



Fermanagh & Omagh
District Council

Comhairle Ceantair
Fhear Manach agus na hÓmaí

Draft Equality Action Plan 2022 - 2024

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Purpose of Fermanagh and Omagh District Council's Equality Action Plan

The Council's Equality Action Plan will provide a framework to guide our actions until 31 December 2024

The Equality Action Plan not only contributes to the Council's compliance with Section 75 of the Northern Ireland Act 1998, but it also sets out how the Council plans to address key inequalities as it strives to create a District where people chose to live, work and visit.

Strategic Context:

Community Planning

Fermanagh and Omagh District Council is the lead partner for the District's duty for Community Planning. The Council is responsible for establishing the process of community planning and for ensuring the development and implementation of the District's first Community Plan – Fermanagh and Omagh 2030

The 'Fermanagh and Omagh 2030' Community Plan has been drafted by combining the collective knowledge, expertise and resources of a wide range of partners across the public, private and community / voluntary sectors - all working towards a single agreed vision for the area. The Community Plan was informed through a co-design process and by a series of public engagement events.

The vision for the Fermanagh and Omagh District for 2030 is to create:

'...a welcoming, shared and inclusive Fermanagh and Omagh District, where people and places are healthy, safe, connected and prosperous, and where our outstanding natural, built and cultural heritage is cherished and sustainably managed.'

The 'Fermanagh and Omagh 2030' Community Plan contains eight outcomes, which are attributed to three Key Themes. These Themes are:

1. People and Communities.
2. Economy, Infrastructure and Skills.
3. Environment.

Profile of the District

A comprehensive 'Profile of the District' can be found on page 10 (Appendix 2), however some of the key figures are:

- The District spans approximately 3,000 km² and is home to approximately 117,337 people.
- The District is the largest in Northern Ireland in terms of land mass and the smallest in terms of population – the population density of the District is approximately 38 people per square kilometre.
- The District borders on four counties within the Republic of Ireland – Donegal, Cavan, Monaghan and Leitrim.
- 46% of the population live in 'open countryside'.
- 30% of the population live in the two main towns of Omagh and Enniskillen.
- 7% of the population live in the five local towns of Carrickmore, Dromore, Fintona, Irvinestown and Lisnaskea.
- The remaining 17% of the population live within the villages and small settlements of the County.

Equality Action Plan Layout

Five strategic themes have been identified:

- A. Equality of Opportunity.
- B. Accessible Services.
- C. Spoken, written and signed language forms.
- D. Equality Monitoring and Data Collection.
- E. Employees and Elected Members

Each of the Actions contained within the Equality Action Plan (2022 - 2024), also complement the Community Plan for the District (Fermanagh Omagh 2030) and the Corporate Plan for Fermanagh and Omagh District Council primarily:

Community Plan Theme 1 – People and Communities

Aim: To improve the wellbeing of all our citizens and develop thriving rural and urban communities

Outcome 2: Older people lead more independent, engaged and socially connected lives

Outcome 3: Our Communities are safe, resilient and empowered.

Outcome 4: Our people have the best start in life with lifelong opportunities to fulfil their potential

Appendix 1: Equality Action Plan 2019-2022

Actions	Performance Measure	Timeframe	Responsibility
Theme A: Equality of Opportunity Outcome: Our Communities are involved in the development of plans to guide the Council's actions in promoting Equality of Opportunity and Good Relations.			
A1 Undertake a consultation process on the 2022-2024 Equality Action Plan	The Equality Action Plan is reviewed following the outcome of the consultation process.	December 2021 to March 2022	Policy Officer (Equality)
	A final Equality Action Plan is approved by Elected Members for the period 2022 - 2024.	April 2022.	
A2. Report on the progress of the Equality Action Plan for 2022-2024	Annual Progress Report is submitted to the Equality Commission for Northern Ireland.	August (Annually).	Policy Officer (Equality)
A3. Ensure that Equality and Good Relations is embedded to all key Council documents e.g. Corporate Plans, Community Plan, etc.	Inclusion of the concepts of Equality and Good Relations is visible in the development of each strategic document.	Ongoing.	Policy Officer (Equality)
A4. Undertake a consultation process to develop a new Disability Action Plan for the Council, for the period 2022 - 2024.	The Disability Action Plan is reviewed following the outcome of the consultation process.	December 2021 – March 2022.	Policy Officer (Equality)
	A Disability Action Plan is approved by Elected Members for the period 2019-2022.	April 2022.	

Actions	Performance Measure	Timeframe	Responsibility
A5. Implement a Disability Action Plan for the Council which meets the objectives of the Disability Discrimination Act	The Annual Progress Report is submitted to the Equality Commission	August (Annually)	Policy Officer (Equality)
	A bi-annual progress report is presented to the Council's Disability Advisory Group	Bi-annually	
A6. Review current consultation processes in relation to individuals / groups with an interest in Equality and Disability issues.	The current consultation database is updated to reflect additional interest from individuals and changes to circumstances.	Bi-annually	Policy Officer (Equality)
A7. Review and develop a new Equality Scheme for the Council (2022-2027)	The current scheme is reviewed in line with guidance from the Equality Commission.	December 2021	Head of Corporate and Strategic Services Policy Officer (Equality)
	Elected Member approval is given for the adoption of a new Equality Scheme.	December 2021	
	The approved Equality Scheme is submitted to the Equality Commission for Northern Ireland.	January 2022	
A8. All new, and revised, policies will be approved subject to screening outcomes for Equality of Opportunity.	Screening documentation is reported to Committee alongside the relevant policy.	Ongoing	Policy Officer (Equality)
	All screening exercises undertaken by the Council are published for comment every six months.	Bi-annually	

Actions	Performance Measure	Timeframe	Responsibility
A9. Deliver an approved Good Relations Action Plan	Annual reports to Council.	Ongoing	Good Relations Team Leader
A10. Raise the profile of underrepresented Section 75 Groups (and other protected groups) within the District	Events, and initiatives, targeting specific Section 75 Groups and the issues facing these individuals/groups (e.g. Civic Receptions, Programmes) are organised.	Ongoing	All Directors and Heads of Service.
Theme B: Accessible Services			
Outcome: All members of our community will benefit from the removal of barriers to accessing our services.			
B1. Improve the Council's Community Engagement processes.	Development of a community engagement strategy, inclusive of all Section 75 categories.	March 2023	Head of Corporate and Strategic Services
B2. Scope the development of inclusive communication channels to meet the needs of individuals	New and appropriate channels of communication are available in Council venues, facilities and services.	Ongoing	Policy Officer (Equality) and relevant Head of Service
B3. Develop guidance for Council employees who may work or interact with LGBTQ+ customers.	Training and awareness raising initiatives are organised to improve employee knowledge and confidence.	Ongoing	Head of Corporate and Strategic Services
	The development of a guide, or protocol, for Gender Identity following detailed consultation with relevant groups and individuals.	March 2023	Policy Officer (Equality)
B4. Provision of support to employees who are LGBTQ+.	The Council, following detailed consultation with relevant groups and individuals, will agree ways to best demonstrate their support for	March 2023	Head of Corporate and Strategic Services

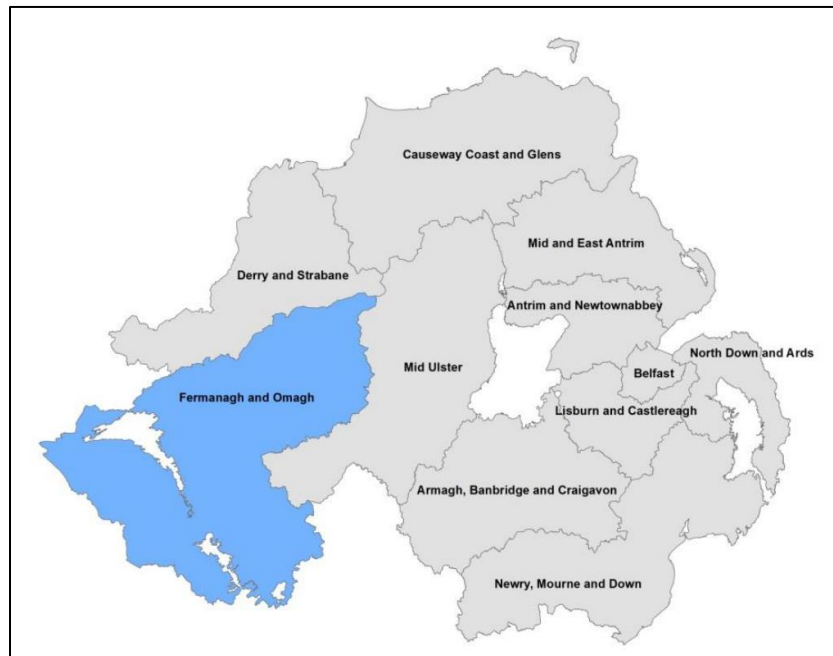
Actions	Performance Measure	Timeframe	Responsibility
	employees who are LGBTQ+ or have family members who are LGBTQ+		Policy Officer (Equality)
Theme C: Spoken, Written and Signed Language Forms Outcome: Improvements in our communication methods will result in better access to information and services for all members of our community.			
C1. Ensure a consistent approach to the provision of translation and interpretation services to help people with limited, or no, English.	Introduction of a budget and a set of procedures for all Council Services in relation to accessing translation and interpretation services.	Ongoing	Policy Officer (Equality).
	Usage of the new procedures for people interacting with the Council will be included within the Annual Equality progress Report.	August (annually)	
C2. Ensure that meetings and events have appropriate interpreters and/or other assistance in attendance as required	Number of meetings/events facilitated.	Ongoing	Relevant Head of Service
	Information included in Annual Progress Report	August (annually)	Policy Officer (Equality)
Theme D: Monitoring and Data Collection Outcome: Establishment of an evidence base to inform actions designed to address potential gaps in, and barriers to, accessing services.			
D1. Establish the Section 75 breakdown of the Council's Elected Members.	Equality Monitoring process is completed.	2023 – post election	Policy Officer (Equality)
	Report presented to the Policy and Resources Committee for consideration.	2023 – post election	

Actions	Performance Measure	Timeframe	Responsibility
	Report presented to the Policy and Resources Committee for consideration.	2023 – post election	
D2. Review the monitoring information being collected by Council, to identify any potential gaps, or opportunities to capture additional monitoring data.	Report to be presented to SMT and a subsequent Policy and Resources Committee	June 2023	Head of Corporate and Strategic Services Policy Officer (Equality)
Theme E: Employees and Elected Members Outcome: Our Elected Members and Employees will be better able to demonstrate commitment to the promotion of the principles of Equality and Good Relations.			
E1. Increase the awareness of Elected Members in relation to the promotion of Equality of Opportunity, Good Relations and the Disability duties.	Development and implementation of a Learning and Development Programme.	June 2022	Head of Corporate and Strategic Services Head of Democratic Services Policy Officer (Equality)
	Participation and attendance figures for each event.	Ongoing	
E2. Increase the awareness of Council employees in relation to the promotion of Equality of Opportunity, Good Relations and the Disability duties.	Development and implementation of a Learning and Development Programme	June 2022	Head of Corporate and Strategic Services Head of Human Resources Policy Officer (Equality)
	Participation and attendance figures for each event.	Ongoing	
	Participation of new employees at Corporate Induction sessions	Quarterly	
E3. Increase the awareness of developments in good practice and concerns/issues raised with Council services.	Development of a communications programme on Equality and Good Relations for Elected Members and employees	Ongoing	Policy Officer (Equality)

Actions	Performance Measure	Timeframe	Responsibility
E4. Diversity Champion will participate in training and networking events, as required.	Attendance at events and feedback to include the sharing of good/best practice.	Ongoing	Elected Member (Champion) Policy Officer (Equality)

Appendix 2: Statistics

Fermanagh and Omagh District – A Profile



- The Fermanagh and Omagh District is Northern Ireland's largest in terms of land mass (3000km²) and smallest in terms of population density (38.8 people per km²).
- The District is primarily rural and it is estimated that:
 - 46% of the population live in 'open countryside'.
 - 30% of the population live in the two main towns of Omagh and Enniskillen.
 - 7% of the population live in the five local towns of Carrickmore, Dromore, Fintona, Irvinestown and Lisnaskea.
 - The remaining 17% of the population live within the villages and small settlements of the County.

As of 30 June 2020, the estimated population of Fermanagh and Omagh District was 117,337, of which 58,849 (50.2%) were male and 58,488 (49.8%) were female. This was made up of:

- 25,408 children aged 0-15 years;
- 33,128 people aged 16-39 years;
- 38,292 people aged 40-64 years; and
- 20,509 people 65 years and older.

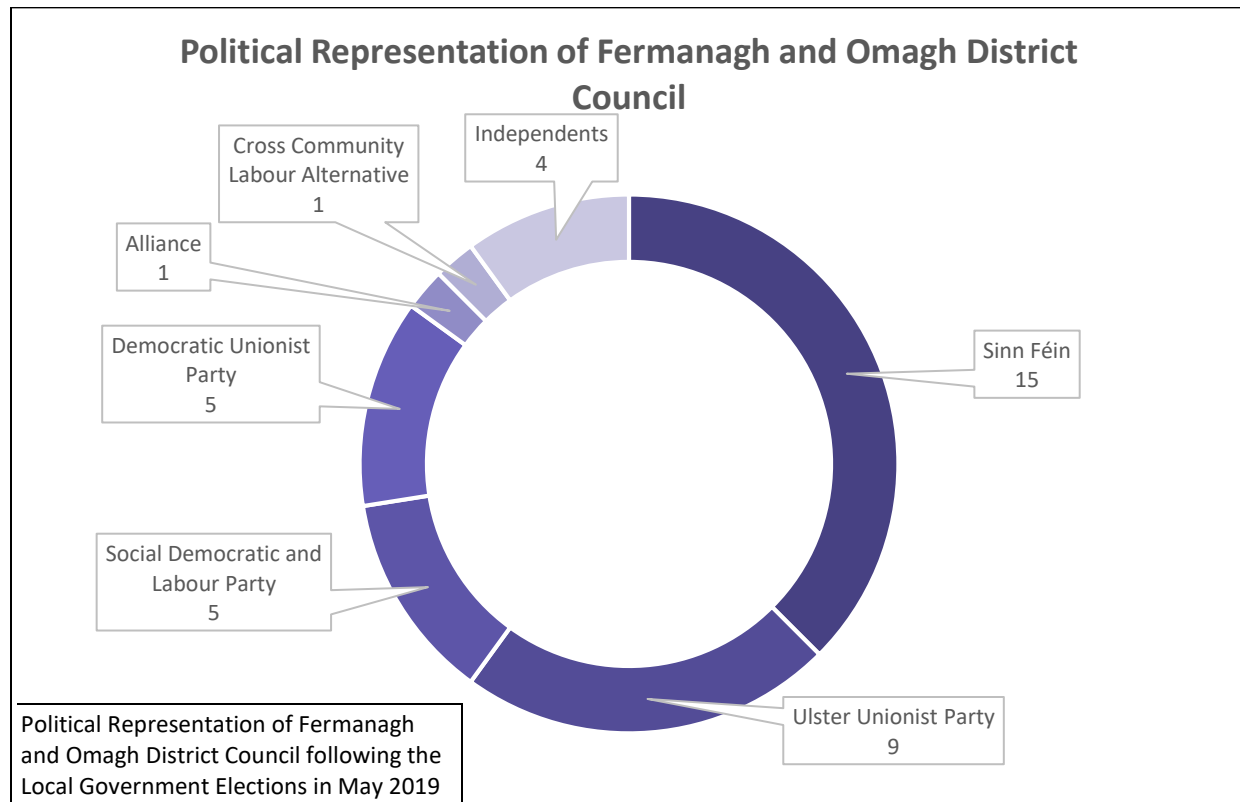
Furthermore, between 2010 and 2020 the population of the District increased by 4,418 people or 3.9%.

Council Representatives

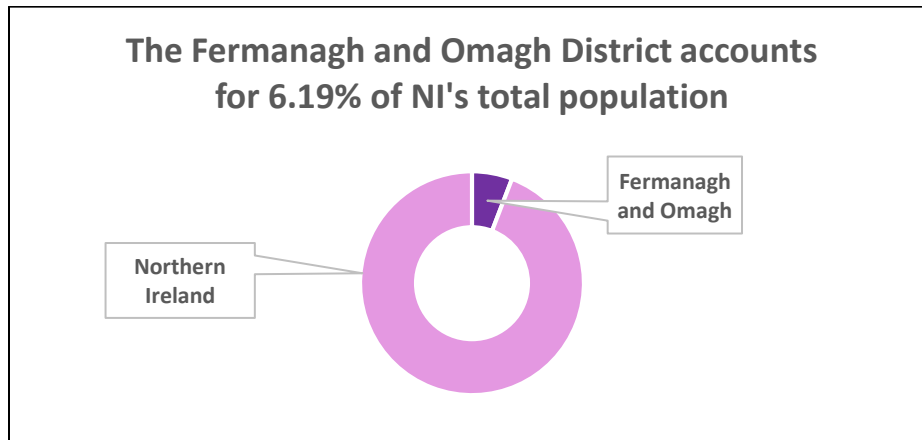
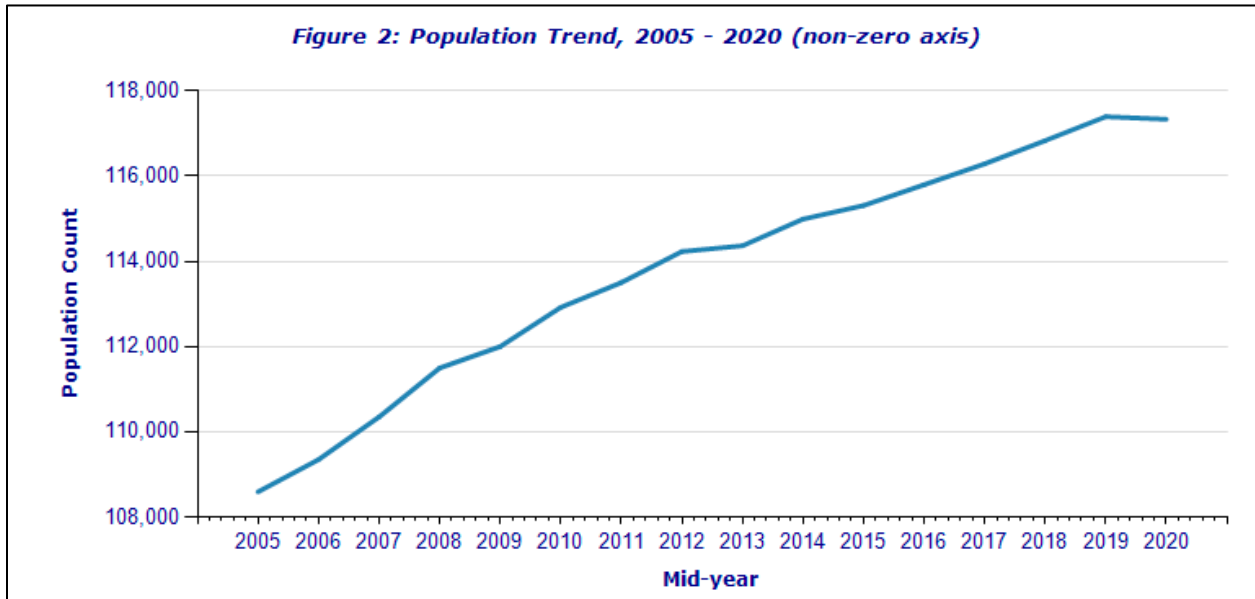
The Council consists of 40 Elected Members, representing seven District Electoral Areas (DEAs) within the District.

DEA	Population	DEA	Population
Enniskillen	18,150	Omagh	18,088
Erne East	15,134	Mid Tyrone	17,053
Erne North	14,675	West Tyrone	16,215
Erne West	13,846		

(Estimated population based on 2011 Census)



Population Trend – Fermanagh and Omagh



Population Projections (by age group)

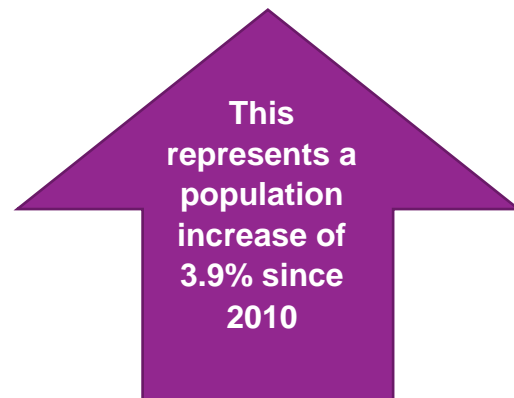


Whilst the population of the District is estimated to increase by approximately 1% by the year 2028 (to 119,900 individuals), there will be a significant increase amongst the older age groups. For example, the number of individuals **over the age of 65 years is expected to rise by 22% (to 25,100 individuals) by 2028.**

The **age profile** for the Fermanagh and Omagh District is estimated as:

Age Group	Population
0-15 years	25,408
16-39 years	33,128
40-64 years	38,292
65+ years	20,509

(Mid-year population estimates for 2020)



Gender breakdown

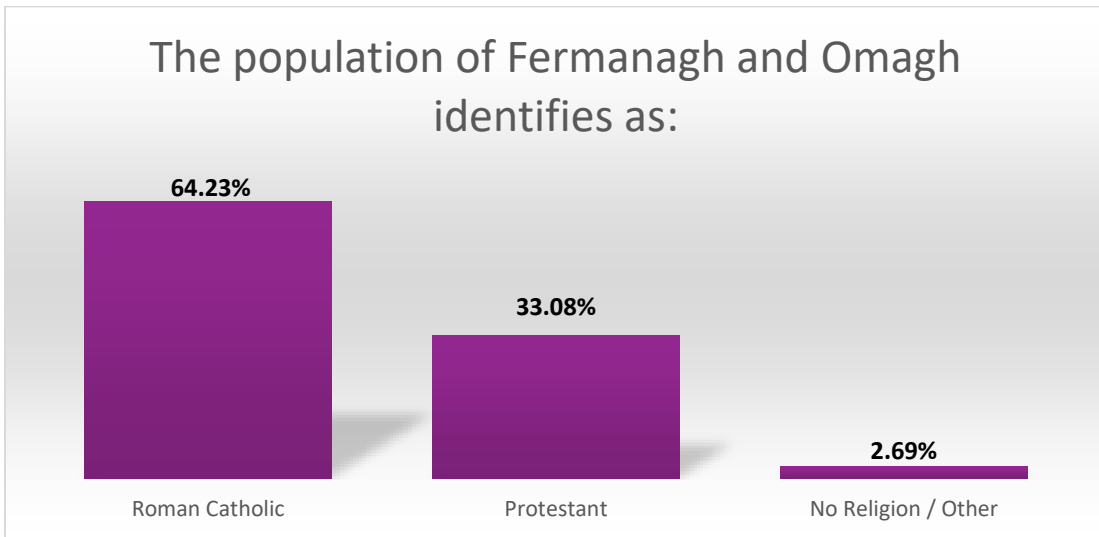


49.8%



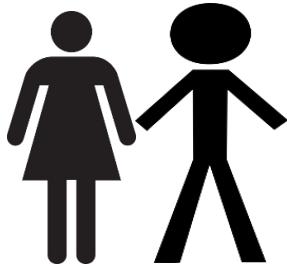
50.2%

Religious Beliefs



(Census 2011)

Racial Background (of Fermanagh and Omagh)



99.16% identifies as 'white'
(including Irish Traveller).

0.84% identifies as being from an
ethnic minority background.

(Census 2011)

The Fermanagh and Omagh District is increasingly becoming more diverse. The 2011 Census estimated that main languages of the District (108,402 residents) was:

English: 105,218 (97.06%)

Polish: 1,242 (1.15%)

Lithuanian: 432 (0.4%)

Irish (Gaelic): 212 (0.2%)

Portuguese: 33 (0.03%)

Slovak: 135 (0.12%)

Chinese: 50 (0.05%)

Tagalog/Filipino: 71 (0.07%)

Latvian: 121 (0.11%)

Russian: 105 (0.1%)

Malayalam: 51 (0.05%)

Hungarian: 235 (0.22%)

Other: 497 (0.46%)

Since this Census, there have been further changes in the makeup of the local District. For example, there has been a significant resettlement of Syrian families to the District over the last few years.

More up to date information on the ethnic minority breakdown of the District can be found within the data that has been released on the EU Settlement Scheme. In terms of the Scheme (28 August 2018 and 31 March 2021), the applications in terms of background are reported to be:

Country of Origin	Number of individuals	Country of Origin	Number of individuals
Bulgaria	480	Latvia	320
Croatia	30	Lithuania	790
Czech Republic	30	Netherlands	40
France	20	Poland	1,640
Germany	60	Portugal	70
Greece	20	Romania	200
Hungary	620	Slovakia	180
Ireland	60	Spain	40
Italy	40	Non-EEA	150

Despite the fact that this is predominantly for countries in the European Economic Area, it is clear to see the significant difference in the ethnic minority makeup of the District within the last decade and this is expected to increase going forward.

Disability



20.75% identifies as having a **long-term health problem, or disability**, which limits their day-to-day activities.

In 2016, there were **10,620 individuals** in receipt of Disability Living Allowance.

Two of the most common health issues within the District are: **Hypertension** and **Obesity**.

Marital Status

Marital Status	District Profile (%)
Divorced	4.04
Single	35.76
Married	50.14
Separated	3.23
Widowed	6.78
Same-sex Civil Partnership	0.05

Sexual Orientation



1.2% of the Northern Ireland population identifies as either 'Lesbian, Gay or Bisexual' (ONS report, 2018). In the same report, it was noted that the UK average is 2.2%.

Dependency



11.02% identifies as providing unpaid care to a family member, friend or neighbour. (Census 2011)

Families in Households with, or without, dependent children:

(with **no** dependent children)



14,962 families

(with **one** dependent child)



5,571 families

(with **two** dependent children)



5,068 families

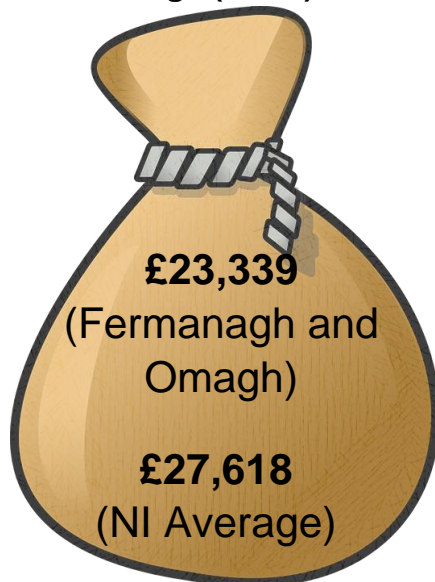
(with **three or more** dependent children)



3,871 families

The Economy of the Fermanagh and Omagh District

Gross Annual Wage (Mean)



(Annual Survey of Hours and Earnings 2021)

Economic Activity (Based on 2019)

54.6% of those aged 16 years and over are deemed to be economically active.

66.9% of the population aged between 16 years and 64 years are deemed to be economically active.

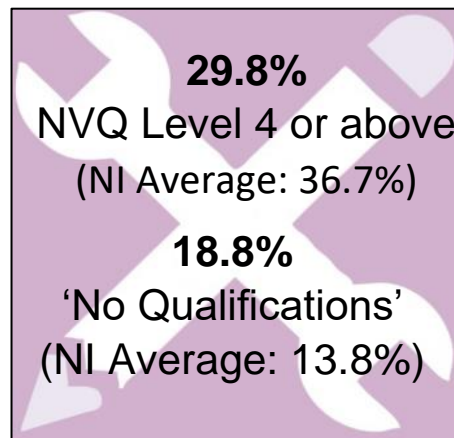
Both of these percentages are down slightly on previous figures.

Northern Ireland averages are:

60.8%
16 years +

73.8%
16 years - 64 years

Education Attainment (for those aged between 16 and 64 years of age)



Number of Registered Businesses within the District:



Deprivation (NIMDM 2017)

The five areas within the Fermanagh and Omagh District which were highest rated in terms of overall deprivation are:

1. Devenish (ranked 44th overall in Northern Ireland [out of 890 SOA areas]).
2. Lisanelly 2 (ranked 46th overall in NI).
3. Lisanelly 1 (Ranked 47th overall in NI).
4. Newtownbutler (ranked 112nd overall in NI).
5. Rosslea (ranked 114th overall in NI).

Furthermore, the Fermanagh and Omagh District has 11 Super Output Areas which feature within the top 200 Super Output Areas within Northern Ireland (890 in total).

Other measures of deprivation include:

Income Deprivation



- Rosslea ranked 14th in NI.
- Lisanelly 1 ranked 21st in NI.
- Devenish ranked 28th in NI.
- Newtownbutler ranked 31st in NI.
- Belleek and Boa ranked 37th in NI.

A further four Super Output Areas (within FODC) feature within the top 100: Lisanelly 2 (61st), Donagh (69th), Irvinestown (74th) and Fintona (99th).

Employment Deprivation:

- Lisanelly 1 ranked 52nd in NI.
- Lisanelly 2 ranked 55th in NI.
- Devenish ranked 62nd in NI.



Health Deprivation and Disability



There are four Super Output Areas within the District which appear in the top 100 most deprived areas of Northern Ireland in relation to 'Health and Deprivation':

1. Lisanelly 2 (ranked 24th in NI).
2. Devenish (ranked 69th in NI).
3. Lisanelly 1 (ranked 84th in NI).
4. Gortrush (ranked 97th in NI).

There are a further five areas which appear in the top 200 SOAs in Northern Ireland, namely: Strule, Camowen, Killyclogher, Fintona and Erne.

Access to Services

In relation to 'Access to Services', the District is features particularly highly – there are 23 Super Output Areas within the District which appear in the top 100 most deprived areas in Northern Ireland in relation to Access to Services.

Furthermore, there are five areas which appear in the 'top 10' most deprived areas in Northern Ireland, namely:

1. Belcoo & Garrison (2nd overall in Northern Ireland).
2. Rosslea (5th overall in Northern Ireland).
3. Trillick (7th overall in Northern Ireland).
4. Sixmilecross (8th overall in Northern Ireland).
5. Owenkillew (9th overall in Northern Ireland).