

Fermanagh and Omagh District Council



Fermanagh & Omagh
District Council
Comhairle Ceantair
Fhear Manach agus na hÓmaí

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: Finbar Maguire Telephone: 0300 303 1777 ext. 21178 Email: finbar.maguire@fermanaghomagh.com
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above <input checked="" type="checkbox"/> (double click to open) Name: Telephone: Email:

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

Please insert link or details here

Signature:

A handwritten signature in black ink on a light brown background, appearing to read 'Finbar Maguire'.

Finbar Maguire
Policy Officer

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 2019 and March 2020

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 2019-20, 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.

The most recent NISRA statistics (mid-year population estimates released in June 2020) demonstrate that the Council District was home to 117,397 people on 30 June 2019. This represents a growth of 600 individuals from the previous set of statistics, or 0.5%. This growth in population could be driven by:

- A natural change of 487 (1,413 births and 926 deaths).
- Net migration of 41 people.
- Other changes of +34 individuals.

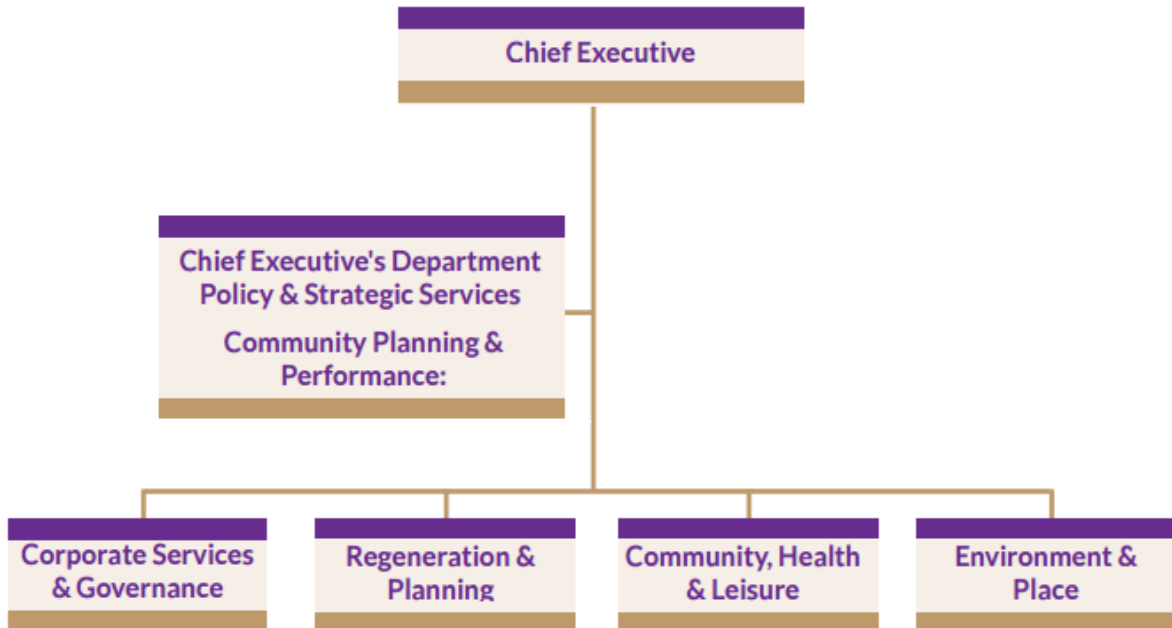
The population aged 65 and over increased by 500 people (or 2.4%) to 20,100, whilst the working age population over the year remained stable at 71,900 people. The number of children (aged 0 - 15 years) also remained stable at 25,400.

The District is Northern Ireland largest in terms of land mass (3,000km²) and the smallest in terms of population density (38.8 people per km²).

As reported in the four previous Annual Progress Reports (2015/2016, 2016/2017, 2017/2018 and 2018/2019), the Council has continued to initiate many key policy and service delivery developments. Additionally, the Council has continually delivered on its responsibilities to ensure that statutory and regulatory functions are delivered to a high standard.

During the 2019/2020 reporting period, the Council continued to promote and mainstream Equality of Opportunity across all Directorates and Services. The implementation of the Statutory Duties was kept under regular review – being discussed by Senior Management Team (as required), as well as being included within all reports made to the Council's Committee meetings (which are subsequently ratified by Council).

The organisational structure of the Council for the 2019/2020 period remained unchanged, as demonstrated in the below diagram:



Delivery and Policy Developments

During the 2019/2020 reporting period, Fermanagh and Omagh District Council developed several policy and service delivery areas aimed at better promoting equality of opportunity and good relations. The Council views a number of these developments as 'in progress' and 'ongoing'.

Some of the key policy and service delivery developments for Fermanagh and Omagh District Council are outlined below.

Equality Scheme and Equality Action Plan



The Council's continued to fulfil its commitments outlined within the Equality Scheme, which was approved by the Equality Commission in February 2017.

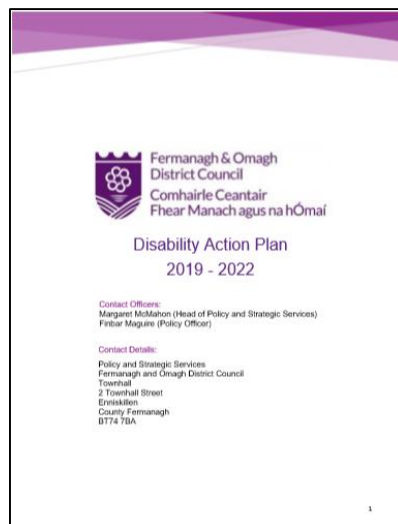
The Council's Equality Action Plan not only contributes to the Council's compliance with Section 75 of the Northern Ireland Act 1998, but it also provides framework guidance to Council actions - setting out how the Council plans to

address inequalities as it strives to create a District where people chose to live, work and visit.

Further information on the Council's Equality Action Plan and its actions, will be referenced in detail later within this report. The Council also undertook a 12-week consultation period during the development of a new Equality Action Plan which will guide its actions until March 2022. The Equality Action Plan for 2020 to 2022 was approved by the Policy and Resources Committee on 11 December 2019 and subsequently ratified by the full Council on 7 January 2020.

As outlined within the Equality Scheme, Screening Reports were issued on a bi-annual basis outlining the various policies which had been screened during the previous six-month period.

Disability Action Plan



The Council's Disability Action Plan outlines how the Council will fulfil its statutory obligations in compliance with Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (Northern Ireland) Order 2006).

Further information on the Council's Disability Action Plan will also be referenced later within this Progress Report.

The Council also undertook a 12-week consultation period during the development of a new Disability Action Plan which will guide its actions until March 2022. The Equality Action Plan for 2020 to 2022 was approved by the Policy and Resources Committee on 11 December 2019 and subsequently ratified by the full Council on 7 January 2020.

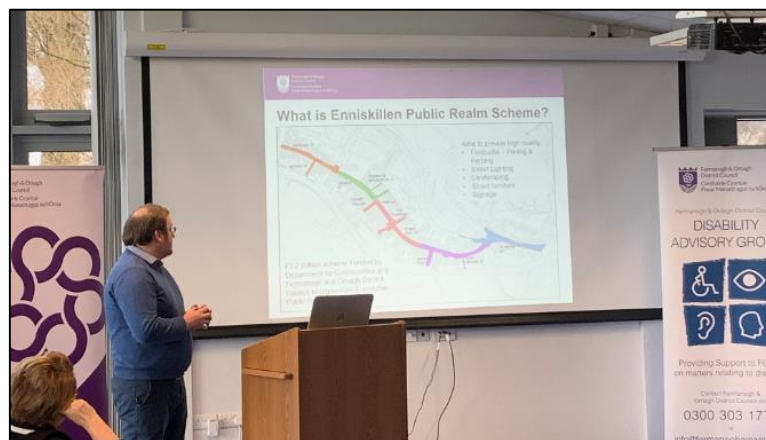
Lobbying and Consultation

The Council continued to lobby on a cross-Council, cross-border, basis to many strategic issues. In total, over the 2018-2019 period, the Council responded to 8 public consultation processes.

Some examples of the responses that have been submitted by Fermanagh and Omagh District Council over the past 12 months include:

- Reshaping Stroke Care
- Reshaping the Regional Trauma Network.
- Reshaping Breast Assessment Services
- Business Rates.

Enniskillen Public Realm Scheme



Following the work that was undertaken in previous years in relation to consultation on the Enniskillen Public Realm Scheme, further consultation opportunities were arranged in December 2019 in relation to parking within the scheme boundaries. The consultation opportunity took place at an organised event celebrating International Day for People with Disabilities and offered those in attendance the opportunity to have their say on parking arrangements within the Public Realm Scheme area.

Elected Members and Civic Receptions



2019/2020 was the first reporting period of the new four-year Council term. Throughout 2019/2020, both the Chairperson and the Vice Chairperson represented the Council at numerous events – within and outside the District. In total, there were approximately 284 events at which the Chairperson and/or Vice Chairperson attended. These included: photo opportunities, launches of Council-organised (and Council-supported) events for example: Enniskillen 10K Road Race, the launch of inclusive activities for people with disabilities, Christmas Lights Switch-on in both Enniskillen and Omagh, the Halloween Fireworks Display, an Age Friendly Conference, attendance at the Poverty Conference as well as other Community Recognition Events.

Additionally, there were 26 Civic Receptions organised to take place in the Council's two main Civic Buildings (The Grange [Omagh] and the Townhall [Enniskillen]). These events were organised to recognise achievements in areas such as sporting, cross community, youth, and volunteering. Some examples of the Civic Receptions organised, include:

- Sporting achievements including those by: a local secondary school which won an All-Ireland title, a local rugby team which won the Towns' Cup, a local All-Ireland winning handball team, amongst others.
- The local Stroke Support Group, local Doctors and carers.
- Celebrating local community groups.
- Individual sporting success – particularly international success.

Accessibility Information Events



To celebrate International Day for People with Disabilities the Council organised an event in Fermanagh House in the form of a conference aimed at people with disabilities, their carers and their family members.

The event took place in Enniskillen (Fermanagh House) on 6 December 2020 with 45 people in attendance.



Guest presenters included representatives from: the Enniskillen Public Realm Scheme, Fresh Focus (a local group which started a social enterprise for people with disabilities), Guide Dogs NI, Action on Hearing Loss and Action Mental Health.

The event also marked the first event for Fermanagh and Omagh District Council to provide a mobile accessible toilet and changing facility in the form of a Mobiloo Vehicle – now rebranded as Accessoloo. The vehicle was parked outside the event and attendees were invited to have a look at the vehicle which will be present at all future Council events.

Equality Screening

There were several key Council policies screened for potential impacts on Equality of Opportunity. These included:

- Performance Improvement Plan.
- Corporate Sponsorship Policy.
- Events and Festivals Strategy.
- Corporate Funding Policy Update.

Employee Training

During the 2019/2020 reporting period, Council employees and Elected Members participated in several training and awareness raising sessions, particularly related to Equality and Disability.

The training and awareness raising organised for the 2019/2020 period included:

- Equality and Section 75 Awareness Raising – Implications for you as a Councillor.
- Deaf Awareness Training.
- Basic Sign Language Awareness Training.
- Learning Disability Awareness Training.
- Gender identity Awareness Training.
- Mental Health Awareness Training.

Unfortunately, two training sessions (Visual Awareness Training and the Transgender Inclusion and Awareness Training) did not take place due to the Coronavirus and Covid-19 pandemic. Both sessions will take place when it is safe to do so.

International Women's Day and International Men's Day



The Council, for the second year, celebrated International Women's Day on **Monday, 2 March 2020** with an event in The Ardhoven Theatre. The event was hosted by the Council Chairperson (Councillor Siobhan Currie) and Vice Chairperson (Councillor Diana Armstrong).

The event was entitled 'Energising Women in Fermanagh and Omagh' and was well attended. The 2019/2020 period was marked by the fact that both senior positions within the Council (Chair and Vice Chair) were held by women.

On Tuesday, 19 November 2019, the Council celebrated International Men's Day by lighting Enniskillen Castle and the Strule Arts Centre blue. A publicity campaign was also undertaken on Council social media pages.

Disability Advisory Group



There were five meetings of the Disability Advisory Group during the 2019/2020 reporting period, with these meetings culminating in a Civic Reception hosted by the Council Chairperson (Councillor Siobhan Currie) in January 2020. The Civic Reception celebrated the work of the volunteer members on the Group as well as to recognise the work that the Group has undertaken since 2015.

During the 2019/2020 reporting period, the Disability Advisory Group undertook some key pieces of work including:

- Highlighting issues and concerns with Council venues, facilities and services.
- Participating in Accessibility Tours of Council venues and providing constructive feedback.
- Developing an Action Plan for the Group and its Members.
- Advising on Awareness Raising Training which should be provided to Council employees and Elected Members throughout the year.
- Piloting a 12-month trial for a Sign Video Relay System – both online and for individuals when they visit Council offices.

Other elements of Council service delivery include:

- The continued delivery of the Everybody Active programme which targets underrepresented groups.
- The continued development of the Disability Advisory Group members as well as the members of both Access and Inclusion Steering Groups (in Fermanagh and Omagh).
- Procurement of a **Sign Video Relay** service to assist people with hearing loss or those who are deaf.

Other initiatives and programmes are referenced in detail elsewhere within this Progress Report.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2019-20 (or append the plan with progress/examples identified).

As mentioned previously, Fermanagh and Omagh District Council consulted upon a new Equality Action Plan between September 2019 and December 2019. The new Equality Action Plan was approved and ratified by Council in January 2020.

Link to the Committee Report: <https://fermanaghomagh.public-minutes.com/#0c24ee4684a4324ff310cf2449121a59>

Link to the Equality Action Plan 2020 - 2022:
<https://www.fermanaghomagh.com/your-council/policies/equality/equality-action-plan-2020-2022/>

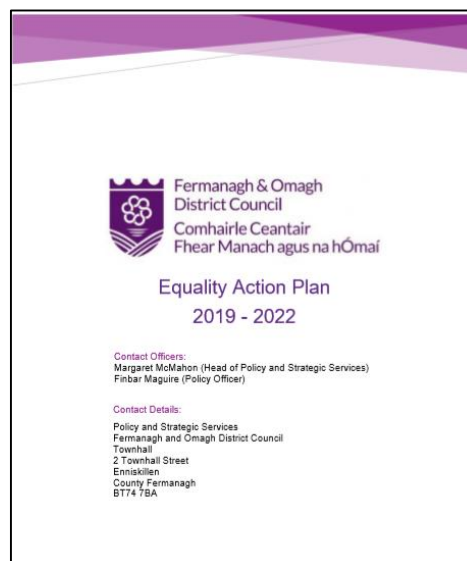
The actions contained within the previous Equality Action Plan were split into five strategic themes:

1. Equality of Opportunity.
2. Accessible Services.
3. Spoken, written and signed language forms.
4. Equality Monitoring and Data Collection.
5. Increase Awareness and Understanding of Equality for Employees and Elected Members.

Performance Measure One: Equality of Opportunity

In relation to action 2 (page four), this was achieved in a number of ways. Firstly, the Council submitted an Annual Progress Report to the Equality Commission in August 2019, and the progress of the Equality Action Plan was reported to the Policy and Resources Committee in July 2019.

Several elements of the Equality Action Plan were also reported to the Disability Advisory Group throughout the 2019-2020 reporting period.



In addition, a full 12-week consultation period was undertaken on an updated Equality Action Plan (for 2020 - 2022). Following this consultation, the final Equality Action Plan was approved at the Policy and Resources Committee in

December 2019 and subsequently ratified at the full Council meeting in January 2020.

The third action relates to identifying inequalities through the Community Planning engagement processes. As previously mentioned, the Community Planning process has been ongoing for a several years and the Action Plan was published in April 2018. A Community Planning statement of progress was published in November 2019.

Other engagement opportunities, undertaken by the Community Planning and Performance Improvement service offered opportunities to identify inequalities included the public consultation on the draft improvement objectives.

The next Action outlined within the Equality Action Plan 2017-2019 relates to the Council's Disability Action Plan. Full information on the actions contained within the Disability Action Plan is included within this Progress Report on page 29.

Performance Measure Two: Accessible Services

The first action outlined for Accessible Services is in relation to updating the Council's Equality Consultation Database to ensure appropriate representation. The Council continues to update this on a regular basis – at least biannually, if not sooner; the database is updated every time a consultation is undertaken by the Council.

The second action within the 'Accessible Services' theme is ensuring that new, and revised, policies will be Equality Screened to ensure that Equality of Opportunity is promoted across all Directorates and Services. This is continuously ongoing and during the 2019/2020 reporting period screening was undertaken for several policies including:

- Performance Improvement Plan.
- Corporate Sponsorship Policy.
- Events and Festivals Strategy.
- Corporate Funding Policy Update.

The next actions revolve around council venues and services becoming more **Autism and Dementia Friendly**. In relation to this, a substantial amount of work has been undertaken in recent years and the 2019/2020 reporting period was no different. For example, the Council's **Autism Impact Award** (which was already achieved for the Townhall in Enniskillen) was extended to The Grange building in Omagh.

The next action point relates to the Enniskillen Public Realm Scheme and ensuring '**effective and meaningful consultation, and input, into the design of the Enniskillen Public Realm Scheme**'.

During the 2019/2020 period, despite work on the Public Realm Scheme commencing and continually ongoing, a further consultation opportunity was arranged in December 2019 in relation to car parking within the scheme area.

During 2019/2020, there were many aspects of Council services which enhanced Performance Measure Two 'Accessible Services' which were not contained within the Equality Action Plan. These included:

- Four meetings of the Disability Advisory Group which resulted in significant work being undertaken in relation to Accessibility. This included:
 - The provision of Accessibility Support at events (e.g. Sign Language Interpreters, Quiet Spaces, Easy Access Areas, Accessible Changing/Toileting Facilities [e.g. Accessoloo] etc).
 - Chairperson's Reception in 2020 to celebrate the work undertaken by the Disability Advisory Group, the Fermanagh Access and Inclusion Steering Group and the Omagh Access and Inclusion Steering Group).
 - An Accessibility Tour of Omagh Leisure Complex.
- A conference entitled 'The Future is Accessible' to celebrate International Day for People with Disabilities on 6 December 2019. The conference was aimed at people with disabilities, their carers and their family members in order to outline the support services available locally.

The event took place in Enniskillen (Fermanagh House) on 6 December 2020 with 45 participants in attendance.

Guest presenters included representatives from: the Enniskillen Public Realm Scheme, Fresh Focus (a local group which started a social enterprise for people with disabilities), Guide Dogs NI, Action on Hearing Loss and Action Mental Health.

The event also marked the first event for Fermanagh and Omagh District Council to provide a mobile accessible toilet and changing facility in the form of a Mobiloo Vehicle – now rebranded as Accessoloo. The vehicle was parked outside the event and attendees were invited to have a look at the vehicle which will be present at all future Council events.

- Fermanagh and Omagh District Council undertook a procurement exercise in March 2019 to establish a **Sign Video Relay** system. This system, which will be established fully in the 2020/2021 reporting period, will provide assistance to people with hearing impairments or those who are deaf. More information on this system is available online here: <https://www.fermanaghomagh.com/your-council/policies/equality/signvideo/>

The system provides more opportunities of individuals to interact with the Council from their own homes, as well as providing an opportunity for people with hearing impairments (or deafness) an opportunity to interact with Council employees within Council venues. This is achieved through the provision of an online sign language interpreter (free of cost to the user).

Western Home Environmental Assessment Project (WHEAP)

The WHEAP Project, delivered by the Council's Environmental Health Service, aims to reduce home accidents, fuel poverty and fear of crime - as well as

improving the physical, and mental, health and well-being of the local community.

There were 618 home safety assessments carried out in 2019/20, which included assessments undertaken in the homes of 'at risk' rural dwellers, including people with disabilities.

The WHEAP Team offer practical advice on home safety, home security and energy efficiency. In addition, the WHEAP Team also distributes home safety equipment which is designed to reduce the risk of an accident. This equipment is distributed following an assessment of need. The equipment includes: Stairgates, Fireguards, Blind Cord Safety Devices, Falls Prevention Packs and Carbon Monoxide Alarms.

The WHEAP Team will also signpost to other agencies where relevant, for example to those in need of assistance with benefits.

Affordable Warmth Scheme

The Affordable Warmth Scheme is funded by the Department for Communities (DfC) to assist in tackling fuel poverty, and is delivered in partnership with the Environmental Health Service and the Northern Ireland Housing Executive grant offices.

It targets households identified as being at most risk of living in fuel poverty, delivering energy efficiency improvement measures to qualifying households. Measures include cavity wall and loft insulation. In addition, boiler replacement or upgrades are available for householders who:

- Are over 65 years of age.
- Have a child under 16 years of age.
- Receive disability living allowance.
- Have an existing central heating boiler that is over 15 years old.

In 2018/19, there were 231 surveys completed by Council staff which were subsequently forwarded on to the Northern Ireland Housing Executive

Performance Measure Three: Spoken, Written and Signed Language Forms

As stated within previous Progress Reports, the Council has two pre-existing language policies (Irish Language and Ulster Scots). During the 2018/2019 reporting period, the Council continued to implement these Policies.

Arrangements were also put in place to review these Policies within the 2019/2020 reporting period and it is anticipated revised policies will be approved within the next reporting period – 2020/2021.

The Council's Good Relations and Arts and Heritage Sections have both worked with several groups in terms of their linguistic needs and providing programmes/resources to local communities. This has included the provision of:

- Irish Language Classes.
- Open Heritage Weekend.

- A dedicated Programme of Events – available online at: <https://www.fermanaghomagh.com/services/arts-and-culture/languageclasses>

The Council also ensured that there were systems in place for any individual who wished to communicate through Irish – giving two points of contact as well as a direct Irish Language voicemail service.

The Council, during the 2019/2020 reporting period, continued to ensure that meetings and events had appropriate interpreters and/or assistance in attendance (where required). Events during the reporting period where interpreters and/or assistance were in attendance included:

- Christmas Lights Switch-On Events in both Enniskillen and Omagh.
- Halloween Fireworks Display in both Enniskillen and Omagh.
- Meetings of the Omagh Access Advisory Group.
- Joint meetings of the Fermanagh and Omagh Access Advisory Groups, with the Disability Advisory Group.

Performance Measure Four: Equality Monitoring and Data Collection

The Council has reported on the actions contained within Performance Measure Four in a previous Progress Report (2017/2018).

The Council began the Equality Monitoring Process with Elected Members in the 2019/2020 reporting period (following the result of the 2019 Local Government Elections). Due to the Coronavirus/Covid-19 pandemic, this process will be completed and reported on in the next reporting period (2020/2021).

Performance Measure Five: Increase Awareness and Understanding of Equality for Employees and Elected Members

During the 2019/2020 reporting period, work continued on increasing the awareness for both employees and Elected Members. This was met in several ways including:

- Regular Induction Training.
- The continued inclusion of 'Implications on Equality' on all Committee Reports.
- The ongoing development of the 'Equality' webpages on the Council's public-facing website (www.fermanaghomagh.com)

During the 2019/2020 reporting period, various types of training was arranged for both employees and Elected Members. For example:

Employees:

- Deaf Awareness Training.
- Basic Sign Language Awareness Training.
- Learning Disability Awareness Training.
- Gender identity Awareness Training.

Elected Members

- Equality and Section 75 Awareness Raising – Implications for you as a Councillor.

Elected Member Mental Health Champions, Disability Advisory Group Members and employee Confidential Advisors



- Mental Health Awareness Training.

Unfortunately, two employee training sessions (Visual Awareness Training and the Transgender Inclusion and Awareness Training) did not take place due to the Coronavirus and Covid-19 pandemic. Both sessions will take place at a later date when it is safe to do so.

Disability Awareness Training
Winter Training Programme 2019 / 2020

 <p>Visual Awareness</p> <p>Date: Tuesday 21 January 2020 Venue: The Grange, Omagh Time: 10.00am to 1.00pm.</p> <p>The aim of this interactive session is:</p> <ul style="list-style-type: none"> To improve awareness of the barriers and impacts associated with visual impairments and sight loss. Appropriate etiquette, language and communication techniques. Effective and appropriate guiding. Potential reasonable adjustments and an overview of relevant legislation. 	<p>Deaf Awareness</p> <p>Date: Tuesday 04 February 2020 Venue: Townhall, Enniskillen Time: 10.00am to 1.00pm.</p> <p>The aim of this interactive session is:</p> <ul style="list-style-type: none"> To improve confidence and communication skills. Improve awareness of deafness and hearing loss. Identify situations where people who are deaf or have hearing loss may face communication barriers. Identify a range of ways to communicate with people who are deaf or have hearing loss. 	 <p>Start to Sign (Basic Sign Language)</p> <p>Date: Wednesday 26 February 2020 Venue: Townhall, Enniskillen Time: 10.00am to 1.00pm.</p> <p>The aim of this interactive session is to ensure participants:</p> <ul style="list-style-type: none"> Can hold a brief conversation with a person who is deaf. Develop an understanding of 'deaf cultural awareness'. Can recognise and apply basic grammatical structures in BSL. Can use appropriate greetings. Introduce themselves, using fingerspelling, confidently. 	<p>Learning Disability</p> <p>Date: Monday 2nd March 2020 Venue: The Grange, Omagh Time: 10.30am to 12.30pm</p> <p>The aim of these interactive sessions is to:</p> <ul style="list-style-type: none"> Provide an overview of learning disabilities. Identify potential barriers for people with learning disabilities. Allow participants to understand how to effectively communicate with someone with a learning disability. Identify potential reasonable adjustments for people with learning disabilities.
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Winter Training Programme 2020

 <p>Gender Identity and Awareness</p> <p>Date: Wednesday, 19 February 2020 Venue: Townhall, Enniskillen Time: 10.00am to 1.30pm</p> <p>The key aims of the session include:</p> <ul style="list-style-type: none"> To raise awareness of the key barriers to accessing support and services. To raise awareness of key inequalities. To raise awareness of the provision of support services for individuals and their families. To gain a better understanding of the legislation related to LGBTQ+ equality. To have an understanding of practical improvements to programmes and/or services. To gain more confidence in supporting LGBTQ+ individuals. To raise awareness of the specific issues related to gender identity and gender dysphoria. 	<p>Trans Inclusion and Awareness</p> <p>Date: Tuesday, 3 March 2020 Venue: Townhall, Enniskillen Time: 1.30pm to 4.30pm</p> <p>Topics of discussion within the training session will include:</p> <ul style="list-style-type: none"> Language and terminology. Cultural competency. About the community: demographics and experiences. Current problems in Northern Ireland. Relevant legislation and regulations. How to support Trans individuals within your service. Resources for supporting Trans individuals. 
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PART A

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2019-20 reporting period? *(tick one box only)*

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

Please provide any details and examples:

Examples, and further details, are contained within the Council's response to question 2 in this document.

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:

Details and examples are included within the Council's aforementioned response to question 2, i.e.:

- Establishing an appropriate system to include and mainstream equality of opportunity at a strategic level of the Council.
- Putting in place appropriate measures to remove barriers to accessing services which affect staff and service users with disabilities.
- Putting in place appropriate mechanisms for integrating both spoken, written and signed language forms in a way that best meets the needs of local language communities.
- Putting in place appropriate systems to improve equality monitoring and data collection.
- Raising levels of awareness and understanding among staff of the full range of equality services and activities.

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):*

N/A

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

N/A

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

Putting in place appropriate systems to improve equality monitoring and data collection.

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

Putting in place appropriate measures to remove barriers to accessing services

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

- Establishing an appropriate system to include and mainstream equality of opportunity at a strategic level of the Council.
- Putting in place appropriate mechanisms for integrating both spoken, written and signed language forms in a way that best meets the needs of local language communities.
- Raising levels of awareness and understanding among staff of the full range of equality services and activities.

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 2019-20 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:

Since the formation of Fermanagh and Omagh District Council (April 2015), the Section 75 Duties have been integrated within job descriptions and personal specifications across the Council. This has continued for the 2019/2020 reporting period.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2019-20 reporting period? (*tick one box only*)

- Yes, organisation wide

PART A

- 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 Section 75 Statutory Duties were integrated across several Performance Plans, and Service Delivery and Improvement Plans, throughout the Council. Each Plan contains a commitment to 'actively engage with customers, and potential customers, to ensure that services delivered are accessible and focused on their needs and preferences'. Some examples of Services achieving this are included below:

- Services/Directorates collecting, and collating, Monitoring Information for programmes, projects, etc. This helps to ensure that the needs of all Section Categories are being met.
- The Council's Policy and Strategic Services section has the Section 75 Statutory Duties embedded within its Performance Plans including: Progress Reporting. Equality Screening. Equality Consultation Database and Public Consultations. Equality Monitoring. Implementation and Monitoring of the Council's Equality Action Plan.
- The Head of Policy and Strategic Services attends Senior Management Team meetings and regularly discusses impacts upon the Section 75 Categories with the Chief Executive and Directors.
- Performance measures relating to the Section 75 Statutory Duties have been integrated into the Corporate Plan, as well as playing a key part within strategic planning. For example, within the Corporate Plan Update it is stated that 'Equality, Inclusivity and Diversity' is a shared value which will guide and influence the work of the Council.

6 In the 2019-20 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 2019-20 report

Not applicable

Please provide any details and examples:

Objectives, targets and performance measures relating to the Section 75 statutory duties have been integrated throughout the organisation – through the Corporate Plan Update as well as playing a key part within the Council's strategic planning.

The Corporate Plan Update document states that 'Equality, Inclusivity and Diversity' is a shared value which will guide and influence the work of the Council.

The Council's Equality Scheme, Equality Action Plan, Disability Action Plan, as well as the responsibility for their implementation lies within the Chief Executive's Directorate. However, all Directorates and Services have responsibilities for various aspects of Equality and the Equality Scheme going forward. Section 75 is of particular importance to the Council and particularly in relation to the Council's Strategic Management and Planning – for example, the Head of Policy and Strategic Services attends all Senior Management Team Meetings, as well as Equality Screening being mandatory for all new/revised Council Policies.

Equality action plans/measures

7 Within the 2019-20 reporting period, please indicate the **number** of:

Actions completed:	12	Actions ongoing:	8	Actions to commence:	0
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Please provide any details and examples (*in addition to question 2*):

The Council, through its Policy and Resources Committee, approved the Equality Action Plan for 2017-2019 in November 2017. It was subsequently ratified by full Council in December 2017.

Since then, the Council has commenced work on the actions within the Equality Action Plan, with considerable work being carried out.

It is worth pointing out that although 11 actions have been ‘completed’ within the Equality Action Plan (2017-2019) and 8 actions are identified as ‘ongoing’ – there are no actions on which work has yet to commence. Of the 8 actions identified as ‘ongoing’, all of these will remain ‘ongoing’ until the development of the next Equality Action Plan in 2019.

A full breakdown of work carried out in relation to the Equality Action Plan 2017-2019 can be found in response to Question 2 of this Annual Progress Report.

In addition, a comprehensive 12-week public consultation process was conducted from August 2019 to November 2019. Following this consultation process, a draft Equality Action Plan was presented to Committee for approval along with the summary of the consultation responses.

The new Equality Action Plan for 2020 to 2022 was fully ratified by Council in January 2020.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2019-20 reporting period (*points not identified in an appended plan*):

During the 2019/2020 reporting period, the Equality Action Plan for 2020 - 2022 was drafted Council Officers and was opened for a full public consultation for a period of 12 weeks. Following this process, it was presented to Elected Members at Committee for approval (December 2019) and subsequently ratified by Council in January 2020.

Other than this, there were no amendments made to the Equality Action Plan or the measures contained within it during the 2019/2020 reporting period.

9 In reviewing progress on the equality action plan/action measures during the 2019-20 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 2019-20 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:

During the 2019/2020 reporting period, Fermanagh and Omagh District Council undertook several consultations including:

- The Equality Action Plan for 2020 - 2022.
- The Disability Action Plan for 2020 - 2022.
- Corporate Sponsorship Policy
- Events and Festivals Strategy

Some examples of the good practice undertaken by the Council include:

- Public advertisement in the local newspapers.
- Publishing articles on the 'Latest News' section of the Council's website.
- Making documents available in alternative formats/languages upon request.
- Arranging focus groups for specific consultations (e.g. Community Planning).
- Presenting relevant Policies to appropriate Council Committees/Sub Groups (e.g. Access and Inclusion Steering Group, Disability Advisory Group).
- All consultations are communicated via the Council's Social Media channels (Facebook and Twitter). Reminder messages in relation to consultations are also communicated via Social Media in addition to the Council website

12 In the 2019-20 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

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- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other (*please specify*):

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

In relation to targeting groups of people, or individuals, from specific Section 75 categories the Council has found that varying the method of consultation is most effective. For example, when a service/directorate would like to interact with individuals who may have a disability (or groups that work with people who have a disability) then focus groups may be most effective. This can be facilitated by meeting with the Disability Advisory Group of one of the Access Advisory Groups (based in either Enniskillen or Omagh). This ensures that services/directorates ensure that they are speaking to people who have a disability or work with people who have disabilities.

The Council's Policy and Strategic Services section, as part of the Equality Consultation Database, aim to have representations from each of the Section 75 Categories. This Consultation Database is updated regularly throughout the year to ensure it is up-to-date and compliant with the General Data Protection Regulations.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2019-20 reporting period? (*tick one box only*)

Yes No Not applicable

Please provide any details and examples:

Following the approval of the Council's Equality Scheme in February 2017 by the Equality Commission for Northern Ireland, various learning and development opportunities have been identified.

Further training and awareness raising initiatives were organised for the 2019/2020 reporting period, and these were undertaken for both Elected Members and Employees.

During the 2019/2020 reporting period regular correspondence was also sent to Members of the Equality Consultation Database for matters relating to public consultation, procedures, etc.

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14 Was the consultation list reviewed during the 2019-20 reporting period? (*tick one box only*)

- Yes No Not applicable – no commitment to review

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

[\[https://www.fermanaghomagh.com/your-council/policies/equality/\]](https://www.fermanaghomagh.com/your-council/policies/equality/)

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

10

16 Please provide the **number of assessments** that were consulted upon during 2019-20:

0	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	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:

N/A

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:

N/A

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

N/A

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 2019-20, and the extent to which they met the training objectives in the Equality Scheme.

As included in the response to question 2 of this Progress Report, there were several training sessions organised for Council employees and Elected Members. Some of the training and awareness raising sessions that were organised included:

- Equality and Section 75 Awareness Raising – Implications for you as a Councillor.
- Deaf Awareness Training.
- Basic Sign Language Awareness Training.
- Learning Disability Awareness Training.
- Gender identity Awareness Training.
- Mental Health Awareness Training.

Unfortunately, two training sessions (Visual Awareness Training and the Transgender Inclusion and Awareness Training) did not take place due to the Coronavirus and Covid-19 pandemic. Both sessions will take place when it is safe to do so.

All training that was undertaken throughout the 2019/2020 reporting period complemented the Council's Equality Scheme and Equality Action Plan.

- 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:

All training that was undertaken throughout the 2019/2020 reporting period complemented the Council's Equality Scheme and Equality Action Plan.

The training completed, which worked well, was as follows:

Gender Identity Awareness Training (completed by 6 employees)

The key aims and outcomes of the session were:

- To raise awareness of the key barriers to accessing support and services.
- To raise awareness of key inequalities.
- To raise awareness of the provision of support services for individuals and their families.

- To gain a better understanding of the legislation related to LGBTQ+ equality.
- To have an understanding of practical improvements to programmes and/or services.
- To gain more confidence in supporting LGBTQ+ individuals.
- To raise awareness of the specific issues related to gender identity and gender dysphoria.

Deaf Awareness Training (completed by 12 employees)

Outcomes:

- Improve confidence and communication skills.
- Improve awareness of deafness and hearing loss.
- Identify situations where people who are deaf or have hearing loss may face communication barriers.
- Identify a range of ways to communicate with people who are deaf or have hearing loss.

Basic Sign Language Awareness Training (Start to Sign) [completed by 14 employees]

Outcomes:

- Allowing participants to hold a brief conversation with a person who is deaf.
- Develop an understanding of 'deaf cultural awareness'.
- Allowing participants to recognise and apply basic grammatical structures in BSL.
- Allowing participants to use appropriate greetings.
- Allowing participants to introduce themselves, using fingerspelling, confidently.

Learning Disability Awareness Training (completed by 11 employees)

Outcomes:

- To provide an overview of learning disabilities.
- To identify potential barriers for people with learning disabilities.
- To allow participants to understand how to effectively communicate with someone with a learning disability.
- To identify potential reasonable adjustments for people with learning disabilities.

Mental Health Awareness Training (completed by 8 Elected Members and 3 employees)

Outcomes:

- To understand the meaning of mental health and mental ill health.
- To identify the most common mental health illnesses/symptoms/behaviours/myths.

- To challenge some of the stereotypes and stigma associated with the term mental illness.
- To identify possible causes for common mental illnesses.
- To identify personal skills/limitations to support someone with a mental illness.
- To identify ways to sustain good mental health.
- To show participants how to access support for themselves and/or for others.

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

26 Please list **any examples** of where monitoring during 2019-20, across all functions, has resulted in action and improvement in relation **to access to information and services**:

During the 2019/2020 reporting period, there were a number of improvements in relation to Access to Information and Services.

Council Website: The procurement, and 12 month pilot, of a Sign Video Relay system to assist people with hearing impairments or deafness to contact the Council.

Venue Accessibility: The Website Translation Tool, has made the website (and Council information) more accessible for people who do not speak English as a first language, as well as for people with visual impairments, dyslexia and related impairments.

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2019-20?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

As stated within the previous Progress Report (for 2018-2019), two complaints were received in March 2019 relating to an issue with an 'Expression of Interest' for a Council venue and area of land.

An internal investigation was commenced within the 2018/2019 reporting period, and the Head of Policy and Strategic Services responded to both complaints within the one-month time limit. Both responses were issued within the 2019/2020 reporting period and no further correspondence has been received.

The Council is not aware of any other complaints under Section 75, and is not aware of any complaints referred to the Equality Commission under Section 75, during the period 1 April 2019 - 31 March 2020.

Section 3: Looking Forward

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

The Council's Equality Scheme was approved on 22 February 2017, therefore the Five Year Review will not be required until 2022.

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)*

Fermanagh and Omagh District Council will remain focused on all of the above, particularly due to the fact that the Equality Scheme has only been approved for three full calendar years.

There will be a particular focus on training, learning and development opportunities for employees and Elected Members in areas such as Equality and Disability as well as in the awareness raising for the new Equality Action Plan and Disability Action Plan.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2019-20) 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:

20

Fully achieved

2

Partially achieved

0

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	Following the Local Government Elections in May 2019, the membership of the Disability Advisory Group was further reviewed – increasing in numbers and participation. The number of Elected Members on the Group increased from five to seven to take account of the political makeup of the new Council, with the number of	<ul style="list-style-type: none"> • 5 meetings of Disability Advisory Group • There were 2 joint meetings of the DAG, and both Access Advisory Groups (Enniskillen and Omagh). • Review of Membership of all Groups – and invitation for 	Improved participation by people with disabilities, in Public Life.

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	<p>Volunteer Members increasing from six to eight, in line with the increase in Elected Members.</p>	<p>new members, representing various disabilities.</p> <ul style="list-style-type: none"> • Reports presented to the Council’s Policy and Resources Committee – for information and action. 	
	<p>Organisation, and delivery, of an Accessibility Information to coincide with International Day for People with Disabilities (6 December 2019).</p>	<ul style="list-style-type: none"> • Organising a conference to showcase initiatives and programmes to assist/support people with disabilities. • Provision of Information Stands - from organisations offering services within the District. • Offering opportunities for attendees to interact with, or provide feedback to, the Council and/or Disability Advisory Group. • Offering opportunities for participants to provide feedback on the Enniskillen Public Realm Scheme. • Showcasing the first Council event to have an Mobiloo Accessible Toileting Vehicle attend. 	<ul style="list-style-type: none"> • 65 attendees • Positive feedback from attendees. • Comprehensive engagement, which was then reported to the Disability Advisory Group.

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

	Training Action Measures	Outputs	Outcome / Impact
1	Deaf Awareness Training.	<ul style="list-style-type: none"> • To improve confidence and communication skills. • Improve awareness of deafness and hearing loss. • Identify situations where people who are deaf or have hearing loss may face communication barriers. • Identify a range of ways to communicate with people who are deaf or have hearing loss. 	<ul style="list-style-type: none"> • Increased awareness of hearing loss and deafness. • 12 employees participated in the training.
2	Basic Sign Language Awareness Training (Start to Sign)	<ul style="list-style-type: none"> • Can hold a brief conversation with a person who is deaf. • Develop an understanding of 'deaf cultural awareness'. • Can recognise and apply basic grammatical structures in BSL. • Can use appropriate greetings. 	<ul style="list-style-type: none"> • Increased awareness of hearing loss and deafness and deaf culture. • 14 employees participated in the training.

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		<ul style="list-style-type: none"> • Introduce themselves, using fingerspelling, confidently. 	
	Learning Disability Awareness Training.	<ul style="list-style-type: none"> • Provide an overview of learning disabilities. • Identify potential barriers for people with learning disabilities. • Allow participants to understand how to effectively communicate with someone with a learning disability. • Identify potential reasonable adjustments for people with learning disabilities. 	<ul style="list-style-type: none"> • An increased understanding of learning disabilities and how they impact on an individual. • 11 employees participated in the training.
	Mental Health Awareness Training.	<ul style="list-style-type: none"> • Understand the meaning of mental health and mental ill health. • Identify the most common mental health illnesses/symptoms/behaviours/myths. • Challenge some of the stereotypes and stigma associated with the term mental illness. • Identify possible causes for common mental illnesses. • Identify personal skills/limitations to support someone with a mental illness. • Identify ways to sustain good mental health. • Access support for themselves and/or for others. 	<p>8 Elected Members participated in the session.</p> <p>2 Confidential Advisors participated in the session.</p> <p>1 other employee participated in the session.</p>

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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	<p>Provision of Responsive and Accessible Services</p> <p>Working towards achieving accreditation as Autism Friendly –in The Grange (Omagh)</p>	<p>Completion of the work/actions contained within the ‘Venue Audit’.</p>	<ol style="list-style-type: none"> 1. Increased awareness amongst employees of issues facing individuals with Autism, their carers and family members. 2. Providing simple adjustments (e.g. language, signage, etc) which can benefit individuals with Autism.
	<p>Provision of Responsive and Accessible Services</p> <p>Improve the online provision of information on the Disability Advisory Group and the Access Advisory Groups increasing awareness of their remits and areas of work.</p>	<p>Ensure that all information on ‘Accessibility’, the Disability Advisory Group, both Access Advisory Groups (Enniskillen and Omagh), as well as other information related to equality and disability are in one area of the council’s website.</p>	<ol style="list-style-type: none"> 1. Increasing awareness for all. <p>Ensuring that all information is easily accessible and easy to read.</p>
	<p>Increased Awareness and Understanding</p> <p>Provision of training to employees and Elected Members on matters relating to Equality and Disability.</p>	<p>During the 2019/2020 reporting period a number of training sessions were organised for Council employees including:</p> <ul style="list-style-type: none"> • Deaf Awareness Training. 	<ol style="list-style-type: none"> 1. Increased awareness (amongst employees and Elected Members) of disability issues. 2. Promotion of positive attitudes towards people with disabilities, as well as outlining potential adjustments which could be made.

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		<ul style="list-style-type: none"> • Basic Sign Language Awareness Training (Start to Sign) • Learning Disability Awareness Training. • Mental Health Awareness Training. 	
	<p>Information sharing with all households within the District</p> <p>Increase public awareness of the role/responsibility of the Disability Advisory Group.</p>	<p>In January 2020, a Civic Reception was organised to celebrate the work of the Council’s Volunteer Members on the Disability Advisory Group and both Access and Inclusion Steering Groups.</p> <p>This, along with the work carried out by the Volunteer Members, was subsequently sent to local media and promoted on social media.</p>	<ol style="list-style-type: none"> 1. Increased awareness (amongst local residents, Council employees and Elected Members) of disability issues. 2. Promotion of positive attitudes towards people with disabilities, as well as outlining potential adjustments which could be made.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Organise events / workshops for people with disabilities to build capacity to participate in civic life.	<p>Civic Receptions</p> <p>There were a total of 26 Civic Receptions that were organised to take</p>	<ol style="list-style-type: none"> 1. Promotion of positive attitudes towards people with disabilities. 2. Feedback was provided to the Council (Officers and Elected Members) in

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		<p>place in the two main Civic Buildings (The Grange and the Townhall).</p> <p>This includes a Civic Reception to celebrate the members of, and work of, the Disability Advisory Group and both Access and Inclusion Steering Groups – taking place on 30 January 2020.</p> <p>Throughout 2019,/2020 both the Chairperson and Vice Chairperson represented the Council at approximately 286 events, including photo opportunities, launching events, etc.</p> <p>Accessibility Information Events</p> <p>An information event was organised to take place on Friday, 6 December 2020 to coincide with International Day for People with Disabilities.</p>	<p>relation to services/venues, and issues facing people with disabilities daily.</p>
2	<p>Employment and Training</p> <p>Managers and employees were informed in relation to reasonable adjustments available, when required.</p>	<p>During the 2019/2020 reporting period, there were 31 employees who reduced their working hours (or went part-time, etc). This would include employees who have caring responsibilities for children and people with disabilities.</p> <p>There was also one employees who was assisted in taking a career break.</p> <p>The Council continued its work within its Human Resources Department and</p>	<ol style="list-style-type: none"> 1. All employees, who require additional assistance to carry out their duties, are provided with adequate support. 2. Managers are aware of their legal responsibilities.

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		<p>the Occupational Therapy Service. This ongoing work ensures that staff have the appropriate services in place to meet their individual needs. (This advisory role takes place on an ad hoc basis - as and when needed - however, it does happen a number of times per year).</p>	
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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	Continue to deliver inclusive fitness/leisure programmes for everyone, including people with disabilities.	<p>During the 2019/2020 reporting period, the Council continued to promote activities that are inclusive for all, including people with disabilities and/or access requirements. Examples of these activities include:</p> <ul style="list-style-type: none"> • Inclusive Leisure Programme to include Chi-Me, Chair Based Exercises and Boccia. • Inclusive Archery Programme. • Inclusive Walks. 	Encourage people with disabilities to partake in fitness initiatives.

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		<ul style="list-style-type: none"> • Enniskillen 10K – following slight route changes to make the event more accessible to people with disabilities and in wheelchairs. <p>Activity programmes to target underrepresented groups – i.e. inactive males, etc.</p>	
2	Achieve accreditation as 'Autism Friendly'.	During the 2019/2020 reporting period, the Autism Impact Award was achieved for The Grange in Omagh.	Due to the nature of this action, it will be carried forward into the 2019/2012 reporting period and into the new Disability Action Plan.
	Review the Disability Action Plan and report bi-annually to the Disability Advisory Group	<p>Review of the pre-existing Disability Action Plan.</p> <p>Public Consultation Process.</p> <p>Obtain approval/ratification of the updated Plan for 2020-2022</p> <p>Review biannually.</p> <p>Annual review submitted.</p>	Review, public consultation and approval/ratification processes were completed within the 2019/2020 reporting period.

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	Report on the progress of the Disability Action Plan annually through the submission of an Annual Progress Report.	Annual Progress Report which is send to the Equality Commission for	Report was sent to the Equality Commission (on time) in August 2019.	Due to the nature of this action, it will always carry forward into the next

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		NI, when approved by Council.		financial year i.e. 2020/2021.
	Assess physical access to Council venues.	This will primarily be achieved through Accessibility Audits and discussion with relevant groups (i.e. Disability Advisory Group and the Access Advisory Groups).	During the 2019/2020 reporting period, several initiatives were continued to improve access to Council venues for example, the Accommodation Strategy, Project Citizen, venue audits of Council venues for people with disabilities, etc.	Due to the nature of this action, it will always carry forward into the next financial year i.e. 2020/2021.

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

	Action Measures not met	Reasons
1	N/A	N/A
2		

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

(a) Qualitative

- Annual Progress Reports.
- Updates provided to the Council’s Disability Advisory Group.
- Reports presented to the Council’s Policy and Resources Committee.

(b) Quantitative

- Attendance at events / training.
- Participation figures.

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 - However, a new Disability Action Plan was drafted, following a full 12-week public consultation process. The Disability Action Plan was presented to Elected Members in December 2019 along with the summary of the consultation process and responses received. The plan was subsequently ratified at the full Council meeting in January 2020.

If yes please outline below:

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

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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?

N/A

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.