

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 2017-18

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 type="checkbox"/> (double click to open) Name: Telephone: Email:

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

Please insert link or details here

Signature:


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 2017 and March 2018

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 2017-18, 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.

Background – Fermanagh and Omagh District Council

The most recent NISRA (mid-year population) statistics demonstrate that the Council District is home to 115,799 people (updated on 22 June 2017). This represents a growth of 488 people (0.4%) from the previous estimate. The change in this population could be driven by:

- Natural change of 561 people (births / deaths).
- Net migration of 81 people.
- Other changes of -154 people.

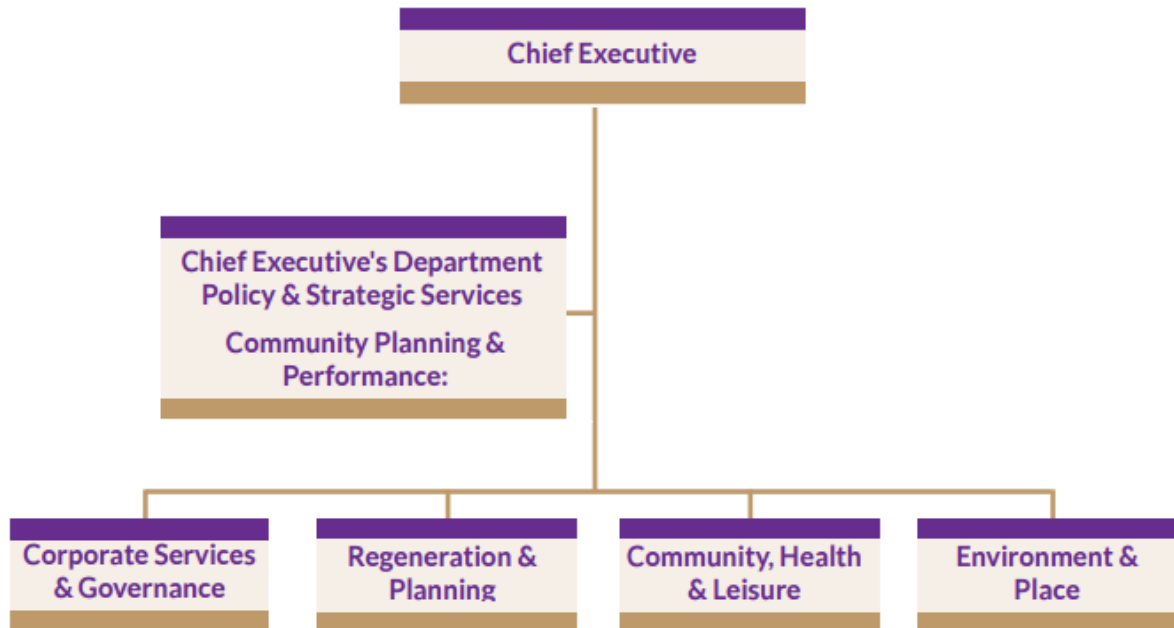
This population growth (0.4%) is slightly below the Northern Ireland average (of 0.6%), and places the Council District 8th, out of 11, in terms of population growth.

The Fermanagh and Omagh District is Northern Ireland's largest Council region in terms of land mass, whilst it also represents the most sparsely populated Council District in Northern Ireland with a population density of 41 people per km².

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

During the 2017/2018 reporting period, the Council continued to promote and mainstream Equality of Opportunity across all Directorates and Services. The implementation of the Statutory Duties was kept under regular review – being discussed by Senior Management Team (as required), as well as reports being made to the Council's Policy and Resources Committee – which are subsequently ratified by Council.

The organisational structure of the Council for the 2017/2018 period remained unchanged, as demonstrated in the below diagram:



Service Delivery and Policy Developments

During the 2017/2018 reporting period, Fermanagh and Omagh District Council made several policy and service delivery developments aimed at better promoting equality of opportunity and good relations. The Council views a number of these developments as ‘in progress’ and ‘ongoing’.

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

Equality Scheme

The Council’s Equality Scheme was approved by the Equality Commission for Northern Ireland in February 2017. Since then, the Council has endeavoured to fulfil its commitments in line with the approved Equality Scheme.

Equality Action Plan and Disability Action Plan

In July 2017, the Council began the process of updating the pre-existing Equality Action Plan as well as its Disability Action Plan. The process of updating both documents included a 12-week public consultation process feeding into the final Action Plans which were ratified by the Council.

The Equality Action Plan not only contributes to the Council’s compliance with Section 75 of the Northern Ireland Act 1998, but it also provides framework guidance to Council actions until March 2019 - setting out how the Council plans to address inequalities as it strives to create a District where people chose to live, work and visit.

The Disability Action Plan is essentially a series of actionable measures which outlines how the Council will fulfil its statutory obligations in compliance with



Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (Northern Ireland) Order 2006).

Both previous action plans were developed for the 2015-2017 period, with the updated documents outlining the Council's position until March 2019.

Further information on both these documents will be referenced, in detail, later within this Progress Report.

Lobbying and Consultation

The Council continued to lobby on a cross-Council, cross-border, basis to many strategic issues. In total, over the 2017-2018 period, the Council responded to 26 public consultation processes.

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

- Northern Ireland Budgetary Outlook (Briefing).
- The public consultation on the Strategic Framework for Medical Imaging Services.
- Car parking charges at local hospitals within the WHSCT area.
- The potential closure of local secondary school (St Mary's High School, Brollagh) within the District.
- The proposals on 'Reshaping Stroke Services in Northern Ireland'.

Community Planning

Community Planning is a statutory duty which came into operation on 1 April 2015. Fermanagh and Omagh District Council is the lead partner and is responsible for making arrangements for Community Planning within the District, ensuring that partners work together with local communities to deliver better public services – meeting the local needs and improving the lives of local people.

As outlined within the 2016/2017 Annual Progress Report, the Community Plan was launched for the District in March 2017. The Plan sets out the long-term, shared, vision and eight shared outcomes aimed at delivering improved public services and a better quality of life for all local people.

Following the launch of the Community Plan, within the 2017-2018 period, an Action Plan was produced including the actions which will assist to begin to jointly tackle the major issues in the District and require a high level of partnership working.

The Action Plan was publicly consulted on ('From Talk to Action') between December 2017 and February 2018 and the final Action Plan is now available for download from the Council's website.

Corporate Plan Update

Following the development, and launch, of the 'Fermanagh and Omagh 2030' Community Plan, the Council revised its Corporate Plan for the period 2017-2019, to incorporate improvement objectives.

The purpose of the Corporate Plan Update, for the period 2017-2019, is to demonstrate:

- The contribution which the Council will make towards delivery of the Community Plan for the District.
- How the Council will fulfil its statutory and other responsibilities.

The Corporate Plan Update therefore aligns the Council's 'Vision, Values and Corporate Priorities' with those that have been outlined in the Community Plan. It also identifies the key actions to be completed in the remaining years of the current Council term (2019).

Enniskillen Public Realm Scheme

During the 2017/2018 period, work began on the Enniskillen Public Realm Scheme, which aims to improve Enniskillen town centre with a £5.2 million programme of improvements. Initial consultation, and drop-in sessions, were organised to allow members of the public and local businesses an opportunity to share ideas, views and opinions.

A Project Steering Group was also established and it consists of both Elected Members and members of the local business community.

Further consultation work, and indeed work on the Enniskillen Public Realm Scheme itself, is due to continue into the 2018-2019 period.

Elected Members and Civic Receptions

Throughout the 2017/2018 reporting period, both the Chairperson and the Vice Chairperson represented the Council at numerous events – within and outside the District.

In total, there were approximately 200 events at which the Chairperson and/or Vice Chairperson attended. These included: photo opportunities, launches of Council-organised (and Council-supported) events for example: Enniskillen 10K Road Race, Launch of Enterprise Week, Christmas Lights Switch-on in both Enniskillen and Omagh, the Halloween Fireworks Display and Community Recognition Events.

Additionally, there were 21 Civic Receptions organised to take place in the Council's two main Civic Buildings (The Grange [Omagh] and the Townhall [Enniskillen]). These events were organised to recognise achievements such as: sporting, cross community, youth, volunteering, etc. Some examples of the Civic Receptions organised, include:

- Civic Reception for Dementia Awareness.
- Civic Reception to celebrate 100 years of Midwifery.
- Civic Reception to launch the Council's Mental Health Champions, as well as acknowledging the Council signing up to the Mental Health Charter.
- Civic Reception to celebrate local sporting success – for example, local GAA Clubs and Football Clubs.

Employee Training

During the 2017/2018 reporting period Council employees and Elected Members took part in several training sessions, particularly in areas relating to Equality and Disability.

The training which was organised for the 2017/2018 period includes:

- Dementia Awareness Training.

- Autism Awareness Training.
- Sign Language Training

More information on these training opportunities are included within this Annual Progress Report on page 15.

Going forward, during the 2018/2019 reporting period, there will continue to be training, learning and development opportunities arranged for employees and Elected Members. Training will cover issues related to Equality and Disability, with a particular focus on Sign Language, Learning Disability Awareness and the statutory Equality and Disability Duties.

Accessibility Information Events

To mark European Day for Persons with a Disability the Council organised two Accessibility Events, one in Omagh and another in Enniskillen – the two largest urban areas within the District.

The Council were successful in obtaining funding for the events from the Public Health Agency with both events consisting of the same format – informational stands, an opportunity to provide feedback/consultation to the Disability Advisory Group as well as a variety of workshops/activities.



Both events were open to all – people with disabilities, their carers and their family members and were advertised on social media as well as the local print media.

Stand holders and participants were invited from across the District, with the option to attend one or both events. In total there were 13 stand holders in attendance including organisations such as: Disability Advisory Group, WHSCT - Carer Support Team, Department for Communities, RNIB, Volunteer Now, Patient and Client Council, WHSCT - Health Promotion Team, Home Safety (Fermanagh and Omagh District Council), Shopmobility (Enniskillen), Mencap, Action on Hearing Loss, Positive Futures and Leonard Cheshire.

The activities that were arranged to take place at the workshops included: Circus Skills, Music, Arts and Crafts, Boccia and Curling.

Attendance at both events saw a large increase on previous years, with 71 attending the Omagh session and 100 attending the Enniskillen session.

The event also provided attendees with an opportunity to provide feedback to the Council's Disability Advisory Group on issues which impacted on them. The feedback provided included information on issues, such as:

- Changing bed facilities within the local Leisure Centre.
- Staff assistance – lack of females/males when required.
- Heavy, or difficult to open, doors within facilities.
- Entrance / exit difficulties.

- The need for more focussed training - e.g. Learning Disability Awareness, Physical Disability Awareness, Mental Health, Autism Awareness, etc.

International Women's Day 2018

In March 2018, the Council celebrated International Women's Day 2018 as well as acknowledging the 100th Anniversary of the Representation of People Act (when women first gained the right to vote).

As such a number of events were organised to take place, including:

- **'Be Bold For Change' Event** – organised by the Good Relations team, the event included speakers from all over the work discussing the them 'Be Bold For Change'.

The event was open to members of the community, and the discussion was followed by music and refreshments.

- **International Women's Day Event** – was organised for the Council's female Senior Officers and Elected Members, which primarily aimed at supporting women in the workplace.



The events were reported to the Council (both before and after they took place), and were also publicised on the Council's Social Media Channels (Facebook and Twitter).

Equality Monitoring of Employees

Another key piece of work completed during the 2017/2018 reporting period was the Equality Monitoring of Council Employees. This was the first time that such an exercise had been carried out and the results will act as a baseline for future Monitoring processes.

Going forward, the data that was collected as part of the three-month process will benefit the Council in several ways including:

- Focusing attention/investment in any additional support and/or facilities that may be required.
- Assisting in addressing any potential under-representation within certain roles or areas.
- Identifying and encouraging positive change to the experience of employees.

More information on the process is contained within this Progress Report on page 15.

Disability Advisory Group / Access Advisory Groups (Review)

In October 2017, a review was undertaken of the Disability Advisory Group and both Access and Inclusion Groups (for The Ardhowen and the Strule Arts Centre) as they were then known.



The review consisted of:

- A review of the Terms of Reference for all three groups.
- A review of the reporting mechanisms for all three groups.
- A review of how each group interlinks with each other.
- A consultation workshop (facilitated by an external facilitator) with Members of all three groups.
- Reviewing the Membership of all three Groups, ensuring that as many different disabilities as possible are incorporated.
- Redrafting the Terms of Reference for all three Groups.

Following this process, a report was drafted for the Council's Policy and Resources Committee outlining some changes including:

- The updated Terms of Reference for each Group, including the renaming of the existing Access and Inclusion Steering Groups to 'Access Advisory Groups'.
- The updated Memberships (and increased Membership).
- The updated reporting mechanisms for each Group i.e. both Access Advisory Groups meetings are reported to the Disability Advisory Group (which includes Elected Members), and the Disability Advisory Group meetings are reported to the Council's Policy and Resources Committee.

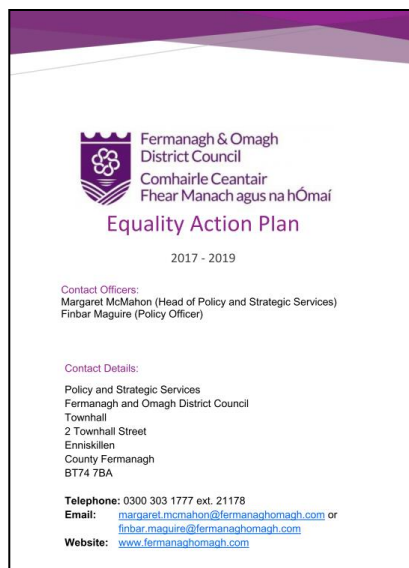
Training for Members of the Disability Advisory Group and the Access Advisory Groups

As part of the review of the groups (outlined above), it was requested that training be arranged to assist the Members to ensure the effective running of meetings and events.

The first training session organised for Members was facilitated by an external trainer and was entitled: 'Chairing and Facilitation Skills'. The training session was aimed at those who participate in meetings such as the Disability Advisory Group and/or both Access Advisory Groups, particularly Chairs and volunteer Members.

In total there were eight attendees who took part in the training, with representatives of all three Groups taking part.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2017-18 (*or append the plan with progress/examples identified*).



During the 2017/2018 reporting period, as reported elsewhere within this Progress Report, the Council developed a new Equality Action Plan 2017-2019. As part of developing this Action Plan, a 12-week public consultation process was carried out with the results being presented to the Policy and Resources Committee in November 2017 for approval.

The report, and subsequent Equality Action Plan 2017-2019, can be viewed online:

Link to the Committee Report: <http://fermanaghomagh.public-minutes.com/#e6f7328ef4a8cee15606b9a6c1fac4d1>

Link to the Equality Action Plan 2017-2019:
<https://www.fermanaghomagh.com/your-council/policies/equality/>

Following on from the previous Equality Action Plan (for 2015-2017), the Actions are split into five strategic themes, namely:

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

The Plan itself contains Actions, Performance Measures, Indicative Timeframes as well as assigning responsibility for their delivery.

During the 2017/2018 reporting period, there were several improvements and introductions made in accordance with the Equality Action Plan.

Performance Measure One: Equality of Opportunity

Performance Measure One (Equality of Opportunity) was met in several ways. Firstly, as mentioned previously, a full **12-week consultation** was undertaken in relation to the **Equality Action Plan 2017-2019**. The report from this

consultation process was then presented to the Council's Policy and Resources Committee for approval, along with the draft Equality Action Plan 2017-2019 (in November 2017) and the resulting Equality Action Plan was then ratified at the full Council meeting in December 2017.

Links to both documents (the Committee Report and the final Equality Action Plan 2017-2019) have been included above.

This Progress Report, acts (in part) in response to the second action within the Equality of Opportunity theme – namely to '**report on the progress of the Equality Action Plan**'. The Council, as a result of a recent internal audit on Equality, will now report on the progress of the Equality Action Plan on a biannual basis (i.e. July and January).

The third action relates to **identifying inequalities** through the **Community Planning** engagement processes. As previously mentioned, the Community Planning process has been ongoing for a several years. The most recent engagement processes took place as part of the 'From talk to Action' 8-week Community Planning engagement process, following the drafting of the Draft Action Plan. As part of the engagement process there was:

- Drop-in sessions organised throughout the District.
- Online survey – made available through the Council website and social media links.
- One-to-one meetings with hard to reach groups, and under-represented groups, where requested.

The next Action outlined within the Equality Action Plan 2017-2019 relates to the Council's updated **Disability Action Plan 2017-2019**. Within the 2017-2018 reporting period, the Council updated its Disability Action Plan. During this process, there was full 12-week public consultation process, which was presented to the Council's Policy and Resources Committee (along with the draft Disability Action Plan) for approval in November 2017. The final Disability Action Plan 2017-2019, was subsequently ratified by full Council at the meeting in December 2017.

Further information on the actions contained within the Disability Action Plan 2017-2019 is included within this Progress Report starting on page 28.

Performance Measure Two: Accessible Services

The first action outlined for Accessible Services is in relation to updating the Council's **Equality Consultation Database** to ensure appropriate representation. The Council continues to update this on a regular basis – at least biannually, if not sooner. A full review of the database was undertaken to comply with the new GDPR regulations and this will be reflected within the Council's 2018/2019 Annual Progress Report.

The second action within the 'Accessible Services' theme is ensuring that new, and revised, policies will be **Equality Screened** to ensure that Equality of Opportunity is promoted across all Directorates and Services. This is continuously ongoing and the Policies which were screened during the 2017/2018 reporting period include:

- Fermanagh Omagh 2030 (Community Plan) – Draft Action Plan.

- Enniskillen Castle Museums Collections Management Policy.
- Career Break Policy.

More details (and figures) are included within this Progress Report in response to question 15.

The next actions revolve around the Council venues and services being more **Autism and Dementia Friendly**. In relation to this, there has been a substantial amount of work undertaken, much of which is outlined below:

- Registering the Council to participate in, and complete, Autism NI's Impact Award for two venues (Townhall, Enniskillen and The Grange, Omagh).
- Undertaking a 'Venue Audit' of both venues with Autism NI staff.
- Arranging Autism Awareness Training for Council 28 employees (following on from last year's Autism Awareness Training).
- Purchasing Autism Emergency Packs for Venue Reception Areas.
- Procuring, and filming, two Accessibility Videos for Council Leisure Centres (Fermanagh Lakeland Forum and Omagh Leisure Complex).
- Organising an Autism Engagement Event for the Disability Advisory Group, giving Members the opportunity to interact with individuals with Autism, their carers and their family members.
- Creating Dementia Action Plans for venues and services.

In relation to Accessible Services, there is an action included to ensure '**effective and meaningful consultation, and input, into the design of the Enniskillen Public Realm Scheme**'. Council Officers, towards the end of the 2017/2018 reporting period, liaised between the Council's Disability Advisory Group, the local Access and Advisory Groups and the Public Realm Consultants to ensure that all views were taken on board as part of any consultation process. A consultation meeting with Members of both the Disability Advisory Group, the local Access and Advisory Groups and the Public Realm Consultants will take place in the 2018/2019 reporting period.

There were also five meetings of the Disability Advisory Group during the 2017/2018 reporting period. As a result of these meetings, a significant amount of work was undertaken in relation to Accessibility. Examples of the work carried out includes:

- The installation of new Pool Pods in the Fermanagh Lakeland Forum (Enniskillen) and Omagh Leisure Complex. These Pods will allow for better access to the swimming facilities for people with disabilities.
- Small grants (up to £500) were allocated to local groups for people with disabilities.
- The purchasing of additional Hearing Loop systems – and distributing these to Council venues/facilities where required.
- The provision of Accessibility Support at Council-organised events for example, Sign Language Interpreters, Quiet Spaces, Easy Access Areas, Reserved Accessible Parking Spaces, etc. Events included St Patrick's Day Event, Christmas Lights Switch-On (Enniskillen and Omagh), Halloween Fireworks Events, etc.
- The development of the Visit-Ability initiative which demonstrates (via easy-to-read window markings) the types of services available within

venues/facilities i.e. Accessible Lift, Hearing Loop Systems, Quiet Spaces, etc.

- Future work plans were also developed for the Enniskillen and Omagh Access Advisory Groups.
- Autism and Dementia related work, which is also outlined elsewhere within this Progress Report.

Personal Assistance Support Scheme (PASS Scheme)

The PASS Scheme was initially introduced for both The Ardhoven (Enniskillen) and the Strule Arts Centre (Omagh). Following on from the success of the Scheme, it was rolled out to include the Enniskillen Castle Museums venue.

The PASS Scheme continues to be a success, with the Scheme being used on 743 occasions throughout the 2017/2018 reporting period.

Accessibility Information Events

As outlined on page six of this Progress Report, two Accessibility Information Events were organised to coincide with European Day for People with Disabilities. The events not only gave attendees an opportunity to partake in activities/workshops (e.g. Music, Arts and Crafts, etc), but it also gave an opportunity for individuals to provide feedback to Members of the Disability Advisory Group on issues which impact upon them.

A report was subsequently prepared for discussion at the next meeting of the Disability Advisory Group.

Accessibility to Online Information

During the 2016/2017 reporting period, several improvements to the Council website were outlined. Within this reporting period (2017/2018) further improvements were made to the Equality webpages of both the Council website and the Council Intranet. Information was made easier to find, as well as grouping all relevant information into the appropriate sections.

Information available online, within the Equality Section, includes:

- Accessibility Information Events
- Annual Equality Progress Reports
- Celebration Event – International Day for Persons with Disabilities
- Disability Advisory Group
- Equality Impact Assessment
- Equality Monitoring
- Equality Scheme
- Policy Screening
- Venue Accessibility

Inclusive Activities

During the 2017/2018 reporting period, the Council continued to promote activities that are inclusive for all, including people with disabilities and/or access requirements. Examples of these activities include:

- Inclusive Archery Programme.
- Disability Sailing Initiative.

- Enniskillen 10K – following slight route changes to make the event more accessible to people with disabilities and in wheelchairs.
- Activity programmes to target underrepresented groups – i.e. inactive males, etc.

During the reporting period, the Council also continue to deliver the Everybody Active Programme. As part of this programme, Council employed coaches work to increase opportunities for targeted groups to increase their in participation in sport and physical activities.

Targeted groups include those which are traditionally underrepresented, including:

- Women and girls (specifically aged 14-25 years).
- People with a disability.

Accessibility Videos and Information Guides



The Council was successful in obtaining additional funding from the Public Health Agency to procure, and film, two Accessibility Films – one for the Fermanagh Lakeland Forum (Enniskillen) and another for Omagh Leisure Complex. The videos inform members of the public of the services and

facilities available within each venue, allowing them to pre-plan before they arrive at the venue. The short video also includes information on areas such as:

- Car parking (including accessible car parking spaces).
- Venue Accessibility.
- The assistance available within the venue (i.e. Hearing Loops, Accessible Toilets, Accessible Lifts, etc).

To coincide with this process, Council Officers also created short PDF documents containing similar information on both buildings.

Both the Access Videos and PDF documents are available on the Accessibility section at www.fermanaghomaggh.com.



Western Home Environmental Assessment Project (WHEAP)

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

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

There were 562 home safety assessments carried out in 2017/18. Of these, there were 81 assessments undertaken in the homes of 'at risk' rural dwellers, including people with disabilities.

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

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

Affordable Warmth Scheme

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

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

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

In 2017/18, there were 405 surveys completed by Council staff which were subsequently forwarded on to the Northern Ireland Housing Executive.

Performance Measure Three: Spoken, Written and Signed Language Forms

As stated within previous Progress Reports, the Council has two pre-existing language policies (Irish Language and Ulster Scots). During the 2017/2018 reporting period, the Council continued to implement these Policies. Arrangements were also put in place to review the Policies within the 2018/2019 reporting period as part of the regular reviewing of Policies.

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

- Two ten-week courses of ESOL (English for Speakers of Other Languages).

- A ten-week Irish Language course.
- An eight-week Irish Language Conversation Circle.
- Open Heritage Weekend.
- Two 'Intensive Language Days' for 55 people.

The Council, during the 2017/2018 reporting period, continued to ensure that meetings and events had appropriate **interpreters and/or assistance in attendance** (where required).

Events during the reporting period where interpreters and/or assistance were in attendance included:

- Christmas Lights Switch-On Events in both Enniskillen and Omagh.
- Accessibility Information Events in Enniskillen and Omagh.
- Halloween Fireworks Display in both Enniskillen and Omagh.

Performance Measure Four: Equality Monitoring and Data Collection

During the 2017/2018 reporting period, the Council fulfilled its commitment to undertake an **Equality Monitoring process for Council employees**. The data collected from this Equality Monitoring process was reported to the Council's Policy and Resources Committee meeting in November 2017 – and the report is available online at: <http://fermanaghomagh.public-minutes.com/#e6f7328ef4a8cee15606b9a6c1fac4d1>

It is anticipated that the Monitoring Process will benefit the Council in several ways including:

- Focusing attention/investment in any additional support and/or facilities which may be required.
- Assisting in the addressing of under-representation within certain roles or areas.
- Identifying and encouraging positive change to the experience of employees.

In total, there were 389 responses and the data collected will be used as a sample baseline for future years. The next monitoring process for employees (and Elected Members) is scheduled to take place in May 2019 following the next election process.

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

During the 2017/2018 reporting period, work was continued on increasing the awareness for both employees and Elected Members. This was met in several ways including:

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

During the 2017/2018 reporting period, various types of training was arranged for both employees and Elected Members. For example, in relation to the Council's Equality Action Plan the following training was arranged:

Dementia Awareness Training

Delivered by Dementia NI (a member of staff and an individual living with Dementia), the training was delivered in both Omagh and in Enniskillen. It consisted of modules including:

- What is Dementia – symptoms, types, effects, etc.
- Facts and Figures.
- Risk Factors.
- How the different types of Dementia may impact on an individual.
- Communication tips – how to approach people, what to say, etc.

The training was very well received and in total there were 83 employees who attended the training, as well as 11 Elected Members.

Autism Awareness Training

Council Officers, liaised with Autism NI, to deliver Autism Awareness Training for Council employees in February 2018. The training took place in both Omagh and Enniskillen and consisted of modules including:

- Introducing the main features associated with Autism Spectrum Disorders (ASDs).
- Raising awareness of (and understanding of) various communication issues associated with Autism and ASDs.
- Raising awareness of the impact of ASDs on the individuals and their families/carers.
- Identifying strategies that may support individuals with Autism or an ASD, their families and carers.

This training was also well received, with 28 employees taking part in the training.

Training was also organised for **Members of the Disability Advisory Group and both Access Advisory Groups** (Omagh and Enniskillen) – following discussion at group meetings. The initial training session organised within the 2017/2018 reporting period was ‘Chairing and Facilitation of Meetings’ and was aimed primarily at increasing the skills/confidence levels of Members. More details on this training session is available on page eight of this Progress Report.

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 2017-18 reporting period? *(tick one box only)*

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

Please provide any details and examples:

The Council's Equality Scheme was approved by the Equality Commission on 22 February 2017.

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:

N/A

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

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

N/A

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

N/A

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

N/A

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

N/A

Other *(please specify and give details):*

N/A

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 2017-18 reporting period? (*tick one box only*)

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

Please provide any details and examples:

Since the establishment of Fermanagh and Omagh District Council (April 2015), the Section 75 Duties have been integrated within job descriptions and personal specifications across the Council. This has continued for the 2017/2018 reporting period.

5 Were the Section 75 statutory duties integrated within performance plans during the 2017-18 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 several Performance Plans, and Service Delivery and Improvement Plans, throughout the Council. Each Plan contains a commitment to 'actively engage with customers, and potential customers, to ensure services delivered are accessible and focused on their needs and preferences'. Some examples of Services achieving this are included below:

- Services/Directorates collecting, and collating, Monitoring Information for programmes, projects, etc. This helps to ensure that the needs of all Section Categories are being met.
- The Council's Policy and Strategic Services section has the Section 75 Statutory Duties embedded within its Performance Plans including:
 - Progress Reporting.

- Equality Screening.
- Equality Consultation Database and Public Consultations.
- Equality Monitoring.
- Implementation and Monitoring of the Council's Equality Action Plan.
- The Head of Policy and Strategic Services attends Senior Management Team meetings and regularly discusses impacts upon the Section 75 Categories with the Chief Executive and Directors.
- Performance measures relating to the Section 75 Statutory Duties have been integrated into the Corporate Plan Update (2017-2019), as well as playing a key part within strategic planning. For example, within the Corporate Plan Update (2017-2019) it is stated that 'Equality, Inclusivity and Diversity' is a shared value which will guide and influence the work of the Council.

In the 2017-18 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 2017-18 report
- Not applicable

Please provide any details and examples:

Objectives, targets and performance measures relating to the Section 75 statutory duties have been integrated throughout the organisation – through the Corporate Plan Update (2017-2019) as well as playing a key part within the Council's strategic planning.

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

The Council's Equality Scheme, Equality Action Plan, Disability Action Plan, as well as the responsibility for their implementation lies within the Chief Executive's Directorate. However, all Directorates and Services have responsibilities for various aspects of Equality and the Equality Scheme going forward.

Section 75 is of particular importance to the Council and particularly in relation to the Council's Strategic Management and Planning – for example, the Head of Policy and Strategic Services attends all Senior Management Team Meetings, as well as Equality Screening being mandatory for all new/revised Council Policies.

Equality action plans/measures

7 Within the 2017-18 reporting period, please indicate the **number** of:

Actions completed:

2

Actions ongoing:

17

Actions to commence:

0

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

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

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

It is worth pointing out that although two actions have been 'completed' within the Equality Action Plan (2017-2019) and 17 actions are identified as 'ongoing' – there has been no actions for which work has yet to commence on. Of the 17 actions identified as 'ongoing', 12 of these will continue to be identified as 'ongoing' as long as work is being undertaken in relation to them. Indeed, they will remain 'ongoing' until the development of the next Equality Action Plan in 2019.

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

8 Please give details of changes or amendments made to the equality action plan/measures during the 2017-18 reporting period (*points not identified in an appended plan*):

N/A – Once the Equality Action Plan for 2017-2019 was approved and ratified, no amendments were made.

The previous Equality Action Plan (for 2015-2017) was replaced by the current Action Plan (for 2017-2019) when it was approved and ratified by Committee and full Council.

The Equality Action Plan for 2017-2019 was developed by Council Officers and was open for a full public consultation for 12 weeks before being presented to Elected Members for approval and ratification.

9 In reviewing progress on the equality action plan/action measures during the 2017-18 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 2017-18 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 2017/2018 reporting period, Fermanagh and Omagh Council undertook several consultations including:

- The Equality Action Plan for 2017-2019.
- The Disability Action Plan for 2017-2019.
- The Fermanagh Omagh 2030 (Community Plan) Draft Action Plan.

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

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

As part of the consultation process on Fermanagh and Omagh 2030's Draft Action Plan, in addition to the consultation methods listed above Council Officers also undertook:

- Four Public Drop-In Information Sessions, organised to take place throughout the District.
- An online survey – made available online via the Council website and Social Media Channels.
- One-to-one meetings with hard to reach groups, as well as under-represented groups.

PART A

12 In the 2017-18 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 groups of people, or individuals, from specific Section 75 categories the Council has found that varying the method of consultation is most effective. For example, when a service/directorate would like to interact with individuals who may have a disability (or groups that work with people who have a disability) then focus groups may be most effective. This can be facilitated by meeting with the Disability Advisory Group of one of the Access Advisory Groups (based in either Enniskillen or Omagh). This ensures that services/directorates ensure that they are speaking to people who have a disability or work with people who have disabilities.

The Council's Policy and Strategic Services section, as part of the Equality Consultation Database, aim to have representations from each of the Section 75 Categories. The Consultation Database is updated regularly throughout the year, however during the 2018/2019 period it will be updated again to ensure compliance with the new General Data Protection Regulations.

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2017-18 reporting period? (*tick one box only*)

- Yes No Not applicable

Please provide any details and examples:

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

PART A

Further training and awareness raising initiatives will be organised for the 2018/2019 reporting period, and will be undertaken for both Elected Members and Employees.

During the 2017/2018 reporting period regular correspondence was sent to Members of the Equality Consultation Database for matters relating to public consultation, procedures, etc.

14 Was the consultation list reviewed during the 2017-18 reporting period? (*tick one box only*)

- Yes No Not applicable – no commitment to review

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

[<https://www.fermanaghomagh.com/your-council/policies/equality/>]

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

5

16 Please provide the **number of assessments** that were consulted upon during 2017-18:

1	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

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

N/A

PART A

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

- Yes No concerns were raised No Not applicable

Please provide any details and examples:

N/A

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

19 Following decisions on a policy, were the results of any EQIAs published during the 2017-18 reporting period? (*tick one box only*)

- Yes No Not applicable

Please provide any details and examples:

N/A for the 2017/2018 reporting period. All EQIAs undertaken by the Council are published on the Council website at www.fermanaghomagh.com

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 2017-18 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:

Following an audit of Monitoring Data held by the Council in the previous reporting period, there was one Monitoring project completed during the 2017/2018 reporting period. This was the Equality Monitoring of Council Employees, which was completed in October 2017 and presented to the Council’s Policy and Resources Committee in November 2017.

PART A

- 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:

N/A - as yet. The data collected from the Employee Monitoring process will act as a baseline for future data collection processes, with the next monitoring process due to take place in 2019.

- 22** Please provide any details or examples of where the monitoring of policies, during the 2017-18 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

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

N/A

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2017-18, and the extent to which they met the training objectives in the Equality Scheme.

As included in response to question 2 of this Annual Progress Report, there were several training sessions organised for Council Employees and Elected Members. During the 2017/2018 reporting period, some of the training organised included:

- Dementia Awareness Training (for employees and Elected Members).
- Autism Awareness Training.
- Chaining and Facilitation Skills – for Members of the Disability Advisory Group and both Access Advisory Groups.

Training will continue for employees and Elected Members into the next reporting period (2018/2019). As part of updating the Learning and Development Plan for employees and Elected Members it is anticipated that training/awareness raising will include:

- Awareness Raising on the Statutory Duties (for both employees and Elected Members).
- Further Disability Awareness Raising Training (to include Sign Language, Deaf Awareness and Learning Disability Awareness).

- Awareness Raising for other Equality-related issues.
- Race Relations Training

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:

Dementia Awareness Training

Delivered by Dementia NI (a member of staff and an individual living with Dementia), the training was delivered in both Omagh and in Enniskillen. It consisted of modules including:

- What is Dementia – symptoms, types, effects, etc.
- Facts and Figures.
- Risk Factors.
- How the different types of Dementia may impact on an individual.
- Communication tips – how to approach people, what to say, etc.

The training was very well received and in total there were 83 employees who attended the training, as well as 11 Elected Members.

Autism Awareness Training

Council Officers, liaised with Autism NI, to deliver Autism Awareness Training for Council employees in February 2018. The training took place in both Omagh and Enniskillen and consisted of modules including:

- Introducing the main features associated with Autism Spectrum Disorders (ASDs).
- Raising awareness of (and understanding of) various communication issues associated with Autism and ASDs.
- Raising awareness of the impact of ASDs on the individuals and their families/carers.
- Identifying strategies that may support individuals with Autism or an ASD, their families and carers.

This training was also well received, with 28 employees taking part in the training.

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

26 Please list **any examples** of where monitoring during 2017-18, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Council Website: The collation of all Equality-related information, and all Accessibility information into a single section of the website means information is easier to find.

Venue Audits: The audits of venues (i.e. Townhall and The Grange) in relation to Autism will leave venues more accessible to all.

Complaints (Model Equality Scheme Chapter 8)

- 27 How many complaints **in relation to the Equality Scheme** have been received during 2017-18?

Insert number here:

0

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 2017 - 31 March 2018.

Section 3: Looking Forward

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

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

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

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

There will continue to be training, learning and development opportunities arranged for employees and Elected Members in areas such as Equality and Disability, with particular focus on the areas outlined in response to 24. This will be completed within the 2018/2019 reporting period.

- 30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2017-18) reporting period? (*please tick any that apply*)

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions

PART A

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

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

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

15

Fully achieved

6

Partially achieved

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	Review of the work, and remits, of both the Disability Advisory Group and the Access Advisory Groups (Enniskillen and Omagh).	<ul style="list-style-type: none"> • Bi-monthly meetings of Disability Advisory Group • Four meetings per year of both Access Advisory Groups (Enniskillen and Omagh). • Review of, and amendments made to, the Groups Terms 	Improved participation by people with disabilities, in Public Life.

PART B

		<p>of Reference and Responsibilities.</p> <ul style="list-style-type: none"> • Review of Membership of all Groups – and invitation for new members, representing various disabilities. • Reports now being presented to the Council’s Policy and Resources Committee – for information and action. 	
	<p>Organisation and delivery of two Accessibility Information Events to coincide with EU Day for Persons with Disabilities.</p>	<ul style="list-style-type: none"> • Provision of Information Stands - from organisations offering services within the District. • Offering opportunities for attendees to interact with, or provide feedback to, the Council and/or Disability Advisory Group. • Provision of activities and workshops for attendees. 	<ul style="list-style-type: none"> • 171 attendees • Positive feedback from attendees. • Comprehensive engagement, which was then reported to the Disability Advisory Group.

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

	Training Action Measures	Outputs	Outcome / Impact
1	Autism Awareness Training	Council Officers, liaised with Autism NI, to deliver Autism Awareness Training	<ul style="list-style-type: none"> • The training was well received, with 28 employees taking part.

PART B

		<p>for Council employees in February 2018. The training took place in both Omagh and Enniskillen and consisted of modules including:</p> <ul style="list-style-type: none"> • Introducing the main features associated with Autism Spectrum Disorders (ASDs). • Raising awareness of (and understanding of) various communication issues associated with Autism and ASDs. • Raising awareness of the impact of ASDs on the individuals and their families/carers. • Identifying strategies that may support individuals with Autism or an ASD, their families and carers 	<ul style="list-style-type: none"> • Promotion of positive attitudes towards people with Autism, as well as outlining potential adjustments which could be made to assist people with Autism, their carers and/or family members.
2	Dementia Awareness Training	<p>Delivered by Dementia NI (a member of staff and an individual living with Dementia), the training was delivered in both Omagh and in Enniskillen. It consisted of modules including:</p> <ul style="list-style-type: none"> • What is Dementia – symptoms, types, effects, etc. • Facts and Figures. • Risk Factors. • How the different types of Dementia may impact on an individual. 	<ul style="list-style-type: none"> • The training was also very well received with 83 employees and 11 Elected Members taking part. • Promotion of positive attitudes towards people with Dementia, as well as outlining potential adjustments which could be made to assist people with Dementia, their carers and/or family members.

PART B

		<ul style="list-style-type: none"> • Communication tips – how to approach people, what to say, etc. 	
	<p>Training for Members of the Disability Advisory Group and the Access Advisory Groups</p>	<p>As part of the review of the groups, it was requested that training be arranged to assist the Members to ensure the effective running of meetings and events.</p> <p>The first training session organised for Members was facilitated by an external trainer and was entitled: Chairing and Facilitation Skills’. The training session was aimed at those who participate in meetings such as the Disability Advisory Group and/or both Access Advisory Groups, particularly Chairs and volunteer Members.</p>	<p>In total there were eight attendees who took part in the training, with representatives of all three Groups taking part and feedback was very positive – increasing skills/confidence levels of those in attendance.</p>

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

	Communications Action Measures	Outputs	Outcome / Impact
1	Review and Updating the Council’s Disability Action Plan	<ul style="list-style-type: none"> • Development of a draft Disability Action Plan for 2017-2019. • Consulting on the Plan and draft Actions. 	<p>Ultimately, ensuring that the Council promotes positive attitudes towards people with disabilities and encouraging the participation of people with disabilities in public life.</p>

PART B

		<ul style="list-style-type: none"> • Obtaining approval from Council on the Disability Action Plan 	
2	<p>Increased Awareness and Understanding</p> <p>Provision of training to employees and Elected Members on matters relating to Equality and Disability.</p>	<p>During the 2017/2018 reporting period a number of training sessions were organised for Council employees including:</p> <ul style="list-style-type: none"> • Autism Awareness Training. • Dementia Awareness Training (for employees and Elected Members). • Sign Language Training. 	<ol style="list-style-type: none"> 1. Increased awareness (amongst employees and Elected Members) of disability issues. 2. Promotion of positive attitudes towards people with disabilities, as well as outlining potential adjustments which could be made.
	<p>Increased Awareness and Understanding</p> <p>Launch of the Mental Health Champion initiative.</p>	<ul style="list-style-type: none"> • Launch of the Council’s Mental Health Champions (to coincide with World Mental Health Day 2017). • Endorsement of a Mental Health Charter which will provide the framework for working towards the promotion of a mentally healthy workplace. 	<p>Increasing awareness of Mental Health issues, as well as increasing awareness of the assistance which is available for employees.</p>
	<p>Provision of Responsive and Accessible Services</p> <p>Working towards achieving accreditation as Autism Friendly – Townhall and The Grange.</p>	<ul style="list-style-type: none"> • Awareness Raising Training provided. • Venue Audits completed. • Completion of the work/actions contained within the ‘Venue Audit’. 	<ol style="list-style-type: none"> 1. Increased awareness amongst employees of issues facing individuals with Autism, their carers and family members. 2. Providing simple adjustments (e.g. language, signage, etc) which can benefit individuals with Autism.
	<p>Employment and Training</p> <p>Ensuring that people with disabilities are aware of job</p>	<p>During the 2017/2018 reporting period there were a total of 62 applications from people with disabilities. This demonstrates an increase of 6</p>	<ol style="list-style-type: none"> 1. People with disabilities are encouraged to applying for positions within the Council.

PART B

	<p>opportunities within the Council.</p>	<p>applications from the 2016/2017 reporting period.</p> <p>Of these applications, seven individuals were appointed – two more than in 2016/2017.</p> <p>The total number of applicants for positions within the Council during 2017/2018 was 1,911.</p>	<ol style="list-style-type: none"> 2. Number of applications for posts, from people with disabilities has increased by 6 (11%) 3. The number of successful applications from people with disabilities has increased by 2 (40%).
	<p>Provision of Responsive and Accessible Services</p> <p>Improve the online provision of information on the Disability Advisory Group and the Access Advisory Groups increasing awareness of their remits and areas of work.</p>	<p>Ensure that all information on 'Accessibility', the Disability Advisory Group, both Access Advisory Groups (Enniskillen and Omagh), as well as other information related to equality and disability are in one area of the council's website.</p>	<ol style="list-style-type: none"> 1. Increasing awareness for all. 2. Ensuring that all information is easily accessible and easy to read.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Organise events / workshops for people with disabilities to build	<p>Civic Receptions</p> <p>There were a total of 21 Civic Receptions that were organised to take</p>	<ol style="list-style-type: none"> 1. Promotion of positive attitudes towards people with disabilities.

PART B

	<p>capacity to participate in civic life.</p>	<p>place in the two main Civic Buildings (The Grange and the Townhall). Throughout 2017/2018, both the Chairperson and Vice Chairperson represented the Council at approximately 200 events, including photo opportunities, launching events, etc.</p> <p>Accessibility Information Events</p> <p>Two events were organised to take place coinciding with EU Day for People with Disabilities. There were 171 individuals in total who attended the two events (100 in Enniskillen and 71 in Omagh), and in doing so they took part in activities, received information and provided feedback on issues to the Disability Advisory Group.</p>	<p>2. Feedback was provided to the Council (Officers and Elected Members) in relation to services/venues, and issues facing people with disabilities on a daily basis.</p>
<p>2</p>	<p>Provision of Responsive and Accessible Services</p> <p>Work with external organisations to provide relevant volunteering and work placement opportunities, where possible.</p>	<p>The Council developed a procedure for providing Work Experience/Placement Opportunities for people with Disabilities.</p> <p>The procedure outlines a fair, equitable and consistent framework for those with disabilities who wish to attain work placement and/or work experience within the Council.</p>	<p>The development of this procedure has ensured that Partner Organisations, and Council Officers, are clear on how the work experience/placement opportunities will work in practice.</p> <p>Following the introduction of this procedure, interest in the Work Experience/Placement opportunities was demonstrated and will be carried forward into the 2018/2019 reporting period.</p> <p>-----</p>

PART B

			<p>In addition, the Council advertised for 14 Volunteer positions during the 2017/2018 reporting period. Through this process, volunteers were recruited for each position and there were a total of 146 applicants.</p>
	<p>Provision of Responsive and Accessible Services</p> <p>Review the effectiveness of the Disability Advisory Group and Access Advisory Groups.</p>	<p>The review consisted of:</p> <ul style="list-style-type: none"> • A review of the Terms of Reference for all three groups. • A review of the reporting mechanisms for all three groups. • A review of how each group interlinks with each other. • A consultation workshop (facilitated by an external facilitator) with Members of all three groups. • Reviewing the Membership of all three Groups, ensuring that as many different disabilities as possible are incorporated. • Redrafting the Terms of Reference for all three Groups. 	<p>Following this process, a report was drafted for the Council’s Policy and Resources Committee outlining some changes including:</p> <ul style="list-style-type: none"> • The updated Terms of Reference for each Group, including the renaming of the existing Access and Inclusion Steering Groups to ‘Access Advisory Groups’. • The updated Memberships (and increased Membership). • The updated reporting mechanisms for each Group i.e. both Access Advisory Groups meetings are reported to the Disability Advisory Group (which includes Elected Members), and the Disability Advisory Group meetings are reported to the Council’s Policy and Resources Committee.
	<p>Employment and Training</p> <p>Managers and employees were informed in relation to reasonable adjustments available, when required.</p>	<p>During the 2017/2018 reporting period, there were 16 employees who reduced their working hours (or went part-time, etc). This would include employees who have caring responsibilities for children and people with disabilities.</p>	<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.

PART B

		<p>There were also five employees who were assisted in taking a career break.</p> <p>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>	
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2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Equality Monitoring of Council Employees	<p>As mentioned elsewhere within this Progress Report, during the 2017/2018 reporting period, the Council fulfilled its commitment to undertake an Equality Monitoring process for Council employees. The outcome of this Equality Monitoring process was reported to the Council’s Policy and Resources Committee meeting in November 2017 – and is available online: http://fermanaghomagh.public-minutes.com/#e6f7328ef4a8cee15606b9a6c1fac4d1</p>	<p>It is anticipated that the Monitoring Process will benefit the Council in several ways including:</p> <ul style="list-style-type: none"> • Focusing attention/investment in any additional support and/or facilities which may be required. • Assisting in the addressing of under-representation within certain roles or areas.

PART B

			<ul style="list-style-type: none"> • Identifying and encouraging positive change to the experience of employees. <p>In total, there were 389 responses and the data collected will be used as a sample baseline for future years. The next monitoring process for employees (and Elected Members) is scheduled to take place in May 2019.</p>
2	Continue to deliver inclusive fitness/leisure programmes for everyone, including people with disabilities.	<p>During the 2017/2018 reporting period, the Council continued to promote activities that are inclusive for all, including people with disabilities and/or access requirements. Examples of these activities include:</p> <ul style="list-style-type: none"> • Inclusive Archery Programme. • Disability Sailing Initiative. • Enniskillen 10K – following slight route changes to make the event more accessible to people with disabilities and in wheelchairs. 	Encourage people with disabilities to partake in fitness initiatives.

PART B

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	Review the Disability Action Plan and report bi-annually to the Disability Advisory Group	Review of the pre-existing Disability Action Plan. Public Consultation Process. Obtain approval/ratification of the updated Plan for 2017-2019. Review biannually.	Review, public consultation and approval/ratification processes were completed within the 2017/2018 reporting period.	With the introduction of the updated Disability Action Plan (2017-2018), the first review/report (for the Disability Advisory Group) was due within the next reporting period i.e. June 2018.
2	Report on the progress of the Disability Action Plan annually through the submission of an Annual Progress Report.	Annual Progress Report which is send to the Equality Commission for NI, when approved by Council.	Report was sent to the Equality Commission (on time) in August 2017.	The nature of this action is ongoing i.e. a Progress Report will be submitted on an annual basis. Following an internal Council Audit of Equality and Disability (November 2017) it was suggested that bi-annual reports on the progress of the Disability Action Plan may improve the process. As such Council Officers will report biannually on the Disability Action Plan going forward.

PART B

	<p>Support the Council to be more Dementia Friendly in its facilities and activities.</p>	<ul style="list-style-type: none"> • Provide training and awareness raising sessions for employees and Elected Members. • Create venue evaluations for Venue Managers/Heads of Service. 	<p>As mentioned elsewhere in this Progress Report, Dementia Awareness Raising Training was provided for 83 employees and 11 Elected Members.</p> <p>Venue evaluations were produced for Leisure and Arts and Heritage Venues.</p>	<p>Following the production of the venue evaluations, the Policy Officer (Equality) and Access and Inclusion Officer will continue to liaise with Venue Managers, as required, to improve venues and services for all – including people with Dementia.</p>
	<p>Achieve accreditation as ‘Autism Friendly’.</p>	<p>Provide training / awareness raising sessions for employees.</p> <p>Create venue evaluations for venues, and present these to Venue Managers/Heads of Service.</p>	<p>As mentioned elsewhere in this Progress Report, Autism Awareness Raising Training was provided for 28 employees.</p> <p>Council Officers also liaised with Autism NI to undertake a venue audit of two buildings – Townhall and The Grange.</p> <p>Autism-related initiatives were also introduced for other venues, including: Accessibility Video Guides for Leisure Centres, Information Guides, the purchase of Autism Emergency Packs and the</p>	<p>A substantial amount of work in relation to Autism has been undertaken during the 2017/2018 reporting period.</p> <p>The recommendations included within the venue audits will be taken forward into the next reporting period for achievement of final accreditation.</p>

PART B

			organisation of a consultation event aimed at people with autism, their families and their carers.	
	Assess physical access to Council venues.	This will primarily be achieved through Accessibility Audits and discussion with relevant groups (i.e. Disability Advisory Group and the Access Advisory Groups).	During the 2017/2018 reporting period, a number of initiatives were continued to improve access to Council venues. Initiatives included: Accommodation Strategy, Project Citizen, etc.	Due to the nature of this action, it will be carried forward into the 2018/2019 reporting period.

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

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

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

PART B

(a) Qualitative

It is anticipated that Accessibility Audits will continue into the next reporting period – for example, in relation to Autism and Dementia Friendly. Accessibility Audits will continue to be undertaken at Council Venues/Facilities, helping to ensure that the needs of people with disabilities and/or access requirements are being met as well as ensuring that any underlying issues are picked up.

Audits and issues will also be reported through the Council’s Disability Advisory Group (and Access Advisory Groups) – following which, Officers will follow-up on and report back.

(b) Quantitative

Following the Equality Monitoring processes undertaken during the 2016/2017 reporting period, Council Officers completed an Equality Monitoring process for Council Employees. The aim of the Equality Monitoring of Employees process was essentially to create a baseline for future Monitoring Procedures. The data collected was also used by the Council’s Human Resources section in updating the records of those employees who responded – ensuring they are up-to-date and accurate as best as possible.

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 Council’s current Disability Action Plan (2017-2019) was developed during the 2017/2018 reporting period. The document, when in draft format, was subject to a full public consultation process (12-weeks). Following this consultation process, a report was drafted and this was presented to the Council’s Elected Members (along with the draft Disability Action Plan) for approval and ratification.

The Council will continue to monitor the implementation of the Disability Action Plan on a regular basis, including:

- Annual Progress Reports to the Equality Commission for Northern Ireland.
- Bi-annual Reports to the Council’s Policy and Resources Committee.

PART B

- Regular updates to the Council’s Disability Advisory Group.

If yes please outline below:

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

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

N/A

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

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

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

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

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

PART B

^{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.