

Armagh City, Banbridge and Craigavon Borough Council



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

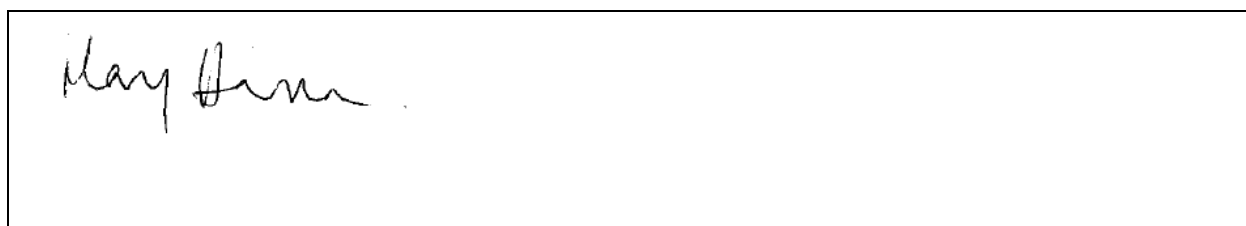
Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Mary Hanna Telephone: (028) 3752 9600 Email: mary.hanna@armaghbanbridgecraigavon.gov.uk
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above x Name: Telephone: Email:

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

<https://www.armaghbanbridgecraigavon.gov.uk/council/equality/>

Signature:

A rectangular box containing a handwritten signature in black ink that reads 'Mary Hanna'.

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

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

This report reflects progress made between April 2020 and March 2021

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

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

- 1 In 2020-21, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

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

Impact of Covid-19 on policy development and service delivery

The impact of the Covid-19 Pandemic resulted in the Council playing a key role in responding to the immediate needs of the community and assisting the most vulnerable in society. This included responding to the needs of older people and disabled people and families that required additional support. An information and advice section was set up on the Council website to offer support to businesses, the community and provide advice on health and wellbeing support, which was made available for all residents on the Health and Wellbeing Hub. A Community Support helpline was also piloted.

The Council signposted residents to NI Direct and the Public Health Agency (PHA) where there were a bank of leaflets and audio transcripts of PHA messages available in a range of languages. The Council also posted short messages on social distancing which were translated into several languages. Messages regarding support available for the community, which included messaging in relation to mental health support, were shared via social media also.

Council staff were regularly advised of services available to support mental health. This occurred throughout the year. Health awareness days were posted on the staff intranet. Examples included “Minding your health” roadshows and the Take 5 Workplace Challenge.

Officers were advised of the latest information from the Equality Commission on the impact of Covid-19 on those with disabilities and what steps the Council as a service provider could take to make reasonable adjustments for disabled customers. This new information was subsequently included in the Council’s Equality and Disability Training programme.

Staff were also reminded that the Council’s Equality and Good Relations duties could not be suspended as a result of the Pandemic. This ensured that equality screening exercises were undertaken during the reporting period and training was delivered. The Council’s Heads of Department were also advised of the Equality Commission’s new publication Section 75 Using Evidence in Policy Making – A signposting Guide.

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The Connected Covid-19 Response and Recovery Plan, which was equality screened, replaced the Borough Community Plan's six thematic Action Plans.

There are five priorities in the recovery plan:

1. Maximise the Community Response and Partnership Working to reduce the impact of the Virus across our Borough
2. Support Physical, Mental and Emotional Health and Wellbeing
3. Grow Business, Employment and Skills Development Opportunities
4. Target Hardship, Poverty and Inequality
5. Tackle Social Isolation and Loneliness

The Connected Covid-19 Response and Recovery Plan was developed following an extensive research exercise. This included an online survey with Community Planning Partners and the Community and Voluntary Sector Panel. The CVSP also undertook a survey on Food Assistance during Covid which contributed to the partners identifying the key themes for action.

Desktop research of the available evidence from NISRA and Statutory Partners was compiled to support development of the Connected Recovery Plan. This was further enhanced by 3 Focus Group Sessions with groups who work with Women, Children and Young People and BAME communities.

The research showed that children and young people; older people; BAME communities, people with a disability and carers have been affected by the pandemic and require support. Common themes identified were:

- Digital inclusion,
- Access to services,
- Poverty and hardship
- Access to information
- Loneliness
- Skills and employment
- Mental health
- Domestic abuse
- Caring responsibilities

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These are reflected in the actions in the plan and the plan commits the partnership to ongoing dialogue with S75 groups to ensure that their needs are addressed in its implementation.

During the reporting period the Council agreed a Medium Term Recovery Plan to guide the Council's ongoing response and recovery to the Covid-19 Pandemic. Two programmes were agreed.

1. Strategic Transformation
2. Inclusive Growth

The actions in these programmes will also contribute to the Council's long term vision and commitments as detailed in the Community Plan and Corporate Plan.

Inclusive growth encapsulates the need to support our economy in an inclusive manner with equality of opportunity for all. There is a continuing need to support wellbeing as set out in the Community and Corporate Plans.

The Council will achieve this by tackling inequalities and strengthening the resilience and wellbeing of local people.

Tackling Poverty

- Finalise our Tackling Poverty Strategy
- Pilot a local community support helpline in partnership with the Community and Voluntary Sector. Use the Department for Communities funding to support those who need support with food, heat or isolation.
- Support the Community and Voluntary Sector to build local resilience.

Health and Wellbeing

- Support good mental health for wider community through community planning and for staff through training and appointing mental health champions
- Continue to tackle health inequalities through age friendly and health inequalities officers
- Corporately support the get active strategy as a mechanism to support wellbeing

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

Corporate and Business Plans

Consultation on the Performance Improvement Plan 2020-21 closed in April 2020 and in August 2020 the Department for Communities advised the Council that there would not be a requirement to produce a Performance Improvement Plan for 2020/21. However, an analysis of responses was published on the Consultation Hub and work continued in relation to the objectives identified.

The objectives include:

1. We will improve the availability of more inclusive services for those with Autism and their carers.
2. We will increase the number of people participating in leisure activities and work with partners to enable everyone to get moving more.
3. We will reduce the time it takes to pay Suppliers.
4. We will reduce the average number of days sickness absence lost per employee
5. We will increase the number of Council service areas with service standards as an evidence base to inform future improvement objectives.
6. We will implement recommendations from our Building Control and Planning Services Reviews.

The first measure reflects the Council's commitment to its equality duties.

During the reporting period the Autism Working Group continued to meet virtually. As well as representation from a number of Council departments there is representation from the Southern Health and Social Care Trust – Autism Services. This group is tasked with developing a programme of staff training and to consider other measures that will assist in making Council services more inclusive and the borough more Autism Friendly. Further progress was made in developing and achieving measures within the Autism Friendly Action Plan.

To mark World Autism Awareness Week, Lord Mayor Kevin Savage announced the Autism Impact Award for the Market Place Theatre and Arts Centre and a new dedicated inclusive information section on the Council website.

The Autism Impact Award from Autism NI is in recognition of staff training and recent improvements at the Market Place Theatre and Arts Centre to enhance the experience of visitors and those with Autism. A range of adjustments include relaxed performances to reduce anxiety and provide a less stressful experience, a chill-out area to take a break during performances and a pre-visit guide and virtual tour to view the building before you visit.

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The new dedicated online inclusive section on our Council website hosts a range of pre-visit guides, which have been designed and developed for tourism, leisure and community facilities to support visitors to prepare for their visit. This section also provides a wide range of facility and service information including changing places, accessibility information from working in partnership with AccessAble, and a range of other services and inclusive activities.

The Policy & Diversity Officer spoke on behalf of the Council at the 'Being Awesome - Autism and Adulthood 2021' conference, held virtually by Bolster Community in conjunction with the Southern Health and Social Care Trust. Bolster Community is a charity and social enterprise providing practical support for individuals and families with Autism.

The event featured young adults with Autism and speakers from professional bodies that provide services for young people with Autism. It focused on the good that flows from co-production. The conference provided a unique opportunity to bring together a range of adults with autism, parents, classroom assistants, educators, third sector organisations and leaders, to listen, share knowledge and learn from each other to bring a positive conduit for change into focus.

The Policy & Diversity Officer's contribution related to the work undertaken by the Council to improve our services in order to make them more accessible to those with Autism and their families.

Other members of the Council's Autism Working Group attended the conference.

The departmental business plans include where appropriate measures which specifically promote equality and good relations. These are linked to the objectives included in the annual performance improvement plan and Corporate Plan.

The cross directorate Customer Care Project Team was set up to take a lead role in developing a Customer Care Strategy and oversee the implementation of an associated Customer Care Action Plan. The Customer Care Action Plan 2020/21 was agreed during the reporting period and a number of equality measures were incorporated into this plan. These included the delivery of equality and disability training and awareness raising of the AccessAble and Jam Card initiatives.

In September 2020 a revised Disability Action Plan and an Easy Read version, an Audit of Inequalities and Equality Action Plan were issued to consultees. The Council received a total of five responses, four of these related to the Disability Action Plan.

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One further measure was added to the Equality Action Plan which relates to the provision of a community support helpline which commenced during the Covid-19 crisis. Further amendments were made to the Disability Action Plan as a result of the comments received from the Equality Commission. Three of the measures were given an extended timeframe for delivery. Other Council departments were advised of additional comments received.

A 5 year review report on the Council's Equality Scheme was completed but only minor amendments were made to the Scheme. It was amended to include an updated organisational chart, list of consultees and a revised timetable of measures.

Policy Screening

Policy screening reports were issued in September 2020 and February 2021.

The concept designs for Tandragee and Waringstown Public Realm were issued for consultation. All relevant information including the equality screening exercises were made available on the Council's consultation hub. Relevant equality groups were also targeted to advise them of the availability of this information.

The Urban Identities Project was screened and the screening exercise was made available alongside the consultation document on the consultation hub. Relevant equality groups were also targeted to advise them of the availability of this information.

The concept designs for Banbridge Public Realm were issued for consultation. An equality screening exercise was made available on the Council's consultation hub. The Council's full list of section 75 consultees were advised of the availability of this information. This followed a more targeted consultation with section 75 groups in the previous reporting period. In 2019 IMTAC produced a report to help inform the Banbridge public realm proposals. In March 2021 a pre-planning stakeholder engagement meeting was held with IMTAC and RNIB. Information was shared on changes that had been made to the scheme.

Equality initiatives

On International Day for Persons with Disabilities, staff were again reminded of the JAM Card initiative. The Jam Card-which stands for Just A Minute – is a social innovation from the NOW Group, an organisation that supports people with learning difficulties and autism into employment. The card or app can be used to alert staff in

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leisure centres or community centres for example that the person needs a little bit of patience and understanding when interacting with you.

Staff were reminded that they or their team could still avail of training. This information was placed on the Council Intranet.

The AccessAble contract was reviewed for another year. The Council has agreed to fund the review of the detailed Access Guides on www.AccessAble.co.uk relating to Armagh City, Banbridge and Craigavon. Working with over 150 partners AccessAble produces Access Guides to places people want or need to visit, publishing them on www.AccessAble.co.uk and the AccessAble App. The Access Guides are for anyone with accessibility requirements. During the reporting period guides were updated remotely. As a result of the Pandemic it wasn't possible to hold the annual consultation event. However, statistical reports were produced to support measures in the Customer Care Action Plan and these reports showed that during the Pandemic even more people accessed the guides than had accessed them the previous year. Further links were added to the Council website as well as the Get Active and Visit Armagh websites. Further updates are planned in the next reporting period. More links will ensure that more people are referred to the Access Guides.

The Council was not able to host the annual local democracy event for local post primary students as schools were closed at this time but instead Lord Mayor Kevin Savage advised residents via social media of all the ways they could engage with the Council, have their say and make a difference to their local area. They were also advised of the Tak€500 Participatory Budgeting Fund which was launched late September. A link was provided to the Council website where they could find out more information. Encouraging residents to get involved in Local Democracy Week via social media would help in conveying this message widely but especially to our younger residents.

The Council organised a staff event for International Women's Day. 62 employees came together virtually to hear the inspiring words of two amazing female role models in celebration of International Women's Day.

Focusing on health and wellbeing, the thought-provoking and engaging event took place on Tuesday 9 March and featured Professor Siobhán O'Neill, Interim Mental Health Champion for Northern Ireland and Annette Kelly, Personal Development and Mental Health Advocate.

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Sharing a background to their respective roles as well as information and advice on how to keep well during these challenging times; our guest speakers also acknowledged the difficulties that women in particular have faced during the pandemic with real and related advice in abundance, the virtual event proved to be an incredibly uplifting and positive experience for all.

Other initiatives that promoted equality of opportunity for a range of section 75 categories included;

Men's Health week which was celebrated (15-21 June). The theme was taking action on Covid-19. Information was posted on social media and men were encouraged to focus on their overall health and wellbeing by being more active and opening up about their health issues. Staff were also provided with tips on how to stay physically and emotionally healthy.

Positive Ageing Month occurred in October and to celebrate our older residents the Council along with the ABC Seniors Network put together a festival of activities and events that ran throughout the month.

To commemorate International Day for Persons with Disabilities the Council lit up its buildings and posted this information on social media. It also reminded residents via social media where all our Changing Places Toilets are located. Staff were reminded of the JAM Card initiative.

The Council supported a range of campaigns throughout the year to promote good mental health. This included Mental Health Awareness Week (18-24 May) as well as an inter-agency social media campaign in September aimed at promoting positive mental health and wellbeing of people across Northern Ireland. Launched on (7 September) and incorporating both World Suicide Prevention Day (WSPD) on 10 September and World Mental Health Day (WMHD) on 10 October, it was led by the Public Health Agency (PHA), five Health and Social Care Trusts (HSC) Trusts and the Northern Ireland Ambulance Service (NIAS)

Equality Training

In November and December 2020 four sessions of Equality and Disability Training were delivered online via Microsoft Teams. The training covers the section 75 duties and the Disability Action Plan, anti-discrimination legislation with further emphasis on the Disability Discrimination Act and communicating with people with a range of disabilities. This training was updated to include the latest advice from the Equality Commission on the impact of Covid-19 on disabled customers. A total of 40 staff attended. Evaluation of the training revealed that participants found it to be a useful overview and examples were applicable to their work environment.

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In March 2021 one session of Policy Screening, Equality Impact Assessment and Rural Needs Impact Assessment Training was delivered online via Microsoft Teams to Heads of Department and Managers. This training covers an outline of the equality and good relations duties, when and how to screen and when to conduct an Equality Impact Assessment. A total of 12 staff members attended.

Other training was delivered to ensure Council staff have a better understanding of the needs of our residents and customers and to further promote equality of opportunity.

Staff at the new South Lake Leisure Centre received bespoke training sessions which included Disability Inclusion Training combined with Autism in Sport. Two sessions were delivered in October 2020 with 33 staff taking part.

In March 21 one session of Dementia Awareness Training was delivered to 13 staff virtually via zoom by the Alzheimer's Society.

This followed a Notice of Motion, which was passed by Council. The Council committed "to build on the work of Alzheimer's Society of creating Dementia Friendly Communities by hosting a virtual 'Dementia Friendly Workshop' which will increase the awareness and confidence of our staff to better relate to, support and communicate with people with dementia to help tackle stigma, establish best practice and reduce barriers for our ageing population within our Council area"

Translation and Interpretation

In addition to the messages on public health and social distancing, during the reporting period the Council availed of the services of a BSL Interpreter to assist a deaf couple resolve an environmental health issue. Other documents were translated. These included the Council's new "Community Welcome Pack". Following consultation with BAME support groups it was translated into the six main BAME languages spoken in the Borough. (Tetum, Polish, Bulgarian, Lithuanian, Romanian and Portuguese). The Community Welcome Pack provides information for those who may have moved to Northern Ireland or the Borough for the first time.

A series of infographics which provide information on various Council services and the Policing and Community Safety Partnership were updated and translated into the 6 main BAME languages spoken in the Borough. (Tetum, Polish, Bulgarian, Lithuanian, Romanian and Portuguese).

A "Covid-19 property inspections guide" was also translated into four languages. (Romanian, Lithuanian, Bulgarian and Portuguese) This was to assist Environmental Health Officer visits to homes where the Occupier's first language was not English

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New accessible Leisure Centre

In November 2020 the new South Lake Leisure Centre opened to the public. The building was specifically designed to ensure accessibility for disabled people. The Council also appointed a leading local service provider and social enterprise IncredAble to operate the new café and a suite of hospitality services at the new centre.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (*or append the plan with progress/examples identified*).

Positive Action Measures as stated in the Council's Equality Action Plan

1. Inclusion of equality and good relations measures into the Council's Performance Improvement Plan, Departmental/operational plans and service plans

Consultation on the Performance Improvement Plan 2020-21 closed in April 2020 and in August 2020 the Department for Communities advised the Council that there would not be a requirement to produce a Performance Improvement Plan for 2020/21. However, an analysis of responses was published on the Consultation Hub and work continued in relation to the objectives identified.

The objectives include:

2. We will improve the availability of more inclusive services for those with Autism and their carers.
3. We will increase the number of people participating in leisure activities and work with partners to enable everyone to get moving more.
4. We will reduce the time it takes to pay Suppliers.
5. We will reduce the average number of days sickness absence lost per employee
6. We will increase the number of Council service areas with service standards as an evidence base to inform future improvement objectives.
7. We will implement recommendations from our Building Control and Planning Services Reviews.

The first measure reflects the Council's commitment to its equality duties.

During the reporting period the Autism Working Group continued to meet virtually. As well as representation from a number of Council departments there is representation from the Southern Health and Social Care Trust – Autism Services. This group is tasked with developing a programme of staff training and to consider other measures that will assist in making Council services more inclusive and the borough more Autism Friendly. Further progress was made in developing and achieving measures within the Autism Friendly Action Plan.

The departmental business plans include where appropriate measures which specifically promote equality and good relations. These are linked to the objectives included in the annual performance improvement plan and Corporate Plan.

2. All Council strategies, plans, projects and services to be screened for equality of opportunity and good relations in accordance with the requirements of the Council's Equality Scheme.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (*or append the plan with progress/examples identified*).

The Council has guidelines for the development of Council policies and all policies are required to have a completed screening form attached before they are considered by the relevant Council Committee. The Committee reporting template also includes a section – Equality or Good Relations implications. This ensures that any equality or good relations implications are brought to the elected members' attention. Equality Impact Assessments are conducted where it is considered proportionate to do so in order to further examine the policy for equality impacts, mitigation and/or opportunities to promote equality of opportunity.

Staff members are regularly reminded to adhere to these guidelines. Staff were also reminded that the Council's Equality and Good Relations duties could not be suspended as a result of the Pandemic. This ensured that equality screening exercises were undertaken during the reporting period and training was delivered. The Council's Heads of Department were also advised of the Equality Commission's new publication Section 75 Using Evidence in Policy Making – A signposting Guide. During the reporting period a number of policies were screened as part of the policy development process. Policy screening reports were issued in September 2020 and February 2021.

3. Delivery of Equality and Disability Training to elected members, line managers and employees. A minimum of 2 sessions to be delivered each year

Delivery of policy screening and EQIA training to Heads of Department and Managers. A minimum of 2 sessions to be delivered each year.

In November and December 2020 four sessions of Equality and Disability Training were delivered online via Microsoft Teams. The training covers the section 75 duties and the Disability Action Plan, anti-discrimination legislation with further emphasis on the Disability Discrimination Act and communicating with people with a range of disabilities. This training was updated to include the latest advice from the Equality Commission on the impact of Covid-19 on disabled customers. A total of 40 staff attended. Evaluation of the training revealed that participants found it to be a useful overview and examples were applicable to their work environment.

In March 2021 one session of Policy Screening, Equality Impact Assessment and Rural Needs Impact Assessment Training was delivered online via Microsoft Teams to Heads of Department and Managers. This training covers an outline of the equality and good relations duties, when and how to screen and when to conduct an Equality Impact Assessment. A total of 12 staff members attended.

2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (*or append the plan with progress/examples identified*).

4. Identify any gaps in section 75 involvement and those facing barriers to inclusion and deliver targeted projects with communities to ensure everyone can shape the community plan and its actions.

The Community Planning Partnership hosted 3 focus groups in August 2020 during the development of the Covid-19 Response and Recovery Plan. The focus group sessions were held with groups working with Women, Children and Young People and BAME. These discussions and report were fed back into the Recovery Working Group.

5. Work with Children and young people to develop innovative models to engage them in the partnership.

The Community Planning Partnership piloted a Participatory Budgeting Project Tak£500 themed around the Take 5 ways to Wellbeing. The process allowed children and young people from aged 8 and above to put together a project idea and develop a video with an adult sponsor. Videos were then put forward to a public vote. The process also gave children and young people from 8 years and above a vote on projects. 50% of votes cast were between the ages of 8-15.

6. Organise a Local Democracy Event

The Council was not able to host the annual local democracy event for local post primary students as schools were closed at this time but instead Lord Mayor Kevin Savage advised residents via social media of all the ways they could engage with the Council, have their say and make a difference to their local area. They were also advised of the Tak£500 Participatory Budgeting Fund which was launched late September. A link was provided to the Council website where they could find out more information. Encouraging residents to get involved in Local Democracy Week via social media would help in conveying this message widely but especially to our younger residents.

7. Organise an International Women's Day Event for post primary schools
Organise an International Women's Day Event for staff

The Council was not able to host an International Women's Day Event for local post primary students as schools were closed at this time.

The Council organised a staff event for International Women's Day. 62 employees came together virtually to hear the inspiring words of two amazing female role models in celebration of International Women's Day.

Focusing on health and wellbeing, the thought- provoking and engaging event took place on Tuesday 9 March and featured Professor Siobhán O'Neill, Interim Mental

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (*or append the plan with progress/examples identified*).

Health Champion for Northern Ireland and Annette Kelly, Personal Development and Mental Health Advocate.

See section 1

8. Further develop the capacity of the ABC Women's Network.
2 outreach programmes to be delivered

As a result of the challenges presented by the pandemic only 1 outreach programme was delivered.

9. 3 Holistic Health Programmes to be delivered in the Borough

During the Pandemic the Health Improvement Workers faced many challenges exploring the development of a borough wide male health and wellbeing programme. Working in partnership with the Southern Health and Social Care Trust, Verve and ABC Council, a 6 week virtual programme specifically aimed at men and lifestyle choices was devised and was due to take place in quarter 4. This programme targeted 10 men but only 4 men registered and it was postponed.

10. Support the annual male health conference

The Health Improvement Workers continue to lead and support the Southern Area Men's Health Steering Group. The Health Improvement Workers had many meetings with the Steering Group in order to develop their first ever zoom webinar. The webinar took place on Wednesday 31 March 2021 and ran for approximately 1.5 hours. It focused upon men 'springing forward' after a long year marked by all things Covid. There were a host of guest speakers, including the Lord Mayor, Councillor Kevin Savage, Stephen McCleary Armagh Men's Shed, a Covid-19 Q&A session with Professor Luke O'Neill from the School of Biochemistry and Immunology in Trinity College Dublin and Keith Kelly with an overview of the Jumpers for Goalposts initiative. Over 80 participants registered for the event.

11. Organise an annual consultation event to be held with consultees. Explore additional ways of raising awareness of the initiative with AccessAble and members of the Customer Care Project Team.

The AccessAble contract was reviewed for another year. The Council has agreed to fund the review of the detailed Access Guides on www.AccessAble.co.uk relating to Armagh City, Banbridge and Craigavon. Working with over 150 partners AccessAble produces Access Guides to places people want or need to visit, publishing them on www.AccessAble.co.uk and the AccessAble App. The Access Guides are for anyone with accessibility requirements. During the reporting period guides were updated remotely. As a result of the Pandemic it wasn't possible to hold the annual consultation event. However statistical reports were produced to support measures in

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 *(or append the plan with progress/examples identified)*.

the Customer Care Action Plan and these reports showed that during the Pandemic even more people accessed the guides than had accessed them the previous year. Further links were added to the Council website as well as the Get Active and Visit Armagh websites. Further updates are planned in the next reporting period. More links will ensure that more people are referred to the Access Guides.

12. JAM Card initiative to be discussed with Facility Managers - quarterly meetings to be held.

Many of the Council's facilities were closed during the reporting period as a result of the pandemic so these meetings were not held.

13. The initiative and the availability of the e-learning module will be publicised on the Council Intranet. Information to be publicised biannually.

To commemorate International Day for Persons with Disabilities staff were reminded of the JAM Card initiative.

14. Provision of Community Support Helpline

This helpline was first implemented in April 2020. The helpline was reviewed in December 2020 and between January and March 2021 a further 247 people were assisted.

15. The Council's Community Development Working Group will explore and develop options for progression on the arrangements around flags and emblems

The Council's Medium Term Recovery Plan states that in conjunction with members a process will be put in place for dealing with such issues.

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

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

Please provide any details and examples:

Staff were reminded that the Council’s Equality and Good Relations duties could not be suspended as a result of the Pandemic. This ensured that equality screening exercises were undertaken during the reporting period and training was delivered. The Council’s Heads of Department were also advised of the Equality Commission’s new publication Section 75 Using Evidence in Policy Making – A signposting Guide.

The Connected Covid-19 Response and Recovery Plan, which was equality screened, replaced the Borough Community Plan’s six thematic Action Plans.

Desktop research of the available evidence from NISRA and Statutory Partners was compiled to support development of the Connected Recovery Plan. This was further enhanced by 3 Focus Group Sessions with groups who work with Women, Children and Young People and BAME communities.

The research showed that children and young people; older people; BAME communities, people with a disability and carers have been affected by the pandemic and require support.

Consultation on the Performance Improvement Plan 2020-21 closed in April 2020 and although the Council was advised by the Department for Communities that there would not be a requirement to produce a Performance Improvement Plan for 2020/21 work continued in relation to the objectives identified. The first measure is that we will improve the availability of more inclusive services for those with Autism and their carers. This is a clear reflection of the Equality Scheme commitments. During the reporting period the Autism Working Group continued to meet virtually and further progress was made in developing and achieving measures within the Autism Friendly Action Plan.

The new dedicated online inclusive section on our Council website hosts a range of pre-visit guides, which have been designed and developed for tourism, leisure and community facilities to support visitors to prepare for their visit. This section also provides a wide range of facility and service information including changing places, accessibility information from working in partnership with AccessAble, and a range of other services and inclusive activities.

The Customer Care Action Plan 2020/21 was agreed during the reporting period and a number of equality measures were included in this plan. These included the delivery

of equality and disability training and awareness raising of the AccessAble and Jam Card initiatives.

The concept designs for Banbridge Public Realm were issued for consultation. An equality screening exercise was also made available on the Council's consultation hub. The Council's full list of section 75 consultees were advised of the availability of this information. This followed a more targeted consultation with section 75 groups in the previous reporting period. In 2019 IMTAC produced a report to help inform the Banbridge public realm proposals. In March 2021 a pre-planning stakeholder engagement meeting was held with IMTAC and RNIB. Information was shared on changes that had been made to the scheme.

In addition to the messages on public health and social distancing, during the reporting period the Council availed of the services of a BSL Interpreter to assist a deaf couple resolve an environmental health issue. Other documents were translated. These included the Council's new "Community Welcome Pack". Following consultation with BAME support groups it was translated into the six main BAME languages spoken in the Borough. (Tetum, Polish, Bulgarian, Lithuanian, Romanian and Portuguese). The Community Welcome Pack provides information for those who may have moved to Northern Ireland or the Borough for the first time.

A series of infographics which provide information on various Council services and the Policing and Community Safety Partnership were updated and translated into the 6 main BAME languages spoken in the Borough. (Tetum, Polish, Bulgarian, Lithuanian, Romanian and Portuguese).

A "Covid-19 property inspections guide" was also translated into four languages. (Romanian, Lithuanian, Bulgarian and Portuguese) This was to assist Environmental Health Officer visits to homes where the Occupier's first language was not English.

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:

By equality screening the Connected Covid-19 Response and Recovery Plan the needs of children and young people; older people; BAME communities, people with a disability and carers have been identified as requiring support.

The commitment to improve the availability of more inclusive services for those with Autism and their carers will ensure that our services are accessible to a greater number of our residents and customers. During the reporting period the Autism Working Group continued to meet virtually and further progress was made in developing and achieving measures within the Autism Friendly Action Plan.

PART A

The concept designs for Banbridge Public Realm were issued for consultation. In March 2021 a pre-planning stakeholder engagement meeting was held with IMTAC and RNIB. Information was shared on changes that had been made to the scheme which would clearly benefit those with additional access requirements.

The translation and interpretation provided has ensured that residents can access Council services.

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):*

The Covid-19 response and recovery plan and Banbridge public realm were both screened

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):*

Changes to services to make them more inclusive for those with Autism and their carers. The inclusive section of the website provides a range of services that are accessible for those with different disabilities. The translation and interpretation provided ensures greater accessibility for all residents

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

PART A

- 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:

5 Were the Section 75 statutory duties integrated within performance plans during the 2020-21 reporting period? (*tick one box only*)

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

Please provide any details and examples:

Consultation on the Performance Improvement Plan 2020-21 closed in April 2020 and although the Council was advised by the Department for Communities that there would not be a requirement to produce a Performance Improvement Plan for 2020/21 work continued in relation to the objectives identified. The first measure is that we will improve the availability of more inclusive services for those with Autism and their carers. This is a clear reflection of the Equality Scheme commitments.

The section 75 duties are most clearly reflected in the Governance and Democratic Services Department's Business Plan

6 In the 2020-21 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? (*tick all that apply*)

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs

PART A

- No, these are already mainstreamed through the organisation’s ongoing corporate plan
- No, the organisation’s planning cycle does not coincide with this 2020-21 report
- Not applicable

Please provide any details and examples:

The Borough Community Plan has three strategic themes of Community, Economy and Place from which nine long term outcomes have been identified. The plan is underpinned by three cross-cutting themes of equality, connectivity and sustainability.

These three cross-cutting themes are also included in the Corporate Plan.

The departmental business plans include where appropriate measures which specifically promote equality and good relations. These are linked to the objectives included in the annual performance improvement plan and the Corporate Plan.

The section 75 duties are most clearly reflected in the Governance and Democratic Services Department’s Business Plan

The Equality Action Plan links the relevant Community Planning Theme and relevant Corporate priority to each of the measures included in the plan

Equality action plans/measures

7 Within the 2020-21 reporting period, please indicate the **number** of:

Actions completed:	6	Actions ongoing:	2 ongoing and a further 4 partially completed	Actions to commence:	3
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Please provide any details and examples (*in addition to question 2*):

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

In September 2020 a revised Audit of Inequalities and Equality Action Plan were issued to consultees. The Council received one response to the Equality Action Plan.

One further measure was added to the Equality Action Plan which relates to the provision of a community support helpline which commenced during the Covid-19 crisis. Other Council departments were advised of additional comments received.

- 9 In reviewing progress on the equality action plan/action measures during the 2020-21 reporting period, the following have been identified: *(tick all that apply)*
- Continuing action(s), to progress the next stage addressing the known inequality
 - Action(s) to address the known inequality in a different way
 - Action(s) to address newly identified inequalities/recently prioritised inequalities
 - Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*
- All the time Sometimes Never

- 11 Please provide any **details and examples of good practice** in consultation during the 2020-21 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

The concept designs for Tandragee and Waringstown Public Realm were issued for consultation. All relevant information including the equality screening exercises were made available on the Council’s consultation hub. Relevant equality groups were also targeted to advise them of the availability of this information.

The Urban Identities Project was screened and the screening exercise was made available alongside the consultation document on the consultation hub. Relevant equality groups were also targeted to advise them of the availability of this information.

The concept designs for Banbridge Public Realm were issued for consultation. An equality screening exercise was made available on the Council’s consultation hub. The Council’s full list of section 75 consultees were advised of the availability of this information. This followed a more targeted consultation with section 75 groups in the previous reporting period. In 2019 IMTAC produced a report to help inform the Banbridge public realm proposals. In March 2021 a pre-planning stakeholder engagement meeting was held with IMTAC and RNIB. Information was shared on changes that had been made to the scheme.

The Connected Covid-19 Response and Recovery Plan, which was equality screened, replaced the Borough Community Plan’s six thematic Action Plans.

PART A

Desktop research of the available evidence from NISRA and Statutory Partners was compiled to support development of the Connected Recovery Plan. This was further enhanced by 3 Focus Group Sessions with groups who work with Women, Children and Young People and BAME communities.

The research showed that children and young people; older people; BAME communities, people with a disability and carers have been affected by the pandemic and require support.

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

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

As described above the Banbridge Public Realm example and the Covid -19 Response and Recovery Plan engaged section 75 groups with the above methods.

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

- Yes No Not applicable

Please provide any details and examples:

Consultees are frequently advised of the Council's equality duties throughout the Community Planning Process. Section 75 consultees were contacted in relation to the consultations described above in q.11. Many of the screening exercises were included on

PART A

the consultation hub. E-mails and hard copies of documentation are forwarded to potentially interested groups.

During the reporting period staff were reminded of the Council's equality duties and training was made available to staff throughout the year. This was advertised via e-mail and in the staff newsletter.

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

Yes x No Not applicable – no commitment to review

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

<https://www.armaghbanbridgecraigavon.gov.uk/council/equality/>

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

12

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

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:

As detailed in q. 11 the consultations included Tandragee, Waringstown and Banbridge Public Realm and the Urban Identities Project.

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

Yes x No concerns were raised No Not applicable

- 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:

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2020-21, and the extent to which they met the training objectives in the Equality Scheme.

In November and December 2020 four sessions of Equality and Disability Training were delivered online via Microsoft Teams. The training covers the section 75 duties and the Disability Action Plan, anti-discrimination legislation with further emphasis on the Disability Discrimination Act and communicating with people with a range of disabilities. This training was updated to include the latest advice from the Equality Commission on the impact of Covid-19 on disabled customers. A total of 40 staff attended. Evaluation of the training revealed that participants found it to be a useful overview and examples were applicable to their work environment.

In March 2021 one session of Policy Screening, Equality Impact Assessment and Rural Needs Impact Assessment Training was delivered online via Microsoft Teams to Heads of Department and Managers. This training covers an outline of the equality and good relations duties, when and how to screen and when to conduct an Equality Impact Assessment. A total of 12 staff members attended.

Other training was delivered to ensure Council staff have a better understanding of the needs of our residents and customers and to further promote equality of opportunity.

Staff at the new South Lake Leisure Centre received bespoke training sessions which included Disability Inclusion Training combined with Autism in Sport. Two sessions were delivered in October 2020 with 33 staff taking part.

In March 21 one session of Dementia Awareness Training was delivered to 13 staff virtually via zoom by the Alzheimer's Society.

This followed a Notice of Motion, which was passed by Council. The Council committed "to build on the work of Alzheimer's Society of creating Dementia Friendly Communities by hosting a virtual 'Dementia Friendly Workshop' which will increase the awareness and confidence of our staff to better relate to, support and communicate with people with dementia to help tackle stigma, establish best practice and reduce barriers for our ageing population within our Council area"

- 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:

The Training programmes delivered have the job performance objectives outlined at the beginning of the training and the programme is again reviewed and summarised at the end. An evaluation sheet is issued at the end of the training. The information received in the evaluation forms is used to inform further developments to the training programmes.

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

26 Please list **any examples** of where monitoring during 2020-21, across all functions, has resulted in action and improvement in relation **to access to information and services**:

The Market Place Theatre received The Autism Impact Award from Autism NI. It is in recognition of staff training and recent improvements at the Market Place Theatre and Arts Centre to enhance the experience of visitors and those with Autism. A range of adjustments include relaxed performances to reduce anxiety and provide a less stressful experience, a chill-out area to take a break during performances and a pre-visit guide and virtual tour to view the building before you visit.

The new dedicated online inclusive section on our Council website hosts a range of pre-visit guides, which have been designed and developed for tourism, leisure and community facilities to support visitors to prepare for their visit. This section also provides a wide range of facility and service information including changing places, accessibility information from working in partnership with AccessAble, and a range of other services and inclusive activities.

Complaints (Model Equality Scheme Chapter 8)

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

Insert number here:

0

Please provide any details of each complaint raised and outcome:

Section 3: Looking Forward

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

The Equality Scheme was reviewed during the previous reporting period and the review report was made available on the Council website in the current reporting period.

PART A

- 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)*

The Council will remain focused on all of the above and will continue to offer support and training to staff in relation to the equality and good relations duties.

- 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
- x Nothing specific, more of the same
- Other (please state):

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

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

7

Fully achieved

10

Partially achieved

7

Not achieved

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

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

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ			
Regional ^{iv}			
Local ^v			

PART B

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

	Training Action Measures	Outputs	Outcome / Impact
1	<p>Induction Training which is mandatory for all new employees</p> <p>Training covers:-</p> <ul style="list-style-type: none"> • Introduction to Equality Scheme • The Disability Action Plan and DVD highlighting different types of disabilities • The Council’s Equal Opportunities and Dignity at Work policies and procedures <p>This training was delivered online via Microsoft Teams</p>	New starts received training	Evaluation of the training revealed that participants found it to be a useful overview and examples were applicable to their work environment.
2	<p>Equality and Disability Training was delivered to staff in November and December 2020. It was delivered online via Microsoft Teams.</p>	A total of 40 staff members attended	Evaluation of the training revealed that participants found it to be a useful overview and examples were applicable to their work environment.

PART B

	Training Action Measures	Outputs	Outcome / Impact
3	<p>There was a commitment in the plan to provide training on specific disabilities where a need is identified. Staff at the new South Lake Leisure Centre received bespoke training sessions which included Disability Inclusion Training combined with Autism in Sport. Two sessions were delivered in October 2020 with 33 staff taking part.</p>	<p>A total of 33 staff members attended</p>	<p>This training will improve the customer service offered to both adults and children with disabilities.</p>
4	<p>In March 21 one session of Dementia Awareness Training was delivered to staff virtually via zoom by the Alzheimer’s Society.</p>	<p>A total of 13 staff members attended</p>	<p>This followed a Notice of Motion, which was passed by Council. The Council committed “to build on the work of Alzheimer’s Society of creating Dementia Friendly Communities by hosting a virtual ‘Dementia Friendly Workshop’ which will increase the awareness and confidence of our staff to better relate to, support and communicate with people with dementia to help tackle stigma, establish best</p>

PART B

	Training Action Measures	Outputs	Outcome / Impact
			practice and reduce barriers for our ageing population within our Council area”

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			
2			

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Senior Sports Awards Annual	The awards moved online. Nominations included Sports Person with a Learning Disability and Sports	The event celebrates the achievement of sports people within the Borough and as a result raises awareness of disability in sport.

PART B

	Encourage others Action Measures	Outputs	Outcome / Impact
		Person with a Physical or Sensory Disability	

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	Policy screening – ongoing implementation of screening requirements in relation to new and amended policies (screening form includes questions relating to the disability duties)	The completed screening forms will address the disability duties	All new or amended policies will incorporate the disability duties where appropriate.
2	Non-fixed inclusive play programmes Play in the Community and Play Through the Ages	Programmes developed to ensure play opportunities for all children and young people regardless of their needs and abilities	<p>Play in the Community</p> <p>A number of children with different abilities and disabilities attended the sessions and engaged with the same play offered to the group as a whole. Play sessions were adjusted to suit all the children attending.</p> <p>Play Through the Ages</p>

PART B

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
			A number of children with different abilities and disabilities attended the sessions and engaged with the same play offered to their class. Play sessions were adjusted to suit the children attending.
3	Prepare annual report on the implementation of the plan	To monitor and report on progress	

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	Engage with the local disability sector and local disabled people in relation to the drafting, implementation and monitoring of the plan	During the reporting period the disability sector provided feedback on the current plan.	Improved engagement with the disability sector with the intention of devising new or revised targets	It is a 2020-2023 measure
2	Ensure strapline advising that documents can be obtained from the Council in alternative formats is included in all external publications	On the Home Page of the Council website there is an accessibility section where customers are advised to contact the Council if they require a	It is intended that publications will be accessible to a wide range of people.	As part of this review it was noted that not all external publications advise that documents are available in alternative formats. Further

PART B

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
		publication in a different format.		communication with relevant departments will be required.
3	To have a database of images for use in Council publications that display positive images of disabled people.	Where the opportunity arises positive images of disabled people are used.	Promotes positive attitudes towards disabled people	It is a 2020-2023 measure
4	To work with stakeholders to achieve an Autism Friendly Borough	An Autism Friendly Action Plan was being developed and a number of positive action measures were already achieved	To raise awareness of the needs of those with Autism and ensure appropriate steps are taken.	Progress was delayed because of the Covid-19 Pandemic
5	Equality Commission for N.I Mental Health Charter	A scoping exercise was undertaken to assess the progress Council had made in achieving the Charter commitments	To deliver the ECNI Mental Health Charter across the Council and ensure staff health and wellbeing is a priority	It is a 2021-2022 measure
6	Play Strategy 2018-2026. 46 play parks to be completed as part of a 5 year Capital Programme	21 Play Parks completed all with pieces of inclusive equipment as being accessible Local <ul style="list-style-type: none"> • Wheelchair Roundabout • Inclusive Panel • Basket Swing-suitable for transfer from 	These play parks are designed to be inclusive to ensure there are opportunities for children regardless of their needs and abilities.	It is a 2018-2023 measure

PART B

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
		<p>wheelchair or different ability children</p> <ul style="list-style-type: none"> • Play Panel <p>Neighbourhood</p> <p>All of the above and including:</p> <ul style="list-style-type: none"> • Extra seating or Picnic Table • Extra Inclusive Panels • One other inclusive pieces of equipment e.g. Spinning bowl or an inclusive springer sea/saw <p>District</p> <p>All of the above and including:</p> <ul style="list-style-type: none"> • Lurgan Park • Wheelchair Swing • Wheelchair train • Wheelchair play panel-roleplay 		

PART B

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
		<ul style="list-style-type: none"> • Inclusive Trampoline • Sand Play 		
7	The GetActive website will provide access information where appropriate	Additional information was placed on the website regarding disability equipment and access in our play areas	More people with a disability accessing sport and physical opportunities independently	It is a 2020-2023 measure
8	Information leaflets available at leisure centre reception desks will be more accessible with increased use of pictograms as well as information on the telephone interpreting service	Information leaflets were produced to assist customers with Autism	More people will be able to access our facilities and services	It is a 2020-2023 measure
9	Develop and deliver a range of inclusive sport and physical activity programmes and events, which will increase the skills, knowledge and confidence of people with a disability, to enable them to access sport and physical opportunities in their local community.	Everybody Active 2020: 59 people with a disability engaged in face to face delivery. A library of activity sessions was made available online, including some specifically for people with a disability.	More people with a disability accessing sport and physical activity opportunities independently.	Covid - 19 had a significant impact on this target group, many were recommended to or chose to shield, because of the risks. As activities resumed, confidence generally remained low.

PART B

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
		<p>Get Out, Get Active: 289 residents, including face to face and online delivery.</p> <p>The Inclusive Sport and Leisure Officer: 262 including face to face and online. Additional children were engaged through school sports day and summer scheme themed videos.</p>		
10	Junior Sports Awards (annual)	<p>The awards were delivered online from the 15th Feb 2021 – 20th Feb 2021. There were no awards given out in the disability categories this year as there had been no nominations received. However, there were 3 categories that people had the opportunity to nominate into.</p>	<p>The event celebrates the achievement of sports people within the Borough and as a result raises awareness of disability in sport.</p>	<p>No nominations were received in the disability categories</p>

PART B

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

	Action Measures not met	Reasons
1	Provide equality and disability training for elected members	Delayed because of the Covid-19 Pandemic. Training has been arranged for the next reporting period
2	Appoint elected member Diversity Champion at the AGM	Delayed because of the Covid-19 Pandemic. A further report to be prepared following the review of local government's regional equality and diversity strategy
3	Raise awareness among staff of the role of the Diversity Champions. The Council has appointed three Officer Champions. They include the Policy & Diversity Officer, HR Officer, Community Support Active Inclusion Officer and the Council's Lord Mayor	A further report to be prepared following the review of local government's regional equality and diversity strategy
4	Further develop working relationships with voluntary organisations such as Cedar, Mencap and others so that the Council can successfully respond to requests for work placement opportunities	Delayed because of the Covid-19 Pandemic.
5	To avail of the Employers for Disability NI bulletin board to advertise job vacancies	Delayed because of the Covid-19 Pandemic. It has been arranged for the next reporting period.
6	Appoint Disability Sport NI to conduct an access audit of the new South Lake Leisure Centre in order to achieve ISF accreditation	The ISF accreditation was postponed due to the Covid-19 Pandemic. It would be considered in the next reporting period when the facility reopened.

PART B

	Action Measures not met	Reasons
7	Undertake an Audit of all public life positions and review how the positions are advertised.	Delayed because of the Covid-19 Pandemic. It will be progressed in the next reporting period

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

(a) Qualitative

The equality working group considered this plan before developing measures for the 2020-2023 plan. They are providing feedback on the measures. The disability sector engaged with the Council when the plan was issued for consultation in October 2019. A number of these measures are also included in the Council’s Customer Care Action Plan and performance indicators are set. Further monitoring arrangements were added to specific measures following consultation on the plan.

(b) Quantitative

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?

Following the consultation on the Disability Action Plan, some timeframes were amended to reflect the impact of the Covid-19 Pandemic. Further monitoring arrangements were also added to specific measures

If yes please outline below:

PART B

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

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

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

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

ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level

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