



Derry City & Strabane  
District Council

Comhairle  
Chathair Dhoire &  
Cheantar an tSraitha Báin

Derry Cittie & Stràbane  
Destrack Cooncil

## Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2018-19

### Contact:

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

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

### Signature:

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

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

**This report reflects progress made between April 2018 and March 2019**

## **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 2018-19, please provide examples of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.**

*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*

#### **Introduction**

In the 2018-19 year the Council introduced a number of strategies/initiatives which have contributed positively to equality of opportunity and good relations. These are outlined below:-

#### **(a) “Inclusive Strategic Growth Plan 2017-2032” Progress Update Report**

The first Programme Progress Report for the Strategic Growth Partnership was completed and approved in February 2019. It contained progress updates on the 231 actions detailed within the Outcome Delivery Plans aligned to the 8 Outcomes of the Strategic Growth Plan. Approximately 84% (197) of the actions detailed had been categorised as on track to be delivered. Planned recovery and corrective actions for those identified as either amber or red were also outlined within the report.

Once this report had been approved by the Strategic Growth Partnership it was then presented to the Equality Assurance and Oversight Group for scrutiny and comment on 21<sup>st</sup> March 2019.

#### **(b) Corporate Plan 2018/19 and Performance Improvement Plan 2018/19**

The Council is committed to its mission of delivering “Improved social, economic and environmental outcomes for everyone” and set out its priorities in the Corporate Plan 2018/19 and Performance Improvement Plan 2018/19 document. The plan sets out what Council have achieved in the previous year and how it has met its performance duty. A copy of the Corporate Plan and Performance Improvement Plan (2018/19) is available on the Council’s website at

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

Members of the Equality Assurance and Oversight Group considered the draft Improvement Objectives for 2019/20 year at its meeting held on 21<sup>st</sup> May 2019 and provided feedback for consideration as part of the Council's consultation process. This feedback was also provided to the Council's senior leadership team on 3<sup>rd</sup> June 2019.

**(c) Generalist Voluntary Advice Provision Strategy 2018-2021**

This strategic document seeks to set out Derry City and Strabane District Council's plans for generalist voluntary advice provision in the Council area in the period from 2018 to 2021.

The need for advice provision tends to impact disproportionately on those who are deprived and /or are dependent on benefits. They are most likely to be individuals who lack access to the social, educational and business networks that may allow them to otherwise access better quality information. The generalist voluntary advice sector can act as an advocate on behalf of the individual.

Derry City and Strabane District Council's vision for advice services is:

**A cost effective high quality service which is easily accessible, in the most appropriate form, to all residents who need it.**

Within the strategy Council have highlighted that the following principles underpin all advice provision funded by Derry City and Strabane District Council:

- **Independence** - Be independent of political parties, statutory organisations and free from other conflicts of interest.
- **Impartiality** - Provide an impartial service open to everyone regardless of race, religion, politics, age, sex, sexual orientation or disability.
- **Accessibility** - Provide a free and accessible service to all members of the community which it serves.
- **Confidentiality** - Provide a confidential service to all its clients and meet all data protection legislative requirements.
- **Effectiveness** - Provide an effective service to all of its clients and the community which it serves. The advice centre should be able to show its effectiveness through demonstrable and measurable outcomes.
- **Accountability** - Provide a service which is accountable to users and others who work with the advice centre.

**(d) Employing People with a Disability**

The Council recognised that there was an under-representation of people with a disability in its employ and set out a policy that works towards improving this situation.

The aim of the policy is:

- To assist the Council in complying with its statutory obligations under the DDA and Section 75 of the NI Act.
- To reserve a quota of suitable vacant positions for people with a disability to the exclusion of people who are not disabled.
- To encourage people with disabilities to apply for jobs within the Council.
- To ensure that people with disabilities who apply for jobs in the Council know that they will receive fair treatment and will not be subjected to unlawful disability discrimination and be considered solely on their ability to do the job.
- To promote a supportive working environment for people with disabilities and for those staff who provide assistance to employees with disabilities.
- To develop and extend work placement programmes and volunteering opportunities to make sure that people with disabilities can gain real work experience within the Council to improve their likelihood of securing future employment.
- To be recognised by the community as an employer which provides good employment opportunities for people with disabilities.

It is the Council's intention that the above aims will further the key objectives of its Disability Action Plan i.e. to ensure that it continues to give due regard to the need to promote positive attitudes towards people with disabilities and to their participation in the workforce.

In the 2019/20 reporting period it is anticipated that potential vacancies which would be suitable for inclusion in this initiative will be identified and a target of 3 posts has been set in the first year to be ring-fenced for those with a disability.

**(e) Arts and Culture Strategy 2019-2024**

The Arts and Culture Strategy supports the ambitions of Derry City and Strabane District Council and its sector wide co-design and co-delivery partners in the pursuit of world class arts, heritage and cultural offerings. The strategy and associated action plan have been based on the findings of extensive consultation with stakeholder organisations, individual artists, practitioners and interested parties, external strategic stakeholders and communities and establishes indicators directly aligned with the Community Plan outcomes.

Consultee findings were analysed and as a result the following six aims were agreed:-

**Aim 1:** Engage citizens and grow audiences

**Aim 2:** Deliver quality programme, product and practice

**Aim 3:** Make our marketing and communications integrated, effective and ambitious

**Aim 4:** Invest in the potential of our creative citizens and sector

**Aim 5:** Strengthen the cultural infrastructure and grow employment opportunities

**Aim 6:** Demonstrate and communicate the difference that our community makes  
This policy is considered to be a promotional policy which aims to have a positive impact on all Section 75 groups. The Action Plan is regarded as a work in progress and will be amended and updated as necessary to reflect any further consultation comments received and any issues emerging from the Council's engagement with representative groups, visitors, and the public.

**(f) Special Leave Policy**

The Special Leave policy was developed by Derry City and Strabane District Council to help fulfil its commitment to providing paid time off from work for employees for special circumstances to assist with work life balance. This will help all employees who have caring responsibilities or have a disability.

The policy was developed of a HR Working Group comprising of officers and trade union representatives and was circulated to staff for comment before finalising

**(g) The Good Relations Strategy and Action Plan 2018-2021**

The Good Relations strategy and action plan have been developed in order to promote positive relationships between groups in the Section 75(2) categories. The Strategy was informed by examination progress of ongoing good relations work; an extensive consultation with relevant S75 groupings; an internal survey with Council staff and published research.

The key priorities of this strategy will be:

1. Increase intercultural knowledge and encourage intercultural commitment from **Our Children and Young People;**
2. Enhance **Shared Space** in **Our Shared Community;**
3. Improve feelings of welcome and security in **Our Safe Community;**
4. Increase a sense of belonging and cohesion in our diverse district through **Our Cultural Expression.**

These will be achieved through a series of programmes linked to T:BUC outcomes. Completed initiatives for the 2018-19 reporting period are cited throughout this progress report.

## (h) Equality and diversity related events

In order to raise awareness of equality and diversity related issues and highlight the importance of ensuring, along with partner organisations, that services are designed to be accessible to all, a number of events were held and communications published. These included:

❖ **Local Democracy Week** - 235 young people from eleven local primary schools had the opportunity to meet with the Mayor of Derry City and Strabane District, and ask him a few questions about his civic role and reveal the three things they would do if they were Mayor for the Day.

They learnt about the decision-making processes within Council, the role of a Councillor, and how to become a Councillor. Participants then got some hands on experience of what it is like to be a Councillor through a group work session supported by local Councillors and the chance to debate during the Mock Council Meeting.

❖ **Mental Health Awareness Week 2018 (14 to 20 May)** - Mayor McHugh has led a number of initiatives during his term in office aimed at raising awareness about mental health issues and overcoming the challenges faced by people across Derry and Strabane.

One such event was the **Youth Support Event** where hundreds of young people from schools across the City and District gathered at the Foyle Arena to take part in a series of activities organised by the Civic Forum for the council area. The Forum was led by the Mayor, and brought together a range of local agencies responsible for dealing with issues relating to Alcohol, Drugs, Mental Health, Emotional Wellbeing, Suicide Prevention and Homelessness. This Mayoral Initiative was aimed at raising awareness about mental health and overcoming the challenges faced by young people across Derry and Strabane.

❖ **Job Shadow Day** - Council took part in Job Shadow Day and gave people with disabilities and people from disadvantaged situations the unique opportunity to get a close up look at the world of work and to discover and learn about the skills required to compete and succeed in the work place. It successfully brought job seekers directly in contact with Council staff and allowed us to see at first hand the valuable contribution people with disabilities can, and do make in the workplace.

❖ **Challenging Chats** - Derry City and Strabane District Council launched a new initiative aimed at promoting tolerance and respect for diversity by encouraging students from local post primary schools to participate in 'Challenging Chats'.

The new 'Challenging Matters' initiative was targeted at Year 10 pupils in schools across the City and District with two key elements – 'Challenging Chats' and 'Challenge In Action'.

Both elements of the new initiative sought to 'build bridges' by facilitating conversations on a range of difficult and often controversial topics including bonfires, marches, 'Remembering 1918-22', the 'Troubles' – and issues dealing with minority groups (including LGBT, migrants and travellers).

Throughout the series of discussions and interactive workshops with 456 pupils, the conversations took the format of café style table discussions where students had an opportunity to meet with representatives from minority communities and challenge some commonly held assumptions about those groups.

- ❖ **Post Primary Anti-Prejudice and Training Initiative** – this initiative built on similar projects which have been delivered over the past 10 years in post primary schools within the district - The initiative addressed issues such as sectarianism, racism, prejudice and homophobia. Officers achieved the following:-
  - Recruited post primary schools in the Council area
  - Delivered eight programmes to 277 young people aged between 10-20 years old across the Council area.
  - Hosted a presentation event that will be filmed
  - Used Multi-media engagement at the end and encouraged participants to present to their assemblies of all schools as well as at other events
  - Designed an anti-prejudice poster as part of a competition for the winner to play an important part in the Peace IV anti-prejudice campaign

- ❖ **Primary School Awareness Initiative** - The programme involved seeking to engage with 30 primary schools throughout the Council area and get at least 4,000 pupils from these schools to participate in diversity workshops exploring different themes relating to key cultural and faith based activities associated with people from all backgrounds.

Workshops included a focus on, for example, faith related activities such as Diwali, St Patrick's Day, Easter and Ramadan, and cultural activities such as GAA, loyal orders and marching bands, Chinese New Year, Mela, Yom Kippur and others.

Feedback received showed that these workshops increased respect for other cultures and for the other religions.

- ❖ **International Women's Week** - Council had scheduled events to mark International Women's Day – "Lean Networking Event", Lean is a circle for women who aim to positively influence and contribute to each other's professional growth and personal development through exchanging ideas,



## PART A

sharing knowledge and generally supporting each other to navigate challenges. Other events were “Be Your Own Boss event” and Women in Enterprise Workshop

During the reporting period, an opportunity to work in partnership with DCSDC’s Youth 19 programme was identified. Along with the Policy Officer, the Irish Language Officer met with the co-coordinator of this programme in both November 2018 and January 2019 where funding was secured from the programme to organise an event for International Women’s Day. The event took place on the 8<sup>th</sup> March 2019 in Cultúrlann Uí Chanáin in Derry and was attended by over 40 Irish language students from local secondary schools as well as representatives from the lead Irish language organisations where career opportunities within the Irish language sector were discussed.

**2 Please provide examples of outcomes and/or the impact of equality action plans/ measures in 2018-19 (or append the plan with progress/examples identified).**

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

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

Examples of key action measures carried out in the 2018-19 reporting period are detailed below to address/reduce the stated inequalities.

**2.1 Education and Skills/Employment**

**(a) Employing People with a Disability**

The Council recognised that there was an under-representation of people with a disability in its employ and set out a policy that works towards improving this situation.

The aim of the policy is:

- To assist the Council in complying with its statutory obligations under the DDA and Section 75 of the NI Act.
- To reserve a quota of suitable vacant positions for people with a disability to the exclusion of people who are not disabled.
- To encourage people with disabilities to apply for jobs within the Council.
- To ensure that people with disabilities who apply for jobs in the Council know that they will receive fair treatment and will not be subjected to unlawful disability discrimination and be considered solely on their ability to do the job.
- To promote a supportive working environment for people with disabilities and for those staff who provide assistance to employees with disabilities.
- To develop and extend work placement programmes and volunteering opportunities to make sure that people with disabilities can gain real work experience within the Council to improve their likelihood of securing future employment.
- To be recognised by the community as an employer which provides good employment opportunities for people with disabilities.

It is the Council's intention that the above aims will further the key objectives of its Disability Action Plan i.e. to ensure that it continues to give due regard

to the need to promote positive attitudes towards people with disabilities and to their participation in the workforce.

In the 2019/20 reporting period it is anticipated that potential vacancies which would be suitable for inclusion in this initiative will be identified and a target of 3 posts has been set in the first year to be ring-fenced for those with a disability.

### **(b) Active Inclusion Programme**

Council's **Active Inclusion Programme** was launched at the New 2 You Centre in Pennyburn in July 2018.

The Active Inclusion Programme is a training and personal development initiative tailored for people aged 16 and over with learning difficulties.

It includes supported work placement opportunities, one to one training and accredited qualifications and aims to help those with learning disabilities to find employment or further training opportunities.

In the 2018/19 reporting period there were 40 participants availing of this programme (12 females and 28 males).

### **(c) Job Shadow Day**

Council took part in Job Shadow Day and gave people with disabilities and people from disadvantaged situations the unique opportunity to get a close up look at the world of work and to discover and learn about the skills required to compete and succeed in the work place. It successfully brought job seekers directly in contact with Council staff and allowed us to see at first hand the valuable contribution people with disabilities can, and do make in the workplace.

Five people had job shadowing placements in Council during the 2018/19 year – These were in leisure, tourism, festivals and events, HR and the Guildhall.

### **(d) Employment, Skills & Training Team**

To improve employment opportunities for long term unemployed within the Council area, officers from the Employment Skills and Training team designed, delivered and joint funded with North West Regional College 2 Software Fundamentals courses. They engaged 10 local ICT companies and had 17 participants (14 male and 3 female).

Derry City and Strabane District Council, in partnership with local private training providers, the NWRC and the Careers Service are promoting

apprenticeships as a viable pathway to create jobs for young people and develop the skills of existing staff.

**(e) Conservation Volunteers**

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

**(f) Business Support and Entrepreneurialism**

Council is working with Enterprise Northern Ireland to provide local people with free advice and mentoring to set up in business, including advice on how to access grants and funding and best practise guides, tools and videos – 94 jobs promoted and 153 business plans submitted 10 no. businesses recruited under the **City Start** project and £15,000 funding allocated

Seven budding entrepreneurs (5 females and 2 males) from Council area pitched their business ideas at the **£10K Business Start Up Challenge** Final which took place on Thursday 8th March 2019 as part of Enterprise Week events.

**(g) Business Boost**

Business Boost is a three-year programme that aims to help local companies to become more competitive in both indigenous and export markets, recruiting at least 600 businesses over the next 3 years. The programme provides focused and bespoke advice and support and signposting to other relevant business support.

In the reporting period Council have delivered

- 541 Mentoring days up to December 2018 - a BSL interpreter was made available for a participant for all workshops and subsequent mentoring meetings.
- Over 190 full time jobs promoted (from April 2018-December 2019)
- 13 Referrals to Invest NI

**(h) Yes You Can**

Council have signed up to the Yes You Can is a business start-up and growth programme, supporting women to say '**Yes, I can**'. Yes You Can is a new 3-year female enterprise programme and will be recruiting **all pre-start and early stage female entrepreneurs** from the Council area including those who haven't started trading yet, have an idea or just want to explore business. These events are designed to **inspire** and **motivate** female entrepreneurs at the very early stage. The programmes will be running in spring of the 2019/2020

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

**(a) Customer Service**

DCSDC's Access and Inclusion project works in partnership with Equality Commission NI promoting "**Every Customer Counts**" framework. All cultural venues who achieve Accessible grant aid commit to signing up to Every Customer Counts, Disability Charter Status and a training programme which provides front line staff with awareness to support pan disability community.

A feasibility study was completed for DCSDC to work towards becoming autism friendly with over 1000 residents taking part in the research.

Outcomes from the study included:

- The development of an established framework for large festivals and events run by Council to increase participation from pan disability community.
- DCSDC Strand Road Office, Foyle Arena and 24 arts and Culture venues achieved **Autism Impact Award** identifying as working towards becoming autism friendly
- Staff within DCSDC Strand Road Office, Foyle Arena and all culture and heritage venues are undergoing **Just A Minute (JAM Card)** training to become JAM card friendly. If a visitor to arts and cultural/heritage venue produces a JAM card staff will identify that they require "Just A Minute" for whatever their personal need is.
- **Code of Practice on Arranging Accessible Events** has been prepared for staff – awareness training sessions have been rolled out in 2018-2019 reporting period.

## **(b) Accessible Services – Leisure and Sports Services Section (LSSS)**

### **❖ Inclusive Play Area**

Derry City and Strabane District Council officially opened Brooke Park's new wheelchair friendly play area to the public in May 2018.

The new play area includes a wheelchair friendly swing, a wheelchair see-saw and carousel and a hexagonal rocking plate. This offers a clean and safe environment for families of disabled and able bodied children to come together and enjoy the outdoors

### **❖ ISF Excellence Accreditation**

The Foyle Arena has been recognised for its on-going commitment to Disability Sports and Participation, by receiving Inclusive Sports Facility (ISF) Excellence Accreditation from Disability Sport NI.

The ISF Accreditation is awarded to sports facilities which successfully meet the recommendations outlined in Disability Sport NI's Accessible Sports Facilities Design Guidelines.

Foyle Arena staff succeeded in the creation of a diverse programme of activities for disabled users, amendments to the physical facility, the addition of new equipment, staff training and introducing management policies to promote access. This was in keeping with Council's commitment in the Inclusive Strategic Growth Plan for the City and District to promote greater activity by people with a disability, women, girls, older people and those living in areas of high social need."

Derry City and Strabane District Council's Foyle Arena is only the second facility in Northern Ireland to receive the excellence award after reaching optimum levels of good practice.

## **(c) Accessible Services – Arts and Culture**

❖ An **Access for All Scheme** has been established with 5 ticketed cultural venues within DCSDC to support companion concessions and increased customer service experience for pan disability community. The Access for all scheme is a free membership scheme where people fill out an application and detail their condition/s and inform the venue of their additional needs. They then are given an ID number for the venue to use when booking tickets and their needs will be identified through a database for access for all. This enhances their cultural experience and improves access and inclusion.

❖ **Energy of Light Disco** was hosted at the Alley Theatre on Thursday 19<sup>th</sup> July and 23<sup>rd</sup> August 2018. These discos are tailored for young people and adults aged 15+ with limited physical, learning and sensory ability.

They create an opportunity for the participants to enjoy music and dance in a safe environment and bring awareness of the benefits and importance of social activities for families and Individuals experiencing disabilities.

## **2.3 Influencing decision making**

### **(a) Local Democracy Week**

235 young people from eleven local primary schools had the opportunity to meet with the Mayor of Derry City and Strabane District, Councillor John Boyle, and ask him a few questions about his civic role and reveal the three things they would do if they were Mayor for the Day.

They learnt about the decision-making processes within Council, the role of a Councillor, and how to become a Councillor. Participants then got some hands on experience of what it is like to be a Councillor through a group work session supported by local Councillors and the chance to debate during the Mock Council Meeting.

### **(b) Equality Assurance and Oversight Group**

The Equality Assurance and Oversight Group is responsible for monitoring progress against the equality indicators and targets which have been set in the Community Plan, identifying issues and providing feedback to the Community Planning Strategic Partnership Group.

Officers from the Equality Unit hosted two Equality Assurance and Oversight meetings in this reporting period – These meetings were used to give updates and receive feedback on:

- Progress of the community plan
- Youth 19 projects,
- Access and Inclusion Work
- Age Friendly Initiatives,
- Work with Local Engagement Partnership
- Community Toilet Scheme

### **(c) Consultation Hub**

Derry City and Strabane District Council now host all its consultations on the Citizen Space Consultation Hub. This site allows all interested parties to find and participate in consultations that are relevant to them. This information

on the policy, where consultation events are taking place and how the participant can feedback.

The consultations on this hub are available upon request in a number of formats including large print, Braille, PDF, audiocassette and minority languages to ensure inclusivity and accessibility.

Consultations which have taken place in the reporting period were on the following policy areas:-

- Consultation on Performance Improvement Objectives 2018-19
- Stardust: Stakeholder & Citizen Engagement Questionnaire - Closed 26 June 2018
- Consultation on proposed 'Amusement Permit Policy' - Closed 30 June 2018
- Brandywell Naming - Public Consultation - Closed 1 July
- Melvin 3G Pitch Consultation - Closed 9 September 2018
- Suirbhé maidir le Seirbhísí Gaeilge na Comhairle 2018 (Survey of the Council's Irish Language Services in 2018) - Closed 21 December 2018
- Youth 19 Ideas - Closed 31 March 2019

Full details of the consultations can be accessed via the website at [https://haveyoursay.derrystrabane.com/consultation\\_finder/](https://haveyoursay.derrystrabane.com/consultation_finder/)

During the 2018/19 period more than 1260 people have engaged with the Council through this channel.

#### **(d) Engaging Youth in their Communities programme**

Community youth projects were targeted at young people who were currently outside formal youth provision. These were intended to develop cross community relationships between the young people, give them a better appreciation of the impact of sectarianism and racism on their communities and involve them in improving their community. Various projects were rolled out across the Council area, for example;

- **Strabane** – Good Relations Officers worked with Customised Training Services to deliver design thinking workshops with 10 young people aged between 15-18 year olds, looking at the issue of shared space. They undertook a facilitated 6-week programme utilising design thinking methods and came up with a number of recommendations that are intended to improve the areas and make these spaces more shared. The group had a meeting with the Mayor and a further meeting with elected members will be arranged after the election in May 2019, to make them aware of the issues identified during the programme. This will also feed



into a programme of work around youth provision in Strabane that is currently being undertaken by Council community development staff.

- **Moor** – Youth First have engaged 40 young people at risk on the issue of bonfires. The group reported a marked increase in the number of young people that are making positive choices and worked in challenging negative behaviour. Evidence has shown that this approach has had a positive impact and progress has been achieved to be built on this summer.
- **Ballyarnett** – GRO engaged with the Youth Workers Forum in the area to develop and deliver a project in conjunction with young people in the area, called the DICE (Diversity, Identity, Culture and Equality) project. This project worked with 24 young people on the above issued and examined each of the topics in an open and transparent way through site visits, workshops, cultural events, etc.

## 2.4 Crime and Safety

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

**3 Has the application of the Equality Scheme commitments resulted in any changes to policy, practice, procedures and/or service delivery areas during the 2018-19 reporting period? (tick one box only)**

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

Please provide any details and examples:

**3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

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

- As a result of the organisation's screening of a policy *(please give details):*
- As a result of what was identified through the EQIA and consultation exercise *(please give details):*
- As a result of analysis from monitoring the impact *(please give details):*
- As a result of changes to access to information and services *(please specify and give details):*
- Other *(please specify and give details):*

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

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

**4 Were the Section 75 statutory duties integrated within job descriptions during the 2018-19 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**

Recruitment has been limited due to the on-going organisational restructuring following the Review of Public Administration, however Section 75 duties were integrated into job descriptions of all employees within Council not just senior positions with responsibility for policy and service development. All job descriptions have the following duty included:-

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

**5 Were the Section 75 statutory duties integrated within performance plans during the 2018-19 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 Improvement Plan 2018-19 is included as part of the Council’s corporate plan and is directly aligned to, and cascades from the council’s priorities as informed by the wide reaching consultation process which informed priority outcomes under

the pillars of economic, social and environmental wellbeing within its Community Plan –Inclusive Strategic Growth Plan 2017-2032. The Council’s Corporate Plan 2018-19 reflected this vision and the themes of equality and sustainability cuts across all of the priority outcome areas.

**6 In the 2018-19 reporting period were objectives/ targets/ performance measures relating to the Section 75 statutory duties integrated into corporate plans, strategic planning and/or operational business plans? (tick all that apply)**

- Yes, through the work to prepare or develop the new corporate plan**
- Yes, through organisation wide annual business planning**
- Yes, in some departments/jobs**
- No, these are already mainstreamed through the organisation’s ongoing corporate plan**
- No, the organisation’s planning cycle does not coincide with this 2018-19 report**
- Not applicable**

**Please provide any details and examples:**

Derry City and Strabane District City Council have used the engagement from the development process of its community plan “Inclusive Strategic Growth Plan 2017-2032” to help inform the development of its corporate plan and Directorate Delivery plans for 2018/19. A corporate plan was developed which was aligned to the emerging issues identified to date. As it is a community plan the delivery of the “Inclusive Strategic Growth Plan” is being done through partnership with the Strategic Partnership Board. Section 75 statutory duties have been fully integrated into the community plan as a whole and the Council’s own objectives.

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

The fact that all items which are presented to Council for deliberation and approval require the responsible officer to show that equality implications have been considered and mitigated against where necessary.

The Lead Democratic Services and Improvement Officer attends all Senior Management Team Meetings and Governance and Strategic Planning Committee ensures that all new/revised policies and services are subjected to the mandatory screening/EQIA process.

**Equality action plans/measures**

**7 Within the 2018-19 reporting period, please indicate the number of:**

Actions completed:	<input type="text"/>	<b>Actions ongoing:</b>	<input type="text" value="13"/>	Actions to commence:	<input type="text"/>
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**Please provide any details and examples (in addition to question 2):**

Equality Action Plan is attached at Appendix 2

**8 Please give details of changes or amendments made to the equality action plan/measures during the 2018-19 reporting period (points not identified in an appended plan):**

The Equality Action Plan will be reviewed in the 2019-2020 period.

**9 In reviewing progress on the equality action plan/action measures during the 2018-19 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 2018-19 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:**

**(a) Proposal to change the name of the Football Stadium at the Brandywell Complex to the “Ryan McBride Brandywell Stadium**

Derry City and Strabane District Council carried out a public consultation on the proposal to change the name of the Brandywell Stadium to the “Ryan McBride Stadium” following a notice of motion presented to Council. A comprehensive awareness campaign was put in place through a dedicated web page, public notices/press releases in newspapers and social media, and distribution of fliers to households within the district detailing how interested parties could get involved.

The predominant method of expressing views was via an electronic survey which was accessed through the Council’s website at [www.derrystrabane.com/brandywell](http://www.derrystrabane.com/brandywell). The online survey, which was available for a 12-week period from 09 April to 01 July 2018, asked the public to vote Yes or No in favour of changing the name of the football stadium at the Brandywell Complex to the “Ryan McBride Brandywell Stadium.”

A total of 6775 responses were received. 6019 votes were submitted through the electronic survey and 756 were given as written responses. The results of the consultation was:-

4,149 (68.9%) – **YES**

1,870 (31.1%) – **NO**

**(b) Peace IV Big Youth Survey**

The Peace IV steering group, which is made up of 14-18 years olds, had developed a survey to find out the views of young people in the Council area. The results from the survey is to be used to help shape the Youth Manifesto. A small budget will be allocated to the issues which have been highlighted as important.

**(c) Design Thinking Programme**

Derry City and Strabane District Council have delivered The Design Thinking programme in conjunction with Enterprise North West as part of the wider Peace IV Disrupt Programme

Local young people were invited to come up with some creative new ideas to motivate teenagers across the City and District to address the common complaint of young people having “nothing to do”.

The Design Thinking programme handed control back to the young people and by getting involved in the project there was a real incentive for young people to make it work and come up with some really relevant ideas to appeal to their peers.

**(d) Survey on Council’s Irish Language Services**

The annual customer survey was sent out to members of the Irish Language Community on 30<sup>th</sup> November 2018. The purpose of the survey was to assess the progress of Irish language services within the Council and gain feedback from members of the public in order to develop and improve the service. The results of the survey indicated that 65% of the public were very happy with the services provided and a further 84% would recommend the services to others.

**12 In the 2018-19 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): Online Surveys**



**Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:**

**(a) Equality Assurance and Oversight Group**

Officers from the Equality Unit hosted two Equality Assurance and Oversight meetings in this reporting period. The Equality Assurance and Oversight Group is made up of representatives from Section 75 categories, neighbourhood renewal groups and rural networks.

This group is responsible for monitoring progress against the equality indicators and targets which have been set in the Community Plan, identifying issues and providing feedback to the Community Planning Strategic Partnership Group. These meetings allow the participants to get update on Equality work going on within Council and consider equality implications of any policy/service developments.

**(b) Survey on Council's Irish Language Services**

The annual customer survey was sent out to members of the Irish Language Community on 30<sup>th</sup> November 2018. The purpose of the survey was to assess the progress of Irish language services within the Council and gain feedback from members of the public in order to develop and improve the service. The results of the survey indicated that 65% of the public were very happy with the services provided and a further 84% would recommend the services to others.

**(c) Good Relations Strategy 2018-2021**

In April 2018, more than 1,000 people from the Council area were engaged in a series of activities as part of the consultation process for the development of the Council's Good Relations Strategy. These included open meetings, surveys, pop-up consultations at shopping centres and interviews

There were four separate surveys carried out also including:

- A survey of all staff working for Derry City and Strabane District Council;
- A survey of the voluntary, community and social enterprise (VCSE) sector;
- A survey of businesses;
- A survey of young people.

The consensual vote was taken during pop-up consultations in shopping centres and leisure centres in the Council area including a day in the Foyleside Shopping Centre, a day in Lisnagelvin Shopping Centre, a session in Riversdale Leisure Centre, Strabane, and in Derg Valley Leisure Centre, Castlederg. During these pop-up consultations discussions were held with residents using the facilities. Over 200 people participated in a consensual ballot on priorities for the new strategy.

**13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2018-19 reporting period? (tick one box only)**

- Yes       **No**       Not applicable

**Please provide any details and examples:**

**14 Was the consultation list reviewed during the 2018-19 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]**

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

4
---

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

**16 Please provide the number of assessments that were consulted upon during 2018-19:**

4

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

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

**Consultations for an EQIA alone.**

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

**Special Leave Policy**

Council introduced a **Special Leave Policy** after consultation with staff and Trade Unions

**(a) Good Relations Strategy 2018-2021**

In April 2018, more than 1,000 people from the Council area were engaged in a series of activities as part of the consultation process for the development of the Council's Good Relations Strategy. These included open meetings, surveys, pop-up consultations at shopping centres and interviews

There were four separate surveys carried out also including:

- A survey of all staff working for Derry City and Strabane District Council;
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**(b) Arts and Culture Strategy**

The extensive community consultation feedback from the Inclusive Strategic Growth Plan exercise and the ongoing development of the Local Growth Partnership plans within each of the eight District Electoral Areas (DEAs) in the Council area had shaped the thinking in terms of this Strategy.

Council used a co-design methodology to promote creativity and collaboration, establishing a co-design group to drive the development of this ambitious strategy. Its members were drawn from 13 sub-sectors and they led more than 150 groups, organisations and individuals from across arts, heritage and culture to both identify the issues and innovative solutions for our strategy. Alongside these sectoral representatives, five elected members and 18 representatives from statutory and support organisations were co-opted to help over a year long period of strategy development.

**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 2018-19 reporting period? (tick one box only)

- Yes       No       Not applicable

**No EQIAS were carried out in the reporting period**

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

**20 From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2018-19 reporting period? (tick one box only)**

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

**Please provide any details:**

An audit of inequalities was prepared during the development stages of the Council's "Inclusive Strategic Growth Plan 2017-2032" – the information gathered informed the accompanying action plan. Emanating from the Strategic Growth Action Plan are individual departmental plans which are reported on an annual basis within Council's Performance Improvement Plan. The current equality plan contains remedial action for the areas identified through the audit of inequalities.

In terms of the progress made on the Strategic Growth Plan – Council have presented an interim report in February 2019 to the Strategic Growth Partnership together with an update on agreed progress indicators. Once this was approved it was passed to the Equality Assurance and Oversight Group for comment.

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

Yes  No  Not applicable

**Please provide any details and examples:**

Externally funded initiatives such as Peace IV projects have used the equality monitoring questionnaire to establish participation and identify gaps - Not all surveys were completed due to the voluntary nature of equality monitoring however there were 1936 surveys completed in total. Not all questionnaires contained all 9 Section 75 Questions (The 18+ Adult surveys include all Section 75 questions, the Children's and Youth surveys ask only indicators on religion/community background and gender).

Surveys have been completed under the following themes:

Theme	Baseline Responses
Building Positive Relations	951
Children and Young People	296
Shared Spaces and Services	689
<b>Total</b>	<b>1,936</b>

This information has helped the Peace IV team to do specific targeting in terms of recruitment for their programmes.

Council officers continued to monitor safeguarding in all Council facilities by age, gender, location and nature of event. Through the information gathered through this process officers were able to identify areas of policy improvement required in terms of the adult safeguarding element and further training needs of staff. The Local Government Safeguarding Network has provided guidance which will assist in the revision of Council's policy and procedures in 2019-2020 reporting period.

**22 Please provide any details or examples of where the monitoring of policies, during the 2018-19 reporting period, has shown changes to differential/adverse impacts previously assessed:**

**Blue Bin Recycling** – Operatives in Council's recycling and waste section identified that there was issues with some residents in understanding what was recyclable and what was unsuitable for inserting into the Blue Bin. Further research highlighted that the residents were from a minority ethnic group and there was a language barrier. Council prepared the relevant information in Arabic to assist the residents in understanding their obligations. **(Copy of translation included at Appendix 2)**

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

Council have prepared a Programme Progress Report on its Strategic Growth Plan 2017-2032 in accordance with its obligations under Section 71 of The Local Government Act (NI) 2014. This report was presented and approved at Strategic Growth Partnership meeting on 28th February 2019. This progress report was accompanied by a suite of indicators that have helped form the basis of the Strategic Growth Plan.

Once approved the progress report was then presented to the Equality Assurance and Oversight Group. Their comments were forwarded to the Strategic Planning Partnership for consideration.

**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 2018-19, and the extent to which they met the training objectives in the Equality Scheme.**

**Equality and Diversity training** was provided to elected members on 17<sup>th</sup> July 2018 – this helped elected members to have a better understanding of the issues, barriers and inequalities which some of the constituents have experienced/are experiencing.

Members of the Derry and Strabane Rural Area Partnership also received **equality training** - The equality officer completed this training in November 2018. The aim of this training was to help participants understand equality and ensure that that principle is underpins their work set out in the local area plans.

The Equality Officer provided two sessions to staff on the communicate on commitments made in the Equality Scheme as part of the “**Code of Practice on Producing Information**” training. This training will ensure that staff understand the importance of presenting all information emanating from Council in an accessible format so as to provide an inclusive service to all.

- 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:**

<b>Training Provided to Staff</b>
How to Manage Your Workplace Health and Wellbeing
Wellbeing Training for Managers – Understanding and Managing Stress
Conducting Formal Investigations
Safeguarding Training on Council Policy
Safeguarding Designated Officer Training
Adult Safeguarding Training
Language Awareness Training
Emotional Intelligence
Lone Workers
Customer Care
Autism Impact Training
JAM Card Training
Dealing with Difficult People

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

- 26 Please list any examples of where monitoring during 2018-19, across all functions, has resulted in action and improvement in relation to access to information and services:**

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

#### **Alternative Formats**

- Staff in the Refuse Collection Section identified that members of the Polish Community within their collection area had difficulty understanding what should go into the Blue Bin. They requested that the information be translated into Polish so that they could distribute this to the relevant households.
- An Environmental Health Officer had a premises inspection report translated into Hindi so that the owner was aware of their responsibilities under the legislation and what documentation they were required to provide to Council to remain compliant.
- Council produced new bi-lingual workplace safety leaflet in December 2018 to help assist Chinese businesses in the catering sector. The resource has been

developed by Derry City and Strabane District Council's Health and Safety & Consumer Protection team, working in partnership with the Sai Pak Chinese Community Association, Migrant Centre NI and Foyle Race Equality Forum. It specifically supports the Chinese catering sector with the aim of raising awareness about the dangers of slips, trips and falls in the workplace. Printed in both Chinese and English, the leaflet will help overcome language barriers and support the Chinese business community in understanding key safety messages.

### **Sign Language Provision**

Staff responsible for the Business Unit's Sales Growth Programme had requested that a BSL interpreter be made available for a participant for all workshops and subsequent mentoring meetings – this request was met in full.

### **Website**

Council's website has the following accessibility tools:-

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

### **Irish Language Services**

Contact was also made with the Irish Language Officers in the other Council areas to discuss their most effective ways of communicating with the Irish Language Community and their use of social media. Based on the feedback received, the decision was taken to continue with the use of the Facebook and Twitter pages as well as sharing information through email with the database of contacts.

The decision was also taken to update the newsletter to be sent through Mailchimp every three months. The first edition of the new version of the newsletter was distributed to the database through Mailchimp on 28<sup>th</sup> February 2019. The Irish Language Officer will continue to monitor the progress of the newsletter and social media platforms.

During the reporting period, the Irish Language Officer took part in the St. Patrick's Day festival in Strabane where an information stand was situated in the Irish Language quarter. The purpose of the stand was to promote and inform the public about DCSDC's Irish language services. The stand was visited by approximately 250 people on the day



**Complaints (Model Equality Scheme Chapter 8)**

**27 How many complaints in relation to the Equality Scheme have been received during 2018-19?**

**Insert number here:**

<b>0</b>
----------

**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 2019

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

Derry City and Strabane District

**30 In relation to the advice and services that the Commission offers, what equality and good relations priorities are anticipated over the next (2018-19) 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:

<b>10</b>	<b>1</b>	<b>3</b>
Fully achieved	Partially achieved	Not achieved

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

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

Level	Public Life Action Measures	Outputs	Outcomes / Impact
Local	<p>Set up Equality Assurance and Oversight Group (EAOG) to enable people with a disability from new Council area to influence Council decision-making</p> <p>Involve people with a disability in the planning and predevelopment exercises</p> <p>Screen all new policies to assess the significance of the policy on the disability duties.</p>	<p>2 meetings held in the 2018/19 year</p> <p>Representative disability groups have been involved in consultations on Council's policy and services</p> <p>100% of new and revised policies screened for impact on disability duties</p>	<p>Pan-disability engagement through the EAOG</p> <p>People with a disability have opportunity to voice their concerns and suggest mitigation where necessary in relation to all Council policies and services</p> <p>Remove barriers for people with a disability when attending arts and cultural venues.</p> <p>Council's proactive approach would ensure that all policies and services are accessible and inclusive to people with a disability.</p>

PART B

Local (contd)	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	Council's compliance and achievements in relation to disability duties. This also provides an avenue to share good practice amongst other public authorities.
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	Involve people with a disability in the planning and development stage of events.	Council has developed guidance on hosting accessible meetings and events – 2 awareness sessions were rolled out to Event Team and Language Team staff in the 2018-19 year.	People with a disability will contribute to event planning for all Council events as per the <b>Code of Practice on arranging accessible meetings and events</b> – this will ensure all barriers are eliminated as far as reasonable practicable at the earliest stage thus enhancing participation of people with a disability.
2	Provide equality and disability awareness training for staff and elected members	<p>Equality training for all elected members was held in July 2018</p> <p>All staff must complete the Equality module on Learning Pool.</p> <p>JAM Card Training and Autism Impact training has been delivered to frontline staff in leisure, visitor services and the main offices in Strabane and Derry</p>	<p>Increased awareness of Employee's responsibility towards Council's compliance and achievements in relation to disability duties</p> <p>This training has provided staff with the knowledge and skills to be able to adapt, modify or enhance their behaviour so that they can be more effective in helping and support people with autism when delivering Council services.</p>

PART B

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

	Communications Action Measures	Outputs	Outcome / Impact
1	Ensure that the all requests are met when providing access to information and services	<p>Code of Practice on Producing Information reviewed and training delivered to the Marketing &amp; Communications Team</p> <p>Code of Practice on Arranging Accessible Events has been prepared for staff – awareness training will be rolled out in 2018-2019 reporting period</p> <p>Council’s Strategy Growth Plan 2017-2032 has been prepared in a children’s version and an Easy Read version.</p>	Improved accessibility to all to Council information and opportunities to influence decision making
2	Audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community)	An Access for All Scheme has been established with 5 ticketed cultural venues within DCSDC to support companion concessions and increased customer service experience for pan disability community. The Access for all scheme is a free membership scheme where people fill out an application and detail their condition/s and inform the venue of their additional needs. They then are given an ID number for the venue to use when booking tickets and their needs will be identified through a database for access for all. This enhances their cultural experience and improves access and inclusion.	Increased awareness and participation of Council events

PART B

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Host and organise one event per year in association with disability group(s)	<p>Council hosted its third annual conference to coincide with Annual European Day of Persons with Disabilities. The conference promoted the mainstreaming of disability issues in line with the <a href="#">UN Convention on the Rights of Persons with Disabilities</a></p> <p><b>A Youth Support Event</b> was held during <b>Mental Health Awareness Week 2018 (14 to 20 May)</b> where hundreds of young people from schools across the City and District gathered at the Foyle Arena to take part in a series of activities organised by the Civic Forum for the council area. The Forum was led by the Mayor, and brought together a range of local agencies responsible for dealing with issues relating to Alcohol, Drugs, Mental Health, Emotional Wellbeing, Suicide Prevention and Homelessness.</p>	<p>This event has raised awareness of the issues affecting people with disabilities and highlighted the ongoing partnership work that continues to be developed.</p> <p>This Mayoral Initiative was aimed at raising awareness about mental health and overcoming the challenges faced by young people across Derry and Strabane.</p>
2	Appoint a Disability Champion at officer and elected member level to progress the disability duties	2 Champions are in place– 1 from Elected Members and 1 from Officers.	There is a dedicated point of contact for both staff and residents to raise any issues they may have regarding disability
3	Screen all new policies to assess the significance of the policy on the disability duties	100% of new and revised policies screened for impact on disability duties	Council’s proactive approach would ensure that all policies and services are accessible and inclusive to people with a disability.

PART B

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

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Implement a work placement/shadowing/volunteering initiative to allow people with a disability to learn about work in Council facilities	Council continue to accommodate work placement/shadowing opportunities for people with a disability on request. Council's Active Inclusion Programme is a training and personal development initiative tailored for people aged 16 and over with learning difficulties. It includes supported work placement opportunities, one to one training and accredited qualifications. The initiative offers the following courses: Level 1 in Progression to Employment, Level 1 in Healthy Living Level 1 in Basic Construction Skills Level 2 in Retail Skills, Level 2 in Healthy Living and Level 1 in Electrical Installation Skills.	Encourage people with a disability to have increased confidence in the workplace  This initiative aims to provide those with learning disabilities training opportunity and help to find employment
2	Improve play facilities in Council parks and open spaces to ensure access and inclusion for children of all abilities	Derry City and Strabane District Council officially opened Brooke Park's new wheelchair friendly play area to the public in May 2018– this included a wheelchair friendly swing, a wheelchair see-saw and carousel and a hexagonal rocking plate.	This promotes inclusive play between children with and without a disability -more young people can now avail of the state of the art play facilities in the park.

PART B

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

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

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

	Action Measures not met	Reasons
1	Implement a shadowing initiative to allow people with a disability to spend a day with Mayor/Deputy Mayor	This measure is now to form part of Local Democracy Week in October 2019
2	Disability groups meet with elected member disability champion to discuss areas of concerns	This measure is now to form part of Local Democracy Week in October 2019
3	Conduct a confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability	Structures have not been finalised yet within Derry City and Strabane District Council so it was not appropriate to carry out a staff survey during this reporting period.



PART B

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.

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

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

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

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

**Full review of this plan will be carried out in the 2019-2020 reporting period**

## Equality Action Plan 2017-2019

### Employment, Skills and Enterprise

Inequality	Positive action measures	Performance Indicator – Outcome	Lead Officer	Time-scales	Monitoring
<ul style="list-style-type: none"> <li>• <b>Perceptions and barriers towards participating in Arts and Culture activities for all ages needs to be addressed to encourage the development of job opportunities in this area.</b></li> <li>• <b>Lack of job opportunities for young people.</b></li> <li>• <b>Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability</b></li> </ul>	<ul style="list-style-type: none"> <li>• Increase awareness of education and essential skills programmes and personal one-to-one support mechanisms - The Skills Team works with key stakeholders to supports the education and skills ambitions outlined in the Strategic Growth Plan through training, apprenticeship opportunities or skills academies.</li> <li>• Increase No. of local people accessing work</li> <li>• Work with representative groups and schools to gain access to               <ul style="list-style-type: none"> <li>- Older People</li> <li>- Young People (especially those in care)</li> <li>- Minority Ethnic Groups incl. Irish Travellers</li> <li>- Members of the Protestant Community</li> <li>- People with a disability</li> </ul> </li> <li>• Liaise with potential clients to collate information on support mechanisms required to enhance their participation (e.g. information in appropriate format, support worker, accessibility of training venue/timing of training etc.)</li> </ul>	<p>We will have a better skilled and educated workforce</p> <p>As a North West Learning Region we have increased learning and training opportunities</p>	Director of Business and Culture	Ongoing	Analysis on Impact of Strategic Growth Plan

PART B

Inequality	Positive action measures	Performance Indicator – Outcome	Lead Officer	Time-scales	Monitoring
<p><b>There appears to be a lack of underrepresentation in entrepreneurial terms for the following S75 groups</b></p> <ul style="list-style-type: none"> <li>➤ <b>Women</b></li> <li>➤ <b>Young People</b></li> <li>➤ <b>People with a disability and</b></li> <li>➤ <b>People from minority ethnic groups</b></li> </ul> <p><b>Members of the above groups within rural areas suffer particular disadvantage in terms of provision of opportunity and access to information and services.</b></p>	<p>Work with key stakeholders to promote the development of new businesses in Council area by providing an enhanced level of support in the form of :</p> <ul style="list-style-type: none"> <li>- Tailored one-to-one mentoring support</li> <li>- Infrastructure to address barriers to business growth</li> <li>- Increased participants’ awareness of importance of sustainable business practices</li> <li>- Subvention/support initiatives e.g. support with rent, equipment, marketing etc.</li> </ul> <ul style="list-style-type: none"> <li>• Seven budding entrepreneurs (5 females and 2 males) from Council area were successful in the £10K Business Start Up Challenge Final.</li> <li>• <b>Business Boost</b> - 541 Mentoring days delivered up to December 2018 - a BSL interpreter was made available for a participant for all workshops and subsequent mentoring meetings</li> </ul> <p><b>LEADER</b> scheme offers the opportunity for small rural companies to avail of the support they need to take their business to the next level. Council ran 5 workshops in September 2018 across the rural areas to encourage business owners to find out how they could benefit. To date Derry and Strabane Rural Partnership has awarded over £1.3 million through the scheme to 26 businesses which is creating up to 69 new jobs in rural areas.</p>	<ul style="list-style-type: none"> <li>• Recruit at least 10 no. businesses under the <b>City Start</b> project</li> </ul> <p>Increased participation of underrepresented groups in Business support programmes and initiatives</p> <p>Increased job opportunities in rural areas</p>	<p>Director of Business and Culture</p>	<p>March 2019 and ongoing thereafter</p>	<p>Analysis on Impact of Strategic Growth Plan</p>

PART B

Inequality	Positive action measures	Performance Indicator - Outcome	Lead Officer	Time-scales	Monitoring
<p><b>Cultural facilities are being under-used by various section 75 categories (i.e. men, people with a disability, people over 65 years of age)</b></p>	<p>The Arts and Culture Strategy 2019-2024 and accompanying action plan has been developed– Through the development process the following actions have been taken:</p> <ul style="list-style-type: none"> <li>- Programming reviewed to ensure it caters for all sectors of the community.</li> <li>- Ongoing Customer Care training and disability awareness training (including Autism Impact, JAM Card training) has been provided for all front-line staff in the arts and culture facilities</li> <li>- “Access for All Scheme” rolled out in Alley Theatre – this allows participants to advise staff of support/special requirements they may need to have in place before attending an event.</li> <li>- Concessionary pricing has been put in place to promote participation by certain groups.</li> </ul>	<p>Increased level of participation from underrepresented groups</p> <p>Securing of Quest accreditation, Disability Equality Charter of excellence, Autism Friendly Venue status for the Alley Arts &amp; Conference Centre</p>	<p>Director of Business and Culture</p>	<p>April 2019 onwards</p>	<p>Service monitoring – e.g. No. of concessionary rates availed of</p> <p>No. of people signed up to Access for All Scheme</p> <p>No. of reasonable adjustments put into place</p>

**(d) Influencing decision making**

Inequality	Positive action measures	Performance Indicator – Outcome	Lead Officer	Time-scales	Monitoring
<p><b>It would appear that 16-24 year olds are the main grouping who do not believe they can influence decision-making affecting their local area</b></p> <p><b>Low educational attainment and lack of basic skills is prevalent in deprived areas and this affects people’s confidence to engage with their community</b></p>	<p>Local Democracy Week initiatives which allowed young people in post primary schools to engage with their local Councillors and get insight into how Council works</p> <p>Youth 19 steering group is made up of 14-18 years olds who have developed a survey to find out the views of young people in the district to help shape the Youth Manifesto and the Youth Councillors on the NW Ministry of Youth will allocate a small budget to the issues which have been highlighted as important</p> <p>Council have established an Equality assurance and Oversight Group comprising representatives from Section 75 categories, and rural and deprived communities. This group has responsibility for monitoring progress against equality indicators and targets, identifying emerging issues and providing feedback to the Community Planning Partnership</p>	<p>Increased awareness of young people about how local Councils operate and how they can be involved.</p> <p>Increased contribution from young people about initiatives which will help will meet their needs – improvement in the lives of young people 12-24 years of age</p> <p>Groups will feel they have increased opportunity to engage and provide feedback on issues which will help shape the Community Plan and its progress</p>	<p>Lead Democratic Services and Improvement Officer</p> <p>Children and Young Person’s Officer</p> <p>Lead Democratic Services and Improvement Officer</p>	<p>October 2018 – and annually thereafter</p> <p>Survey closed March 2019 - initiatives will be ongoing throughout 2019</p> <p><b>At least 2 meetings annually from 2017 onwards</b></p>	<p>Citizen’s Survey</p> <p>Feedback to funders such as Peace IV – and reported within Annual Progress Report</p> <p>Increased participation rates at Equality Assurance and Oversight group</p>

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**(e) Crime and Safety**

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

## Appendix 2

ENGLISH	ARABIC
Your blue bin WILL NOT BE COLLECTED if the wrong materials are in it!	لن يتم جمع الحاوية الزرقاء للنفايات إذا كان يحتوي المواد الخاطئة!
FOOD	طعام
PLASTIC BAGS	أكياس بلاستيك
NAPPIES, MEDICAL WASTE	الحفاضات ، نفايات الاستخدامات الطبية
FILM OR FOOD WRAPPING	نايلون أو ورق لف و تغليف الغذاء
TISSUES, WET WIPES, KITCHEN ROLL	المناديل الورقية ، المناديل المبللة أو الرطبة ، رقائق القصدير المطبخية
POLYSTYRENE. TAKEAWAY FOOD CONTAINERS	البوليسترين ، حافظات الغذاء الجاهز
LIQUIDS	السوائل
ITEMS CONTAMINATED WITH FOOD INCLUDING ALLUMINIUM FOIL THAT HAS FOOD CONTAMINATION	المواد الملوثة بالطعام بما في ذلك رقائق الألومنيوم (القصدير) التي تحتوي على الطعام الملوث
CERAMICS, PYREX	السيراميك ، البيركس
Each contaminated bin costs your Council	كل حاوية ملوثة تكلف مجلس منطقتك
£45	باوند £ 45
This money could be put into other vital public services in your community.	يمكن وضع هذه الأموال في خدمات عامة حيوية أخرى في مجتمعك.
Contaminated blue bins will be rejected.	سيتم رفض الحاويات الزرقاء الملوثة.

If contaminated material is removed, the blue bin can be put out on the kerbside on the next collection week.	إذا تمت إزالة المواد الملوثة ، فيمكن وضع الحاوية الزرقاء على الرصيف في أسبوع المقبل لتجميع النفايات.
REDUCE YOUR WASTE BY SAYING NO THANKS TO PLASTIC BAGS WHEN YOU GO SHOPPING	يمكنك التقليل من نفاياتك عن طريق القول <b>لا شكرا لأكياس البلاستيك</b> عندما تذهب للتسوق
If you want your bin re-collected:	إذا كنت تريد إعادة تجميع حاوية نفاياتك:
Take the incorrect items out and dispose of them correctly	قم بإزالة المواد غير الصحيحة وتخلص منها بشكل صحيح
Remove the contamination tag from your bin	قم بإزالة علامة (الصقة) التلوث من حاوية نفاياتك
Place it on the kerbside on the next scheduled collection day	ضعه على الرصيف في يوم التجميع المقرر التالي
What goes in your Blue Bin...	ما الاشياء التي يمكنك رميها في الحاوية ... الزرقاء للنفايات
MIXED GLASS	الزجاج بكافة أنواعه
PLASTIC BOTTLES (WASH THEM OUT)	زجاجات بلاستيكية (بعد إفراغها)
PLASTIC FOOD CONTAINERS(WASH THEM OUT)	حافظات المواد الغذائية البلاستيكية (بعد إفراغها)
TINS, CANS & AEROSOLS	علب الصفيح ، العلب والأيروسول
PAPER & CARDBOARD	الورق والكرتون
JUICE CARTONS	علبة أو كرتونة العصير
SMALL ELECTRICAL APPLIANCES	الأجهزة الكهربائية الصغيرة
HOUSEHOLD & TEXTILES (GIVE CLOTHING BANKS & CHARITY SHOPD FIRST CHOICE OF THESE)	الأغراض المنزلية والمنسوجات (الخيار الأول يكمن في إعطاء هذه الاشياء للمتاجر الخيرية و حاويات جمع الملابس)



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<p>For any waste or recycling queries or to book a FREE BULKY WASTE COLLECTION call 028 71 374 107</p>	<p>لأي استفسارات بشأن النفايات أو إعادة التدوير أو لإجراء حجز لجمع النفايات السائبة مجاناً، اتصل على الرقم التالي 028 71 374 107</p>
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