

# Derry City and Strabane District Council



Derry City & Strabane  
District Council  
Comhairle  
Chathair Dhoire &  
Cheantar an tSrátha Báin  
Derry Cittie & Stràbane  
Destríck Cooncil

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

### Contact:

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

<https://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 2021 and March 2022**

## 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 2021-22, 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/Service Developments to promote equality of opportunity and good relations**

Information on the following policies is provided in this section:-

- Review of Inclusive Strategic Growth Plan 2017-2032
- Corporate Performance and Improvement Plan 2021-22
- Review of Local Development Plan - Draft Plan Strategy (dPS)
- Development of an Age Friendly Strategy
- Good Relations Work
- Progress on Language Services
- Conclusion and Evaluation of Peace IV Initiatives run by Derry City and Strabane District Council
- Progress on Employing People with a Disability
- Inclusive initiatives within the Museum Services

#### 1.1 **Review of Inclusive Strategic Growth Plan 2017-2032**

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.



Derry City and Strabane District Council have undertaken a review of its community plan “Inclusive Strategic Growth Plan 217-2032” in accordance with its obligation under part 10, Section 69 of the Local Government (Northern Ireland) Act 2014. The Act states **“A review must be completed ... before the fourth anniversary of the date in which the community plan was published.”**

Updated guidance issued in March 2021 advised that a “formal Review” of Community Plans should be conducted by April 2022, with the aspiration of aligning reviews with a new multi-year Programme for Government.

In February 2020 the Strategic Growth Partnership endorsed an approach to undertake a review of the Strategic Growth Plan for the Derry City and Strabane District Council area. This review has focused on 3 broad elements of the Strategic Growth Plan and its implementation

- the governance and partnership structures (such as the outcome delivery partnerships);
- the actions and
- the use of data (particularly considering performance measures).

Over the last year a significant level of ongoing engagement with citizens, partner organisations and businesses has been undertaken to input to and inform the review of the Strategic Growth Plan. This has included, but is not limited to:

- 300+ engagements with key stakeholders including:-
  - One-to-Ones with Community Planning Statutory Partners
  - Outcome Delivery Partnerships
  - Equality and Scrutiny Group
  - Rural Issues Group
  - NW Community Network
- Online surveys:
- Qualitative survey based on Partnership, Actions & Data
  - Feedback need to prioritise
- Citizen Space – Prioritisation of actions

Feedback from the various consultation approaches was presented to the Strategic Growth Partnership at its October 2021 meeting and, following endorsement by Members, officers have now undertaken an editorial review of the actions and content of the current plan to amend and update the Strategic Growth Plan to reflect consideration of the feedback received.

A revised draft of the Strategic Growth Plan (2022-2026) was approved at the Strategic Growth Partnership meeting held on the 11th February 2022 and launched for consultation. The Consultation Programme is detailed below:

Activity	Date
Reviewed Plan approval by S G Partnership	Friday 11 <sup>th</sup> February 2022
Consultation launch	Monday
Consultation launch	Monday 14 <sup>th</sup> February 2022
Thematic Consultation Events x 3 <ul style="list-style-type: none"> <li>○ Environmental</li> <li>○ Economic</li> <li>○ Social</li> </ul>	15 <sup>th</sup> March (10am - 12 noon) 30 <sup>th</sup> March (10am - 12 noon) 13 <sup>th</sup> April (10am - 12 noon)
Online Consultation Questionnaire	14 <sup>th</sup> February - 15 <sup>th</sup> April 2022

The reported outcomes of the consultation can be viewed at <https://growderrystrabane.com/wp-content/uploads/2022/06/SGP-Meeting-Pack-17-June-2022.pdf> Agenda Item 7.

These will be reported in full in the next reporting period.

## 1.2

### **Corporate Performance and Improvement Plan 2021-22**

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

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

These improvement objectives have been subsequently reviewed in the context of Council's community plan "the Inclusive Strategic Growth Plan 2017-2032" progress made / learning, feedback from the Northern Ireland Audit Office and consideration of the ongoing impacts of the Covid19 pandemic. In this context a new Improvement Objective has been identified relating to Covid19 recovery and amendments made three of the previous objectives to reflect the changing context. One of the improvement objectives remains unchanged.

The Improvement Objectives for 2021/22 were as follows:

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

### **Sub Objectives**

- To continue to develop and deliver a range of initiatives to mitigate the impacts of Covid19 and support economic growth
- To promote jobs through the NIBSUP and the Business Boost Programme
- Create jobs through the Rural Business Investment Scheme
- To deliver high quality festival and events growing our visitor numbers
- Actively engage in the promotion and delivery of skills academies

### **2. To assist a return to healthy lifestyles through re-growing participation in high quality leisure, sports and physical activity(HC1)**

#### **Sub Objectives**

- To re-engage and achieve user numbers of the Council's leisure facilities (HC1A) with a target of at least 50% of baseline user numbers and through retention and growth strategies achieve 60% of gym membership capacity
- To target under-represented groups through inclusive leisure, sport and physical activity participation to lead more active lives (HC1B);
- Maintain current high levels of customer satisfaction/net promoter score (HC1D)
- To target participation by those living in deprived areas (HC1E)

### **3. To create a greener, cleaner more attractive district**

#### **Sub-Objectives**

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

### **4. To deliver improved customer satisfaction by improving customer support services and processes.**

### **5. To develop and implement a dynamic recovery plan that provides a proactive response to the challenges presented by Covid19 and which supports and enhances social, economic and environmental well-being in the Council area.**

The consultation on the Improvement Objectives finished on 16<sup>th</sup> June 2021. The final Corporate and Improvement Plan for 2021-22 can be viewed at [https://www.derrystrabane.com/getmedia/8a936ac0-0ffb-4064-a766-c4155ace9ba3/54909-DCSDC-Corporate-Plan-WEB\\_1.pdf](https://www.derrystrabane.com/getmedia/8a936ac0-0ffb-4064-a766-c4155ace9ba3/54909-DCSDC-Corporate-Plan-WEB_1.pdf)

### 1.3 Review of Local Development Plan - Draft Plan Strategy (dPS)

Following detailed consideration of the representations received to its LDP draft Plan Strategy published in December 2019, Derry City & Strabane District Council proposed a number of changes to the LDP draft Plan Strategy.

- [LDP Draft PS Schedule of Proposed Changes](#)

Staff completed a Sustainability Appraisal (SA), Habitats Regulation Assessment (HRA) and Rural Needs Impact Assessment together with an Equality Impact Assessment (EQIA).

- [EQIA Addendum](#)

The Schedule of Proposed Changes and the supporting Addendum Reports were issued for a formal public consultation. There were no public meetings arranged due to the ongoing COVID restrictions however copies of the Schedule of Proposed Changes and supporting assessments were available for inspection during normal office opening hours, strictly by appointment only, due to the ongoing COVID-19 situation, at the Council's two main offices at 98 Strand Road, Derry, BT48 7NN and 47 Derry Road, Strabane, Co. Tyrone, BT82 8DY. Comments on the Proposed Changes were accepted in writing by either email or by post.

Final draft of the Local Development Plan Strategy can be viewed at

[https://www.derrystrabane.com/Subsites/LDP/LDP-draft-Plan-Strategy-\(dPS\)](https://www.derrystrabane.com/Subsites/LDP/LDP-draft-Plan-Strategy-(dPS))

### 1.4 Development of an Age Friendly Strategy

Council and its partners are committed to the Age Friendly agenda through the Community Planning process both at the Strategic and Local Community Planning levels. The specific Strategic Growth Plan action is to 'develop an Age Friendly city and region through an integrated programme of action, based on a rights based approach and on the eight World Health Organisation's key themes'.

Derry City & Strabane District Council has appointed Eos Community Consulting CIC to develop a 3-year Age Friendly Strategy and Action Plan for the area inclusive of persons aged 50+ years living within the DCSDC area. Following on from the initial baseline survey completed early in the reporting period the consultants used a number of approaches to ensuring the co-design process underpinned all its activities and included both qualitative and quantitative approaches to identify needs and issues to be prioritised for the future.

Working alongside Council, the consultants established a co-design steering group with nominations for an older persons' representatives received from each of the eight Local Community Growth Partnership Boards (LCGPB) in addition to Developing Health Communities, North West Community Network and RAPID. The co-design steering group held their initial meeting on 11th October 2021 and were tasked with identifying and engaging older people to ensure their active participation as part of the development of the Age Friendly strategy for the DCSDC area. Key to the development of an Age Friendly Strategy was the involvement of older people in the

co-design and co-production of the strategy.

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

The consultants facilitated some creative workshop sessions and focus groups to engage with older people as part of the process. A workshop was planned for 24th November for organisations which supported and delivered services to persons aged 50+ years across the City and District. This was an opportunity to build on the co-design engagement by involving the service providers in the engagement process.

Other consultation methods used were

- distribution of postcards in a variety of locations such as leisure and community centres in an attempt to extend their reach to interested parties.
- In late November and Early December Council officers set up pop-up engagement stalls in supermarkets and shopping centres where they interacted directly with older people to have a brief chat about issues relating to getting older in the district.
- Intergenerational engagement sessions were held with schools and harder to reach groups including older persons not connected with services/groups, men, rural residents and also ethnic minorities.
- All the engagement activity was completed by early January 2022 with the strategy and action plan completed by March 2022

The strategy and action plan will be launched in the next reporting period.

## **Good Relations Work**

### **1.5**

#### **Preparation work for Good Relations Strategy 2022-25**

Every three years Derry City and Strabane District Council updates its good relations strategy and action plan. The strategy is supported by The Executive Office who, along with Council, are committed to agree an action plan that tackles the key issues and provides support to communities to work on-the-ground.

The action plan will include specific programmes, grant aid, ideas for working with children and young people, promote shared and safer communities, and support cultural expression, in line with the Together: Building a United Community strategy.

In order to make sure what Council delivers in the strategy and action plan is aligned with what communities need officers have carried out extensive research and surveys.

Council Good Relations Officers (GROs) prepared a short on-line survey for staff and resident so that they could summarise their views on the issues that need addressed and their ideas for the action plan.

The link for the survey was:

<https://www.surveymonkey.co.uk/r/DCSDCGoodRelations>

Officers also organised a special on-line community consultation workshop at 6pm on Thursday 24th February.

### Engaging Young People in their communities

**1.5.1** In the Ballyarnett Area, a re-imaging project was developed to re-image an area that attracts Ant-Social Behaviour, particularly at times of tension. Young people were tasked with doing this to reflect the history of the area.

The GRO for the Foyleside area approached interested groups within her DEA to implement similar projects in the area.

In the Derg DEA the Good Relations officer, in consultation with the local Growth Partnership, had approved a Good Relations project which took place on 21/9/21 during Good Relations Week. Two primary schools (30 children plus 20 community members) took part in a facilitated outdoor event of music, food and dance with **Beyond Skin**, organised by Sion Mills Community Forum, Sion Mills Community Association and the Rural Housing Association in the area.



Through the Local Growth Partnership for Sperrin and Faughan an open call was made out to the youth groups to deliver Good Relations Activities during the summer months. Between the two DEA's 9 groups applied and were successful. Activities included Multi Culture cooking demonstrations, Good Relations Workshops and multi sports days

In Strabane the funding for this programme was used to carry out a youth audit for the area which will inform future programmes. The audit was completed in March 2022.

Under this project heading of “**Engaging young people in local communities**” GROs got 610



young people to participate. Monitoring information showed very positive feedback for example 100% of people in the Moor DEA indicated that they felt they had a positive attitudinal change.

### **Good Relations Staff and Councillor Experiential Learning and Trust Building programme.**

1.5.2 Following on from a request by elected members for more training and awareness in Balkan conflicts Two events took place in November as a result of a Council motion to develop training and awareness re the Srebrenica Genocide and the Balkans War and lessons for NI.

The first event was an online discussion, focusing on the background to the Bosnian War, the Troubles in Northern Ireland and exploring issues common to both regions such as acknowledgement, justice and peace building.

The second event involved a hybrid (in person/online) presentation by Srebrenica UK and Elvira Mujkanovic, a Bosnian survivor. Elvira Mujkanovic was only 18 years old when Bosnian Serb forces attacked her home town of Trnopolje, which became home to the notorious Trnopolje Concentration Camp. Elvira witnessed many atrocities during her time in confinement before escaping with her mother to a refugee camp in Croatia. She now lives in Scotland with her husband after being safely evacuated by the Red Cross.

Remembering Srebrenica UK is committed to using the lessons from the Srebrenica atrocity to tackle hatred and intolerance to help to build a better, safer and more cohesive society for everyone. The lesson from these events were so much trouble and trauma through religious and identity prejudices, is that dialogue and respect are critical to moving forward constructively.

### **Civic Leadership Programme – Challenging Prejudice**

1.5.3 The Programme focussed on the prejudice and hate that led to the Nazi Holocaust. It involved 3 training days for 20 participants on the 2<sup>nd</sup>, 9<sup>th</sup> and 16<sup>th</sup> November – visit preparatory day 1 Feb 2022 and study visit to Krakow from 3 – 6 Feb (inc) All participants completed 3 out of 4 training days which included the journey to genocide, the communities affected and similarities with regard to hate crime and incidents, prejudice and discrimination in NI.

They attended a grant aided Holocaust Memorial Day commemoration event before departure to Poland - The group then travelled to Auschwitz-Birkenau. The feedback from the trip participants indicated that this initiative was very successful.

### **Good Relations week.**

Good Relations Week 2021 ran from Monday 20th to Sunday 26th September 2021 and it re-introduced a programme of face-to-face events, alongside an expanded virtual offering in the largest showcase of cross community and multi-cultural arts, history, music and culture.

#### 1.5.4

The theme for this year's showcase was 'Brighter Days Ahead' as it celebrates the efforts of young people in their everyday lives to break down barriers and unite communities. It explored many of the challenges today's youth are facing including sectarianism and racism, cultural diversity, isolation, mental health, education, employment and the environment, and acting as a catalyst for change.

Some of the Good Relation Week's highlight were:

Living with Imperial Legacies: Empires, Racism, Slavery & Colonialism Presentation & Workshop - This presentation and workshop explored the history of empires from the beginning of empires to modern European empires, the slavery on which they were built and the racially constructed world they created. The legacies were explored as were the role of theology in both supporting and resisting empires.

'Brighter Futures' Street Performance: Young people from Enagh Youth Forum engaged in four Good Relations workshops looking at the causes of 'community division' and contested space in Derry and beyond. This culminated in a street performance by the Youth Forum promoting Strathfoyle as a safe and shared space for everyone.

Exploring Cultures Through Art: Young people from the Triax area and the Fountain Youth Club came together to explore and celebrate their culture and create a piece of community art. Three workshops took place throughout the week exploring their cultures with the last session involving the making of the art piece. This was shared on Bogside and Brandywell Health Forum and Fountain social media accounts

The Mid-Autumn Festival: Sai Pak celebrated their annual Mid-Autumn Festival at The Playtrail, Derry. There will be Chinese food, Chinese lantern making workshops and participants will be taught how to play the traditional Chinese game of Ma Jong. This event is opened to the public and it is envisaged that it will help reduce hate crime and give the community a better understanding of Chinese Culture.

This year's blended programme of face-to-face and virtual events will include workshops, lectures, discussion panels, podcasts, storytelling and personal testimonies, exhibitions, music and theatre performances, archive video and new short films and lots more. There's plenty of activities to get involved with across the City and district.

The Good Relations Action Plan supported and funded the delivery of 18 programmes across 4 themes:

- Children and Young People
- Shared Community
- Safe Community
- Cultural Expression

**BAME projects** which provides support and programmes to ethnic minority communities including Irish Travellers and the Ubuntu Festival.

**Training programme** for staff, Elected Members and the community with an event delivered on the conflict in Bosnia and general Good Relations.

#### 1.5.5

### **Progress on Language Services**

#### 1.5.6 **Irish Language Week 2022**

Irish Language Week is an annual event which runs from 1st – 17 March. The event, which is celebrated across the island of Ireland, and internationally, seeks to provide opportunities for people to learn about the Irish language and to promote

#### 1.6 opportunities for learners and fluent speakers alike to use the Irish language in a variety of settings. Each year Derry City and Strabane District Council co-ordinates a

#### 1.6.1 programme of events and activities to promote the festival which includes events organised directly by Council and events organised by community groups and schools in the area.

A summary of the highlight events from the 2022 Irish Language Week programme is included below:-

World Book Day: -This year, acclaimed author Réaltán Ní Leannáin ran a virtual workshop for Irish medium schools within the council area, encompassing both a storytelling session and a creative writing workshop, and the same schools were provided with Irish-language book bundles.

We also ran a social media campaign to raise awareness about the value of books and reading in Irish. Local Irish speakers and those further afield were encouraged to read aloud a few lines from an Irish book they enjoy and to share a short video of them doing so on social media under the hashtags #LéighLinn #LéighOsArd.

Day of New Communities:- The Irish language community is diverse and on Lá na bPobal Nua, we shared the language with other communities and with new communities. This event, jointly organised by Derry City and Strabane District Council, Donegal County Council and Lónra Leitir Ceanainn, invited a range of communities from a diverse range of cultural backgrounds across the North West to a session of cross-cultural and cross-linguistic exchange, in which we had opportunities to learn new words, phrases and information about the Irish language as well as other languages and cultures. This Zoom event was open to everyone.

International Women's Day:- On the 8<sup>th</sup> March to jointly mark International Women's Day and Irish Language Week 2022, Derry City and Strabane District Council showcased 4 vlogs / videoshorts in the Irish language featuring women from a range of backgrounds reflecting on the theme for this year's International Women's Day, which was #BreakTheBias.

These videos were on the big screen in Cultúrlann Uí Chanáin at lunchtime on the day itself, and an associated social media campaign also ran throughout the day. This event was run in partnership with Donegal County Council and Cultúrlann Uí Chanáin.

Fáinne Scheme (Scéim an Fháinne):- As part of its commitment to improving access to services and information in the Irish language, Derry City and Strabane District Council has, for more than 10 years, been running an in-house Irish language learning programme for staff which aims to equip employees with the necessary language skills to deliver services in the medium of Irish.

The Fáinne Scheme allows staff the opportunity to undergo an oral examination to assess their fluency during Irish Language Week and serves as a powerful motivator to those who are keen to chart their learning progress on their journey towards fluency. On the 9<sup>th</sup> March, employees of Derry City and Strabane District Council took part in Scéim an Fháinne, where a number of Council employees were awarded with their Cúpla Focal or Fáinne Airgid (Silver Fáinne) awards.

On the 16<sup>th</sup> March, local Irish speaker Mary Delargy gave a lecture in the Tower Museum on Feis Dhoire Cholmcille and the Irish language. This was a live event.

### **Ulster-Scots Language Week**

Ulster-Scots Language Week aims to promote greater awareness of the Ulster-Scots language. Ulster-Scots is all around us, and Ulster-Scots Language Week provides us with a unique opportunity to learn more about the language and to celebrate the contribution which Ulster-Scots makes to the life and character of the Council area.

- 1.6.2** This year, Derry City and Strabane District Council, in partnership with The Ulster-Scots Agency, offered a week-long programme of new digital content in Ulster-Scots which includes poetry, drama, and storytelling and which uses creative approaches to celebrate and promote the Ulster-Scots language. There is something in this programme for all ages. All of the events were outlined in the programme [www.derrystrabane.com/ulsterscots](http://www.derrystrabane.com/ulsterscots)

My Meentith An' Me Alan Millar (22th November 2021): In this short film, poet Alan Millar presents his own poem 'My Meentith an' me'. This was first published in the Ullans journal in 2018, and explores the Donegal~Tyrone Ulster-Scots literary heritage of William Starrat. Starrat hailed from the Strabane area and was the earliest known Ulster Scots poet in Ireland.

The film, which included excerpts from Starrat's work, aimed to shine a light on the close links which the Derry City and Strabane District Council area has both with East Donegal and with the very earliest Ulster Scots literature.

Foyle by Robert Campbell Monday (22 November 2021): This short film, was the first of two to feature on this year's programme by Ulster-Scots poet Robert Campbell, and tells the story of the River Foyle down through time, exploring the global significance of the river to local and world history. The poem reflects on the role of the river at seminal points in history beginning with the story of St Columba, leading on to the

Plantation story including the Siege of Derry and reflecting on the river within the context of the Ulster-Scots' migration to the New World during the reign of Queen Anne. The poem will also examine the story of the Foyle during the period of emigration as a result of the Great Famine, and on the German U-boat surrender which brought global attention to the river. The poem closes with the contemporary story of the Foyle as a backdrop for hospitality and leisure.

'Scotch the Scare-Go' Bready and District Ulster-Scots Development Association & Darren Gibson (23 November 2021):- Ulster-Scots writer and performer Darren Gibson tells the charming tale of a friendly scarecrow who appears when children are afraid helping them to overcome their fears. 'Scotch the Scare Go' by author Neil Dickinson, is a heart-warming reminder to weans young and old that the best way to fight our fears is to face them head on. This was developed by the Bready and District Ulster-Scots Development Association.

1718 – Wonders and Wurds Andrew Tinney (23 November 2021) - The 1718 migration has special relevance for the Lagan and the Foyle area. This short educational film explored the relevance of the migration to the Ulster Scots people, and illustrates the nature of the life they left behind and what lay in store for them on the shores of America. This piece, which is suitable for audiences aged between 9-12, features a range of representations of children from Ulster in the year 1718, portraying an artistic depiction of the emotional journey they went through when told they had to leave their home and go off to the New World. The film was accompanied by a glossary of Ulster Scots words and their meanings with onscreen visual explanations to aid understanding.

### **Conclusion and Evaluation of Peace IV Initiatives run by Derry City and Strabane District Council**

1.7

Peace IV initiatives came to an end in the 2021/22 reporting period. Council PEACE IV Programme supported nearly 70 projects over the three main themes (Building Positive Relations, Shared Space and Services, and Our Children and Young People, with a further small grant element), over four years, with investment in the district of approximately £6.7 million of project funding during that period. More than 6,000 people were directly engaged in the projects. The district programme was supported by the EU PEACE Programme through the Special European Union Programmes Body (SEUPB)

The Peace IV evaluation report focuses on the collective delivery of all of the projects delivered over its four-year period. In doing so the evaluation has utilised access to all of the monitoring and evaluation returns, interviewed projects, surveyed all project promoters, and hosted a series of workshops for those involved in projects including promoters, Board and staff of the PEACE IV Partnership.

Amongst many other conclusions, the report highlights that the PEACE IV Programme in Derry City and Strabane District has successfully delivered a range of interventions that have led to sustainable change in the knowledge, skills and behaviour of

participants; created physical changes to the district that will facilitate greater cross community and cross border interaction; and created resources that will be used for many years to come.

The PEACE IV programme in the district has made a major contribution to the building of a positive peace in the district, albeit long term in nature with an inevitable ebb and flow as peace evolves.

The monitoring information was acquired by project promoters directly with participants during the programme - this was done mainly through the use of iPads for the inputting of participant feedback. These iPads were shared between various projects with unique identifiers for projects and participants.

Overall, there are several conclusions to be drawn from delivery of the PEACE IV programme in Derry City and Strabane District:

- People from all sides of the community have developed their knowledge, skills and understanding as a result of participation on PEACE IV projects;
- While people from both a Protestant and Catholic background demonstrate significant learning, those from a Catholic community background have slightly more positive feedback in all areas – some standing out more than other areas;
- Young people from a Protestant background are consistently less positive than adults from a Protestant background (though still generally very positive);
- Adults and young people from a Protestant background are less confident than those from a Catholic background to take their learning into challenging racism and sectarianism (though still high);
- Amongst many other conclusions, the report highlights that the PEACE IV Programme in Derry City and Strabane District has successfully delivered a range of interventions that have led to sustainable change in the knowledge, skills and behaviour of participants; created physical changes to the district that will facilitate greater cross community and cross border interaction; and created resources that will be used for many years to come.

The programme has been effective, value for money and generated greater trust between those participating and managing the projects and programme. This includes greater engagement with and between social partners and statutory partners, and greater trust between communities and statutory partners such as Council and the PSNI, and further engagement and civic participation of minority communities including BAME communities.

The PEACE IV Programme in Derry City and Strabane acquired significant equality-related information as part of the monitoring process. The results of that monitoring information has been utilised by the Partnership throughout the Programme, and final returns of participants demonstrate reasonable spread of participation by community background, gender and age, as well as positive rural and urban participation. Full details of the Independent Evaluation of the Peace IV project can be viewed at <https://www.derrystrabane.com/Subsites/Peace-IV/Independent-Evaluation>

## **Progress on employing people with a disability**

Whilst Council's initial commitment to ring-fence two positions per annum to employ people with a disability has been delayed due to COVID restrictions and staff working from home, there has been some progress in this reporting period.

**1.8**

Council have employed a young lady from the original recruitment exercise for people with a disability in 2020, just before the impact of COVID was felt. She has been placed in the Human Resources section to carry out paid employment as a clerical officer to part cover a maternity leave. Council have provided flexible working times and have adapted the work environment to best meet her needs.

Council have also provided an opportunity for a young man with Down Syndrome to work with the litter picking crew for a few hours per week to give him some work experience.

On 19<sup>th</sup> November 2021 a young lady from the Foyle Down Syndrome Trust spent day with the Mayor as part of the Job Shadow Day initiative. She attended some civic engagement and got to see what the Mayor does during a typical day

## **Inclusive Initiatives within Museum Services**

The Tower Museum has worked with a number of underrepresented groups such as children and adults with Autism, young adults with learning difficulties, children from 0-5 years. The Museum's aim is to be inclusive and have rolled out the following programmes during the reporting period:-

**1.9**

### **Tiny Tots**

This programme is targeted at the 0-5 years and includes elements such as baby yoga, STEM activities and learning about the museum in a fun way. To date over 316 children in this age group have participated in this initiative.

### **Handling/Loan Box Workshops**

**1.9.1**

Museum services have developed handling workshops which were used with Autism groups, partially sighted, adults with learning difficulties. These workshops were based on for some people describing what the item looks like, its texture and colour. Once officers explained this the individual then held the items. There was also a set of loan boxes which work really well with all the above groups because as officers were telling stories about the objects in the boxes he participants were encouraged to tell their stories.

**1.9.2**

The above groups would be of mixed age from 16 to 21 of the young adults. The workshops for the partially sighted ranges from 30 – 60+

### **Crafting Workshops**

Museum service staff have developed crafting workshops which were delivered to a range of age groups from 0 – 5 year olds right up to 80+. These workshops involved painting a stain glass image based on themed templates such as Christmas, Easter etc. All of the above groups had taken part in this workshop. These workshops were advertised to everyone in the community and voluntary sector.

### **Livewell Programme**

**1.9.3** The Livewell programme was targeted at people who find it hard to go out into the community – Informal workshops on themes such as shirt factory, school days, at the beach, Christmas , helped encourage individuals to attend. These workshops were held in their local community centre where they would be familiar with everyone. This also gives them a flavour of the museum. At the end of the Livewell programme the group were taken into the museum for a tour and a chat over a cup of tea. These workshops are targeted at 50+ age group and have been offered in both city and rural area of Derry and Strabane.

**1.9.4**

Another live well programme was delivered in Lettershandoney which included the following activities,

- Aromatherapy - (showing individuals how to use essential oils and how to use them for anxiety, stress etc),
- Learning to Sketch (using Museum collection of Mabel Colhoun drawings)
- Archives and Genealogy (where they will learn how to trace their family tree)
- Visit to the museum.

Participants in this group range from 60+ and have various condition such as parkinsons, blindness, physical disabilities. This programme had approximately 15 individuals taking part.

### **Dementia Programme**

A dementia programme was delivered in both nursing homes throughout the city and district, community groups and Dementia Cafes. These workshops involved reminiscence, love to move, Storytelling with the Armstrong Trust and singing with exercise. To date we have worked with over 1855 participants. These groups were made up of both male and female with the age range 50+ - 100 year olds.

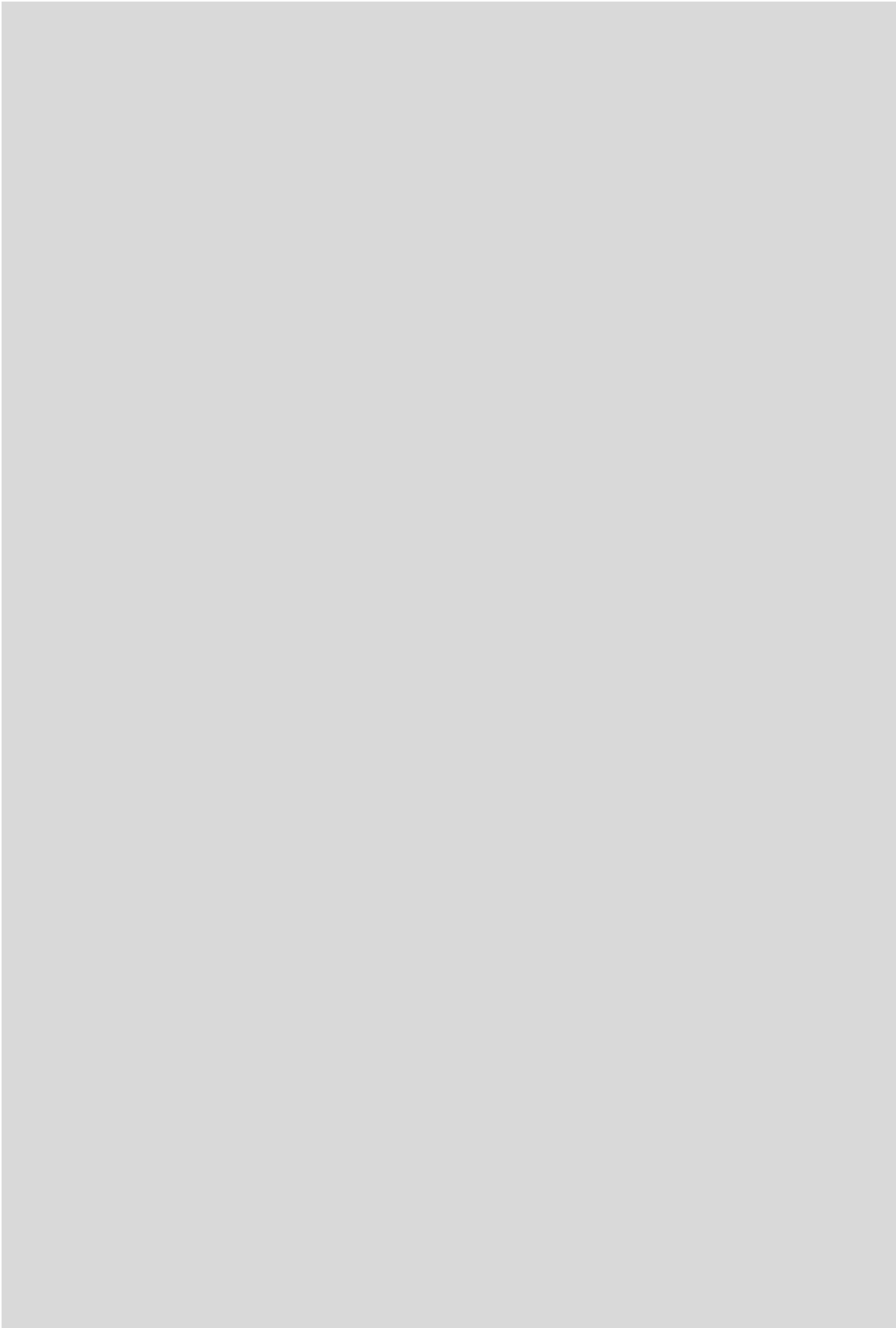
The outcome of all these programmes was that they provided a service where possible we can encourage individuals into the museum. Where this is not possible we bring the museum to the individuals.

**1.9.5**

During lockdown the dementia programme continued through Zoom. Officers were fortunate to be able to work the gymnastic association to deliver a love to move programme targeted not only at people with dementia but individuals in nursing homes. This programme ran for 5 weeks and although the numbers were low the service was delivered to approximately 12 people each week.

The aim of all of these programmes is to provide resources that the facilitators can emulate in order to keep the programmes going in their environments.





- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2021-22 (or append the plan with progress/examples identified).

Progress on equality actions and their outcomes and impact are detailed in Equality Action plan which is attached at Appendix 1.

- 3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2021-22 reporting period? (tick one box only)

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

Please provide any details and examples:

#### **Review of Safeguarding Policy**

This review has provided the opportunity to update operational arrangements and tighten up processes. The changes made are as follows:

- The section on Council's obligations under the General Data Protection Regulations about seeking informed consent from individuals when taking photographs/videos has been strengthened via the introduction of a revised consent form which contains activity details.
- This amendment also meets the recommendations from UNICEF Child Friendly Cities and Communities programme which Council is signed up to. UNICEF advocates taking a child's-rights-based approach to any project involving children by giving them as much information as possible about the activities they may be involved in and seeking their informed consent to be included in any photographs/videos that may be taken.
- Council have inserted the requirement for any individual/organisation who is commissioned to carry out work for Council to undertake a Safeguarding Induction session. This training session will cover:
  - Council's legal obligations in terms of safeguarding
  - Standards of behaviour required
  - Process for reporting any observed or disclosed information relating to a safeguarding incident they may have encountered during the course of their work for Council.

#### **Youth project video 'Manifesto for Change'**

In May 2021 a new film commissioned by Peace IV under the North West Ministry of Youth project premiered in May 2021.

**Voices for Change** was a visualisation of the hopes and aspirations for a better way of life for young people in the Council area and North West. The film called for young people to become change makers for the future by getting involved through the power of democracy.

The film is the culmination of a programme which was created by a working group of 35 young people as part of the Peace IV project on behalf of Derry City and Strabane District Council.

The project, part of Derry City and Strabane District Council's Youth 19 initiative - The Youth Voices Project engaged young people aged between 14 to 18 years from Strabane, Derry and Donegal to represent the voice of young people at a political level.

The project saw the creation of a formal structure with departments that mirrored specific areas of responsibility within the Council.

The structure of the ministry was co-designed by the young people to lead themselves in identifying issues that needed to be addressed and changes they want to see in the North West. The group formed departments to address issues in education and training, mental and physical health, environment, arts, sports, equality and inclusion.

The project provided a range of opportunities for youth to create change for the better

The group completed development of a Manifesto, participation in media interviews, City Deal and campaigns such as the 'Trousers for All' leading to a motion passed unanimously within the Council Chamber setting out to change the school rules and allow young female students the opportunity to wear trousers if they so wish.

Voices for Change, the short film produced for North West Ministry of Youth is available to view via Nerve Centre YouTube Channel: <https://youtu.be/T3dsShCpknA>

### **Access and Inclusion Model (A.I.M.) Digital Resource Pack**

Derry City and Strabane District's Council's (DCSDC) Access and Inclusion Project, supported by Public Health Agency (PHA) and in partnership with Developing Healthy Communities (DHC) promoted, adapted and endorsed an initiative to enhance service provisions and understanding of people with disabilities through the development and production of a digital resource pack that will serve as a toolkit of provisions for businesses and Cultural Organisations.

A.I.M Resource pack is an Access Inclusion Model of practice developed and designed through working partnerships and learning that has occurred in the lifetime of DCSDC's Access and Inclusion Project.

A.I.M is an Access Inclusion Model of excellent practice, specifically designed as a go to guide and toolkit supporting businesses and cultural organizations to enhance their service delivery for the pan disability community that creates opportunity and a solution focussed approach to reduce barriers to participation, economic activity, health and social wellbeing for people with disabilities.

- 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:

**Review of Safeguarding Policy (Children and Adults At Risk)** - Amendments made to this policy will increase the safety of children and adults at risk whilst using Council facilities as staff and

Contractors delivering work on behalf of Council will be more aware of their obligations and the consequences should they fail to follow Council policy.

There are also greater rights for children to be allowed to consent before being included in promotional photos and videography being taken on behalf of Council

**Youth project video 'Manifesto for Change'**

The development of structures for young people to have their voice heard in decisions that affect them is a key commitment within the Derry City & Strabane District Council Community Plan.

Council commissioned this piece of work to develop a partnership where young people have been supported to have their say.

It has given young people a voice in decision-making and helped grown their confidence and capacity to champion causes that are important to them and people their age. This has given them an opportunity to influence change in their community.

**Access and Inclusion Model (A.I.M.) Digital Resource Pack**

Derry City and Strabane District's Council's is committed to providing inclusive accessible services to all

A.I.M is an Access Inclusion Model of excellent practice, specifically designed as a go to guide and toolkit supporting businesses and cultural organizations to enhance their service delivery for the pan disability community This helps Council to deliver on its Disability Duties also as it is promoting positive attitudes towards people with a disability and it is encouraging businesses and service providers to think about accessibility and inclusion so that people with a disability can participate in public life.

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

PART A

- 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)*:
- Regular monitoring of information gathered in terms of safeguarding incidents led officers to look closer at procedural issues to enhance the safety of children and adults at risk using Council facilities.
- As a result of changes to access to information and services *(please specify and give details)*:
- Other *(please specify and give details)*:
- A key commitment within the Derry City & Strabane District Council Community Plan is to **“Establish local structures to allow children and young people to be involved in decisions which affect them and have their voices heard, including establishment of a Youth Council”**.

## 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 2021-22 reporting period? *(tick one box only)*
- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

Section 75 duties were integrated into job descriptions of all employees within Council not just senior positions with responsibility for policy and service development. All job

descriptions have the following duty included:-

**“Comply with and actively promote the Council’s policies and procedures on all aspects of equality”.**

5 Were the Section 75 statutory duties integrated within performance plans during the 2021-22 reporting period? *(tick one box only)*

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

The Corporate and Performance Improvement Plan 2021-22 is included as part of the Council’s corporate plan and is directly aligned to, and cascades from the council’s priorities as informed by the wide reaching consultation process which informed priority outcomes under the pillars of economic, social and environmental wellbeing within its Community Plan –Inclusive Strategic Growth Plan 2017-2032. This plan supports the vision that the themes of equality and sustainability must cut across all of the priority outcome areas.

<https://www.derrystrabane.com/haveyoursay>

This Annual Equality Progress Report contains details of initiatives which have been carried out throughout 2021-22 reporting period from the various directorates within Council.

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

6 In the 2021-22 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)*

PART A

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation’s ongoing corporate plan
- No, the organisation’s planning cycle does not coincide with this 2021-22 report
- Not applicable

Please provide any details and examples:

Derry City and Strabane District City Council have used the engagement from the development process of its community plan “Inclusive Strategic Growth Plan 2017-2032” and the subsequent progress updates to help inform the development of its corporate plan and Directorate Delivery plans for 2021-22. A corporate plan was developed which was aligned to the emerging issues identified to date. Equality commitments were always reflected in the Corporate Plan - see Page 15 in following link

<https://www.derrystrabane.com/Council/Corporate-and-Improvement-Plan/Corporate-Plans>

Each year the Council sets out its key priorities and actions for the forthcoming year in its Directorate Delivery Plans. These documents also provide details of the resources, performance measures, key contacts and achievements / progress made in the previous year.

The Directorate Delivery Plans are a key part of the Council's overall performance management framework. They provide a vital link between the Inclusive Strategic Growth Plan 2017-2032 (Community Plan) and/or Corporate Plan objectives at strategic level, through to frontline services. Examples of Directorate delivery plans can be viewed at <https://www.derrystrabane.com/Council/Corporate-and-Improvement-Plan/Delivery-Plans>

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

**Equality action plans/measures**

**7** Within the 2021-22 reporting period, please indicate the **number** of:

Actions completed:	18	Actions ongoing:	6	Actions to commence:	4
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PART A

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

See **Appendix 1** for update on progress of Equality Actions.

Whilst progress has been completed or ongoing from previous Equality Action Plan on most initiatives there was no progress in areas where physical engagement was required due to COVID restrictions during the reported period

- 8** Please give details of changes or amendments made to the equality action plan/measures during the 2021-22 reporting period (*points not identified in an appended plan*):

No changes were made to the Equality Action Plan however due to COVID restrictions the provision of training sessions was inhibited however staff prepared online modules in an attempt to provide continued guidance and support to staff on key policy areas.

- 9** In reviewing progress on the equality action plan/action measures during the 2021-22 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 2021-22 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:



### **Play Plan**

The Play Plan public consultation was designed to obtain the views of stakeholders, organizations and individuals to help inform the draft Play Plan.

The consultation posed 4 initial questions to gain an overview of the type of respondent and then requested comments on the Play Plan. Respondents could comment generally on the Plan or give details relating to their own area and local parks.

The consultation process was open for a 12 week period from 20<sup>th</sup> September 2021 to 14<sup>th</sup> December 2021. The consultation was launched via articles in the local press and social media posts to generate interest and awareness, local community groups and schools were emailed with the details to allow them to shared amongst their networks. An easy read version was created to be easily digestible and more suitable for children and young people to understand.

### **Review of Good Relations Action Plan**

In order to make sure what Council delivers in the strategy and action plan is aligned with what communities need officers have carried out extensive research and surveys.

Council Good Relations Officers prepared a short on-line survey for staff and resident so that they could summarise their views on the issues that need addressed and their ideas for the action plan. The link for the survey was:

<https://www.surveymonkey.co.uk/r/DCSDCGoodRelations>

Officers also organised a special on-line community consultation workshop at 6pm on Thursday 24th February

### **Physical Activity Strategy**

Council is preparing a Physical Activity, Wellbeing & Sport Strategy for the period 2022-2027. The strategy will demonstrate how the Council will deliver and enable others to deliver a range of physical activity, wellbeing and sport services

Council organised six online workshops which took place from Monday January 17th until Monday January 24<sup>th</sup> 2022. They also prepared an online survey where all respondents were entered into a competition to win some great prizes for them and their organisation

The survey was available on the Council website at:

<http://derrystrabaneleisure.com/physical-activity-wellbeing-sport-strategy-2022-2027/>

6 public workshops took place during March on the following dates:-

Wednesday 9 March 1.00pm <https://www.eventbrite.co.uk/e/231255600727>

Thursday 10 March 7.00pm <https://www.eventbrite.co.uk/e/231256393097>

Friday 11 March 10.00am <https://www.eventbrite.co.uk/e/231256874537>

Monday 14 March 7.00pm <https://www.eventbrite.co.uk/e/231257225587>

Tuesday 15 March 10.00am <https://www.eventbrite.co.uk/e/231258048047>

Wednesday 16 March 1.00pm <https://www.eventbrite.co.uk/e/231258228587>

### Age Strategy Consultation

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

The consultants facilitated some creative workshop sessions and focus groups to engage with older people as part of the process. A workshop was planned for 24th November for organisations which supported and delivered services to persons aged 50+ years across the City and District. This was an opportunity to build on the co-design engagement by involving the service providers in the engagement process.

Other consultation methods used were

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

All the engagement activity was completed by early January 2022 with the strategy and action plan completed by March 2022

**12** In the 2021-22 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:

### **Play Plan Consultation (Targeted at Children and Young People and Carers)**

A total of 196 people responded to the online survey. The respondents fall into the following categories:

- Young Person:
- A Parent / Carer:
- Community Group / youth Club/ School / Organisation
- Not answered

There were 196 responses to the online consultation. Due to Covid 19 restrictions no face to face events were held, however an online meeting with the Youth Council took place to ensure young people's feedback was captured.

Responses were grouped according to Local Growth Area / DEA area and which play park is being referred to.

Comments have been summarised with any elements which might identify the respondent removed to protect privacy.

All comments were taken into consideration when revising the Draft Play Plan.

### **Age Strategy Consultation (Targeted at Older People and carers)**

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

The consultants facilitated some creative workshop sessions and focus groups to engage with older people as part of the process. A workshop was planned for 24th November for organisations which supported and delivered services to persons aged 50+ years across the City and District. This was an opportunity to build on the co-design engagement by involving the service providers in the engagement process.

Other consultation methods used were

- distribution of postcards in a variety of locations such as leisure and community centres in an attempt to extend their reach to interested parties.
- In late November and Early December Council officers set up pop-up engagement stalls in supermarkets and shopping centres where they interacted directly with older people to have a brief chat about issues relating to getting older in the district.

PART A

- Intergenerational engagement sessions were held with schools and harder to reach groups including older persons not connected with services/groups, men, rural residents and also ethnic minorities.

All the engagement activity was completed by early January 2022 with the strategy and action plan completed by March 2022

**13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2021-22 reporting period? *(tick one box only)*

- Yes       No       Not applicable

Please provide any details and examples:

**14** Was the consultation list reviewed during the 2021-22 reporting period? *(tick one box only)*

- Yes       No       Not applicable – no commitment to review

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

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

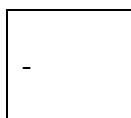
<https://www.derrystrabane.com/Council/Equality/Screening-report-2021-22>

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

10
----

**16** Please provide the **number of assessments** that were consulted upon during 2021-22:

4	Policy consultations conducted with <b>screening</b> assessment presented.
1	Policy consultations conducted <b>with an equality impact assessment (EQIA)</b> presented.



Consultations for an **EQIA** alone.

**\*The other 5 policies were enhanced in line with best practice or legislative change so did not require consultation.**

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

The main policy consultations which were progressed in the reporting period were:-

#### **Cemeteries Management Guidelines**

Cemeteries Management Guidelines involved predevelopment consultation with cemetery staff and associated service providers (e.g. undertakers, stonemasons). Once the draft guidelines were prepared it was presented to the Cemeteries Working Group which comprised of officers and elected members for review. A screening exercise was carried out and potential impact was identified for some of the S75 categories. It was decided at this point of development to carry out a public development consultation to assist Council to prepare guidance which would, as far as reasonably practicable, help to address any potential barriers or negative impacts.

The public consultation ran for 12 weeks from 23<sup>rd</sup> June 2021 until the 15<sup>th</sup> September 2021. The public were made aware of the consultation through circulation of information to S75 consultees, Council's social media platforms and Council's consultation hub. 13 responses were received.

#### **Draft Play Plan**

A total of 196 people responded to the online survey. The respondents fall into the following categories:

- Young Person:
- A Parent / Carer:
- Community Group / youth Club/ School / Organisation
- Not answered

There were 196 responses to the online consultation. Due to Covid 19 restrictions no face to face events were held, however an online meeting with the Youth Council took place to ensure young people's feedback was captured.

Responses were grouped according to Local Growth Area / DEA area and which play park is being referred to.

Comments have been summarised with any elements which might identify the respondent removed to protect privacy.

All comments were taken into consideration when revising the Draft Play Plan.

**Corporate Performance Plan and Improvement Objectives 2021-22**

Consultation on the Corporate Performance P Objectives 2021-22 was carried out using various methods.

- Officers met with the Equality Assurance and Oversight Group in May 2021
- there was an online staff survey
- 575 consultees were invited to feed into the consultation process when email was circulated to all consultees.
- Information was put on to Council's social medial platforms and website and press releases
- Details of consultation were uploaded onto Council's dedicated consultation hub

The consultation on the Improvement Objectives finished on 16<sup>th</sup> June 2021.

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

- Yes       No concerns were raised       No       Not applicable

Please provide any details and examples:

**Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)**

**19** Following decisions on a policy, were the results of any EQIAs published during the 2021-22 reporting period? *(tick one box only)*

- Yes       No       Not applicable

Please provide any details and examples:

**Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)**

**20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2021-22 reporting period? *(tick one box only)*

- Yes       No, already taken place

PART A

No, scheduled to take place at a later date

Not applicable

Please provide any details:

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

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

Yes

No

Not applicable

Please provide any details and examples:

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

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

**22** Please provide any details or examples of where the monitoring of policies, during the 2021-22 reporting period, has shown changes to differential/adverse impacts previously assessed:

Whilst Council have prepared an Audit of Inequalities it became apparent that Council's own internal monitoring systems needed to be reviewed. Council will do this with reviewed guidance from the Commission.

**23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

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

The PEACE IV Programme in Derry City and Strabane acquired significant equality-related

information as part of the monitoring process. The results of that monitoring information has been utilised by the Partnership throughout the Programme, and final returns of participants demonstrate reasonable spread of participation by community background, gender and age, as well as positive rural and urban participation.

Full details of the Independent Evaluation of the Peace IV project can be viewed at <https://www.derrystrobane.com/Subsites/Peace-IV/Independent-Evaluation>

Good Relations initiatives are subject to equality monitoring and feedback to establish participation levels of relevant groups have been included (e.g. age, community background, ethnicity) and to assess impact (e.g. change in attitude, commitment to positive change/sctions). This data helps to inform the development of the next Good Relations Strategy (2022-2027).

### 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 2021-22, and the extent to which they met the training objectives in the Equality Scheme.

Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2021-22, and the extent to which they met the training objectives in the Equality Scheme.

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

#### Elected Member Training

Training Module	Delivered by	Date/Time/Venue
Safeguarding for Vulnerable Children and Adults	In House (Policy Officer)	Friday 9 April 2021 9.30 am to 11.30 am WebEx
Member Briefing on Local Government Boundaries Review	Local Government Boundaries	Friday 14 <sup>th</sup> May 2021 10.30 am to 11.30 am



	Commissioner	Virtual
Council Procurement	In House (C Killeen)	Friday 21 May 2021 9.30 am to 11.30 am Council Chamber, Guildhall
Mental Health and Wellbeing	NILGA	19 March 2021.
Chairing Meetings / Standing Orders	In House (P Kingston S Maxwell)	Monday 28 June 2021 6.30 pm to 8.30 pm WebEx
Equality & Diversity	Dorothy McKee/Policy officer (Equality)	Monday 26 <sup>th</sup> July 2021 6 pm to 8 pm WebEx
NILGA Local Planning Leadership Programme	NILGA	September 2021 – March 2022
NILGA Leadership Programme	NILGA	September 2021 – April 2022
Climate Change Training (NILGA)	NILGA	12 <sup>th</sup> December 2021
Equality, Diversity and Inclusion for Councillors	NILGA	Thursday 31 <sup>st</sup> March 2022 6 pm to 8.30 pm Online

### DSIU Training Videos: Provisional Release Schedule

The Democratic Services and Improvement Team has compiled a schedule of short, accessible video-training packages which can be accessed on the Council's Learning Pool platform on a phased basis as detailed below. Each of these short videos aims to summarise the key learning for staff within specific policy areas such as; Equality, Safeguarding, Data Protection, Customer Service, Language Awareness and Producing Information. Additional training videos will be added to the schedule on an ongoing basis.

Training Video Title	Release Date/Available from
• Data Protection Refresher	Currently available on Learning Pool <a href="https://lgtg.learningpool.com/login/index.php">https://lgtg.learningpool.com/login/index.php</a>
• Telephone Management Refresher	Currently available on Learning Pool <a href="https://lgtg.learningpool.com/login/index.php">https://lgtg.learningpool.com/login/index.php</a>
• Reporting a Safeguarding Concern	Monday 28 February 2022
• Photography Protocol for Council Staff	Monday 7 March 2022
• Irish Language Taster Course • Ulster-Scots Taster Course	Monday 14 March 2022
• Code of Practice on Producing Information	Monday 21 March 2022

<ul style="list-style-type: none"> <li>• Equality Impact Assessments – A Guide for Staff</li> <li>• Rural Impact Assessments – A Guide for Staff</li> </ul>	
<p><b>Freedom of Information and Environmental Information Regulations</b></p>	Monday 28 March 2022

### Language Awareness

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

### Language Taster Classes

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

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

- 25** Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

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

- 26** Please list **any examples** of where monitoring during 2021-22, across all functions, has resulted in action and improvement in relation **to access to information and services**:

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

### Easy Read Versions

Council have built upon its provision of key policy documents and information in Easy Read formats to ensure that everyone can access key information about Council and its service delivery. These include

- At A Glance Guide to the Irish Language Policy  
<https://www.derrystrabane.com/getattachment/Council/Irish-Ulster-Scots%E2%80%99/Irish/Irish-Language-Policy-At-a-Glance-ENG.pdf>
- At A Glance Guide to the Ulster Scots Policy  
<https://www.derrystrabane.com/getattachment/Council/Irish-Ulster-Scots%E2%80%99/Ulster-Scots/Ulster-Scots-Policy-At-a-Glance.pdf>
- Safeguarding - A Guide for Users  
<https://www.derrystrabane.com/getmedia/f8664329-fb48-4265-b0f5-a527df50cb51/Link-2-Safeguarding-Guide-for-Users.pdf>

### Alternative Formats

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

### Complaints (Model Equality Scheme Chapter 8)

**27** How many complaints **in relation to the Equality Scheme** have been received during 2021-22?

Insert number here:

0
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Please provide any details of each complaint raised and outcome:

### Section 3: Looking Forward

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

December 2023

**29** Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? (*please provide details*)

Due to COVID-19 pandemic Derry City and Strabane District Council did not make as much progress in training and monitoring - it is hoped that with the development of online modules there will be considerable progress in these areas in the next reporting period.

PART A

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

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

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

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

15

Fully achieved

6

Partially achieved

5

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 Actions	Outputs <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
Regional <sup>iii</sup>	Host awareness event in association with disability group(s)	At least one event held year	<p>Derry City and Strabane District Council (DCSDC) hosted its sixth annual Disability Awareness Week 2021 (Fri 26th Nov - Fri 3rd Dec 2021).</p> <p>The aim of this week of celebration was to:</p> <ul style="list-style-type: none"> <li>○ Join together to support people with disabilities in our communities to promote health and social wellbeing through the arts, during these challenging times</li> <li>○ Raise awareness of the importance of creating the conditions where people with disabilities experience equal opportunity and face no barriers to participation in any element of their lives.</li> <li>○ Highlight the commitment of Councils work in promoting positive attitudes and encouraging participation in disabled people within public life.</li> </ul> <p>Full programme of events held can be accessed from <a href="https://www.derrystrabane.com/disabilityweek">https://www.derrystrabane.com/disabilityweek</a></p>

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Regional (contd)	Sharing Best Practice with and learning from other Councils through the Statutory Duty Network	Attend at least 2 Statutory Duty Network meetings per annum	Policy Officer (Equality) attended Statutory Duty Network Meetings on the following dates- 26th April 2021, 20 <sup>th</sup> September 2021, and 14 <sup>th</sup> March 2022.
<b>Local</b>	Screen all new policies to assess the significance of the policy on the disability duties	100% of new/ revised policies screened for impact on disability duties – Disability groups consulted through EAOG as part of Equality Screening Process	10 policies were screened in the reporting period and all were considered in terms of impact on people with a disability
	Staff attended EAOG to provide opportunity to engage with disabled people, answer queries and get their views	Relevant staff attend EAOG meetings to give in depth information on new/revised Council policies or services	Staff from Strategic projects team, Planning, Environmental Health, and Parks and Play area attended meeting to discuss issues raised relevant to their work area at Equality Assurance and Oversight Group meetings on 10th June 2021 and 12th January 2022
	Involve people with a disability in service planning and predevelopment exercises	All disability groups within Council area will be included on established/tailored communication channels	Disability groups are included on Council's consultee list and are also participants in the Equality Assurance and Oversight Group where policy/service developments are discussed

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<b>Local (contd)</b>	<p>To avail of NIUSE and Employers for Disability Job Bulletin Board to advertise ring-fenced job vacancies throughout the Disability community</p> <p>Attend Job Fairs and Job Shadow Days to raise awareness of Council's progress and opportunities in employing people with a disability</p>	<p>Council advertise all posts on the NIUSE Job Bulletin Board</p> <p>Council held a hospitality jobs fair in November 2021 in Guildhall and held a general virtual jobs fair in March with local Jobs/Benefit Office</p>	<p>Person with a disability will have Improved opportunity of being made aware of job vacancies within Council.</p> <p>People with a disability have the opportunity to talk to Council staff about opportunities within Council and what types of reasonable adjustments can be made to support them</p>
	<p>Ensure all leisure services provide inclusive services for disabled users</p>	<p>Retained the Inclusive Sports Facility accreditation</p> <p>Retained Disability Sports Hub status for relevant centres</p>	<p>Increased participation of people with a disability in sports and leisure – leads to improved mental health</p>
	<p>Implement a shadowing initiative to allow people with a disability to spend a day with Mayor/Deputy Mayor</p>	<p>On 19/11/21 a young lady from the Foyle Down Syndrome Trust spent day with the Mayor as part of the Job Shadow Day initiative.</p>	<p>Increased awareness for People with a disability about the everyday work of elected members and how they can help them</p>

Appendices

Local (contd)	Involve people with a disability in the planning & development stage of events.	Council launched its <b>A.I.M Access and Inclusion Digital resource pack</b> for businesses. The purpose of this pack was to encourage local businesses who are keen to make their business and events more accessible and inclusive. There were a host of speakers including professionals and service users who endorsed the resource and offered experience of barriers encountered and a range of practical advice and information on the benefits of improving accessibility and inclusivity within businesses and venues.	Increased participation of people with a disability and their carers
Local (contd)	Develop bespoke	Council have provided	Council recognises the impact of COVID on people’s mental health



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	<p>initiatives for targeted disability needs (including autism, dementia and mental health)</p>	<p>various training sessions for staff as part of the Local Government Training Group around mental health</p> <ul style="list-style-type: none"> <li>• <b>Managing Work Related Stress</b> (Jan 22)</li> <li>• <b>Motivation</b> (1/3/22)</li> <li>• <b>Emotional Resilience</b> (8/3/22)</li> <li>• <b>Mindfulness</b> (15/3/22)</li> <li>• <b>Mental Health First Aid</b> (10/3/22)</li> </ul> <p><b>Learning Disabilities, Autism and Mental Health ~ Bridging the Gap</b> - During Disability Awareness Week Council hosted this interactive seminar which presented the work of NI projects that are bridging the gap between the lived experience of people with learning disabilities and autism impacted by loss, bereavement and suicide with research, to influence mental health and suicide prevention policies and practices.</p>	<p>and it is provision of this training will help build a culture where is acceptable to talk about and seek support for poor mental health.</p> <p>Provision of Autism training will help increase staff awareness of the needs of service users who have autism and ensure that they provide customer service which meets their needs</p> <p>For the service user they will have increased confidence in engaging with Council officers and council services.</p>
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Appendices

<p>Local (contd)</p>	<p>Put in place reasonable adjustments to support people with a disability access and participate in Council events</p>	<p>Council launched its A.I.M Access and Inclusion Digital resource pack for businesses in partnership with Public Health Agency and Developing Healthy Communities. The purpose of this pack was to encourage local businesses who are keen to make their business and events more accessible and inclusive.</p>	<p>Ensure that all events and business within the Council area are as accessible as possible to people with a disability and their families</p>
<p>Local (contd)</p>	<p>Programme in at least one show per annum which is delivered by/include performers who have a disability</p>	<p>During Disability Awareness Week Council programmed in several performances which were delivered by people with a disability. One such event was <b>Cabaret</b> was presented by the Lilliput Theatre Company which is facilitated and managed by the Western Trust and consists of a very innovative and creative group of adults with a learning disability. The group created a fun filled 'creepy cabaret' using Puppetry and Drama. (1<sup>st</sup></p>	<p>Increased participation of people with a disability in initiatives and performances – this will also enhance their confidence and increase the awareness of the general public about the abilities of this group of people.</p>

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		December 2021)	
	Develop monitoring arrangements to audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community)	<p>Marketing department issue Council's Code of Practice on Producing Information to all 3<sup>rd</sup> party service providers therefore ensuring that all information produced is accessible.</p> <p>In this reporting period Council's Policy Officer (Equality) has prepared an online training module to keep staff reminded of the standards required when presenting information emanating from Council.</p> <p>In this reporting period Council have responded to producing 80 pieces of information in alternative formats</p>	All Council information will be accessible to all residents including people with a disability
	Review and report on progress of the Disability Action Plan annually – employee contributions required from their service areas	Annual progress report completed and forwarded to the Equality Commission in July 2021	Increased awareness of Employee's responsibility towards Council's compliance and achievements in relation to disability duties

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

	Training Action Measures	Outputs	Outcome / Impact
1	Develop bespoke initiatives for targeted disability needs (including autism, dementia and mental health)	<p>Council have provided various training sessions for staff as part of the Local Government Training Group around mental health</p> <ul style="list-style-type: none"> <li>• Managing Work Related Stress (January 2022)</li> <li>• Motivation (1<sup>st</sup> March 2022)</li> <li>• Emotional Resilience (8<sup>th</sup> March 2022)</li> <li>• Mindfulness (15<sup>th</sup> March 2022)</li> <li>• Mental Health First Aid (10<sup>th</sup> March 2022)</li> </ul> <p><b>Learning Disabilities, Autism and Mental Health ~ Bridging the Gap</b> - During Disability Awareness Week 2021, Council programmed this interactive seminar which presented the work of projects in Northern Ireland that are bridging the gap between the lived experience of people with learning disabilities and autism impacted by loss, bereavement and suicide with research, to influence mental health and suicide prevention policies and practices.</p> <p>Information on the various webinars provided by <b>Alzheimers UK</b> during Dementia Awareness Week (17<sup>th</sup> -23<sup>rd</sup> May 2021) were circulated to all staff.</p>	Increased participation of people with a disability in initiatives and performances – this will also enhance confidence

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		 <p style="text-align: center;"><b>Dementia Action Week</b> 17<sup>th</sup> to 23<sup>rd</sup> May 2021</p> <p style="text-align: center;">Join the conversation <a href="#">#CureTheCareSystem</a></p>  <p style="text-align: right;"><b>Get involved !!</b></p> <p><b>Monday</b> 12.30-13.30 <b>Personal experiences</b> Hear from people living with dementia</p> <p><b>Tuesday</b> 10.00-11.00 <b>Talking to children about dementia</b> In association with 81<sup>st</sup> Scouts Belfast</p> <p><b>Wednesday</b> 12.30-13.30 <b>Making your home dementia friendly</b> In association with Rosanna McSorley Northern Ireland Housing Executive</p> <p><b>Thursday</b> 10.00-11.30 <b>Enduring Power of Attorney &amp; wills</b> Michael Graham Cleaver Fulton Rankin Solicitors / Lisa Mallon Alzheimer's Society</p> <p><b>Friday</b> 12.30-13.30 <b>Physical activity and dementia</b> In association with Steve McFarlane Alzheimer's Society</p> <p style="text-align: right;"><b>To join any of these Zoom sessions, just email <a href="mailto:DementiaFriendlyNI@alzheimers.org.uk">DementiaFriendlyNI@alzheimers.org.uk</a></b></p>	
2	Involve people with a disability in the delivery of awareness training to elected members and staff	<p>Mental Health and Wellbeing training was provided to elected members by NILGA in March</p> <p>Disability awareness was also included in the equality and diversity training provided by Council officers</p> <p>Whilst these training sessions were not provided by people with a disability a training session for the Health and Community committee members is planned for 14<sup>th</sup> April 2022.</p>	<p>Increased awareness of disability issues</p> <p>Promotion of positive attitudes towards those with a disability</p>

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

	Communications Action Measures	Outputs	Outcome / Impact
1	Sharing Best Practice with and learning from other Councils through the Statutory Duty Network	Officer continues to attend Statutory Duty Network meetings where there is sharing of initiatives which have been successful in promoting positive attitudes towards People with a Disability	Improvement for people with a disability not only locally but regionally as they get access to similar initiatives
2	To avail of NIUSE and Employers for	Council advertise all posts on the NIUSE Job	People with a disability have the

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	Disability Job Bulletin Board to advertise ring-fenced job vacancies throughout the Disability community	Bulletin Board	opportunity to find out about what jobs are available to them
3	Consult with and scope out the needs of the d/Deaf community to meet their access needs in line with the commitment to achieving British Sign Language Charter	Council are working with the British Deaf Association to achieve the ISL/BSL Charter which was signed in December 2021. Due to COVID progress has slowed on engaging with the d/Deaf community and only one engagement event has taken place in November 2021. A second one is planned for early in the next reporting period so that feedback from these could inform the Council's action plan - Council hope to have progress update in next reporting period.	Increased involvement of d/Deaf community with Council – they can access all information and services and also feedback to Council on concerns and recommendations - Action plan for Council will be developed
4	Develop monitoring arrangements to audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community)	Marketing department issue Council's Code of Practice on Producing Information to all 3 <sup>rd</sup> party service providers therefore ensuring that all information produced is accessible. In this reporting period Council's Policy Officer (Equality) has prepared an online training module to keep staff reminded of the standards required when presenting information emanating from Council. 80 pieces of Council information have been prepared in an alternative format in this reporting period.	All Council information will be accessible to all residents including people with a disability

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Hold at least 2 Equality Assurance and Oversight Group (EAOG) meetings per year to discuss policy and service development in Council.	<p>2 Meetings with EAOG were held on the following dates:-</p> <p>1st Meeting held on 10th June 2021</p> <p>2nd Meeting held on 12th January 2022</p>	People with a disability will be more involved in decision-making and those participants from other S75 representative groups will learn about issues and barriers people with a that disability face and how these can be overcome. Encourages them to consider their own work practices.
2	Screen all new policies to assess the significance of the policy on the disability duties	Officer assisted with the Screening and/or EQIA of 10 new and revised policies screened for impact on disability duties within the 2021-22 reporting period	Better promotion of equality across all of Council services - officers need to consider the impact of their work on the S75 groups including those with a disability
3	Involve people with a disability in service planning and predevelopment exercises	All disability groups within the Derry City and Strabane District Council area have been included in Council’s consultations and have participated in the Equality Assurance and Oversight Group where policy/service developments are discussed	Better awareness of disability related issues for staff. Better services for people with a disability - Issues which may affect people with a disability will be sorted out at the earliest possible juncture.
4	Host and organise awareness event in association with disability group(s)	<p>Council hosted its sixth annual Disability Awareness Week 2021 - In terms of “encouraging others” this week of celebration key aims were to:</p> <ul style="list-style-type: none"> <li>○ Raise awareness of the importance of creating the conditions where people with disabilities experience equal opportunity and face no barriers to participation in any element of their lives.</li> <li>○ Highlight the commitment of Councils work in promoting positive attitudes and encouraging</li> </ul>	Increased awareness of disability issues and improvements that can be made to attendees at event

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		participation in disabled people within public life.	
5	Involve people with a disability in the planning & development stage of events.	Council launched its <b>A.I.M Access and Inclusion Digital resource pack</b> for businesses in partnership with Public Health Agency and Developing Healthy Communities. The purpose of this pack was to encourage local businesses who are keen to make their business more accessible and inclusive. There were a host of speakers including professionals and service users who endorsed the resource and offered experience of barriers encountered and a range of practical advice and information on the benefits of improving accessibility and inclusivity within businesses and venues.	Increased participation of people with a disability and their carers

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	Ensure front line staff have received Autism training and JAM Card Training	JAM Card training is ongoing and Autism NI are scheduled to provide staff training in Autism in June 2022 - update will be provided in next reporting period	Promotion of positive attitudes towards those with a disability Improved customer care for service users with autism and/or communication difficulties	Specialist trainers not available until late June 2022
2	Work with representative Disability organisations to provide opportunities for job shadowing/work experience	Council have employed a young lady with a disability. She has been placed in the HR section	Person with a disability have improved sense of achievement, confidence	During COVID progress has been slow on this initiative as COVID restrictions were in place and many staff were working from



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		<p>to carry out paid employment as a clerical officer to part cover a maternity leave.</p> <p>On 19/11/21 a young lady from the Foyle Down Syndrome Trust (FDST) spent Shadowed the Mayor for a day. She attended some civic engagements and got to see what the Mayor does during a typical day</p> <p>A young gentleman from FDST is on unpaid work experience with litter picking service for a few hours a week</p>	<p>and value</p>	<p>home</p>
3	<p>Ring-fence at least 2 posts per annum for people with a disability</p>	<p>Council have employed a young lady from the original recruitment exercise for people with a disability in 2020. She has been placed in the HR Section to carry out paid employment as a clerical officer to part cover a</p>	<p>Person with a disability will have Improved feeling of confidence and value – raise awareness of existing staff of disability related issues</p>	<p>During pandemic COVID restrictions were in place and many staff were working from home so recruitment, training and supervision would have been difficult.</p>

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		maternity leave		
4	Encourage involvement and participation in the development of Local Area Growth Plans including the Cluster Village Plans	Ongoing - Representation from people with a disability on development groups	People with a disability are more involved with decision making	These meetings are ongoing to review progress of the local plans and also to feed into the Inclusive Growth Plan.
5	Consult with and scope out the needs of the d/Deaf community to meet their access needs in line with the commitment to achieving British Sign Language Charter	Council are working with the British Deaf Association to achieve the Sign language Charter. COVID has slowed progress and only one engagement event has taken place with d/Deaf community in November 2021. A second one is planned for early in the next reporting period so that feedback from these could inform the Council's action plan - Council hope to have progress update in next reporting period.	Increased involvement of d/Deaf community with Council – they can access all information and services and also feedback to Council on concerns and recommendations - Action plan for Council will be developed	

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

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	Action Measures not met	Reasons
1	Provide induction training to all new employees on the Council's Equality and Disability Schemes and relevant Action Plans	During COVID Council have not engaged in external recruitment and therefore the induction sessions have not progressed.
2	Provide staff on selection panels for ring-fenced posts with disability awareness training	Council's initiative to recruit at least 2 people with a disability per annum has been on hold since COVID restrictions were in place in 2020 - it is hoped that this will recommence in next reporting period and panel training will be completed before interview process takes place.
3	Involve people with a disability in the delivery of awareness training to elected members and staff	<p>Mental Health and Wellbeing training was provided to elected members by NILGA in March</p> <p>Disability awareness was also included in the equality and diversity training provided by Council officers</p> <p>Whilst these training sessions were not provided by people with a disability, a training session by Disability Group NI for the Health and Community committee members is planned for 14<sup>th</sup> April 2022.</p>
4	Work in partnership with representative groups and statutory bodies to develop initiatives and explore funding opportunities which will enhance the lives of people with a learning disability	Council's participation in at least one event or initiative developed by the Local Engagement Partnership has not progressed in the 2021-22 reporting period due to user groups being closed and many staff working from home - meetings have recommenced and it is anticipated that a celebratory event will take place in the 2022/23 reporting period.

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5	Conduct a confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability	Monitoring systems are currently being revised however to date no progress has been made on this action
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5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

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

(b) Quantitative

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

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

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

No amendments have been made

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

No revisions are planned until December 2023

**Progress on Equality Actions during 2021-2022**

**Appendix 1**

Inequality	Positive action measures	Actions taken in the 2021-22 reporting period
<p>Leisure facilities are being under-used by various section 75 categories (i.e. women, carers, people with a disability, people over 65 years of age, ethnic minority groups)</p>	<p>Deliver a sports and physical activities programme to promote greater activity by people with a disability, women, girls, older people and those living in areas of high social need.</p> <p>Review programming/opening times/concessionary rates and/or reduced price, free programmes to cater for all sectors of the community and introduce at least one new tailored programme to cater for each underrepresented groups</p>	<p>Notice of Motion presented to allow free access to leisure facilities to all over 65s - Currently undergoing EQIA - results to be presented in 2022-23 reporting period.</p> <p>Council is preparing a Physical Activity, Wellbeing &amp; Sport Strategy for the period 2022-2027. The strategy will demonstrate how the Council will deliver and enable others to deliver a range of physical activity, wellbeing and sport services - Extensive predevelopment consultation has taken place during March in the form of surveys and 6 public workshops to inform the draft strategy.</p>
<p>Rural areas are more likely to suffer in terms of social wellbeing in terms of:</p> <ul style="list-style-type: none"> <li>• Lack of local facilities</li> <li>• Lack of youth clubs and professionally trained youth workers</li> <li>• Isolation</li> <li>• Transport</li> <li>• Capacity</li> <li>• Communication</li> </ul>	<p>Review community centre provision across the Council area and update or provide new facilities</p>	<p>Rural Youth Audit funded to identify the gaps in service provision within the Sperrin, Derg and Faughan DEA's</p> <p>Completion of a Rural Issues Priority Report for the three Rural DEAs of Sperrin, Derg and Faughan DEAs</p> <p>Improvements to Rural Play areas also completed. Examples are as follows:</p> <ul style="list-style-type: none"> <li>• In Artigarvan and Ardstraw there were upgrades to play areas, with new equipment for each including a wheelchair accessible ground flush roundabout, basket swing and zip line, as well as landscaping improvements</li> <li>• In Drumahoe, an improved access pathway, adult exercise equipment, landscaping and signage was installed.</li> <li>• Eglinton play park upgrades saw the installation of a wheelchair</li> </ul>

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Inequality	Positive action measures	Actions taken in the 2021-22 reporting period
Contd.		<p>accessible multi-unit with different levels, towers, sensory panels, slides and climbing nets, a ground flush roundabout, ground flush trampoline, a selection of swings for different ages and abilities including a pendulum swing and a zip line (especially catering for older children). There is also a toddler area with a mini multi-unit, toddler swings and springers opening up the facility for families with younger children.</p>
<p>Physical access has been cited as a barrier to participation particularly in some Cultural facilities for people with a disability.</p>	<p>Council is working towards achieving Every Customer Counts Charter status for facilities</p>	<p>Access &amp; Inclusion programme continued to provide physical enhancements to arts, cultural and leisure facilities with the aim of promoting a more inclusive society by enabling people with disabilities to participate more fully in arts, cultural and active recreation activities. E.g.</p> <p><b>Derg Valley Leisure Centre</b> - Changing Places Facility</p> <p><b>Dennett Valley Health Network</b> - New Toilets &amp; Access</p> <p><b>Victoria Bridge Community Centre</b> - Accessible Toilet &amp; Access</p> <p><b>Dergview FC</b> - Disabled Parking &amp; Wheelchair Access</p> <p><b>Rural Disability Hub</b> - Accessible cycles</p> <p><b>Alley Theatre/Strabane Visitor Information Centre</b> - Digital Display &amp; Interactive Screens</p> <p><b>Dennett Valley Health Network</b> - Access &amp; Safe Surface Improvements Work</p> <p><b>City of Derry RFC</b> - Disabled Access Passenger Lift Replacement</p>

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Inequality	Positive action measures	Actions taken in the 2021-22 reporting period
<p>Lack of awareness and availability of information in an appropriate format affects certain sectors of the community – specifically in terms of the Age, Disability and Racial Group categories.</p>	<p>Review of Council’s Code of Practice on Producing Information</p> <p>Roll out awareness sessions for staff</p> <p>Prepare easy read versions of key documentation</p>	<p>Code of practice on producing information reviewed in April 2021 and amended to include details of new Video Relay System</p> <p>Virtual Training module prepared for staff to avail off as physical training sessions were on hold due to COVID restrictions</p> <p>Easy Read versions of Safeguarding Policy, Irish Language Policy and Ulster Scots Policy now available</p>
<p>Barriers to people fully participating in public/political life</p> <p>Under-representation from certain S75 groups due to a perceived lack of skills and confidence.</p> <p>Women are significantly under-represented in elected office, on public bodies</p>	<p>Review timetable of meetings times and incorporate where possible some flexibility</p> <p>Roll out awareness sessions to staff on Council’s Code of Practice on arranging accessible meetings and events.</p> <p>Develop a programme of awareness raising and confidence building to encourage people to play an active part in civic life, including building on events around Local Democracy Week.</p>	<p>Virtual meetings have been held to comply with COVID restrictions - there has been a slight increase in participation levels in meetings such as the Equality Assurance and Oversight Group due to the fact that people do not have to travel and can log out of meeting to attend other commitments.</p> <p>Ongoing - virtual training module is being prepared to facilitate the awareness of this subject as physical meetings have been on hold to comply with COVID restrictions</p> <p>No progress as Local Democracy Week has been put on hold during COVID</p>

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Inequality	Positive action measures	Actions taken in the 2021-22 reporting period
<p>Women, people with a disability, older people and people from the LGBT community expressed higher levels of worry about all crime</p>	<p>Continue to roll out community warden scheme</p> <p>Raise awareness of other Police and Community Safety Partnership (PCSP) initiatives such as community warden scheme and “safer homes” campaign</p>	<p>Policing &amp; Community Safety Partnership Achievements in 2021/22 reporting period</p> <ul style="list-style-type: none"> <li>• Project Support Funding awarded for 26 local community safety projects.</li> <li>• 46 Neighbourhood Watch Schemes supported covering over 3,330 homes (Jan '22).</li> <li>• 21 RAPID Drug bins installed with over 60,000 tablets/capsules removed, recorded and destroyed (Jan '22).</li> <li>• 154 homes fitted with additional home security equipment (Jan '22).</li> <li>• 14,835 patrols carried out by the Community Safety Wardens (Feb '22).</li> <li>• Received and actioned 2,117 Anti-Social Behaviour referrals to Community Safety Wardens (Feb '22).</li> <li>• 42 new referrals dealt with by the Support Hub between April and December 2021.</li> <li>• 6 Speed Indicator Devices deployed at speeding hotspots across the district</li> </ul>



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Inequality	Positive action measures	Actions taken in the 2021-22 reporting period
<p>People from certain S75 groups are less likely to do voluntary work due to barriers which include:-</p> <ul style="list-style-type: none"> <li>· Access and location/timing of meetings or events</li> <li>· Language</li> <li>· Stigma/discrimination faced by minorities</li> <li>- Suitable opportunities</li> </ul>	<p>Develop a volunteer policy for staff</p> <p>Raise awareness of volunteering opportunities at Council events</p>	<p>No progress to date on developing staff policy on volunteering</p> <p>Council Officers from the Community Development section and the Marketing and Communications team proposed that a “recognition and thank you” campaign should be delivered over a 6-month period, starting in June 2021 during Volunteers’ Week and culminating in a formal recognition event to be hosted in November 2021.</p> <p>Volunteer week (during June 2021) was the start of the “Recognition and Thank You” campaign for the local organisations and volunteers for all their hard work, dedication and commitment to support the most vulnerable and isolated in our communities over the last year. The Volunteer Bureau delivered Volunteers Week Certificates as a small thank you and recognition for the work that has been carried out as restrictions and adherence to government guidelines made it impossible to host a large scale recognition event at that time.</p> <p>During Volunteers’ Week the Volunteer Bureau delivered an online promotional campaign highlighting the impact of groups and volunteers across the Council area. Groups were invited to share their volunteer stories and celebrations utilising the following hashtags #volunteerderrystrabane #volunteer week. A series of thank you Banners were also displayed across the Derry City and Strabane District Council area.</p> <p>As part of Volunteers week the Volunteer Bureau collaborated with other independent volunteer centre(s) to focus on specific volunteering themes, highlighting disability and the impact of volunteers to support local children, young people, families and carers.</p>
<p>Need for elected members to understand the equality</p>	<p>All Councillors will receive equality/diversity training to promote</p>	<p>Elected members attended Equality and Diversity training session in July 2021 and online session on Equality and Diversity and Inclusion for</p>

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Inequality	Positive action measures	Actions taken in the 2021-22 reporting period
issues of all S75 categories in order to best represent their interests	a greater understanding of equality issues and obligations	Councillors delivered by NILGA in March 2022
Lack of job opportunities in the Derry City Council area	<p>Subject to legislation incorporate social clauses in all capital work with significant spend.</p> <p>Identify investment opportunities for business which is primarily focused on disadvantaged areas.</p>	<p>Council use the following clauses for the capital works where there is significant spend:</p> <ul style="list-style-type: none"> <li>• <b>Targeted Recruitment &amp; Training for education leavers,</b></li> <li>• <b>Targeted Recruitment &amp; Training for people 25 years old or over and unemployed for 12 months,</b></li> <li>• <b>Targeted Recruitment &amp; Training for people under 25 years old and unemployed for 6 months</b></li> <li>• <b>Targeted Work Experience</b></li> </ul> <p>There have been 3 capital projects underway in the reporting period which employed these clauses - (Shantallow Community Centre, Galliagh Community Centre and Waterside Shared Village)  <a href="https://buysocialni.org/brokers/current-contracts/">https://buysocialni.org/brokers/current-contracts/</a></p>
Skill barriers for men, women and the young and older people, the long-term	Work with Employment and Skills team to continue targeting the long term unemployed and up-skill	Council fund five projects which have a focus on assisting individuals move closer to employment through capacity building, personal development, mentoring and employment initiatives, to overcome barriers in order for

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Inequality	Positive action measures	Actions taken in the 2021-22 reporting period
<p>unemployed and people with a disability</p> <p>Lack of job opportunities for young people.</p> <p>Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability.</p>	<p>potential employees for employment opportunities</p> <p>Ring fence at least 2 jobs per annum for people with a disability</p>	<p>them to acquire the appropriate skills to access, achieve and sustain employment. These are:-</p> <p><b>The Women’s Centre</b></p> <p><b>Triax - Skills North West</b></p> <p><b>Conservation Volunteers</b></p> <p><b>USEL</b></p> <p><b>Job Directions</b></p> <p>Progress has slowed on this initiative due to COVID restrictions and staff working from home however Council have employed a young lady from the original recruitment exercise for people with a disability. She has been placed in the Human Resources section to carry out paid employment as a clerical officer to part cover a maternity leave</p>

## PART B

Inequality	Positive action measures	Actions taken In the 2021-22 reporting period
<p>Under-representation of various S75 categories in entrepreneurial activity.</p> <p>There is a general lack of employment in rural areas and respondents feel that there needs to be a balanced approach in the Council area to job creation.</p>	<p>Derry City Council will work with relevant stakeholders to deliver the “Strategic Growth Plan 2017-2032”</p> <p>Derry City Council will work with relevant stakeholders to deliver the “Strategic Growth Plan 2017-2032”</p>	<p>Council is partner in Start-up Acceleration Programme which seeks to support residents of Derry City &amp; Strabane who have a desire to start a business but require enhanced levels of personal and enterprise support than is currently provided through mainstream programmes that are delivered in the council area. Eligible applicants for SUAP include:</p> <ul style="list-style-type: none"> <li>- Young Person (16-24)</li> <li>- Individuals (aged 50+)</li> <li>- Lone Parents</li> <li>- Females</li> <li>- Individuals based in Rural areas</li> <li>- Unemployed/ Economically Inactive</li> <li>- Individual willing to become self-employed</li> <li>- Entrepreneurs</li> </ul> <p>Council in partnership with DAERA rolled out the Rural Micro Business Start Up grant scheme which closed for applications on 30 July 2021 55 applications were received. At assessment stage, 32 businesses were deemed successful.</p>
Inequality	Positive action measures	Performance Indicator – Outcome

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<p>Perceptions and barriers towards participating in Arts and Culture activities for all ages needs to be addressed to encourage the development of job opportunities in this area.</p>	<p>Derry City Council will work with relevant stakeholders to deliver the “Strategic Growth Plan 2017-2032”</p>	<p>Council have many historic exhibitions, music shows, puppet and arts and crafts shows programmed which aim to have something of interest for everyone such as:</p> <p>Storytelling Suzie and the Poomplemoose and Story Stew - these are shows which tell fairy stories, ghostly yarns and tall tales delivered for all the family</p> <p>Energy of Light Discos monthly discos for young people aged 15+ who are experiencing limited physical, sensory and or/learning disability.</p> <p>Concessionary rates are also in place to remove the cost barrier and encourage participation</p>
<p>Transport can sometimes be a barrier to accessing the civic amenity service particularly for older people, women, people with dependants and people with a disability</p>	<p>Raise awareness of bulky lift service to ensure everyone in the Council area are aware of alternative method for their waste disposal.</p>	<p>During COVID Council extended the bulky lift service by increasing the range of items that could be lifted - this was aimed at enhancing the usage of this service particularly for those people who could not access the civic amenity sites - Awareness of this service was put onto Council’s website in Easy Read Versions</p>
<p>Lack of understanding on how to use civic amenity service and recycling bins</p>	<p>All information and signage should be available in an appropriate format so that those whose first language is not English and those with low literacy levels can use the service properly.</p>	<p>Information provided in a number of formats as identified by front line officers</p>
<p><b>Inequality</b></p>	<p><b>Positive action measures</b></p>	<p><b>Performance Indicator – Outcome</b></p>
<p>Lack of awareness of the needs and priorities of</p>	<p>Ensure Equality module forms part of Induction training for new staff to</p>	<p>No induction has taken place during 2021/22 year due to COVID</p>

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<p>increasingly diverse communities within the Council area when delivering Council services</p>	<p>ensure basic awareness of statutory duties</p> <p>Provide training in the Equality screening/equality impact assessment processes so that staff can identify needs and priorities of all users when reviewing and developing services</p>	<p>restrictions</p> <p>Online training modules have been prepared for Screening and Equality and Rural Impact Assessments as physical training sessions had been put on hold due to COVID restrictions</p>
<p>Lack of participation of Section 75 groupings in consultation exercises</p>	<p>Provide training in the Equality screening/equality impact assessment processes so that S75 representative group can understand the importance of their participation in shaping Council's policies and services which may affect them</p>	<p>No Progress due to COVID restrictions</p>
<p>Lack of monitoring data across Council services in general</p>	<p>Carry out an Audit of Inequalities</p> <p>Deliver awareness raising sessions on monitoring of services</p> <p>Internal monitoring systems to be set up</p>	<p>Draft Audit on Inequalities has been prepared and is currently being reviewed</p> <p>Work Is ongoing on the preparation of online training module on monitoring as physical training sessions are on hold due to COVID restrictions</p> <p>It is anticipated that work in this area will improve post-training</p>

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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.

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