

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 2015-16


Contact:

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<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above <input checked="" type="checkbox"/> Name: Telephone: Email:

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

www.fermanaghomagh.com/equality

Signature:



Brendan Hegarty (Chief Executive)

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 2015 and March 2016

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 2015-16, 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.

During the 2015-2016 period, Fermanagh and Omagh District Council has initiated many key policy and service delivery developments.

Since its inception (1 April 2015) the new Fermanagh and Omagh District Council has delivered on its responsibilities to ensure that statutory and regulatory functions are delivered to a high standard, whilst incorporating the new functions particularly Planning.

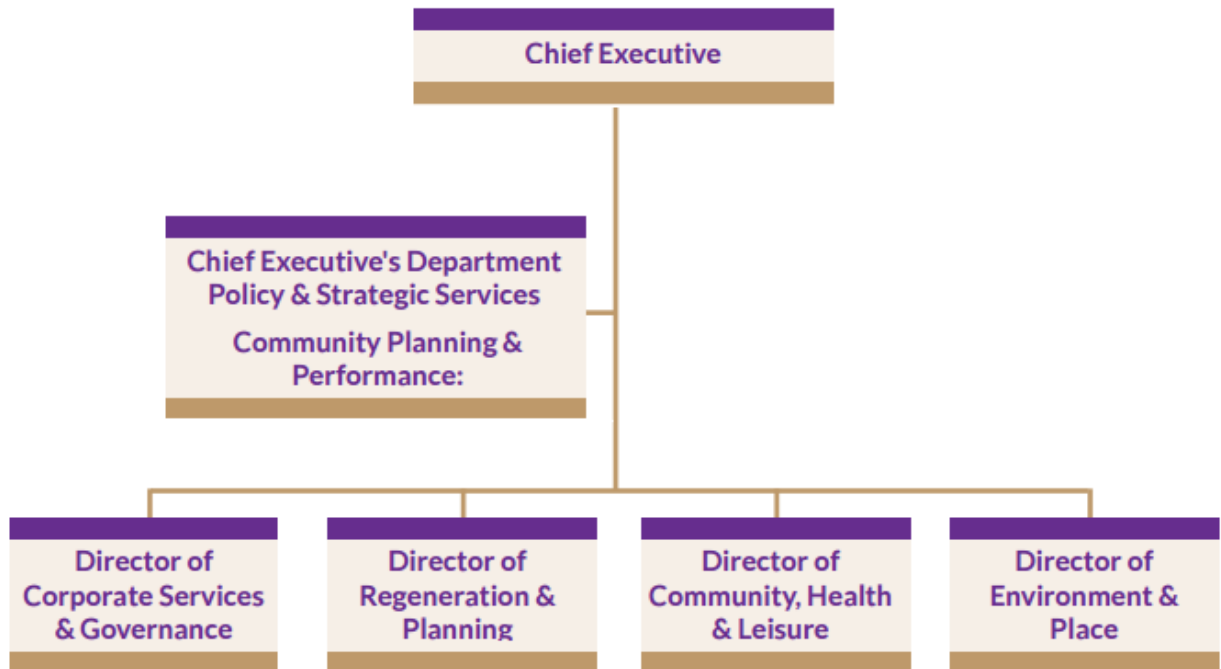
The new Council District is home to 114,992 people (as of 30 June 2014) and is Northern Ireland's largest region in terms of land mass, yet with a population density of approximately 41 people per km², it is the most sparsely populated Council area in Northern Ireland.

Within the Fermanagh and Omagh District Council Corporate Plan (2015-2019), it is clearly stated that the mission of the Council (or core value) is:

'Leading and serving our community, working with others to promote quality of life, quality places and quality services for all.'

During the 2015-2016 period, Fermanagh and Omagh District Council continued to promote Equality of Opportunity and Good Relations across all Directorates and Services. The implementation of the Statutory Duties was kept under regular review – discussed regularly with the Senior Management Team, with reports being made to the Council's Policy and Resources Committee and subsequently ratified by Council.

The organisational structure of Fermanagh and Omagh District council can be seen in the following diagram:



Chief Executives Directorate

Equality Scheme

A significant amount of work has been undertaken with both staff, elected representatives and external consultants in relation to agreeing a final Equality Scheme for Fermanagh and Omagh District Council.

Once the Council’s Equality Scheme has been approved and formally adopted, the responsibility for its implementation will lie with the Chief Executive. The Head of Policy and Strategic Services will have a major role going forward regarding the co-ordination of the Scheme and the implementation of required training, impact assessments, etc.

The four Directors of the Council, as part of their remits and responsibilities, will also have a responsibility to deliver and develop the Equality Scheme going forward.

Corporate Plan (2015-2016)

Fermanagh and Omagh District Council's Corporate Plan (2015-2019) was developed through the participation of Elected Representatives, the Council's Senior Management Team, Council Staff and local residents through public consultation.

The implementation of this Corporate Plan for this reporting period coincides with year one of the Plan. Within the corporate Plan, the Council's vision is:

'Fermanagh and Omagh, the place of choice - where people, communities and businesses prosper'.

The vision of the Corporate Plan is essentially to establish the Fermanagh and Omagh District as a cohesive area, building on local strengths, making it a place where:

- People choose to live.
- Businesses choose to invest.
- Visitors choose to spend time.

Throughout the Council's Corporate Plan there are three Corporate Themes identified, namely:

1. People and Community - Quality of Life.
2. Place and Environment - Protecting and Creating Quality Places.
3. The Council itself – Delivering Quality Services.

It is vital, and the Council recognises, that in order to deliver on these three thematic areas it needs to work with others. This will be achieved through the Community Planning process and the Council's role in this.

In everything that the Council does, it is committed to:

- The promotion of Inclusivity and Diversity.
- Sustainable Development.
- Collaborative and partnership working, including
 - Locally,
 - Regionally,
 - On a cross-border basis both within the UK, the island of Ireland and in a wider EU context.

These commitments should be embedded within all Council Plans, Policies and Actions.

Lobbying / Consultation

The Council continued to lobby on a Cross-Council, cross-border basis in relation to a large number of strategic issues. In total over the 2015-2016 period, the Council responded to a total of 51 Public Consultation Processes.



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

- Domestic Abuse and Domestic Violence.
- Review of Housing Adaptions Services.
- Crewing Arrangements for local Firefighters.
- Sustainable Rural Communities.
- Reform and transformation of the Health and Social Care service.
- Age Discrimination Legislation.
- The review of NILGA.
- Input and further input into the Rural Needs Bill – formerly the Rural Proofing Bill.

Equality

Diversity

Fermanagh and Omagh District Council appointed Councillor Debbie Coyle as its Elected Representative Diversity Champion.

As part of her role, Councillor Coyle continued to take part in the ‘Champions of Change: Embedding Diversity in Local Government of the Future’ course, which was organised and delivered through the University of Ulster.

The Council also continued to take full part in the Regional Diversity Champions Meetings, organised by the Local Government Staff Commission. One meeting was hosted in the Townhall, Enniskillen and included a local community group, who works with people who may/may not have disabilities, showing a bespoke video outlining the problems faced by people with disabilities on a daily basis. After the viewing of this short film, the group then performed a shorty play – again highlighting the difficulties faced by people with disabilities– before facilitating a question and answer session with the Diversity Champions Group.

Accessibility Information Events (Your Council, Your Way, Your Say)



In March 2015, the Policy and Strategic Services staff worked alongside the Access and Inclusion Officer to organised two events (one in Enniskillen and one in Omagh), which were aimed specifically at people with disabilities and/or access requirements.

Both events followed the same format, where the evening began with Council Officers giving information on Council services, as well as the assistance that is available to people who wish

to access particular services.

The events then finished with an open ‘question and answer session’ allowing the Council to receive feedback on the various services, where improvements and/or changes could be made.

Some information was received on issues outside of the Council’s remit (i.e. roads, footpaths, bus transport). The Council was then able to send this information on to the relevant Government Department, Agency or Organisation.

The events were well attended with 14 attending the event in Omagh and 19 attending the event in Enniskillen.

Community Planning

The Fermanagh and Omagh District Council Community Plan is currently in draft format and is due to be consulted on again in early October 2016. Central to the development of the Community Plan was Citizen Participation and Stakeholder Engagement. As a result of this, a community engagement campaign was launched, entitled 'Your Plan, Your Say'. The engagement campaign took three distinct stages and helped to shape the aims, priorities and outcomes for consideration by the statutory partners, in developing the plan.

A series of public workshops were held in each of the Council's District Electoral areas, with attendees being asked to complete Equality Monitoring Forms. As a result of the public workshops, the views of 450 individuals were taken on board. Following the examination of the Equality Monitoring Forms, a further 453 people were consulted with through targeted engagement, with most of these individuals coming from underrepresented groups e.g. through the Council's Access and Inclusion Steering Group, Accessibility Information Events, and targeted Focus Groups

The following table shows the Equality Monitoring Information collected from the 450 participants in the public workshops:

(please see overleaf for table)

Male/ Female (No. 429/ 47% answered)	Rural / Urban (No.216/23% answered)	Family Status (No. 425/47% Answered)	Marital Status (No.366/40% Answered)	Ethnic Origin (No. 397/43% Answered)
58.74% Female	42.13% Urban	61.18 % No caring responsibilitie s	49.73% Married	97.78% White
41.26% Male	57.87% Rural		40.98 % Single	1.72% Irish Traveller
(100%)	(100%)	28.94 % Care for children	9.02 % Divorced/ Separated	0.25% Indian
		9.88 % Care for relative	0.27% Widowed	0.25% Mixed
		(100%)	(100%)	(100%)
Disability (No.286/31% Answered)	Perceived Religious Affiliation (No. 398/44%)	Age Category (No.420/46% Answered)	Political Opinion (No. 331/36% Answered)	Sexual Orientation (No.382/42% Answered)
87.06 % No disability	60.3% Catholic	8.33% (Under 16)	51.96% Nationalist	93.46% Heterosexual
12.94 % Yes	23.87% Protestant	14.29% (16-25)	22.36% Unionist	2.88% Gay/ Lesbian
(100%)	15.83% Other	65% (26-65)	25.68% Other (100%)	2.09% Bisexual
	(100%)	12.38% (65+)		1.57% Other (100%)
		(100%)		

From this, two key recommendation have emerged for consideration when targeting the engagement of the future draft plan, to include:

- More engagement with Children and Young People, particularly those under the age of 16 years.
- More engagement with people of different racial or ethnic origin.

As part of the initial engagement on the Community Plan included feedback from individuals from various racial / ethnic groupings, including: The Irish Travelling community and an individual with Indian ethnic origin.

Performance Improvement / Performance Management

As a result of the establishment of the new Fermanagh and Omagh District Council the Council has a focus on performance. Provision 85 of the Local Government Act 2014, requires that on an annual basis the Council must set

objectives for improvement and make arrangements to secure achievement of its improvement objectives. Improvement objectives must relate to one of the following:

- Strategic effectiveness.
- Service quality.
- Service availability.
- Fairness.
- Sustainability.
- Efficiency.
- Innovation.

Fermanagh and Omagh District Council has put in place processes in order to ensure that it effectively manages performance and is focused on delivering continuous improvement.

During the 2015/2016 reporting period, there were seven projects identified for inclusion within the Council's Corporate Improvement Plan for 2016/2017. This was approved and ratified by the full Council and the document is available for download from the Council's website.



Community Health and Leisure Directorate

The Community, Health and Leisure Directorate has a wide-ranging and diverse directorate, responsible for:

- Leisure and Recreation.
- Sports Development.
- Countryside Recreation.
- Arts and Culture.
- Heritage.
- Tourism Facilities.
- Events.
- Environmental Health.
- Investing for Health.
- Museum.
- Community and Good Relations.
- Community Centres.
- Policing and Community Safety Partnership.

The Directorate reports to the Regeneration and Community Committee which meets on the second Tuesday of each month.

Community Services

The Council's Community Services sections offers support to individuals and organisations within the community and voluntary sector, promoting community action. The overall aim of the Community Services section is 'to work together with local communities, to build a thriving Community Sector'.

Over the last 12 months, the Council's Community Services staff continued to provide support, advice and guidance to Community and Community Development organisations on a range of issues including capacity building training and providing information on grant aid / funding opportunities.

In addition, the Community Services team signposted groups, and individuals, to other organisations who may have been offering capacity building training, funding opportunities, etc.

The Community Services newsletter was also introduced to the new Council district over the last 12 months. Every month, the newsletter is sent out to over 600 individuals involved within their local community across the Fermanagh and Omagh District. This monthly newsletter contains useful information which may be relevant to local communities including;

- Council events and programmes.
- Grant and funding programmes.
- Courses.
- Classes and activities.
- Public meetings and conferences.
- Training opportunities.

Community Centres

Fermanagh and Omagh District Council is fully committed to supporting the community in all areas of the Council District. The Council both owns and supports a number of Community Centres across the District, including:

- Belcoo Community Centre.
- Belleek Community Centre.
- CKS Community Centre, Omagh.
- Ederney Community Centre.
- Hospital Road Community Centre, Omagh.
- Kesh Community Centre.
- Newtownbutler Community Centre.
- Rosslea Community Centre.
- Strathroy Community Centre.

As part of Council-owned (and run) Community Centres, the Council endeavours to promote co-ordinated cross community usage, and by a range of varying groups including: groups for people with disabilities, groups for older people, youth groups and play groups.

Last year, Council organised Summer Schemes were attended by 280 children from across the areas of Omagh and Strathroy. Specific figures for the Council run Summer Schemes were as follows:

- Strathroy Summer Scheme - 102 attendees.
- CKS Summer Scheme (Omagh) - 80 attendees.
- Hospital Road Summer Scheme (Omagh) - 98 attendees.

These Summer Schemes provide an opportunity for the children to share in activities, organised trips and events which brought the children from all of the community together, especially those who would not have the opportunity to get-

together and socialise in normal circumstances. Summer schemes are open to individuals from all sections of the community and members of all of the Section 75 groupings.

External Lighting of Council Buildings



Fermanagh and Omagh District Council received a significant number of requests from charity and community organisations to illuminate Council buildings in specific colours. This illumination would be in order to promote a particular event or to raise awareness of a particular campaign.

As a result, in the 2015/2016 year, the Council developed a policy which established a transparent procedure to mark specific days of significance to various groups within the wider

community.

The final Policy allows the Council the opportunity to celebrate the achievements of charitable and community organisations, as well as recognise their importance contribution to the local community. It also assists local organisations with promotion, as the Council will normally prepare a news release, and update their social media accounts with the relevant information.

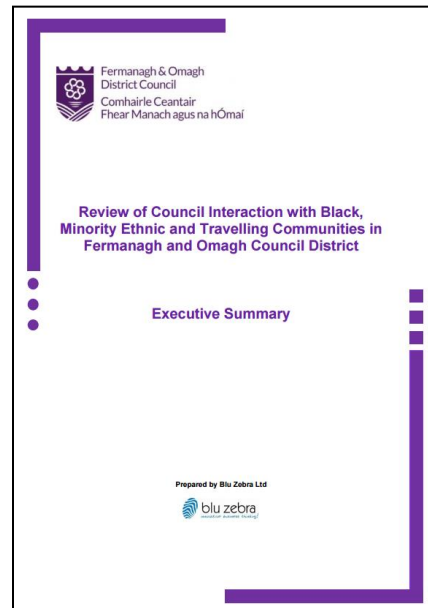
Over the last year, the Council received 16 applications to have Council buildings illuminated.

Good Relations

There were a total of 45 Good Relations projects directly funded over the course of Fermanagh and Omagh District Council's first year in operation. These projects included training programmes, cultural events and joint Council initiatives. There were also opportunities for Community Groups / Organisations to apply for funding for Good Relations type projects through the Grant Aid Process. This will be explored during the Funding and Investment paragraph contained below.

As part of the Council's ongoing commitment to Diversity and Good relations, the Council's Good Relations Unit conducted a review of the Council's interaction with 'Black, Minority Ethnic and Travelling communities within the Fermanagh and Omagh District Council area'.

The Review Document provides an overview of key statistics and services available to the Black, Minority Ethnic and Travelling communities within the District, as well as including a summary of priorities for the communities which were identified through a consultation exercise. The document, and associated research, will act as a useful tool/resource for the Council and other organisations/agencies in helping to identify the needs of the Black, Minority Ethnic and Travelling Communities.



As a result of this review, an action plan was drafted and included within the report which outlines proposed actions to be undertaken by the Council, in conjunction with other agencies, in order to promote integration within the District. The action plan is currently being implemented.

A Diversity Calendar is also available to download from the Fermanagh and Omagh District Council website. This provides information on dates of the main religious and secular days of significance, as well as on the various awareness months throughout the year. The calendar can also be used as a tool to assist with the planning of events.

Community Relations and Cultural Awareness

Between 28 September and 4 October 2015, the Council organised a number of events to mark Community Relations and Cultural Awareness Week.

The events, and the running of Community Relations and Cultural Awareness Week, allows the Council an opportunity to increase understanding and engagement both within and between communities – in order to assist in building a shared community.



Launched by the Chairman of the Council, the events organised for the District included:

- 'A Bridge Between Two Distinct Worlds' - Conference. (Remembering the past and looking towards the future).
- Friendship Group Meeting (inviting people to meet members of local ethnic communities and discover about their culture, crafts, skills, etc).
- Inspiring to Act Conference (Reflecting on society since 1998 and developing a positive vision for the future).

- Faith trail (inviting members of the public to take part in a walk that encompassed each of the four churches in Omagh, spending 30 minutes in each).
- Community Information Evening (an information event on the history of the Omagh Support and Self Help Group, its services and how it can help local residents).

Linguistic Diversity

During the last 12 months, Fermanagh and Omagh District Council continued to promote the Irish and Ulster Scots languages and cultures. This was achieved through the organisation of workshops, language classes as well as Irish and Ulster Scots traditional music events.

The Assistant Good Relations Officer and the Irish Language Officer collated the various events and programmes from the legacy Councils into a more cohesive Linguistic Development Plan. This plan included Irish Language classes for adults and young people across the district as well as plays, lectures, singing and Céilí dancing. Spoken word, arts and craft and dance from the Ulster Scots tradition was celebrated with St. Andrew's Afternoon events held in Omagh and Lisnaskea in partnership with Libraries NI and the Ulster Scots Network.

Other languages and cultures which were explored throughout the year include; Polish, Asian, Hungarian etc. These were explored through providing the local community the opportunity to attend, or take part in, language classes and opportunities to learn about other cultures. One such opportunity was a programme in partnership with the Mellon Centre for Migration, National Museums Service and Libraries NI. This programme explored perceptions of emigration and immigration throughout from the eighteenth century and the concept of neighbours.

Sports Development and Sporting Events

Fermanagh and Omagh District Council, between April 2015 and March 2016, continued to organised events and activities to promote sports and sport development within the District Council area. These events attracted a range of participants from across all Section 75 groups. These events and activities includes:

- The annual Enniskillen 10K (760 participants, with 30 participants with a disability).
- The Pipe Bands Championships (75 participants with a disability).
- Enniskillen Loughfest (75 participants with a disability).
- Inclusive Football World Cup (70 participants with a disability).
- Inclusive Golf Session (10 participants with a disability).
- Inclusive walks (2 separate events) - 500 participants.
- Inclusive Sport Programmes [to include include: Boccia, Chi-me, Kurling] (100 participants)

As well as these events, support and guidance was given to a range of groups and organisations from across the sporting spectrum, including football, GAA, athletics and organisations/groups who provide sporting opportunities to people (and children) with disabilities.

Some of the events which are traditionally aimed at people who have no disabilities (for example the Enniskillen 10K) have recently started to attract participants who have disabilities (for example those that may rely on the assistance of a carer, rely on the use of a wheelchair/scooter, etc). This year these events proved no different and adaptations were made to the route to accommodate people with disabilities, which included the creation of 'sand ramps' which provided a safe and smooth transition from the footpath sections of the route to the road and finish areas (and vice versa).

The Disability Sport Programme continued to prove very successful. During the 2015/2016 year, some changes were made following consultation with those who had taken part previously. This consultation proved that individuals wanted to try out new sports and activities that they hadn't tried before. Therefore, during the 2015/2016 year there were new sports/activities for people with disabilities, including Golf, Boccia, Chi-me and Kurling.

Arts and Culture

Within Fermanagh and Omagh District Council, there were a large range of Arts and Cultural events programmed to take place throughout the year. As always, the all events, including the main annual events, continued to encourage participation across a number of the Section 75 groupings to include: school groups, youth groups, groups who deal with people with disabilities, ethnic minority groups and so forth.

Both of the major Arts and Culture venues within the Council District (the Strule Arts Centre and the Ardhowen Theatre) have a fully functioning hearing loop system within the venue. This aims to ensure those who may have a hearing impairment are not at any disadvantage when attending the venue, shows, exhibitions or meetings within the venues.

Strule Arts Centre - Arts and Disability Advisory Group

During the 2015/2016 year, the Strule Arts Centre continued to facilitate the Arts and Disability Advisory Group regularly.

In 2015, the Strule Arts Centre was successful in retaining the Arts and Disability Equality Charter Plaque of Excellence, which recognises its ongoing work to be more inclusive and attractive to people with varying disabilities. With the ongoing work and improvements being made to the venue, it is hopeful that the award will be maintained going forward.

The Strule Arts Centre has also maintained its 'Model of Excellence' award from the Royal National Institution of Blind People. This awards demonstrates the high standards of services available for people with visual impairments which is assessed against a set of specific criteria.



The Strule Arts Centre has also been awarded the William Keown Prestige Access Award. This award was in recognition of the venues contribution to an accessible, user-friendly environment.

Accessibility and Inclusion Steering Group

During the 2015/2016 year, Fermanagh and Omagh District Council successfully established an Access and Inclusion Steering Group for the Arts and Culture venues and services.

As part of this Steering Group, Council Officers (from various services) meet bi-monthly meet with representatives from the local community who have various accessibility issues and represent various groups who work with people with disabilities and/or access requirements.

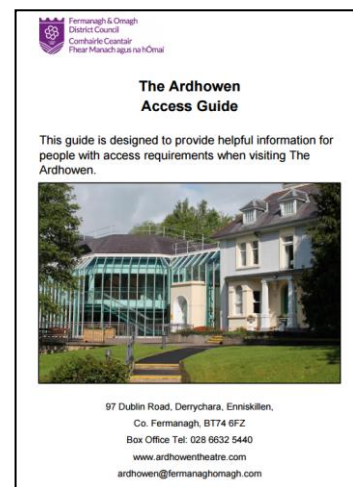


Access Guides for Council Venues/Facilities

Access Guides for a range of Council venues were produced, including:

- Strule Arts Centre, Omagh.
- Ardhowen Theatre, Enniskillen.
- Marble Arch Caves.
- Higher Bridges Gallery.

These Access Guides provide additional information to people with particular access requirements which may be useful when they are visiting the various Council venues. Information which they provide includes: car parking, access/entrance, toilets, stairs, facilities for those who have hearing/visual impairments, any support schemes available (for example the PASS Scheme), where/how to provide feedback to improve service delivery. They have been very well received and are available at reception areas, to download from the Council website as well as being distributed at various groups/meetings which the Council's Access and Inclusion Officer attends.



Over the last 12 months, the PASS (Personal Assistance Support Scheme) Scheme was introduced across the Council District. This scheme built upon a scheme which was available in one of the previous Legacy Councils and was rolled out Council-wide, with some improvements and additions to the scheme to reduce the possibility of misuse. The Scheme itself is aimed at people who have a disability who are unable to attend either the Ardhowen Theatre or the Strule Arts Centre without the support of another person or carer. The PASS Scheme essentially entitles the person with a disability to a complimentary ticket for their carer/accompanier.

Environmental Health

The Council's Environmental Health Department undertook significant engagement through the course of the 2015-2016 year. The engagement was undertaken with a range of clients and customers across the spectrum of Section 75 Groups.

To aid understanding, where required, food safety compliance standards, correspondence and legal notices were translated as needed. Other information leaflets were also translated into a number of different languages to aid understanding.

'Western Home Environmental Assessment Project

Over the last reporting period (April 2015 to March 2016), the Western Home Environmental Assessment Project (WHEAP) continued to target those who are considered to be 'most at risk' i.e. those who are aged either over 65 years or under 5 years.

Across the Fermanagh and Omagh District 900 home safety assessments were carried out in 2015/16. Of those 393 home safety assessments were carried out to individuals aged 65 or over with a focus on falls prevention and a further 213 home assessments were undertaken as on behalf of the MARA Project to vulnerable rural dwellers living in, or at risk of poverty and social exclusion. 294 home safety assessments were provided to households to families with child under five years of age. As part of these visits, behavioural advice was given alongside home safety equipment in order to increase awareness and reduce the possibility of accidents.

Home Safety Equipment available to the WHEAP team for distribution includes: Stairgates, Fireguards, Cupboard Locks, Corner Cushions, Door Jammers, Blind Cord Safety Devices, Falls Prevention Packs and Carbon Monoxide Alarms. The availability of equipment is subject to funding; in 2015/16 adequate funding allowed 100% of homes assessed to receive equipment, which also therefore further minimised the risk of an accident.

The Home Safety Service is provided within the context of an overall aim to improve health and wellbeing, with Home Assessment Officers (HAOs) providing onward referral into a range of services that can provide a benefit, or service, that will meet that aim. Within 2015/2016, 45% of homes assessed received an onward referral.

If it was deemed required, the HAO's provided home security and home energy advice via a checklist. Onward referral to the Crime Prevention Officer was made if the household needs were more complex and/or required security equipment. In relation to the energy advice, HAO's utilised the Affordable Warmth and NISEP schemes to obtain energy grants for the householder.

This 'wrap around' service worked extremely well, particularly for more vulnerable households that had a range of needs, and HAO's were able to establish a good relationship with the individual(s), acting as a local point of contact throughout.

Home Assessment Officers also attended external events/information fairs in order to publicise the scheme and raise awareness of issues around home safety, home security and home energy. These events include the Omagh County Show and Fermanagh County Show, as well as other community organised events.

Home visits for the WHEAP Project, included visits to individuals within all Section

75 Groups, for example those who are within ethnic minorities, those from the Irish Travelling Community, those with disabilities, etc.

Affordable Warmth Scheme

Throughout the reporting period, Home Assessment Officers continued to implement the Affordable Warmth Scheme on behalf of the Department for Communities (formerly DSD) in partnership with the Northern Ireland Housing Executive.

HAO's engaged both the households on their targeted address lists and self-referrals which came directly from the householder or a third party on their behalf. FODC have just over 8000 addresses that are identified as being in fuel poverty and are ranked according to their severity from rank 1 to 25.

As part of this Scheme in 2015/16 HAOs assessed 830 individuals, or households, within the District to determine whether they are eligible for assistance in the form of:

- Insulation.
- Draught proofing.
- Boiler replacement.
- Windows.
- Solid Wall Measures.

The role moved from the initial engagement of the householder via a survey form to the collection of evidence of eligibility. This enhanced role improved the experience for the householder and has also allowed the home assessment officers to provide additional support if required, throughout the process. This was particularly helpful given the very vulnerable nature of some of our households.

As a direct result of the Home Assessment Officers visits and assessments, 358 Social Security Agency referrals were made with the aim of increasing householder's income further assisting these households to come out of fuel poverty.

Home visits for the Affordable Warmth Scheme are pre-determined by the addresses supplied, i.e. those identified as being in fuel poverty. Self-referrals are accepted if they meet the initial criteria and have a

priority energy measure need. These criteria are applied in the same way across the district including to individuals within all Section 75 Groups, for example those who are within ethnic minorities, those from the Irish Travelling Community, those with disabilities, etc.

Corporate Services and Governance Directorate

The Corporate Services and Governance Directorate is responsible for:

- Democratic Services.
 - Legal.
-

- Register of Interests.
- Insurance.
- Finance and Payroll.
- Information Technology.
- Procurement.
- Human Resources and Organisational Development.
- Internal Audit.
- Estate and Facilities Management.
- Canteens.
- Registration.
- Communications and Public Relations.
- Trading Services.

The Directorate reports to the Policy and Resources Committee, which meets on the second Wednesday of each month.

Human Resources and Organisational Development

Over the last reporting period (2015/2016), Fermanagh and Omagh District Council has gone through a very significant change process which had a considerable impact on the work of the Human Resources team.

Staff Training

During the last year, there have been 680 employees who attended various training courses. These are detailed later on in this Progress Report.

These training courses have included:

- Dignity at Work Training.
- Staff Induction Briefings (where Equality, Good Relations and Section 75 categories are included).
- Performance Management Training.
- Code of Conduct Training.

Civic Receptions



Throughout the last 12 months, both the Chairman and Vice Chairman of the Council have hosted a number of Civic Receptions in order to recognise various achievements such as: sporting, cross community, youth, community, and volunteering. In total, there have been 14 Civic Receptions between October 2015 and March 2016.

Some examples of recent Civic Receptions include:

- Two championship winning GAA teams.
- Ulster Irish Dancing Champion.
- Inner Wheel District 2016.

The Chairman and Vice Chairman of the Council have also represented the council at various events, including:

- Closing Ceremonies of various competitions and prizegivings (i.e. Erne Pike fishing Festival, Waterways Ireland Classic Fishing Festival, Volunteer Recognition Presentation Evening, FEAR Endurance Race and so forth).
- Various Photo Opportunities.
- Switching on of the Christmas Lights in both Enniskillen and Omagh.
- The Launch of the Termon Project (Cross border initiative).
- Fermanagh and Omagh Sports Awards.
- Opening of the Castle Basin Project in Enniskillen.
- Celebration of the work of a local Community Organisation.
- Various Economic Development and Business Networking Events.
- Launch of a TedX Event.

Information Technology

With the establishment of the new Fermanagh and Omagh District Council, there were a number of 'IT' or computing challenges to overcome. Therefore, over the course of the last reporting period the following 'IT' projects were rolled out:

- Integration of two separate email platforms (from both Legacy Councils), and allocating each employee a new email address on the new email platform.
- The development of a new telephone platform, which would work across each Council facility/venue in the District.
- The development of a new Council public facing website and employee Intranet.

With the development of the Council website, a Steering Group was established to look at content, design and accessibility issues. This Steering Group still meets regularly to consistently keep the Council website up-to-date, accessible and easy to use. The feedback from this Steering Group is actioned by the 'IT' department or sent on to the website developer for action.

Regeneration and Planning Directorate

The Regeneration and Planning Directorate is responsible for:

- Economic Development.
- Tourism Development.
- Airport.
- Urban Regeneration.
- Rural Regeneration.
- Planning.
- Capital Works Programme (commissioning).
- Funding and Investment.
- Twinning.

The Directorate reports to the Regeneration and Community Committee, which meets on the second Tuesday of each month.

Funding and Investment

The Funding and Investment section of the Council deals specifically with all grants and funding for external groups and organisations. It conducts all grant

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calls, issues of letters of offer and checks all returning documentation before payment is made.

Over the last reporting period (April 2015 - March 2016) a total of **£303,046.46** has been allocated to various groups and organisations, as grant funding from Fermanagh and Omagh District Council. The total amount of funding which was allocated by the Council (per service area) can be broken down as follows

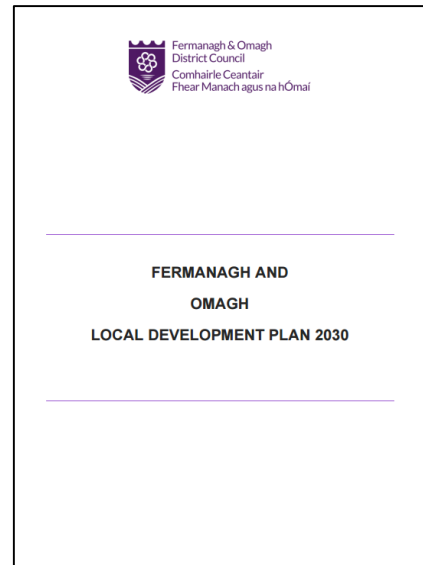
Department	Total Funding Allocated (£) (Rd1)	Total Funding Allocated (£) (Rd2)	Total Funding Allocated (£) (Rd3)	Total Funding Allocated (£)
Arts, Culture and Heritage	£29,941.50	£8,705.00		£38,646.50
Community Relations Week	£180.00			£180.00
Community Services (General)	£28,969.37	£5,367.49		£34,336.86
Community Services (Projects)	£29,164.00	£10,600.00		£39,764.00
Community Services (Revenue)	£55,390.00			£55,390.00
Community Services - Christmas Events		£3,990.00		£3,990.00
Policing & Community Safety (PCSP)			£12,966.00	£12,966.00
Festival and Events - Small	£11,290.00	£4,320.00		£15,610.00
Festival and Events - Large	£38,656.00	£8,138.00	£2,905.00	£49,699.00
Seeding Grants	£2,600.00	£2,600.00		£5,200.00
Good Relations	£13,011.00	£3,116.00		£16,127.00
Small Sports Development	£4,966.50	£4,869.20		£9,835.70
Sports Events	£7,497.40			£7,497.40
Summer Schemes	£8,000.00			£8,000.00
Bursaries - Arts, Culture & Heritage	£600.00	£2,360.00		£2,960.00
Bursaries - Sports Development & Recreation	£1,880.00	£964.00		£2,844.00
Total Funding Allocated:	£232,145.77	£55,029.69	£15,871.00	£303,046.46

Planning

The new council has a responsibility for preparing its own Local Development Plan which will be used to guide:

- The future use of land in the Council area.
- Inform developers.
- Inform members of the public and local communities.
- Inform public bodies and organisations.
- Inform policy frameworks which may be used to determine development proposals.

During the 2015/2016 reporting period, the process for the Local Development Plan was prepared including all of the background research (available online via the Council website), and a timetable for the delivery of the plan going forward. Built into this timetable were various public consultation processes which allow local residents (and interested parties) to feed into the plan. This consultation will again be targeted at all of the Section 75 Categories as per the Council's usual consulting process.



Tourism and Economic Development

During the 2015/2016 reporting period, the Council consulted on the Draft Tourism Development Strategy for the Fermanagh and Omagh District.

As part of this consultation, which targeted all of the Section 75 categories, the Council outlined its commitment to Economic Development and Tourism.

The consultation mentioned topics such as:

- Access to the Countryside for all.
- Access to information.
- Being welcoming to all.

The Tourism Development Strategy will be finalised and ratified within the 2016/2017 reporting period, but the preparatory and consultative work took place during this reporting period.

Environment and Place Directorate

The Environment and Place Directorate is responsible for:

- Waste Management.
- Street Cleansing.
- Grounds Maintenance.
- Capital Works Programme (Delivery).
- Minor Works and Maintenance.
- Building Control and Licensing.

- Off Street Car Parks.
- Local Water Recreational Sites.
- Public Conveniences.
- Fleet Management.
- Environment and Biodiversity.

The Directorate reports to the Environmental Services Committee, which meets on the first Wednesday of each month.

Assisted Bin Lift Scheme

The Assisted Bin Lift Scheme provided 142 number of residents who lived in a household where they were unable to get their bin to the roadside for collection (due to health, age or another related difficulty).

The Directorate also provided an additional bin for 216 residents who required it, due to medical conditions.

Castle Basin Project (Enniskillen)

Completed in 2015, the Castle Basin Project represented another flagship regeneration initiative within the Fermanagh and Omagh District. The new **£1.7 million** Castle Basin Promenade, offers a 1.3km walking and cycling path which is fully accessible for all local residents and visitors to Enniskillen.

The pathway has transformed access to Lough Erne along parts of its shoreline between Enniskillen Castle and the footbridge to Erneside Shopping Centre.



The new development has introduced:

- A new paved 'Events' space.
 - Improved lighting and seating along the promenade.
 - Enhanced jetty and canoe steps (adjacent to the Fermanagh Lakeland Forum).
 - Improved pedestrian access to the Broadmeadow (to include new steps, railings and landscaping).
 - The introduction of a fully accessible (including those with disabilities) fishing stand.
 - Improved access, for all, to the Millennium Bridge at the Fermanagh Lakeland Forum.
-

Oasis Plaza Project (Omagh)

The development of the Oasis Plaza in Omagh, was another flagship project which was funded through the EU PEACE III Programme and managed by the Special EU Programmes Body (SEUPB).

The Plaza is a bright, modern, recreational space including an outdoor gym, games equipment and a bandstand. It is connected to the town via a pedestrian and cycle bridge, and it is an accessible and inclusive space for all.

The completion of the Plaza has transformed this part of Omagh, offering a safe, neutral and open space for both the local community and visitors.



The Plaza is aimed to promote opportunities to for interaction (through work, recreation and play).

It can also cater for, and is intended to promote, the staging of events. Up to 2,000 people can be accommodated safely within the space, which also contains a fully enabled Stage area and a space for a number of 'Small Outdoor Market Stalls'. Events which have taken place within the Oasis Plaza thus far include:

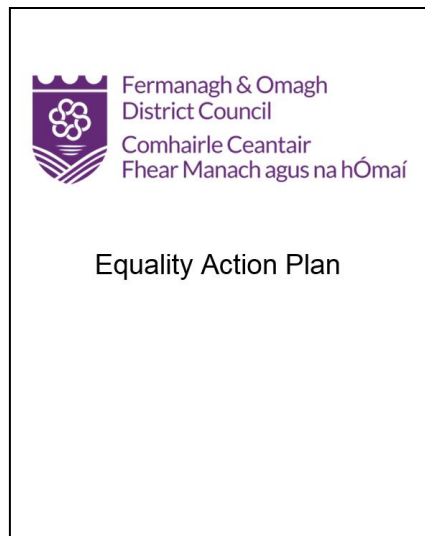
- Halloween Fireworks Display.
- Mid-Summer Carnival.
- St. Patrick's Day Parade.



PART A

The total cost of the Oasis Plaza Project was **£4.3 million**.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2015-16 (*or append the plan with progress/examples identified*).



Fermanagh and Omagh District Council's Equality Action Plan was the subject of a 12-week public consultation period. This consultation process was communicated as follows:

- Sent directly to 426 individuals/organisations that signed up to be part of the Council's Equality Consultation Database (via email and post – as indicated as each person's individual preference).
- Publicly advertised in the four local papers within the District.
- Information included on the Council's website.
- Information promoted (a number of times) via the Council's Social Media Accounts (Facebook and Twitter).

As part of the Council's Equality Action Plan, it is stated that the Council is committed to:

- Promoting Inclusivity and Diversity.
- Sustainable Development.
- Collaborative and Partnership Working (including locally, regionally and cross-border).

These commitments are embedded within all Council Plans, Policies and Actions.

The Council's Corporate Plan identifies three Corporate Themes, across which a range of strategic actions will be delivered. These themes include:

1. People and Community (Quality of Life).
2. Place and Environment (Protecting and Creating Quality Places).
3. The Council Itself (Delivering Quality Services).

In order to fully deliver upon these above-mentioned three Themes, the Council understands that partnership working is essential – and this will be driven

through the Community Planning process and the Council's leading role within it.

Within the final Equality Action Plan for Fermanagh and Omagh District Council, there were essentially five desired outcomes with various performance measures associated. The five desired outcomes are:

1. Establish an appropriate system to include and mainstream equality of opportunity at the strategic level of the council.
2. Put in place appropriate measures to remove barriers to accessing services which affect staff and services users with disabilities.
3. Put in place appropriate mechanisms for integrating both spoken, written and signed language forms in a way that best meets the needs of the local language communities.
4. Put in place appropriate systems to improve Equality Monitoring and Data Collection.
5. Raise levels of awareness and understanding amongst staff of the full range of equality services and activities.

Over the course of the 2015/2016 reporting period, there were a number of improvements and introductions made, in accordance with the outcomes of the Equality Action Plan.

In relation to the first outcome, '**Establish an appropriate system to include and mainstream equality of opportunity at the strategic level of the Council**'.

This outcome has been met in a number of ways. Firstly, the Policy and Strategic Services section (which is responsible for Equality) of the Council is situated within the Chief Executives Directorate, with the Head of Policy and Strategic Services reporting directly to the Chief Executive. The Head of Policy and Strategic Services is part of the Council's Senior Management Team, and as such has a key input in relation to the strategic level of Council business.

The Council also requires all Directorates and Services to undertake an Equality Screening Process for all Policies, and whilst doing so assessing for various impacts on Equality of Opportunity and Good Relations. This process takes place for all policies (whether they impact internally [i.e. on staff] or externally [i.e. on the members of the public]).

All Equality Screening documents are publicly available. These are placed on the Council Meetings micro-site and this can be found at the following web address: <http://fermanaghomagh.public-minutes.com/>

As such, Elected Members are aware of any possible impacts on the Equality of Opportunity or Good Relations as well as any mitigating actions that have been undertaken to overcome these.

When any report is being brought to Council Committees or Elected Member consideration / approval, an assessment of the implications for equality and good relations is included within the report. This, is another indicator that Equality of Opportunity plays a key role at a strategic level.

On top of this, the Council must also comply with its commitment to the duties of Equality and Good Relations under Section 75 of the Northern Ireland Act 1998. Therefore, as mentioned in its draft Equality Scheme (which has yet to be

approved) Fermanagh and Omagh District Council has undertaken to provide bi-annual reports on all Policies that have been Screened for Equality of Opportunity and Good Relations.

The Council published all of its Equality Screening Information bi-annually, usually in April and September each year. The forms of this publication is to invite comments, feedback, queries and so forth - from both individuals and organisations. This therefore takes the form of a public consultation where the information is:

- Sent to all individuals/organisations which are part of the Equality Consultation Database (via email or post as per their preferred method of contact).
- Included on the Council website – within the ‘Current Consultations’ section, as well as in the ‘Latest News’ section.
- Promoted via the Council’s Social Media channels (Facebook and Twitter).
- Information is sent to the four local newspapers for inclusion.
- Updates and reminder posts on Social Media, as well as the Council’s website.

In relation to the second outcome to **‘Put in place appropriate measures to remove barriers to accessing services which affect staff and services users with disabilities’** there have been a number of programmes, projects and measures put in place to achieve this over the last reporting period.

Firstly, the Council has put in place two groups which meet regularly to discuss barriers and access to information and services. These groups are namely:

- Disability Advisory Group – Acts as a group through which Council Officers and Elected Members can speak to people (representing various groups which work with people with disabilities) on various issues. The groups is an opportunity to discuss Policies, Service Delivery, Programmes. It is also used by each of the Council services to give out relevant information or to receive feedback on public consultations.
- Access and Inclusion Steering Group – This group is made up of Council Officers and people from the disabled community, or those who represent groups with work with people with disabilities. This group is used to discuss issues specifically with the Arts and Heritage service, with particular emphasis on provision of services and access to services, for people with disabilities.

As a result of these Steering Groups there have been a number of initiatives rolled out over the last 12 months of which include:

- Introduction and establishment of Black Moon Events to Omagh – a safe ‘Club Night’ for people with learning disabilities.
- Introduction of Circus Aurora Workshops.
- The achievement of the Arts and Disability Equality Charter ‘Plaque of Excellence’ award for the Strule Arts Centre.
- The introduction of a ‘Mystery Shopper’ for the Council’s Arts and Heritage facilities and venues.

In addition to the good work of the above-mentioned Steering/Advisory Groups, the Council has put in place a number of other initiatives in order to achieve this outcome.

The Council, March 2016, organised two Accessibility Information Events (Your Council, Your Say, Your Way). The events offered Council Officers an opportunity to give information to those in attendance in relation to services or additional services available to people with disabilities. The Events also gave an opportunity to those in attendance to talk about Council Services, what they felt should be done differently as well as any improvements that should be made.

As part of the Christmas Lights Switch-on in both Enniskillen and Omagh, a number of alterations were made to improve access, particularly for those with disabilities. Some of the alterations that were made, include:

- Larger areas for those with disabilities.
- Incorporation of Sign Language Interpreters for both events – signing the words of the speakers on stage, as well as the Christmas songs.
- Introduction of ‘Quiet Spaces’ away from the crowds, for those who needed to use them.

Other events which benefitted from such initiatives were the Halloween Fireworks Events (both in Enniskillen and Omagh), and the St Patrick’s Day parade in Omagh. The Council’s Access and Inclusion Officer also spoke with the organisers of the St Patrick’s Day Parade in Enniskillen to outline some issues that may need to be considered, however the St Patrick’s Day Parade in Enniskillen is organised externally and not by the Council.

The Council’s PASS Scheme (mentioned in response to question 1) also enabled the Council to remove some of the barriers which prevent people with disabilities from accessing the Arts. This Scheme allows people who rely on a carer, to avail of a free ticket for their carer to accompany them to the theatre. The Pass Scheme has been rolled out in both Council theatres - Ardhowen Theatre and the Strule Arts Centre - with both venues reporting a huge success. Within the first 12 months of the new council, there were over 200 people registered and approved onto the PASS Scheme.

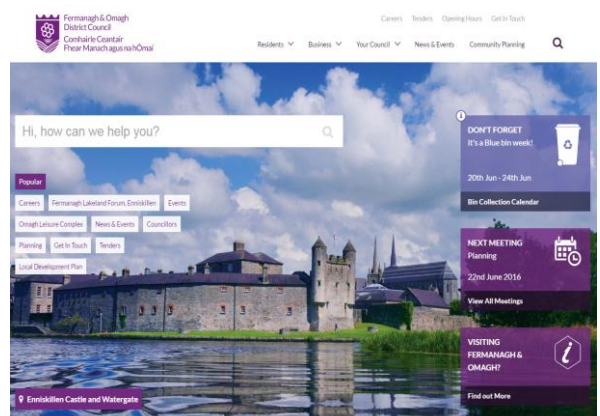
As part of the development of the new Fermanagh and Omagh District Council, a new Council website was also developed and made live. The website, (which can be seen at www.fermanaghomagh.com) was

designed with specific access requirements for people with disabilities in mind.

As stated in response to question 1, a

Steering Group was set up in order to

inform the development of the website. Members of this Steering Group included Officers from a wide range of backgrounds, including those from Policy



and Strategic Services and the Accessibility and Inclusion Officer. The Steering Group continues to meet regularly and as such needs, accessibility issues and so forth are continually under review.

The Council took action to update the Textphone service, which is available for people who may have a hearing impairment. As a result of difficulties with the previous system, and equipment, the Council has adopted a new service to provide the Textphone. It is now possible to contact the Council via Textphone by calling 18001 0300 303 1777.

The Council also put into place a number of measures in order to achieve the **'appropriate mechanisms for integrating both spoken, written and signed language forms in a way that best meets the needs of the local language communities'**.

The Council, whilst in Shadow period, approved the Linguistic Diversity Policy. Building on this (within the reporting period) Fermanagh and Omagh District Council developed two Policies, including:

- Irish Language Policy.
- Ulster Scots Policy.

Both Policies were subject to a public consultation for a period of 12 weeks. This consultation period was extended for a further four weeks in the interests of fairness, as one organisation could not make a submission by the original deadline.

As a result of these consultations, and indeed the approval of both the Irish Language and Ulster Scots Policies as well as the Linguistic Diversity Policy, the Council decided:

- To source a provider for improved website translation (to improve upon the existing Google Translate service).
- To change the Council's Standing Orders to facilitate Elected Members who wish to speak in a language other than English. If an Elected Member wishes to speak in another language then instead of the standard three minutes speaking time, they will be allowed six minutes in order to provide a translation.
- To ensure there are proper arrangements for translation and interpretation, and ensuring that staff are aware of these.
- To provide a voice messaging service for people who wish to interact with the Council by using the Irish Language.
- To implement the Dual Street Naming Policy.
- To deliver of Bursaries, Grants, Good Relations Programmes, Civic Receptions for language programmes, initiatives and groups.
- To provide information in alternative formats (i.e. other languages, braille, large print, audio format and so forth) as requested, or required.

In relation to **'improving Equality Monitoring and Data Collection'** a number of systems were put in place over the last reporting period. Firstly, an Equality Monitoring Form was developed for all Council Services and Departments. Information was given at Senior Management Team on the importance of collecting Equality Monitoring Information as well.

Following on from the development of an Equality Monitoring Form, a Monitoring Form for young people was also developed - which contains information specific to children, rather than those for adults. This would be used for Services such as the Good Relations team when they are organising events solely for children.

The Council also reviewed the types of Monitoring Data currently held by the Council, and what this data can be used for. As a result of this, a decision was made to report on three types of Monitoring Data going forward:

- Equality Monitoring of Elected Members.
- Equality Monitoring of Staff.
- Equality Monitoring of Funding and Investment.

Following this, further reports will be developed in future years for other Council services.

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 2015-16 reporting period? *(tick one box only)*

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

Please provide any details and examples:

Not Applicable – Fermanagh and Omagh District Council did not have an approved Equality Scheme during the 2015/2016 reporting period..

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

Please provide any details and examples:

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

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

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

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

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

Other *(please specify and give details):*

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

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2015-16 reporting period? *(tick one box only)*

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

Please provide any details and examples:

The Section 75 Duties were integrated within job descriptions and personal specifications across the Council, during the first reporting period for the new Fermanagh and Omagh District Council.

5 Were the Section 75 statutory duties integrated within performance plans during the 2015-16 reporting period? *(tick one box only)*

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

Please provide any details and examples:

The Section 75 Statutory Duties were integrated across a number of Performance Plans, and Service Delivery and Improvement Plans, throughout Council. Below are some examples:

- All Directorates and Services are required to collect and collate Monitoring Information for their programmes, projects, or other, as necessary. This would include Monitoring the Programmes/Projects for Section 75 involvement as well as ensuring that all Section 75 categories needs are being met.
- The Council's Policy and Strategic Services section has the Section 75 Statutory Duties embedded within its Performance Plans to include:

- Progress Reporting.
 - Equality Scheme.
 - Public Consultations and the Council Equality Consultation Database.
 - Equality Monitoring.
 - Implementing and Monitoring the Council's Equality Action Plan.
 - Equality Screening, as required.
- 'Fairness' has been included within the Council's Corporate Improvement Plan objectives and is one of the seven key aspects of improvement.

In the 2015-16 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 2015-16 report
- Not applicable

Please provide any details and examples:

Objectives, targets and performance measures relating to the Section 75 Duties are integrated into the Council's Corporate Plan, as well as operation business plans and strategic planning. Within the Corporate Plan, it is stated that Equality of opportunity and Good Relations will be continued to be promoted across all Directorates and Services.

The Equality Scheme, the responsibility for its implementation will lie with the Chief Executives Directorate, however all other Directorates will have responsibilities for Equality and various aspects of the Equality Scheme going forward.

The fact that the Head of Policy and Strategic Services attends all Senior Management Team meetings, as well as Equality Screening being mandatory for all new/revised Policies, demonstrates the importance of the Section 75 Duties on the Strategic Management and Planning.

Equality action plans/measures

7 Within the 2015-16 reporting period, please indicate the **number** of:

Actions completed:

19

Actions ongoing:

7

Actions to commence:

0

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

The number of complete 'actions' are outlined in response to Question Two.

However, five of the 'Actions Ongoing' mentioned above relate to the 'Desired Outcomes' contained within the Equality Action Plan, which will be continuously 'ongoing'.

Two of the other 'Actions Ongoing' which are noted above regard the Access and Inclusion Steering Group and the Disability Advisory Group. Both of these groups, although having been developed, continue to meet on a bi-monthly basis.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2015-16 reporting period (*points not identified in an appended plan*):

N/A - There were no amendments made to the Council's Equality Action Plan over the course of the last 12 months, including following a 12-week consultation process.

9 In reviewing progress on the equality action plan/action measures during the 2015-16 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 2015-16 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 2015/2016 period, the Council undertook a number of consultations, including 12 week public consultations on:

- Draft Irish Language Policy.
- Draft Ulster Scots Policy.
- The Equality Action Plan.
- The Corporate Improvement Plan.
- The Disability Action Plan.
- The Council's Statement of Community Involvement.
- The Fermanagh and Omagh Local Biodiversity Action Plan.

During the process of each of these consultations, different methodologies and strategies were used to capture the views of relevant organisations and individuals.

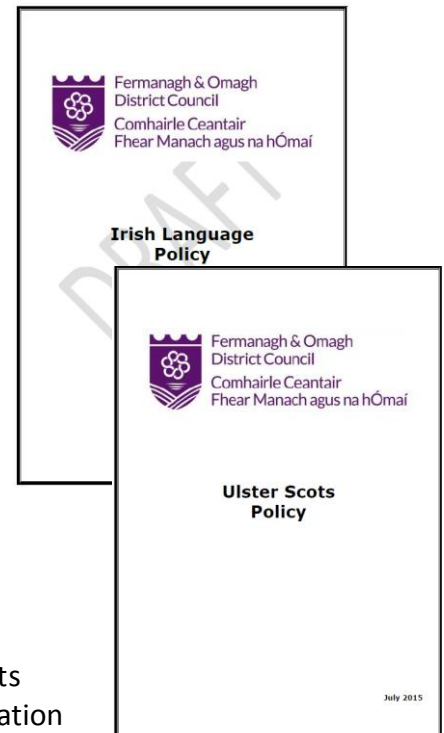
Some examples of good practice in relation to Fermanagh and Omagh District Council are as follows:

Draft Irish Language Policy and Draft Ulster Scots Policy

When undertaking the 12-week consultation process for the draft Irish Language Policy and draft Ulster Scots Policy.

This consultation process consultation process took on a number of key stages and methodologies which are used for all of the Council's Public Consultations, including:

- Public advertisement in four local newspapers.
- Publishing an article for the Council website's 'Latest News' section.
- Promotion via the Council's Social Media sites (Facebook and Twitter) in order to link those interested to the relevant section of the website.
- Information being published on the Council's 'Consultation' section of the website.
- Information being sent to the approximate 460 contacts (individuals and organisations) on the Equality Consultation Database (as appropriate) via their preferred method of contact, i.e. email or via traditional post.



In addition to the above 'standard' consultation stages, Council Officers also performed some supplementary 'targeted' consultation procedures including:

- Making the documentation available in other languages i.e. Irish, Ulster Scots, etc.
- Facilitating face-to-face meetings in the Townhall (Enniskillen) for those who wished to discuss the documents and their comments on the policies/consultation process.
- Co-ordinated with the Council's Irish Language Officer and Good Relations section in order to ensure that the information reached those who were most interested

in it. (For example the Good Relations team sent the information out to their Linguistic Diversity mailing list).

- Liaised with relevant personnel from other Councils to ensure that the information was distributed even further, to a specific targeted audience. (i.e information sent out to the relevant mailing lists).
- Consultation Responses were encouraged and facilitated in other languages (i.e. Irish, etc.).
- Consultation deadline was extended for all (and re-advertised through the usual channels) when approached by an organisation who could not meet the consultation deadline.

Other Good Practice Examples from Fermanagh and Omagh District Council

- Arranging focus groups for specific consultations (i.e. Community Planning, Performance Improvement, etc.)
- Presenting relevant policies to various Council Committees/Sub Groups i.e. Access and Inclusion Steering Group, Disability Advisory Group and so forth.
- Arranging meetings with local community representatives who may have an interest in the area.
- Liaising with other agencies/organisations in relation to their experiences with similar policies/procedures.

12 In the 2015-16 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: (*tick all that apply*)

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

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

In relation to targeting specific groups of people from various Section 75 Groups we have found various method of consultation to be effective. For example, when we specifically need to speak to a group of people who may have a disability, we will use focus groups in by attending and presenting at either the Access and Inclusion Steering Group or the

PART A

Disability Advisory Group. This ensures that we are speaking to people who either have a disability, or work with people with disabilities.

As part of the Council's Equality Consultation Database, there are individuals and organisations which represent each of the Section 75 Groupings. The Equality Consultation Database is regularly updated throughout the year, both with additions and removing those who no longer wish to be included.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2015-16 reporting period? *(tick one box only)*

Yes No Not applicable

Please provide any details and examples:

Over the course of the 2015/2016 year there were a number of awareness raising activities for consultees. Communication was maintained with all of our Consultees who are on our Equality Consultation Database throughout the year, providing two opportunities to be removed from the database.

The Council had a presence at a large number of events throughout the year and at the majority of these there was an opportunity to join, or obtain more information on, the Council's Equality Consultation Database. Such events included the Fermanagh and Omagh Pensioners Parliament, and the County Shows.

However, as the Council still does not have an approved Equality Scheme it was not possible to organise any awareness-raising activities for the commitments on the Equality Scheme. Once approved this will be able to be taken forward, as well as consistent communication with consultees being continued.

Previously, consultees were given the opportunity to provide comments on the Equality Scheme itself through a 12-week public consultation period. Once the Council has an approved Scheme in place, this will be communicated to all consultees, staff, residents, and will contain information on what this means for the Council and its stakeholders.

- 14** Was the consultation list reviewed during the 2015-16 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)

All Equality Screening Templates for each policy are published on the Council’s website. Once the associated Policy is brought to a Council Committee for approval, the Equality Screening Template is attached to it. Therefore, all Screening Templates are brought to the attention of the Elected Members. These can be found on the Council’s website alongside all other Committee Reports at: <http://fermanaghomagh.public-minutes.com/>

All Equality Screening Templates are publicised at present twice per year. The publication of these Templates appear in the ‘current Consultations’ section at: <http://www.fermanaghomagh.com/your-council/consultations/>

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

20

16 Please provide the **number of assessments** that were consulted upon during 2015-16:

3	Policy consultations conducted with screening assessment presented.
	Policy consultations conducted with an equality impact assessment (EQIA) presented.
3	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:

1. Draft Irish Language Policy.
2. Draft Ulster Scots Policy.
3. Equality Action Plan.

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

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

PART A

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2015-16 reporting period? (*tick one box only*)

Yes No Not applicable

Please provide any details and examples:

The three Equality Impact Assessment (EQIA) which were out for public consultation did not close until Friday, 27 May 2016, after commencing on 24 February 2016. This meant that even though the EQIAs began in the 2015/2016 year they were not completed until the 2016/2017 year. As such, the EQIA results were not published in the 2015/2016 year, but rather in the 2016/2017 year.

Once reported to the Council’s Policy and Resources Committee, the results of the EQIAs were published on the Council public webpage and in the ‘Committee Reports’ section.

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

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2015-16 reporting period? (*tick one box only*)

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

Please provide any details:

An audit of Monitoring Data held by the Council was undertaken in the 2015/2016. As a result of this piece of work a number of recommendations were made for future pieces of work which would need to be undertaken, assessed and published:

1. Equality Monitoring of Elected Representatives.
2. Equality monitoring of Council Staff.
3. Equality Monitoring of Council Services i.e. Funding and Investment.

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

Yes No Not applicable

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2015-16 reporting period, has shown changes to differential/adverse impacts previously assessed:

There have been a number of examples, where the monitoring of Policies (or public consultation) has resulted in changes, include:

- Irish Language Policy.
- Ulster Scots Policy.

Both Policies were subject to a public consultation for a period of 12 weeks. This consultation period was extended for a further four weeks in the interests of fairness, as one organisation could not make a submission by the original deadline.

As a result of these consultations, and indeed the approval of both the Irish Language and Ulster Scots Policies as well as the Linguistic Diversity Policy, the Council decided:

- To source a provider for improved website translation (to improve upon the existing Google Translate service).
- To change the Council's Standing Orders to facilitate Elected Members who wish to speak in a language other than English. If an Elected Member wishes to speak in another language then instead of the standard three minutes speaking time, they will be allowed six minutes in order to provide a translation.
- To ensure there are proper arrangements for translation and interpretation, and ensuring that staff are aware of these.
- To provide a voice messaging service for people who wish to interact with the Council by using the Irish Language.
- To implement the Dual Street Naming Policy.
- To deliver of Bursaries, Grants, Good Relations Programmes, Civic Receptions for language programmes, initiatives and groups.
- To provide information in alternative formats (i.e. other languages, braille, large print, audio format and so forth) as requested, or required.

- 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:

The results of the audit were not available until the latter end of the reporting period and will be used in 2016/17.

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 2015-16, and the extent to which they met the training objectives in the Equality Scheme.

As stated Fermanagh and Omagh District Council does not have an approved Equality Scheme at present, however in the draft Scheme the Council's training plan for staff includes:

1. Raising awareness of the provisions of Section 75, our Equality Scheme commitments as well as issues likely to affect people across the range of Section 75 grounds.
2. Provide staff with the necessary skills to assess policies for Equality Screening purposes.
3. Provide staff the skills and knowledge needed to investigate/monitor complaints effectively.
4. To provide relevant staff with the necessary skills to be involved in public consultation processes.

In the 2015/2016 year, there were a number of training sessions arranged for staff (in relation to Section 75 directly). These are included in the table contained overleaf.

Type of Training	Number of staff involved
Disability Awareness Raising (Aug 2015)	14
Disability Awareness Raising (Oct 2015)	40
Dementia Awareness Training (Nov 2015)	10
Learning Disability Awareness Training (Nov 2015)	11
Disability Equality Training (Feb 2016)	18
Disability Equality Training (March 2016)	20
Dignity at Work Training	87
Corporate Induction Briefings (for all new members of staff, covering the topics of Equality, Section 75, Good Relations, etc).	46

Awareness Raising for the Council's Safeguarding Policies and Codes of Practices (Children and Adults at Risk of Harm), was also commenced in March 2016. This awareness raising included the development of a webpage on the Council Intranet, a webpage on the Council website (www.fermanaghomagh.com) as well as the development of Information/Guidance leaflets for staff, members of the public and contractors/hirers. All staff were then subsequently informed of the Safeguarding information, where to find it and who to contact. Safeguarding Awareness Raising sessions were also organised to commence in the 2016/2017 reporting period.

During the 2015/2016, there were also a number of training sessions, presentations and conferences which the Council's Elected Members attended. There were four training sessions organised specifically for Elected Members, and these include:

- **Audit Panel Training** (attended by six Elected Members [please note this was not for all Elected Members]): This session provided information for Elected Members on the importance of the Audit Panel, Internal Audit of Public Services as well as providing advice/guidance where needed.
- **Councillor's Code of Conduct** (two sessions – day one was attended by 20 Elected Members and day two was attended by 26 Elected Members):

Conferences which were attended by Elected Members include:

- NILGA Annual Conference.
- Public Health Summit.
- From Awareness to Commitment.
- General Power of Competence.
- Citizens Advice Annual Conference.
- 'Development of a Tourism Strategy for Northern Ireland for Northern Ireland to 2025'.
- Supporting People with Disabilities Transitioning into older Age.
- The Housing Debate – Building Communities through integrated working.
- National Pay Consultation Event.
- Community Planning and The Arts.
- Shaping Place - Changing Lives.
- Fuel Poverty Conference.
- Mental Health Summit (Action Mental Health Northern Ireland).
- The Future of Health and Social Care Delivery in Northern Ireland.
- Local Authorities Building Stronger Communities.
- Housing and Communities Inequalities in Northern Ireland.
- Suicide Prevention.
- Northern Ireland Pensioners Parliament.
- Building United Communities Through Outdoor Recreation.
- Monitoring Poverty and Social Inclusion.

- 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:

Over the course of the last year, some examples of relevant training which have worked very well for staff, include:

Dementia Awareness Training: To equip staff and managers with the knowledge and skills in order to engage effectively with people with dementia.

- Build an understanding of Dementia.
- Increase skills / knowledge.
- Increase staff / customer confidence.

Disability Awareness Training: To give staff an overview of the Disability Discrimination Act and its implications.

- Insight into relating to people with disabilities.
- Creating an understanding of physical, sensory and learning disabilities.
- Increasing awareness and skills for staff who may interact with people who have disabilities.

Learning Disability Awareness Training: Provide staff with a broad overview of learning disabilities (including autistic spectrum disorders) as well as a greater understanding of the issues surrounding these disabilities.

- An increase in the confidence of staff
- Practical advice and information on best practice for communicating with individuals with learning disabilities, autistic spectrum disorders and their carers.

Disability Equality Training: Facilitated by a person with a disability, the training explored the concept of people being disabled by society's barriers and attitudes, highlighting the role of the organisation in the removal of those barriers and in the changing of attitudes.

- Elements of customer care, etiquette, appropriate language.
- Basic Disability Equality.
- Putting policy into best practice.

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

26 Please list **any examples** of where monitoring during 2015-16, across all functions, has resulted in action and improvement in relation **to access to information and services:**

As stated previously within this report, monitoring took place across the entire Council. There are a number of areas, which are also referenced within this report, where this monitoring work informed improvement action. Some examples of this, can be seen below:

- The new Council website: The Website Working Group are continuously working to make the website more accessible for all. Following the consultation on the Irish Language and Ulster Scots Policies, the procurement of a new website translation tool will not only make the website more accessible for people who do not speak English as their first language, but also for people with visual impairments and so forth.
- The Accessibility Audits that have taken place within the Council venues have led to a number of improvements. Examples of these improvements, include:
 - The relocation of information, information desks and so forth.
 - The re-organisation of specific areas.
 - The facilities available to people with disabilities - for example more accessible and larger areas for people with disabilities at events such as the Christmas Lights Switch-ons, Halloween Fireworks, etc.
 - The Development of 'Quiet Spaces'.

- The procurement of a number of Hearing Loop Systems (one for the Strule Arts Centre, one for the Ardhoven Theatre and one portable system which can be used across the Council).
- The provision of Sign Language Interpreters at meetings where they are required (for both British Sign Language and Irish Sign Language).
- Provision of training for Council staff on how to interact and provide a service for people with various disabilities (i.e. Disability Awareness Raising, Learning Disability Awareness Training, Dementia Awareness Training and Disability Equality Training)

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2015-16?

Insert number here:

N/A

Please provide any details of each complaint raised and outcome:

The Council is not aware of any complaints under Section 75, and is not aware of any complaints referred to the Equality Commission under Section 75, during the period 1 April 2015 - 31 March 2016. As stated previously, the council did not have an approved Equality Scheme for the period.

Section 3: Looking Forward

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

N/A – The Council’s Equality Scheme has not yet been approved

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*)

N/A – However, the Council will be reporting on a number of improvements in next year’s Annual Progress Report including the areas of Equality Monitoring Data, Training and so forth.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2016-17) reporting period? (*please tick any that apply*)

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- 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:

11

Fully achieved

3

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	<ul style="list-style-type: none"> Establishment of the Disability Advisory Group (Terms of Reference, etc). Establishment of the Access and Inclusion Steering Group. Organisation of Information Events for people with Disabilities. 		

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

	Training Action Measures	Outputs	Outcome / Impact
1	Dignity at Work	To explore legislation and practical examples of dignity within the workplace, to include harassment and discrimination.	Build a culture where all employees are treated with respect, and are aware of the various training, awareness-raising and measures that are available.
2	Disability Awareness Raising	To give staff an overview of the Disability Discrimination Act and its implications.	<ul style="list-style-type: none"> • Insight into relating to people with disabilities. • Creating an understanding of physical, sensory and learning disabilities. • Increasing awareness and skills for staff who may interact with people who have disabilities.
3	Learning Disability Awareness Training	Provide staff with a broad overview of learning disabilities (including autistic spectrum disorders) as well as a greater understanding of the issues surrounding these disabilities.	<ul style="list-style-type: none"> • An increase in the confidence of staff • Practical advice and information on best practice for communicating with individuals with learning disabilities, autistic spectrum disorders and their carers.
4	Dementia Awareness Training	To equip staff and managers with the knowledge and skills in order to engage effectively with people with dementia.	<ul style="list-style-type: none"> • Build an understanding of Dementia. • Increase skills / knowledge. • Increase staff / customer confidence.
5	Disability Equality Training	Facilitated by a person with a disability, the training explored the concept of people being disabled by society's barriers and attitudes, highlighting the role of the organisation in the removal	<ul style="list-style-type: none"> • Elements of customer care, etiquette, appropriate language. • Basic Disability Equality. • Putting policy into best practice.

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		of those barriers and in the changing of attitudes.	
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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	Leadership and Commitment Publication and promotion of the Disability Action Plan	The Plan reflects the priorities of people with disabilities and is widely publicised	The plan is published on the Council website, and is available in standard, easy read formats or other formats upon request.
2	Leadership and Commitment Provide training on the disability duties	<ol style="list-style-type: none"> 1. Increase awareness of disability issues. 2. Promotion of positive attitudes towards people with disabilities. 	<p>Training occurred for staff (as mentioned above) on the following topics:</p> <ul style="list-style-type: none"> • Harassment at Work • Disability Awareness Raising • Learning Disability Awareness Training • Dementia Awareness Training • Disability Equality Training
	Service Delivery and Customer Care Improve accessibility and usability of the Council website	Improved accessibility for all.	<p>As part of the ongoing review of access to the Council website, a Steering Group has been set up. This group meets regularly to discuss possible improvements/changes to the website, as well as any current issues.</p> <p>It was also decided, as a result of the consultation on the Irish Language and Ulster Scots Policies, that a new software would be procured in the near future. This software would</p>

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			allow for more accurate translation (language-wise), as well as offering extra 'accessibility' services for those with visual impairments.
	<p>Service Delivery and Customer Care Review access to Council facilities.</p>	Make the Built Environment more accessible for all.	<p>During the 2015/2016 period, the Council's Accommodation Strategy was commenced. This included a survey of staff, buildings, facilities as well as infrastructure needed. This Strategy will continue into the 2016/2017 reporting period.</p> <p>The Accommodation Strategy takes into account the accessibility of venues, buildings and the needs of various customers, and staff.</p>
	<p>Employment and Training Deliver awareness sessions to people with disabilities about job opportunities within the Council, including the application process.</p>	<ol style="list-style-type: none"> 1. Encourage people with disabilities to apply for jobs in the Council. 2. Increase the number of applications for jobs within the Council. 	<p>During the period (April 2015 to March 2016), there were two Information Sessions for people with disabilities and/or accessibility issues. These events, provided information on a range of Council services as well as the Council's Human Resources section, 'How to Apply for a Job' and any assistance was available.</p> <p>During the reporting period a total of 54 people with disabilities applied for a job with the Council. Out of these 54 applicants, 5 were appointed. The total number of applicants for jobs, within the Council, during 2015/2016 was 1,532.</p>

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	<p>Leadership and Commitment Host events to encourage positive interaction between people with/without disabilities.</p>	<p>Promotion of positive attitudes towards disabled people.</p>	<p>There were 14 Civic Receptions over the course of the reporting period.</p> <p>The was a Volunteer Recognition Event within the District, which recognised the impact individuals play win the local community for people with/without disabilities.</p>
2	<p>Service Delivery and Customer Care Work with volunteering organisations to promote volunteering opportunities for people with disabilities.</p>	<p>Evidence of an increase in the number of people with disabilities participating as volunteers.</p>	<p>Meetings were had with an external agency (Volunteer Now) to develop a Volunteering Policy for the Council. Meetings began in early 2016, with a view to having the final Policy developed and ratified within the 2016-2017 reporting period.</p>
	<p>Employment and Training Provide training for employees on Harassment.</p>	<p>A safe working environment for all, particularly people with disabilities, that is free from discrimination and harassment.</p>	<p>Training on ‘Dignity at Work’ was offered to all Council staff, with 87 employees taking part in the organised training sessions.</p>
	<p>Employment and Training Provide advice to both managers and employees about any necessary, reasonable adjustments which may be required.</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. 	<ol style="list-style-type: none"> 1. During this reporting period, there were eight employees who reduced their working hours. This would include employees who had caring arrangements for children, people with disabilities and so forth. 2. The Council continued its work within its Human Resources Department and the

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			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>Access to the Environment</p> <p>Work with local disability groups to identify how to improve access to the countryside and specifically the main walks.</p>	A rolling programme of improvements to accessibility of existing walks and the development of new walks.	A number of inclusive sports programmes were introduced over the 2015/2016 period.

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	<p>Service Delivery and Customer Care</p> <p>Monitor funding allocated to voluntary organisations, to ensure that there is equity amongst organisations run by/for people with disabilities.</p>	Support development of voluntary sector organisations run by/for people with disabilities.	<p>Equality Monitoring Forms were submitted for each Grant Application. In the 2016/2017 reporting period the results of this grant period will be assessed and reported to the Council for consideration.</p> <p>The 2015/2016 applications will become a baseline study for future years, to assess improvements and changes.</p>

<p>2</p>	<p>Employment and Training Continue to provide supported work experience placements within the Council</p>	<ol style="list-style-type: none"> 1. Encourage people with disabilities to apply for jobs within the Council. 2. Increase in numbers of applicants for jobs within the Council. 	<p>During the reporting period, there were a number of work experience placements made available for the public.</p> <p>The Council also provided a student placement opportunity to a young person who is involved with Mencap, and had stated an interest in administration work. The placement was provided within the Policy and Strategic Services unit and it included a range of administration tasks such as word processing, setting up of (and updating) spreadsheets and so forth. The young student who benefited from the placement had both a physical and a mental impairment.</p> <p>During the reporting period a total of 5 people with disabilities applied for a job with the Council, with one of these applicants being successful. (In total, there were 1,532 applicants for jobs within the Council in 2015/2016).</p>
	<p>Access to the Environment Maximise use of statutory powers available in the Building Regulations to secure best practice in the provision of facilities for people with disabilities.</p>	<p>Secure wherever possible a barrier free built environment for new, altered buildings and public areas.</p>	<p>This is an on-going commitment and the Council continues to strive to achieve this. Recent examples include:</p> <ul style="list-style-type: none"> • Castle Basin Project, Enniskillen.

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			<ul style="list-style-type: none"> • Oasis Plaza, Omagh. • The development of various Accessibility / Advisory groups, to advise on services/facilities.
	<p>Involvement in Community Activities Continue to implement the Inclusive Fitness Initiative.</p>	Improvements to the health and well-being of people with people with disabilities through participation in sport.	A number of inclusive sports programmes were introduced over the 2015/20126 period to include: Boccia, Chi-me, Kurling and inclusive walks.
	<p>Involvement in Community Activities Provide opportunities for children and young people to enjoy sporting activities.</p>	Yearly programme will be provided.	A number of inclusive sports programmes were introduced over the 2015/2016 period, including those mentioned above, as well as inclusive Golf programmes.

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

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	<p>Employment and Training Provide advice to both managers and employees about any necessary, reasonable adjustments which may be required.</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. 	<ol style="list-style-type: none"> 1. During this reporting period, there were eight employees who reduced their working hours. This would include employees who had caring arrangements for children, people with 	<p>Due to the nature of this action, it is to be carried forward into the 2016/2017 reporting period.</p>

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			<p>disabilities and so forth.</p> <p>2. The Council continued its work within its Human Resources Department and 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>	
2	<p>Service Delivery and Customer Care Review access to Council facilities.</p>	<p>Make the Built Environment more accessible for all.</p>	<p>During the 2015/2016 period, the Council's Accommodation Strategy was commenced. This included a survey of staff, buildings, facilities as well as infrastructure needed. This Strategy will continue into the</p>	<p>Due to the nature of this action, it is to be carried forward into the 2016/2017 reporting period.</p>

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			<p>2016/2017 reporting period.</p> <p>The Accommodation Strategy takes into account the accessibility of venues, buildings and the needs of various customers, staff, and so forth.</p>	
3.	<p>Service Delivery and Customer Care Monitor funding allocated to voluntary organisations, to ensure that there is equity amongst organisations run by/for people with disabilities.</p>	<p>Support development of voluntary sector organisations run by/for people with disabilities.</p>	<p>Equality Monitoring Forms were submitted for each Grant Application. In the 2016/2017 reporting period the results of this grant period will be assessed and reported to the Council for consideration.</p> <p>The 2015/2016 applications will become a baseline study for future years, to assess improvements and changes.</p>	<p>Due to the nature of this action, it is to be carried forward into the 2016/2017 reporting period.</p>

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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		

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

Accessibility Audits

Accessibility Audits have taken place within all of the Arts and Heritage venues/facilities i.e. the Ardhoven Theatre, Strule Arts Centre, etc. As well as these audits, the concept of the 'mystery shopper' was created, in order to ensure that the needs of people with disabilities, or access requirements, were being met and any underlying issues are picked up.

(b) Quantitative

Equality Monitoring

Following an audit of the Equality Monitoring information held by the Council, it was decided to collate the following Equality Monitoring Information, over the 2016/2017 reporting period:

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- Elected Members.
- Council Staff.
- Funding and Investment (i.e. Grant Applications).

This information will be used as a baseline for the future, as well as an example for other services/departments to follow.

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 - The new Disability Action Plan was developed within the 2015/2016 reporting period. This was then subject to a full public consultation process (12 weeks) and was then subject to approval and ratification of the Council's Elected Members.

If yes please outline below:

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

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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 - The Equality Action Plan will be reported to the Council's Policy and Resources Committee Meeting on 15 July 2016 for Elected Member consideration. This will then be ratified at the full Council meeting on Thursday, 28 July 2016.

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.

^{vi} **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.