

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 2018-19

Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Finbar Maguire Telephone: 0300 303 1777 ext. 21178 Email: finbar.maguire@fermanaghomagh.com
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above <input checked="" type="checkbox"/> (double click to open) Name: Telephone: Email:

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

All information relating to the Council's Equality Scheme can be found online at:
<https://www.fermanaghomagh.com/your-council/policies/equality/>

Signature:

A handwritten signature in black ink that reads "Margaret McMahon".

Margaret McMahon
Head of Policy and Strategic Services

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 2018 and March 2019

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 2018-19, 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 statistics (mid-year population estimates) demonstrate that the Council District was home to 116,289 individuals on 30 June 2017. This represents a growth of 490 individuals from the previous set of statistics, or 0.42%. This growth in population could be driven by:

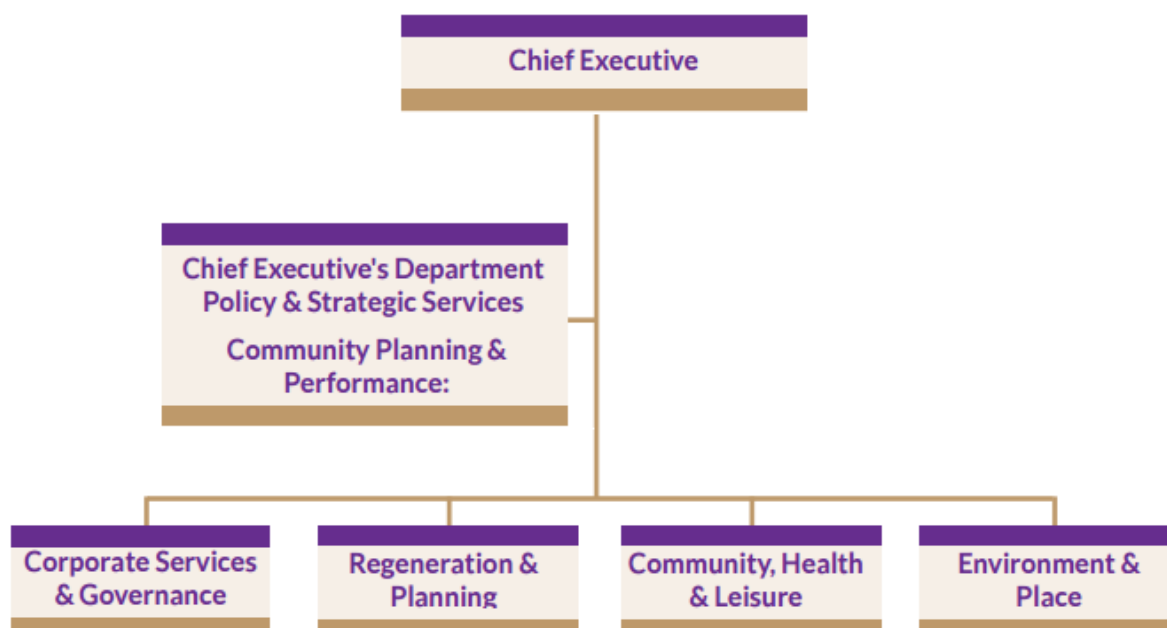
- A natural change of 511 (1,487 births and 976 deaths).
- Net migration of 36 people.
- Other changes of -57 individuals.

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

As reported in the three previous Annual Progress Reports (2015/2016, 2016/2017 and 2017/2018), 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 2018/2019 reporting period, the Council continued to promote and mainstream Equality of Opportunity across all Directorates and Services. The implementation of the Statutory Duties was kept under regular review – being discussed by Senior Management Team (as required), as well as being included within all reports made to the Council's Committee meetings (which are subsequently ratified by Council).

The organisational structure of the Council for the 2018/2019 period remained unchanged, as demonstrated in the below diagram:



Delivery and Policy Developments

During the 2018/2019 reporting period, Fermanagh and Omagh District Council developed several policy and service delivery areas aimed at better promoting equality of opportunity and good relations. The Council views a number of these developments as 'in progress' and 'ongoing'.

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

Equality Scheme and Equality Action Plan

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

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

Further information on the Equality Action Plan for 2017-2019, and its actions, will be referenced in detail later within this report.

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

Disability Action Plan

The Council's Disability Action Plan 2017-2019 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).

Further information on the Disability Action Plan for 2017-2019 will also be referenced 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 2018-2019 period, the Council responded to 18 public consultation processes.

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

- **NI Census Outputs Strategy.**
- **Devolution within Northern Ireland (NILGA).**
- The potential closure of a local secondary school in County Fermanagh.
- The proposed introduction of a **Clinical Response Model** by Northern Ireland Ambulance Service.
- A Review of **Home to School Transport** (Department of Education).

Community Plan (Fermanagh Omagh 2030)

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.

During the 2018/2019 period, following consultation during the 2017/2018 period, the final Action Plan was published. Following this, meetings of the Strategic Partnership Board took place in September 2018 and February 2019, as scheduled.

Enniskillen Public Realm Scheme

Following the work which began on the Public Realm Scheme during the previous reporting period, the 2018/2019 reporting period consisted of extensive consultation on the Scheme.

Consultation was arranged to take place with Members of the Council's Disability Advisory Group as well as members of the Fermanagh Access Advisory Group.

Other consultation work associated with the Public Realm Scheme included:

- A guided mobility ramble of Enniskillen Town Centre.
- Meetings with various organisations including: RNIB and IMTAC.

There is further consultation scheduled to take place in the 2019/2020 reporting period, before the Scheme is screened and assessed for potential Equality and Impacts.

Elected Members and Civic Receptions

2018/2019 was the last reporting period of the four-year Council term. Throughout 2018/2019, both the Chairperson and the Vice Chairperson represented the Council at numerous events – within and outside the District.

In total, there were approximately 320 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 33 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:

- Sporting achievements including those by: Special Olympic Teams, local cycling clubs, a local rugby club, local GAA teams, the local hockey club, a local bowling team amongst others.
- Celebrating local community groups.
- Individual sporting success – particularly international success.

Employee Training

During the 2018/2019 reporting period, Council employees and Elected Members took part in several training sessions, particularly in areas relating to Equality and Disability.

The training organised for the 2018/2019 period included:

- JAM Card training.
- Dementia Awareness Training.
- Traveller Cultural Awareness Training.

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

Going forward, during the 2019/2020 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 Disability Awareness and the statutory Equality and Disability Duties.

Accessibility Information Events



To celebrate International Day for People with Disabilities the Council undertook a week-long series of events which included:

- A small conference: Aimed at people with disabilities, their carers and their family members.

- Two activity for people with disabilities.

The conference was entitled: 'Accessibility, Creativity and Activity' and took place on Monday 3 December 2018. At the conference, there were several speakers to outline their area of work, including from:

- **Chair of the Council's Disability Advisory Group** – who outlined the role and responsibility of the Group.
- **Public Health Agency** – outlining some of the successful projected delivered by the Council and funded by the PHA.
- **Art Therapist** – outlining their very personal experience with the Art and Therapy sessions delivered to individuals and groups.
- **My Way Access** – to give an overview on the My Way Access directory which allows people with disabilities to pre-plan their visits to new buildings, facilities and areas.
- **Now Group** – to give an overview of the 'Just a Minute' (JAM) Card initiative and its benefits.

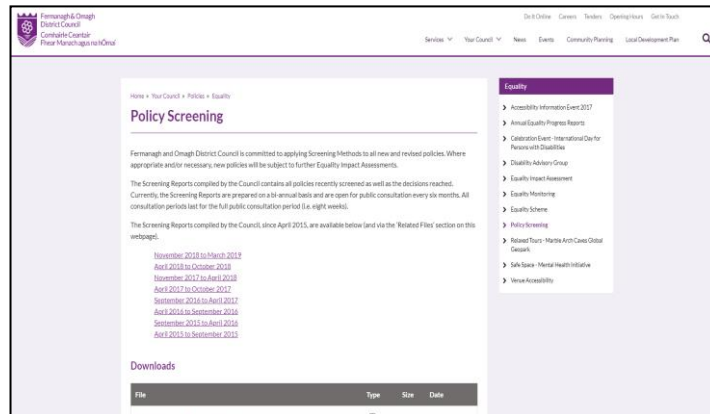


In total there were 55 individuals who attended the conference, along with 10 other 'Information Stand holders', and the feedback was very positive.

The two Activity Days were very well attended, with 60 in attendance in Omagh (4 December 2018) and 35 in attendance in Enniskillen (6 December 2018). At both events individuals took part in activities which included: Arts and Crafts, Circus Skills and Leisure Activities.



Equality Screening



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

- Several HR Support Policies (such as: Maternity and Paternity Leave, Breastfeeding, Parental Leave, Flexible Working).
- Managing Attendance Policy.
- Time off for Dependents and Bereavement Leave Policies.
- A Policy for Mobile and Street Trading Licensing.
- Equal Opportunities Policy.
- Draft Area Development Plan.
- Active Together Leisure Strategy.
- Age Friendly Strategy.

Other elements of service delivery include:

- **Everybody Active Programme** which targets underrepresented groups such as women and girls, people with disabilities and those living in areas of high social need.
- The continuous skill development of the Members of the **Disability Advisory Group**.
- Increasing the representatives upon the **Fermanagh and Omagh Access Advisory Groups**.
- Ensuring that key policy documents and projects were presented to the Disability Advisory Group for consideration, and to receive expert information on the potential impacts for people with disabilities.
- Consulting with groups and individuals impacted upon by Autism, at two **Autism Engagement Events**.
- Launch of the **Inclusive Activity Sports Hub** for those with disabilities, over the age of 8 years.
- Celebrating International Women's Day by organising a conference on 'key influential women in history'.

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

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2018-19 (*or append the plan with progress/examples identified*).

The Equality Action Plan for 2017-2019 can be viewed online at:

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/>

The actions contained within the Plan 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 2018/2019 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 was met in several ways. Firstly, the Council submitted an Annual Progress Report to the Equality Commission in August 2018, and the progress of the Equality Action Plan (2017-2019) was reported to the Policy and Resources Committee in July 2018.

Several elements of the Equality Action Plan (2017-2019) were also reported to the Disability Advisory Group throughout the 2018-2019 reporting period.

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

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

The next Action outlined within the Equality Action Plan 2017-2019 relates to the Council's updated **Disability Action Plan 2017-2019**. Full information on the actions contained within the Disability Action Plan is included within this Progress Report on page 27.

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 Data Protection Act and General Data Protection Regulations meaning that those that are now on the database have 'proactively' stated that they wish to be consulted with.

The second action within the 'Accessible Services' theme is ensuring that new, and revised, policies will be **Equality Screened** to ensure that Equality of Opportunity is promoted across all Directorates and Services. This is continuously ongoing and during the 2018/2019 reporting period screening was undertaken for several policies including:

- Several HR Support Policies (such as: Maternity and Paternity Leave, Breastfeeding, Parental Leave, Flexible Working).
- Managing Attendance Policy.
- Time off for Dependents and Bereavement Leave Policies.
- A Policy for Mobile and Street Trading Licensing.
- Equal Opportunities Policy.
- Draft Area Development Plan.
- Active Together Leisure Strategy.
- Age Friendly Strategy.
- EH Procedures for Barbers, Hairdressers and Tattooists.

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:

- Arranging **Autism Engagement Events** to consult with individuals and groups that are impacted on by Autism.
- Ensuring that **Autism / Dementia Emergency Packs** are available at the reception areas of Council buildings and venues.
- Achieving the **Autism Impact Award** for the Townhall, Enniskillen (July 2018).
- Following the completion of work in The Grange, the submission for the **Autism Impact Award** for that building was finalised in March 2019.
- Placing **Venue Accessibility and Visual Guides** online, to ensure that individuals can 'pre plan' their visits to Council premises.

Further work was undertaken within the Marble Arch Caves Global Geopark to ensure it was accessible to a variety of individuals, regardless of their disability. This included undertaking a venue audit and organising a series of 'Taster Tours' – offering individuals with Autism, Dementia and Learning Disabilities the opportunity to participate in full tours and providing feedback on areas which could be improved upon, changed, etc.

The next action contained within Performance Measure Two relates to the Enniskillen Public Realm Scheme and ensuring '**effective and meaningful**

consultation, and input, into the design of the Enniskillen Public Realm Scheme’.

Council Officers arranged several consultation opportunities to feed into the Enniskillen Public Realm Scheme including:

- Two Mobility Rambles of Enniskillen Town Centre which were led by a member of the Disability Advisory Group (one event for Elected Members and another for staff involved in the Public Realm Scheme). [July 2018].
- A consultation event for members of both the Disability Advisory Group and the Fermanagh Access Advisory Group. The event consisted of a presentation on the draft plan and proposals, as well as input from the Director of Regeneration and Planning, the Capital Projects Manager and the consultants [August 2018].

Following both actions, a report was drafted and presented to the Disability Advisory Group before being forwarded on to the Public Realm Scheme team.

It is anticipated that additional consultation will take place for the Enniskillen Public Realm scheme before work commences in the 2019/2020 reporting period, as well as being screened for Equality of Opportunity and any potential adverse impacts.

The final action outlined within Performance Measure Two was relating to the production of an **Age Friendly Strategy**. The Council produced an Age Friendly Strategy during the 2018/2019 reporting period and this was approved at the Regeneration and Community Committee meeting in February 2019, before being ratified at the full Council meeting in March 2019.

During 2018/2019, there were many aspects of Council services which enhanced Performance Measure Two ‘Accessible Services’ which were not contained within the Equality Action Plan. These included:

- Four meetings of the Disability Advisory Group which resulted in significant work being undertaken in relation to Accessibility. This included:
 - Accessibility and the Marble Arch Caves
 - Engagement Events.
 - The provision of Accessibility Support at events (e.g. Sign Language Interpreters, Quiet Spaces, Easy Access Areas, etc).
 - The development of the Visitability 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.

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 1,220 occasions throughout the 2019/2020 reporting period and increase of 477 occasions on the previous reporting period.

Accessibility Information Events

As outlined on page six of this Progress Report, a week-long series of Accessibility Information Events was 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 they 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

Within this reporting period (2018/2019) 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
- Relaxed Tours – Marble Arch Caves Global Geopark
- Mental Health
- Venue Accessibility (to include Access Guides, Visual Guides and, where available, Video Guides).

Inclusive Activities

During the 2018/2019 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:

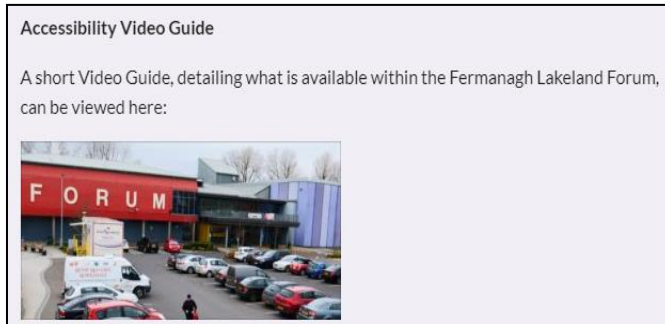
- Inclusive Leisure Programme to include Chi-Me, Chair Based Exercises and Boccia.
- Inclusive Archery Programme.
- Inclusive Walks.
- Enniskillen 10K – following slight route changes to make the event more accessible to people with disabilities and in wheelchairs.
- Activity programmes to target underrepresented 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.fermanaghomagh.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 639 home safety assessments carried out in 2018/19, which included assessments undertaken in the homes of 'at risk' rural dwellers, including people with disabilities.

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

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

Affordable Warmth Scheme

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

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

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

In 2018/19, there were 334 surveys completed by Council staff which were subsequently forwarded on to the Northern Ireland Housing Executive.

Performance Measure Three: Spoken, Written and Signed Language Forms

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

Arrangements were also put in place to review these Policies within the 2019/2020 reporting period 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:

- Irish Language Classes.
- Open Heritage Weekend.
- A dedicated Programme of Events – available online at: <https://www.fermanaghomagh.com/services/arts-and-culture/language-classes/>

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

The Council, during the 2018/2019 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.
- Meetings of the Omagh Access Advisory Group.

Awareness Raising (In-FO Residents Newsletter)

Every six months, the Council distributes a newsletter (In-FO) to every household within the District.

Within the Winter Edition (November) 2018, a two-page spread was created on various initiatives aimed at making Council services/venues more accessible.



As well as being distributed to all households, the newsletter is promoted online and an electronic version is placed on the Council website.

Performance Measure Four: Equality Monitoring and Data Collection

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

The Council will be undertaking another Equality Monitoring Process with Elected Members in the next reporting period (as a result of the 2019 Local Government Elections).

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

During the 2018/2019 reporting period, work continued on increasing the awareness for both employees and Elected Members. This was met in several ways including:

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

During the 2018/2019 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.

JAM (Just A Minute) Card Awareness

The Council procured 'online' desktop training for its front line employees on JAM Card Awareness.

The training covered areas such as:

- The additional needs of people with various disabilities including: Dementia, Autism, Learning Disability, etc.
- Information on the JAM card and the JAM card app.
- The benefits of providing a little extra time/patience for individuals that produce a JAM card.

The training was initiated in January 2019 and will continue into the 2019/2020 reporting period.

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 2018-19 reporting period? *(tick one box only)*

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

Please provide any details and examples:

Examples, and further details, are contained within the Council's response to question 2 in this document (page 8 to page 15).

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

Please provide any details and examples:

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

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

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

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

N/A

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

N/A

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

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

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

- Putting in place appropriate measures to remove barriers to accessing services

Other (*please specify and give details*):

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

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

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2018-19 reporting period? (*tick one box only*)

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

Please provide any details and examples:

Since the formation of Fermanagh and Omagh District Council (April 2015), the Section 75 Duties have been integrated within job descriptions and personal specifications across the Council. This has continued for the 2018/2019 reporting period.

5 Were the Section 75 statutory duties integrated within performance plans during the 2018-19 reporting period? (*tick one box only*)

- Yes, organisation wide
- Yes, some departments/jobs

PART A

- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

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

- Services/Directorates collecting, and collating, Monitoring Information for programmes, projects, etc. This helps to ensure that the needs of all Section Categories are being met.
- The Council's Policy and Strategic Services section has the Section 75 Statutory Duties embedded within its Performance Plans including:
 - Progress Reporting.
 - Equality Screening.
 - Equality Consultation Database and Public Consultations.
 - Equality Monitoring.
 - Implementation and Monitoring of the Council's Equality Action Plan.
- The Head of Policy and Strategic Services attends Senior Management Team meetings and regularly discusses impacts upon the Section 75 Categories with the Chief Executive and Directors.
- Performance measures relating to the Section 75 Statutory Duties have been integrated into the Corporate Plan 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.

6 In the 2018-19 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 2018-19 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 2018-19 reporting period, please indicate the **number** of:

Actions completed:	<input type="text" value="8"/>	Actions ongoing:	<input type="text" value="11"/>	Actions to commence:	<input type="text" value="0"/>
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Please provide any details and examples (*in addition to question 2*):

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

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

It is worth pointing out that although eight actions have been ‘completed’ within the Equality Action Plan (2017-2019) and 11 actions are identified as ‘ongoing’ – there has been no actions for which work has yet to commence on. Of the 11 actions identified as ‘ongoing’, all of these will continue to be identified as ‘ongoing’ 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 2018-19 reporting period (*points not identified in an appended plan*):

N/A – Since the Equality Action Plan for 2017-2019 was approved and ratified, no amendments have been 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 2018-19 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 2018-19 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 2018/2019 reporting period, Fermanagh and Omagh Council undertook several consultations including:

- The Equality Action Plan for 2017-2019.
- The Disability Action Plan for 2017-2019.
- Two bi-annual Screening Reports.

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.

In relation to the targeted consultation undertaken in relation to the Enniskillen Public Realm Scheme, Council Officers organised a Mobility Ramble of Enniskillen town centre and a targeted focus/consultation group meeting with individuals who could offer advice on the needs of people with disabilities and/or accessibility requirements.

12 In the 2018-19 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 Fermanagh 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.

PART A

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2018-19 reporting period? *(tick one box only)*

- Yes No Not applicable

Please provide any details and examples:

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

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

During the 2018/2019 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 2018-19 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)*:

9

16 Please provide the **number of assessments** that were consulted upon during 2018-19:

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

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 processes will act as a baseline for future data collection processes.

- 22** Please provide any details or examples of where the monitoring of policies, during the 2018-19 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 2018-19, 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).
- JAM Card Awareness Training.
- Traveller Cultural Awareness Training

Training will continue for employees and Elected Members into the next reporting period (2019/2020). 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.

- 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.

Traveller Cultural Awareness Training

Two sessions were organised (particularly for front line employees) in December 2018. The sessions provided participants with advice and information on a range of topics, including:

- Language, Culture and Customs.
- Different Types of Codes.
- Values.
- Different Groups.
- Overview of the Race Relations Order and other relevant legislation.

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

- 26** Please list **any examples** of where monitoring during 2018-19, 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 2018-19?

Insert number here:

2

Please provide any details of each complaint raised and outcome:

Both complaints were received in March 2019 and related to an issue with an 'Expression of Interest' for a Council venue and area of land.

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

The Council is not aware of any other complaints un Section 75, and is not aware of any complaints referred to the Equality Commission under Section 75, during the period 1 April 2018 - 31 March 2019.

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 two full calendar years.

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

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2018-19) reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

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

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

16

Fully achieved

3

Partially achieved

Not achieved

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

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

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ			
Regional ^{iv}			
Local ^v	Following the review of both the Disability Advisory Group and the Access Advisory Groups (Enniskillen and Omagh), the membership of both groups was reviewed. The membership of the Access Advisory Group increased during 2018/2019.	<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 Membership of all Groups – and invitation for 	<p>Improved participation by people with disabilities, in Public Life.</p> <p>Improved participation by family members, carers and groups who represent people with disabilities.</p>

PART B

		<p>new members, representing various disabilities.</p> <ul style="list-style-type: none"> • Reports now being presented to the Council’s Policy and Resources Committee – for information and action. 	
	<p>Organisation and delivery of a week-long series of Accessibility Information Events to coincide with EU Day for Persons with Disabilities.</p>	<ul style="list-style-type: none"> • Organising an conference to showcase initiatives and programmes to assist/support people with disabilities. • Provision of Information Stands - from organisations offering services within the District. • Offering opportunities for attendees to interact with, or provide feedback to, the Council and/or Disability Advisory Group. • Provision of activities and workshops for attendees. 	<ul style="list-style-type: none"> • 150 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
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PART B

1	Dementia Awareness Training	<p>Delivered by Alzheimer’s Society 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. • Communication tips – how to approach people, what to say, etc. 	<ul style="list-style-type: none"> • Increased awareness of Dementia, and the issues/concerns facing individuals with Dementia. • 31 employees are now official Dementia Friends. • 9 Elected Members took part in the training.
2	JAM Card Awareness Training	<ul style="list-style-type: none"> • The additional needs of people with various disabilities including: Dementia, Autism, Learning Disability, etc. • Information on the JAM card and the JAM card app. • The benefits of providing a little extra time/patience for individuals that produce a JAM card. 	<p>Improved accessibility of Council venues.</p> <p>Improved awareness of Council employees.</p>

PART B

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

	Communications Action Measures	Outputs	Outcome / Impact
1	<p>Provision of Responsive and Accessible Services</p> <p>Working towards achieving accreditation as Autism Friendly – 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.
2	<p>Employment and Training</p> <p>Ensuring that people with disabilities are aware of job opportunities within the Council.</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 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"> 1. People with disabilities are encouraged to applying for positions within the Council. 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</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</p>	<ol style="list-style-type: none"> 1. Increasing awareness for all. 2. Ensuring that all information is easily accessible and easy to read.

PART B

	<p>Advisory Group and the Access Advisory Groups increasing awareness of their remits and areas of work.</p>	<p>and disability are in one area of the council’s website.</p>	
	<p>Increased Awareness and Understanding 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"> • Dementia Awareness Training (for employees and Elected Members). • JAM Card Awareness Training. 	<ol style="list-style-type: none"> 1. Increased awareness (amongst employees and Elected Members) of disability issues. 2. Promotion of positive attitudes towards people with disabilities, as well as outlining potential adjustments which could be made.
	<p>Information sharing with all households within the District Increase public awareness of the role/responsibility of the Disability Advisory Group.</p>	<p>In the November 2018 (Winter) edition of the In-FO Residents Newsletter, a two-page spread was included on various areas relating to the work of the Disability Advisory Group and initiatives which make Council services more accessible, including:</p> <ul style="list-style-type: none"> • Work of the Advisory Groups. • Engagement Workshops. • JAM Cards. • Accessibility Information. • Autism and Dementia Friendly work. 	<ul style="list-style-type: none"> • Increased awareness (amongst employees and Elected Members) of disability issues. • Promotion of positive attitudes towards people with disabilities, as well as outlining potential adjustments which could be made.

PART B

		<ul style="list-style-type: none"> • Accessible Leisure Programme and Activities. • Accessibility at Council venues such as the Marble Arch Caves Global Geopark. 	
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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Organise events / workshops for people with disabilities to build capacity to participate in civic life.	<p>Civic Receptions</p> <p>There were a total of 33 Civic Receptions that were organised to take place in the two main Civic Buildings (The Grange and the Townhall).</p> <p>Throughout 2018/2019, both the Chairperson and Vice Chairperson represented the Council at approximately 320 events, including photo opportunities, launching events, etc.</p> <p>Accessibility Information Events</p> <p>Three events were organised to take place coinciding with EU Day for People with Disabilities. In total there were 150 individuals who attended the two events (60 at the conference, 35 in</p>	<ol style="list-style-type: none"> 1. Promotion of positive attitudes towards people with disabilities. 2. Feedback was provided to the Council (Officers and Elected Members) in relation to services/venues, and issues facing people with disabilities daily.

PART B

		Enniskillen and 55 in Omagh), and in doing so they took part in activities, received information and provided feedback on issues relating to the Disability Advisory Group.	
2	<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> <p>In addition, the Council advertised for 14 Volunteer positions during the 2018/2019 reporting period. Through this process, volunteers were recruited for each position and there were 146 applicants.</p>
	<p>Employment and Training</p> <p>Managers and employees were informed in relation to reasonable adjustments available, when required.</p>	<p>During the 2018/2019 reporting period, there were 19 employees who reduced their working hours (or went part-time, etc). This would include employees who have caring responsibilities for children and people with disabilities.</p> <p>There were also eight employees who were assisted in taking a career break.</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>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	Continue to deliver inclusive fitness/leisure programmes for everyone, including people with disabilities.	During the 2018/2019 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:	Encourage people with disabilities to partake in fitness initiatives.

PART B

		<ul style="list-style-type: none"> • Inclusive Leisure Programme to include Chi-Me, Chair Based Exercises and Boccia. • Inclusive Archery Programme. • Inclusive Walks. • 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. 	
2	<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 29 employees and 9 Elected Members. As a result, there are now 38 Dementia Friends within the organisation.</p> <p>In March 2019, the Council was formally recognised as ‘Working towards Dementia Friendly’ by the Alzheimer’s Society.</p> <p>Venue evaluations were produced for Leisure and Arts and Heritage Venues. Following the production of the venue evaluations, the Policy Officer (Equality) and Access and Inclusion Officer liaised with Venue Managers,</p>

PART B

			<p>as required, to improve venues and services for all – including people with Dementia. Examples of these improvements are contained elsewhere within this Progress Report (e.g. Marble Arch Caves Taster Tours, etc).</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>A substantial amount of work in relation to Autism was undertaken during the previous reporting period (17/18). Following this, during 2018/2019, the following initiatives were undertaken:</p> <ul style="list-style-type: none"> • Provision of training for 28 employees. • Officers liaising with Autism NI to undertake a Venue Audit of both the Townhall and The Grange. • Achieving the Autism Impact Award for the Townhall in July 2018, and reporting (to Autism NI) on the completion of work for The Grange in March 2019. <p>Autism-related initiatives were also introduced for other venues, including: Accessibility Guides for Leisure Centres, Information Guides, the placing of Autism Emergency Packs at venue reception areas and</p>

PART B

			the organisation of a two engagement events aimed at people with autism, their families and their carers.
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3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Review the Disability Action Plan and report bi-annually to the Disability Advisory Group	<p>Review of the pre-existing Disability Action Plan.</p> <p>Public Consultation Process.</p> <p>Obtain approval/ratification of the updated Plan for 2017-2019.</p> <p>Review biannually.</p> <p>Annual review submitted in June 2019.</p>	<p>Review, public consultation and approval/ratification processes were completed within the 2018/2019 reporting period.</p>	<p>With the introduction of the updated Disability Action Plan (2017-2019), the first review/report (for the Disability Advisory Group) was due in June 2018. However, the next review will take place outside the reporting period in June 2019.</p>
2	Report on the progress of the Disability Action Plan annually through the submission of an Annual Progress Report.	<p>Annual Progress Report which is send to the Equality Commission for NI, when approved by Council.</p>	<p>Report was sent to the Equality Commission (on time) in August 2017.</p>	<p>The nature of this action is ongoing i.e. a Progress Report will be submitted on an annual basis.</p> <p>Following an internal Council Audit of Equality and Disability (November 2017) it was suggested that</p>

PART B

				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.
3	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).	<p>During the 2018/2019 reporting period, several initiatives were continued to improve access to Council venues.</p> <p>Initiatives included: Accommodation Strategy, Project Citizen, venue audits of Council venues for people with disabilities (i.e. MACGG)</p>	Due to the nature of this action, it will be carried forward into the 2019/2012 reporting period and into the new Disability Action Plan.

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

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

PART B

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

(a) Qualitative

- Annual Progress Reports.
- Regular updates to the Council's Disability Advisory Group.
- Regular updates to the Council's Policy and Resources Committee.

(b) Quantitative

- Attendance at events / training.
- Participation figures.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

No

PART B

	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 – The Council will be developing a new Disability Action Plan in 2019 and this will be subject to a full 12-week consultation process before being reported to, and approved by, Council.

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.