council area to influence Council decision-making</p> <p>Involve people with a disability in the planning and predevelopment exercises</p> <p>Screen all new policies to assess the significance of the policy on the disability duties.</p> <p>Review and report on progress of the Disability Action Plan annually – employee contributions required from their service areas</p>	<p>3 meetings held in the 2017/18 year</p> <p>Representative disability groups have been involved in consultations on Council’s policy and services</p> <p>100% of new and revised policies screened for impact on disability duties</p> <p>Annual progress report completed and forwarded to the Equality Commission</p>	<p>Pan-disability engagement through the EAOG</p> <p>People with a disability have opportunity to voice their concerns and suggest mitigation where necessary in relation to all Council policies and services</p> <p>Remove barriers for people with a disability when attending arts and cultural venues.</p> <p>Council’s proactive approach would ensure that all policies and services are accessible and inclusive to people with a disability. Increased awareness of employees’s responsibility towards Council’s compliance and achievements in relation to disability duties. This also provides and avenue to share good practice amongst other public authorities.</p>



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

	<b>Training Action Measures</b>	<b>Outputs</b>	<b>Outcome / Impact</b>
1	<b>All training action measures are ongoing – See section 3 below</b>		
2			

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

	<b>Communications Action Measure</b>	<b>Outputs</b>	<b>Outcomes/Impacts</b>
1	Ensure that the all requests are met when providing access to information and services	Code of Practice on Producing Information reviewed  Code of Practice on Arranging Accessible Events has been prepared for staff – awareness training will be rolled out in 2018-2019 reporting period  Council’s Strategy Growth Plan 2017-2032 has been prepared in a children’s version and an Easy Read version.	Improved accessibility to all to Council information and opportunities to influence decision making
2	Audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community)	Access for All Scheme is currently being piloted in the Alley theatre - The 'Access for all' membership scheme is designed to make a trip to an arts and culture venue much more comfortable, whilst ensuring that needs of someone with a disability can be met in advance.	Increased awareness and participation of Council events

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

	<b>Encourage others Action Measures</b>	<b>Outputs</b>	<b>Outcome / Impact</b>
<b>1</b>	Host and organise one event per year in association with disability group(s)	Council, in partnership with the Public Health Agency, hosted a special event next week to showcase the work of its Access and Inclusion project to lead the Council area in striving towards becoming autism friendly. The event was held on Wednesday 28 <sup>th</sup> March in Strabane’s Alley Theatre and celebrated the venues in the Council area who have received the Autism Impact Award.	Improved accessibility and participation to arts and cultural venues within the Council area
<b>2</b>	Appoint a Disability Champion at officer and elected member level to progress the disability duties	2 Champions nominated – 1 from Elected Members and 1 from Officers.	There is a dedicated point of contact for both staff and residents to raise any issues they may have regarding disability
<b>3</b>	Screen all new policies to assess the significance of the policy on the disability duties	100% of new and revised policies screened for impact on disability duties	Council’s proactive approach would ensure that all policies and services are accessible and inclusive to people with a disability.

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

	<b>Action Measures fully implemented (other than Training and specific public life measures)</b>	<b>Outputs</b>	<b>Outcomes / Impact</b>
<b>1</b>	Improve play facilities in Council parks and open spaces to ensure access and inclusion for children of all abilities	Council began work on new wheelchair friendly play area in Brooke Park in December 2017. This is due to open in the Spring. The area includes a wheelchair friendly swing, a wheelchair see-saw and carousel and a hexagonal rocking plate	This promotes inclusive play between children with and without a disability - more young people can now avail of the state of the art play facilities in the park.
<b>2</b>	Implement a work placement/shadowing/volunteering initiative to allow people with a disability to learn about work in Council facilities	Council continue to accommodate work placement/shadowing opportunities for people with a disability on request	Encourage people with a disability to have increased confidence in the workplace

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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	Involve people with a disability in the planning and development stage of events.	April 2018 Onwards	People with a disability will contribute to event planning for all Council events	Council has developed guidance on hosting accessible meetings and events – <b>awareness sessions not scheduled to be rolled out in the 2018-19 year.</b> - this will ensure full implementation of this Code of Practice
2	Provide induction training to all new employees on the Council’s Equality Scheme and Disability Action Plan	New staff are directed to the Equality module on Learning Pool – <b>new induction process to commence in September 2018</b> with relevant officers providing overview of significant areas such as Equality	Better services for people with a disability - Issues which may affect people with a disability will be sorted out at the earliest possible juncture.	Provide induction training to all new employees on the Council’s Equality Scheme and Disability Action Plan
	Provide equality and disability awareness training for staff and elected members	Equality training for all elected members is scheduled <b>for July 2018</b> . Equality module on Learning Pool has been completed by some staff – 100% of staff will complete by end of Disability plan period. Autism Impact training has been delivered to frontline staff in leisure, visitor services and the main offices in Strabane and Derry	Increased awareness of Employee’s responsibility towards Council’s compliance and achievements in relation to disability duties	Provide equality and disability awareness training for staff and elected members

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

	Action Measures not met	Reasons
1	Implement a shadowing initiative to allow people with a disability to spend a day with Mayor/Deputy Mayor	No progress due until April 2018
2	Disability groups meet with elected member disability champion to discuss areas of concerns	No progress due until April 2018
3	Conduct a confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability	Structures have not been finalised yet within Derry City and Strabane District Council so it was not appropriate to carry out a staff survey during this reporting period.

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

(a) Qualitative

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

(b) Quantitative

Monitoring levels of participation of people with a disability in Council activities will provide the quantitative data to support continuing with or revising services.

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

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

**No revisions have been made to this plan as the Equality Scheme/Disability Scheme was only approved on 24<sup>th</sup> May 2018 – monitoring of outworkings of this plan will be carried out in 2018-2019 reporting period**

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	N/A		
2			

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?

This plan is in its first year of implementation a review at the end of the next reporting period will inform if any revisions are necessary.

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

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

<sup>iii</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

## Employment, Skills and Enterprise

## Appendix 1

Inequality	Positive action measures	Performance Indicator - Outcome	Lead Officer	Time-scales	Monitoring
<ul style="list-style-type: none"> <li>• <b>Under-representation of various S75 categories in entrepreneurial activity.</b></li> <li>• <b>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.</b></li> <li>• <b>Lack of job opportunities for young people.</b></li> <li>• <b>Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability</b></li> </ul>	<ul style="list-style-type: none"> <li>• Increase awareness of education and essential skills programmes and personal one-to-one support mechanisms</li> <li>• Increase No.of local people accessing work</li> <li>• Work with representative groups and schools to gain access to <ul style="list-style-type: none"> <li>- Older People</li> <li>- Young People (especially those in care)</li> <li>- Minority Ethnic Groups incl. Irish Travellers</li> <li>- Members of the Protestant Community</li> <li>- People with a disability</li> </ul> </li> <li>• Liaise with potential clients to collate information on support mechanisms required to enhance their participation (e.g. information in appropriate format, support worker, accessibility of training venue/timing of training etc.)</li> </ul>	<p>Derry City Council will work with relevant stakeholders to deliver Inclusive Strategic Growth Plan 2017-2032 which aims to deliver Economic, Social and Environmental Wellbeing.</p> <p>Our Young People have improved attainment levels.</p> <p>We have a better skilled and educated workforce</p> <p>As a North West Learning Region we have increased learning and training opportunities</p>	Director of Business and Culture	Ongoing	Analysis on Impact of Strategic Growth Plan

Inequality	Positive action measures	Performance Indicator - Outcome	Lead Officer	Time-scales	Monitoring
<p><b>There appears to be a lack of underrepresentation in entrepreneurial terms for the following S75 groups</b></p> <ul style="list-style-type: none"> <li>➤ <b>Women</b></li> <li>➤ <b>Young People</b></li> <li>➤ <b>People with a disability and</b></li> <li>➤ <b>People from minority ethnic groups</b></li> </ul> <p><b>Members of the above groups within rural areas suffer particular disadvantage in terms of provision of opportunity and access to information and services.</b></p>	<p>Work with key stakeholders to promote the development of new businesses in Council area that have the potential to grow and employ staff by providing an enhanced level of support in the form of :</p> <ul style="list-style-type: none"> <li>- Tailored one-to-one mentoring support</li> <li>- Infrastructure to address barriers to business growth</li> <li>- Increased participants' awareness of importance of sustainable business practices</li> <li>- Subvention/support initiatives e.g. support with rent, equipment, marketing etc.</li> </ul>	<p>Recruit at least 10 new businesses to the Council area</p>	<p>Director of Business and Culture</p>	<p>March 2019</p>	<p>Analysis on Impact of Strategic Growth Plan</p>



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

Inequality	Positive action measures	Performance Indicator - Outcome	Lead Officer	Time-scales	Monitoring
<p><b>There appears to be unequal provision of Leisure services across the Council area, particularly in Rural DEAs</b></p> <p><b>There appears to be unequal provision of pitches across the Council area.</b></p> <p><b>Under-representation of particular s75 groups, namely:-</b></p> <ul style="list-style-type: none"> <li>➤ <b>Women</b></li> <li>➤ <b>People with dependants</b></li> <li>➤ <b>People with a disability</b></li> <li>➤ <b>Religion/community background/political opinion</b></li> <li>➤ <b>Older People</b></li> </ul>	<p>Consider what provision exists in adjoining Council area by both the local council and also private sector organisations.</p> <p>Put in place a monitoring system to get a greater understanding of usage and need by Section 75 grouping</p> <ul style="list-style-type: none"> <li>• Increase tailored programmes</li> <li>• Increase awareness of concessionary pricing structure</li> </ul> <p>Ensure timing of activities is accessible for needs of underrepresented groups</p> <p>Explore possibility of providing funding for Sports-based peace-building projects for all schools</p>	<p>Improved opportunities for people in rural areas to improve their physical and mental health</p> <p>Health Inequalities are reduced</p> <p>Underrepresented groups have opportunity to be more active resulting in improved physical and mental health</p>	<p>Director of Health and Communities</p>	<p>March 2019</p> <p>Ongoing</p>	<p>Analysis on Impact of Strategic Growth Plan</p> <p>Analysis on Impact of Strategic Growth Plan</p>

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Inequality	Positive action measures	Performance Indicator - Outcome	Lead Officer	Time-scales	Monitoring
<p><b>Cultural facilities are being under-used by various section 75 categories (i.e. men, people with a disability, people over 65 years of age)</b></p>	<p>Review programming to cater for all sectors of the community and thus encourage participation from under-represented groups.</p> <p>Customer Care training and disability awareness training to be provided for all front-line staff in the arts and culture facilities</p> <p>Employ concessionary pricing to promote participation by certain groups.</p> <p>“Access for All Scheme” to be piloted in a Council facility where participants can advise staff of support/special requirements they may need to have in place before attending an event.</p>	<p>Increased level of participation</p>	<p>Director of Business and Culture</p>	<p>April 2017 onwards</p>	<p>Service monitoring – e.g. No. concessionary rates availed of</p> <p>No. of people signed up to Access for All Scheme</p>

• **Influencing decision making**

Inequality	Positive action measures	Performance Indicator - Outcome	Lead Officer	Time-scales	Monitoring
<p><b>it would appear that 16-24 year olds are the main grouping who do not believe they can influence decision-making affecting their local area</b></p> <p><b>Low educational attainment and lack of basic skills is prevalent in deprived areas and this affects people's confidence to engage with their community</b></p>	<p>Local Democracy Week initiatives which allow young people in post primary schools to engage with their local Councillors and get insight into how Council works</p> <p>Council have established an Equality assurance and Oversight Group comprising representatives from Section 75 categories, and rural and deprived communities. This group is open to all and has responsibility for monitoring progress against equality indicators and targets, identifying emerging issues and providing feedback to the Community Planning Partnership.</p>	<p>Raises young people's awareness of how local Councils operate. It informs them about opportunities for taking part in local decision-making and, as a result, draws attention to how their involvement in local affairs is crucial in upholding local democracy.</p>	<p>Lead Democratic Services and Improvement Officer</p>	<p>October 2017 – and annually thereafter</p>	<p>Citizen's Survey</p> <p>Increased participation rates at Equality Assurance and Oversight group</p>

- **Crime and Safety**

Inequality	Positive action measures	Performance Indicator - Outcome	Lead Officer	Time-scales	Monitoring
<p><b>Lack of awareness of role of PCSP and its delivery</b></p> <p><b>Fear of Crime highlighted by older people, members of the LGBT community, people with a disability</b></p> <p><b>Lack of policing visibility in rural areas</b></p> <p><b>Lack of Youth Engagement</b></p> <p><b>Inappropriate behaviour of young people at school going age</b></p>	<p>Design and deliver communications programme</p> <p>Engage and consult with local communities to identify local concerns in relation to community safety and policing and to invite their contribution to addressing those concerns</p> <p>Raise awareness of safety initiatives amongst these vulnerable groups</p> <p>Support and promote existing Neighbourhood Watch (NHW) schemes and develop new NHW schemes throughout the district.</p> <p>Design and deliver a youth diversionary programme to be delivered at key times in hotspot areas throughout the district, using tried and tested methods such as cage sports/music events – This will also help to build a more positive relationship between the police and youth of the council area.</p>	<p>% increase of people will feel safer in their community</p> <p>Reduction of youth crime</p>	<p>PCSP Manager</p>	<p>April 2017 onwards</p>	<p>PSNI Crime statistics</p>