

## Fermanagh and Omagh District Council



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

### Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

#### Contact:

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

[www.fermanaghomagh.com](http://www.fermanaghomagh.com)

#### Signature:

**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 2025 and March 2026**

## 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 2025-26, 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 & Statistics

The Council continually promotes equality of opportunity and good relations throughout all its services. The Council also delivered on its responsibilities to ensure that statutory and regulatory functions are delivered to a high standard.

The most recent Census statistics from NISRA state that the District is home to an estimated 116,812 people. The statistics provide a snapshot of the various Section 75 groupings across the district:

- 2001 individuals identify as other than white
- 9,590 residents have no religious background and 963 identify as a religion other than Christian
- 26,569 identify as British, 47,879 as Irish and 26,062 as Northern Irish
- 21,440 people are aged 65 years old or older
- 45,218 people are married
- 523 people identify as gay or lesbian and 392 as bisexual
- 15,746 households have at least 1 resident living with a limiting long term health problem or disability
- 14,059 households have dependent children
- 58,482 people identify as female and 58,330 identify as male.
- The District is Northern Ireland's largest in terms of land mass (3,000km<sup>2</sup>) and the smallest in terms of population density (approximately 39 people per km<sup>2</sup>).

During the 2025/2026 reporting period, the Council continued to implement actions to achieve its statutory duties, as well as regularly reviewing progress. They were discussed by the Corporate Leadership Team as well as being included within reports made to the Council's Committee meetings.

During the 2025/2026 reporting period, Fermanagh and Omagh District Council developed several policies and services aimed at better promoting equality of opportunity and good relations. The Council views a number of these developments as 'in progress' and 'ongoing'.

Some examples of the key policies and services are outlined below.

#### Equality Scheme and Equality Action Plan

- The Council continued to fulfil its commitments outlined within the

Equality Scheme (2022-2027) which was presented to the Policy and Resources Committee in December 2021 and subsequently ratified by the full Council in January 2022.

- The Council's Equality Action Plan contributes to the Council's compliance with Section 75 of the Northern Ireland Act 1998, and it provides a framework guidance to Council actions - setting out how the Council plans to address inequalities as it strives to create a District where people choose to live, work and visit.
- During the 2024-2025 reporting period the Council undertook an 8-week consultation process for the 2025-2028 Equality Action Plan. Further information can be found here: <https://www.fermanaghomagh.com/article/council-launches-public-consultation-on-disability-and-equality-action-plans/>. This was approved by Committee and ratified by Council during the 2025-2026 reporting period.
- Further information on the Council's current 2025-2028 Equality Action Plan and its actions, will be referenced in detail later within this report. More information on the Equality Action Plan can be found online here: <https://www.fermanaghomagh.com/your-council/policies/equality/equality-action-plan/>

#### Disability Action Plan

- The Council's Disability Action Plan outlines how the Council will fulfil its statutory obligations to comply with Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (Northern Ireland) Order 2006).
- During the 2024-2025 reporting period the Council undertook an 8-week consultation process for the 2025-2028 Disability Action Plan. This was approved by Committee and ratified by Council during the 2025-2026 reporting period.
- Further information on the Council's Disability Action Plan will also be referenced later within this Progress Report. More information on the Disability Action Plan can be found here: <https://www.fermanaghomagh.com/your-council/policies/equality/disability-action-plan/>

#### Equality Screening

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

- Heritage Plan 2024 2029
- Adult Safeguarding Policy - For the Protection of Adults at Risk of Harm
- Child Safeguarding Policy – For the Protection of Children
- Performance Improvement Plan Year 2: Continuous Improvement 2024 2028 01 April 2025 – 31 March 2026
- Equality Action Plan 2025 – 2028
- Draft Disability Action Plan 2025 – 2028
- Age Friendly Strategy
- Procurement Policy
- Learning and Development Policy

- Equal Opportunities Policy
- Pensions Discretions Policy

#### Lobbying and Consultation

The Council continued to lobby on a cross-council, cross-border basis in relation to many strategic issues. In total, over the 2025/2026 period, the Council responded to 47 public consultation processes.

Some examples of responses submitted by Fermanagh and Omagh District Council which, in particular, emphasised equality issues or implications of consultation proposals on Section 75 groups over the past 12 months include:

- DfC Anti Poverty Strategy
- DoJ Proposals to Criminalise Sexually Explicit Deepfake Images
- DoH Learning Disability Service Model for Northern Ireland
- NIHE Supporting People Strategic Intent
- DoF Small Business Rate Relief Options
- ICO Consultation on draft complaints guidance for organisations
- DfC Consultation on Disability and Work: A Strategy for Northern Ireland

#### Elected Members and Civic Receptions

The Chair and Vice Chair hosted a range of Civic Receptions from 1 April 2025 to 31 March 2026. Throughout the year they also represented the Council at many events and took part in photos to launch a range of events and programmes.

Examples of these include:

- Host Tutors from SWC Confucius Hub
- Attended Action for Children 25th Anniversary
- Attended Drumragh Integrated College Cultural Evening
- Launched Dardanelles WW1 exhibition at Enniskillen Castle
- Attended Omagh Pride
- Attended Fermanagh Pride
- Attended Ending Violence Against Women and Girls (EVAWG) networking event at Silverbirch Hotel Omagh
- Attended Scoil Spreagtha le Gael Linn Primary School recognition event
- Attended launch of Sensory Information Hub in partnership with Libraries NI at Omagh Library
- Attended Female Confidence Day : Women Take the Wheel
- Attended Changing Places Launch at Share Discovery Village
- Attended Sixmilecross Ulster Scots Event
- Hosted Alzheimer's Society Meeting at Grange Offices Omagh
- Attended Age Friendly Strategy Launch
- Hosted Hear Us Roar Delegates at Townhall, Enniskillen
- Attended Onam 2025 - Omagh Indian Community at CKS Community Centre, Omagh
- Attended Onam 2025 - Fermanagh Indian Community at Enniskillen Model Primary School
- Launch of Junior Paralympic Day at OLC

- Hosted Reception for Blind and Visually Impaired Group at Grange Omagh
- Hosted From Insight to Action, Chair of FODC event for people who are blind or have vision impairments

#### Access and Inclusion Advisory Group

- The purpose of the Council Access and Inclusion Advisory Group, which is comprised of eight members from Access Advisory Groups and six FODC Councillors, is to provide support, guidance and direction to elected members and officers of the Council on matters related to equality and disability and how they impact upon service delivery and design across the Council.
- During the 2025/2026 reporting period, the group met three times.
- The Chair and Vice Chair of the Access and Inclusion Advisory Group for the period were as follows:
  - Chair: Councillor Errol Thompson
  - Vice Chair: Dermot Devlin (Volunteer Member)
- Due to the geographical spread of members and problems with accessible transport for meetings a combination of in-person and virtual meetings took place. This allowed members to engage and participate fully in meetings.
- More information on the AIAG Here:  
<https://www.fermanaghomagh.com/your-council/policies/equality/accessinclusionadvisorygroup/>
- Key actions and discussions included:
  - Acknowledgment of the achievement of two Council projects being shortlisted for the Hummingbird Awards for access and inclusion - Blue Badge Car Parking Campaign 'Be Kind, Park with Disability in Mind' and The 'Creative Capabilities' Poetry Project
  - Presentation on the 2025 Nature Makes Sense event, led by the biodiversity team
  - Response to the DWP Consultation on Benefits reform, which highlighted how the proposals would negatively impact on those
  - Received an update from the Inclusive Mobility and Transport Advisory Committee (IMTAC) on the Tackling Pavement Parking policy.
  - Gathered members' views to inform the Department of Health consultation on the Learning Disability Service Model.
  - Prepared and presented a report on current Changing Places provision across the district.
  - Explored appropriate naming of inclusive sports activities and received an update on programme delivery from the Community Wellbeing Manager.
  - Met with the Department for Infrastructure to highlight local accessibility issues, supported by a visual presentation.

## **Inclusive Programmes & Projects**

The following programmes and projects have been delivered during the reporting period to support Section 75 groups to participate in Council services or be involved in the planning or roll out:

### **i) Access Inclusion (targeting people with disabilities)**

- Participated in the Western Health and Social Care Trust Parent/Carer Day Fair on Thursday 19 February, promoting Council programmes and events to parents of children with disabilities, and consulting on the play park as part of the redevelopment of the Fermanagh Lakeland Forum.
- Continued engagement with external partnership groups through attendance at regular board and partnership meetings, including the Regional Inclusive Respite and Recreation Forum, the Western Area Autism Forum, and the Angel Eyes Steering Group.
- Councillors approved the Autism NI Impact Award proposal, and logistical planning for the rollout of the scheme is ongoing. This includes training all staff and developing action plans for individual facilities and teams to become more autism-friendly.
- Progressed work on the Age and Access Charter, which sets criteria to support businesses and organisations across the Council area in becoming more accessible.
- Delivered a Changing Places promotional campaign, including a report updating Council on current provision. A dedicated Changing Places webpage and GIS map were also created, featuring photographs and equipment information. <https://www.fermanaghomagham.com/your-council/policies/equality/accessinclusionadvisorygroup/changing-places-facilities/>

### **ii) Community & Wellbeing**

Community Wellbeing and Leisure Centres:

- Range of community activity programmes delivered including boccia, walks and chair - based exercise
- MacMillan Move More Programme - physical activity initiative delivered in partnership between Macmillan and Fermanagh and Omagh District Council which is available to anyone who has had a cancer diagnosis, at any stage of their life
- Physical Activity Referral Scheme (PARS) - is a free 12-week exercise referral programme facilitated by fully qualified staff for individuals with specific health conditions who have no absolute contraindications to exercise.
- Children and Young People Summer Programme – the inclusive programme provides opportunities for children and young people over the summer period.
- Sensory Room – three Council-run Leisure Centres now offer Sensory Rooms.

- Accessible Changing – Omagh Leisure Centre, Castle Park Leisure Centre and the Bawnacre Centre, as well as two Cultural Venues, offer a range of changing including accessible changing and Changing Places Facilities.
- Inclusive Bikes initiative and accessible swimming pool access at Omagh Leisure Complex

### **iii) Good Relations**

- Holocaust Memorial workshops for post primary schools were delivered.
- Officers provided support to Fermanagh and Omagh Youth Voice working with the Education Authority to engage young people in democracy and decision making.
- Continued work with Omagh Churches Forum and Fermanagh Churches Forum to organise seminars and workshops on different topics.
- Membership of Omagh Traveller Interagency Forum to advocate for Traveller issues and support the development of a Traveller Support Group
- Membership of Traveller Action Group (TAG) West and the Northern Ireland Local Government Partnership on Traveller Issues, helped ensure Traveller perspectives informed regional policy discussions and service development
- Engagement with asylum seekers and refugees arriving in the district to make them aware of the range of supports available
- Support was provided to a range of organisations who act as information points of contact for newcomers to the district. Practical supports such as ESOL (English for Speakers of Other Languages) classes, advice clinics as well as coffee mornings and other social activities continue to be delivered
- Delivered Good Relations Small Grants Programme to community organisations, and a Good Relations Schools Shared History Programme, providing a wide range of good relations activities and benefits across the district
- Ongoing support to encourage community groups to engage in future FODC Peace Plus Programmes, CRC and TEO Central Good Relations Fund and other funding opportunities
- Supported and attended a range of International Day Events including International Women's Day, Refugee Week etc
- Range of cultural events celebrating cultural identity reaching out to new audiences
- Programme: Environmental Youth Speak Final: Fermanagh and Omagh District Council (FODC) Climate Change Team in partnership with South West College and FODC Good Relations, delivered a competition encouraging Primary 5 to Primary 7 pupils to explore key environmental issues through public speaking.
- Programme: Nature Makes Sense Events Bring Communities Together Across Fermanagh and Omagh. FODC Climate Change Team and Good Relations have successfully delivered a series of engaging Nature Makes Sense events, welcoming a total of 347 participants across two locations—The Grange Park and Smiths Strand, Lisnaskea. The initiative

was designed to bring communities together through inclusive, nature-based experiences that support children, young people and adults with special educational needs, as well as individuals with a wide range of disabilities

#### **iv) Environmental Health**

- Home Safety Checks – were delivered to households with children under 5 years old and older people aged 65 years old and above. These checks helped to identify hazards in peoples' homes and provides them with advice and equipment.
- Participation in and promotion of PHA and WHSCT campaign on preventing falls in the home
- Awareness campaigns via social media included:–
  - Water safety equipment
  - Halloween Safety Campaign - dangers surrounding Halloween costumes and fireworks
  - Christmas Safety - safety tips on how to buy Christmas presents safely online.

#### **v) Climate Change and Sustainable Development**

- Nature Makes Sense – a highly successful programme providing nature themed sensory workshops in an outdoor park setting for children and young adults with disabilities
- School education programmes for children and young people – The FODC Climate Team has actively engaged with and delivered environmental education workshops and events to children and young people throughout the 7 DEAs
- Outdoor activities – providing activities such as tree/ bulb planting and litter picking helped encourage people from various backgrounds and communities to take action together against climate change
- FODC Climate Change Team and Good Relations have successfully delivered a series of engaging Nature Makes Sense events, welcoming a total of 347 participants across two locations—The Grange Park and Smiths Strand, Lisnaskea. The initiative was designed to bring communities together through inclusive, nature-based experiences that support children, young people and adults with special educational needs, as well as individuals with a wide range of disabilities
- Primary schools from across the district took part in a highly successful Environmental Youth Speak competition, with pupils delivering inspiring presentations on the theme “The Importance of Reuse & Repair.”

#### **vi) Human Resources**

- Completion of the Annual Monitoring Return to the Equality Commission in May 2026

- Employee Engagement Event in May 2025 themed around raising awareness of neurodiverse conditions, lived experiences and good practice examples
- Presentation by Autism NI to the HR Team in October 2025 aimed at adapting recruitment processes to ensure inclusion of those with Autism and other neurodiverse conditions
- Development of a recruitment video which helps to explain and provide an understanding of the Council's recruitment process. Reviewed recruitment materials to ensure they are easily accessible and easy to understand, especially with regard to Neurodiverse applicants
- Ongoing work toward achieving accreditation with the Autism Impact Award to become an Autism Friendly Council
- Access to healthcare provider informative sessions designed to support employee wellbeing with practical, expert-led sessions
- Review of the Domestic Violence Policy and Equal Opportunities Policy
- On-line learning module on Equality Screening added Skillgate
- Health and Wellbeing Initiatives for women and men - The internal committee continues to roll out a range of support that help staff with mental, financial, women and men's health, as well as parenting support. These initiatives include blood pressure checks, Health Checks facilitated by Chest, Heart and Stroke, Male Pilates classes, Pulmonary Fibrosis awareness sessions
- International Menopause Day 2025 – including guest speakers and 1-1 sessions with the Council's Occupational Health Doctor
- International Women's and Men's Day Events 2025 / 2026 – including guest speakers from Cancer Focus NI
- Health Checks conducted by Cancer Focus NI
- Roll out of Poverty Awareness Webinars as part of the Council's commitment to tackling poverty within the District
- Hearing Assessments and 1:1 advice was provided to employees by the Royal National Institute for Deaf People with over 60 employees availing of an appointment
- A number of training courses on recruitment and selection (R&S) (four R&S refresher sessions with 55 employees attending and two full R&S courses with 11 employees attending)
- Continued to monitor Section 75 information of employees and job applicants
- Continued to support and implement reasonable adjustments required for employees, in consultation and on the advice of Occupational Health.
- Officers continued to work on LGBTQ+ support throughout the year, including ensuring staff representation at local Pride Events in Omagh and Enniskillen in 2025

**vii) Waste & Recycling**

- Assisted Bin Lift Scheme - The Assisted Bin Lift service aims to give assistance to people who have no other person locally who can give assistance in placing their bins out for collection. The Assisted Bin Lift service permits Council employees to enter external areas of the property

to collect and return the bin from an approved location on the resident's premises, following a successful application

- Additional Bin Collection Service - The Council recognises that some households may require the collection of a second Black/Green bin. This Additional Bin Collection service can be provided for several reasons including: to dispose of material due to the medical condition of a household member, if the number of occupants permanently within a household is eight or more, or if the household has a secondary rated apartment attached, which has permanent occupants

#### **viii) Anti-Poverty**

- Cost of Living Support - The Council's cost of living support programme included support for households impacted by the ongoing cost of living crisis. There were a range of initiatives including a fuel support programme, food support for older people, discretionary support for essential items for families, and support to foodbanks in the district
- Fermanagh and Omagh Poverty Support Programme (WRAP Programme) - This programme, funded by DfC and PHA, targeted households in the district experiencing, or at risk of, poverty, and provided both financial and wraparound support

#### **ix) Interpreting & Translation**

- In the reporting period 25/26, the Council procured supplier contracts to provide both verbal and written interpreting and translation services. This will allow people who use languages other than English to have improved access to services
- The above contract is complemented with the continued provision of interpreters at meetings, events, etc., on request
- An on-demand telephone and in-person sign language interpretation service was also contract for sign language communication contacting FODC via its main telephone number and in-person at reception areas

#### **X) Economic Development and Investment**

- The Council delivers the Rural Economic Accelerator Programme (REAP), through a partnership approach with South West College, who are Lead Partners; First Step Women's Centre; South Tyrone Empowerment Programme. The programme is funded by the Ministry of Housing, Communities and Local Government through the UK Shared Prosperity Fund. The programme provides opportunities to support local people through training, mentoring and skills development, benefitting personal and job/career development. It also aims to bridge the gap between education and employment, providing innovative programs and resources that directly address the economic challenges faced by our community
- The Council delivers the Fermanagh and Omagh Labour Market Partnership (F&O LMP). Funded through the Department for Communities, LMP focuses on improving employability outcomes and

## PART A

labour market conditions locally by working with partners from across the public, private and community/voluntary sectors

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/measures** in 2024-25 (*or append the plan with progress/examples identified*).

**a) Background**

Fermanagh and Omagh District Council opened a consultation exercise on a draft Equality Action Plan for 2025-2028 between 10 January 2025 and 28 February 2025.

The Equality Action Plan was approved and ratified by Council in July 2025 and forms the basis for this Progress Report.

The Report and Plan can be found:

**Link to Committee Report:** [250611-PaperB-Report on Equality and Disability Action Plans.pdf](#)

**Link to the Equality Action Plan:** [Equality-Action-Plan-25-28-Final-.pdf](#)

The actions within the Equality Action Plan are identified and split into four priorities and these are:

**b) Priority A: Community Wellbeing**

In relation to this priority, there are 11 actions. These include:

- A1:** Co-ordinate, report and review the delivery of the actions within the Fermanagh and Omagh Age Friendly Strategy
- A2:** Engage with the Traveller Community
- A3:** Promotion of Good Relations as per S75(2)
- A4:** Promote Irish, Ulster Scots, and the availability of Council services in alternative language formats. Enhance access to Council services and information in a range of languages.
- A5:** Work with Fermanagh and Omagh Youth Voice to increase participation and engagement of young people in community consultations.
- A6:** Co-ordinate and deliver the PEACEPLUS Local Action Plan
- A7:** Assist the Council in fulfilling priority two (People and Communities) of the Corporate Plan by increasing participation in physical activity within communities by providing enhanced inclusive and accessible opportunities. We will also work in partnership to tackle the wider determinants of health inequality through the provision of a range of targeted physical health intervention programmes.
- A8:** Assist the Council in fulfilling priority two (People and Communities) of the Corporate Plan by increasing participation in physical activity within communities by providing enhanced inclusive and accessible opportunities. We will also work to maintain and enhance the Council's leisure, recreation, arts and cultural facilities to ensure people have opportunities to be active and engaged in their everyday lives
- A9:** Assist the Council in fulfilling priority two (People and Communities) of the Corporate Plan by working with under represented groups to

promote equality of opportunity for all and reduce the risk of social exclusion.

**A10:** Assist the Council in fulfilling priority two (People and Communities) of the Corporate Plan by working in partnership to create opportunities for participation, supporting greater inclusion, understanding and valuing the diverse and dynamic cultural heritage in the district.

**A11:** Assist the Council in fulfilling priority one (Climate Action) of the Corporate Plan by ensuring our parks and open spaces are modern, safe, fun, and inclusive spaces for all to use and enjoy.

Action **A1** is ongoing. The Age Friendly Strategy launched on 28 April 2026 and will be delivered by the Age Friendly Alliance members over the next four years.

Action **A2** is ongoing. Engagement events have been held with the traveller community and Council officers continue to attend Omagh Traveller Inter Agency Group Meetings to advocate for Traveller issues and support the development of a Traveller Support Group.

Action **A3** is ongoing. Good relations continue to deliver agreed actions relating to Good Relations Action Plan across 4 T:BUC themes. Examples of this work is referenced in section 1.

Action **A4** is ongoing. Provision of the availability of Council services and information in a range of languages is promoted and access is enhanced through provision of interpreters at meetings, events, etc., on request. An on-demand telephone and in-person sign language interpretation service was also contract for sign language communication contacting FODC via its main telephone number and in-person at reception areas.

Action **A5** is ongoing. Good relations continue to work with Fermanagh and Omagh Youth Voice to increase active citizenship among young people.

Action **A6** is ongoing. A co-designed process was undertaken to determine the needs and opportunities for the PEACEPLUS Local Action Plan, engaging the PEACEPLUS Partnership and the local community/voluntary sector across the district. A diverse range of groups and communities engaged in public meetings across the 7 Districts Electoral Areas responded to an online survey. Participants discussed the key issues affecting peace and prosperity within the district and highlighted priority needs and proposed solutions for each of the three themes. A second round of co-design discussions took place both in person and online and a total of 80 people representing a diverse range of groups and communities engaged in group discussions to agree on key project areas to address the key issues identified.

Action **A7** is ongoing. A range of community activity programmes have been delivered, including boccia, walks and chair - based exercise. MacMillan Move More Programme - physical activity initiative delivered in partnership between Macmillan and Fermanagh and Omagh District Council which is available to anyone who has had a cancer diagnosis, at any stage of their life.

Action **A8** is ongoing. Delivery of the Physical Activity Referral Scheme (PARS) a free 12-week exercise referral programme facilitated by fully qualified staff for individuals with specific health conditions who have no absolute contraindications to exercise.

Delivery of the Children and Young People Summer Programme – the inclusive programme provides opportunities for children and young people over the summer period. Delivery of the Good Relations Small Grants Programme to community organisations, and a Good Relations Schools Shared History Programme, providing a wide range good relations activities and benefits across the district.

Action **A9** is ongoing. Support was provided to a range of organisations who act as information points of contact for newcomers to the district. Practical supports such as ESOL (English for Speakers of Other Languages) classes, advice clinics as well as coffee mornings and other social activities continue to be delivered, to reduce the risk of social exclusion. Facilitated a range of cultural events celebrating cultural identity reaching out to new audiences.

Action **A10** is ongoing. Staff supported and attended a range of International Day Events including International Women’s Day, Refugee Week etc. Provided ongoing support to encourage community groups to engage in future FODC Peace Plus Programmes, CRC and TEO Central Good Relations Fund and other funding opportunities.

Action **A11** is ongoing. Staff have assisted the Council in fulfilling priority one (Climate Action) of the Corporate Plan by ensuring our parks and open spaces are modern, safe, fun, and inclusive spaces for all to use and enjoy. 66% of play parks now have a minimum of silver PV Standard.

### **c) Priority B: Employment**

Priority B contains 3 actions, these include:

**B1:** Develop Fermanagh and Omagh Labour Market Partnership Action Plan for 2025- 2027

**B2:** Deliver Fermanagh and Omagh Labour Market Partnership 2025-2027 Action Plan

**B3:** Co-ordinate and deliver the Rural Economic Accelerator Programme (REAP)

Action **B1** is complete for the reporting period. Fermanagh and Omagh Labour Market Action Plan for 2025/26 has been developed and published. Bi-monthly LMP meetings were scheduled with clear Terms of Reference.

Action **B2** is complete for the reporting period. A range of programmes were delivered through the Action Plan including a Female Entrepreneur Programme, Childminder Training Academy, Employer-led disability inclusion programme, classroom assistant upskilling academy, SEN training academy and transport academy.

Action **B3** has been completed for the 2025/26 reporting period. Opportunities have been provided supporting economically inactive residents through training, mentoring and skills development, benefitting personal and job/career development free of cost. Participants have availed of one-to-one mentoring support to identify their ambitions, with an individual Action Plan detailing the

steps to be taken to achieve these. They can develop new skills, gain qualifications, complete industry specific training, build confidence and participate in health and well-being activity. An optional voluntary work placement provides valuable work-based skills and experience.

#### **d) Priority C: Council Services**

This theme consists of 9 actions:

- C1:** Report bi-annually on Council's Equality Screening questionnaires
- C2:** Promote & report annually on Inclusive Language Guide, Translation and Interpretation services
- C3:** Ensure representation of Section 75 Categories in Council visual promotional material
- C4:** Council's Diversity Ambassador and Policy Officer to participate in Local Government Diversity Ambassador Programme
- C5:** All new and revised policies, action plans, strategies, programmes, projects, etc., equality screened before Council approval and implementation
- C6:** Review Council equality screening matrix
- C7:** Produce equality screening guide for staff
- C8:** Continue to deliver the current policy in place for Assisted Bin Lift service.
- C9:** Co-ordinate, report and review the delivery of the actions within the Disability Action Plan

Action **C1** is ongoing. Screening reports are published bi-annually on Council website.

Action **C2** is being completed for 2025/26 with the submission of this report.

Action **C3** has been completed for 2025/26. All Section 75 categories have been included in Council visual promotional material.

Action **C4** is ongoing. The FODC's Diversity Champions (elected member and officer) attended quarterly NI Diversity Ambassador Network organised by the Local Government Staff Commission for Northern Ireland. FODC's Elected Member Diversity Champion continued to Chair the NI Diversity Ambassador Network in this reporting period. The FODC Diversity Champion also attended a range of events promoting equality of opportunity.

Action **C5** has been completed for 2025/26. 14 policies have been screened within the reporting period.

Action **C6** has been completed for 2025/26. Policy Screening Matrix is updated with Section 75 data annually.

Action **C7** has been completed. Resources available on Council intranet to assist staff in equality screening policies.

Action **C8** is ongoing. Council Environment and Place staff continue to deliver Assisted Bin Lift service policy to assist residents who have no other person(s) to assist with setting bins out for collection.

Action **C9** is ongoing with continued delivery of Disability Action Plan. Completed for this reporting period with the submission of this report.

**e) Priority D: Staff Development and Internal Resources**

In relation to this priority there are 10 actions. These include:

- D1:** The provision of online equality training to staff
- D2:** Promote awareness and support to the LGBTQIA+ community through participation in Pride and related events
- D3:** Deliver the Health and Wellbeing Calendar of events & information
- D4:** Facilitate healthcare and pension provider informative sessions
- D5:** Raise awareness of planning for retirement sessions
- D6:** Deliver policies relevant to Section 75 categories such as menopause, paternity leave, maternity leave, Pol leave, retirement, breastfeeding and carers' leave
- D7:** Form, train and promote a group of Menopause champions
- D8:** Raise awareness of the impact of domestic abuse and support those impacted
- D9:** Support and promote Breastfeeding Champions
- D10:** Support the employment of people with disabilities through the implementation of reasonable adjustments for both new recruits and existing employees

Action **D1** is ongoing. Awareness of Section 75 duties is embedded into training during onboarding and made available online.

Action **D2** has been completed for the 2025/26 reporting period. Staff participated in Omagh and Fermanagh Pride events, increasing visibility of the Council's commitment to equality, diversity and inclusion and strengthening engagement with LGBTQIA+ communities.

Action **D3** has been completed for the 2025/26 reporting period. Health and Wellbeing calendar of events and information has been delivered as part of Health and Wellbeing Calendar plan. Staff are informed of support available for a range of health issues and provided with opportunities to benefit their health and wellbeing.

Action **D4** has been completed for the reporting period. Information sessions have been facilitated on healthcare and pension providers available to ensure staff are aware of the health and wellbeing support available to them.

Action **D5** has been completed for the reporting period. Online one-to-one sessions have been facilitated to raise awareness of planning for retirement. Staff are supported and informed on necessary retirement preparations.

Action **D6** is ongoing. A range of policies to support staff through different life stages are available and are kept up to date and functional to ensure the continuing needs of staff are met.

Action **D7** has been completed. A group of menopause champions has been formed and trained, and the group has been promoted internally. Staff are more supported when dealing with menopause.

Action **D8** is ongoing. The Council has participated in the Ending Violence Against Women and Girls programme and promoted the #BeTheChange campaign together with Women's Aid. This has raised awareness of the impact of domestic abuse and support for those impacted. Staff have training and support when dealing with domestic abuse.

Action **D9** is ongoing. Breastfeeding Champions have been providing support to breastfeeding staff and this is promoted through internal communications.

Action **D10** is ongoing. A range of reasonable adjustments for both new recruits and existing employees to support the employment of people with disabilities are implemented.

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2024-25 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, of the changes to policies, practices and procedures are contained within the Council's response to question 2 in this document.

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

The Council has demonstrated in questions 1 and 2 the various practices and procedures that target a range of Section 75 categories, with many targeting more than one category at a time.

The table below demonstrates some of the Council's practices and procedures targeting Section 75 categories specifically:

| Section 75 Category | What difference was made, or will be made                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Religious Belief    | <ul style="list-style-type: none"> <li>• Culture Night 2025 allowed residents and visitors to enjoy a diverse array of free cultural experiences throughout the District.</li> <li>• Continued work with Omagh Churches Forum and Fermanagh Churches Forum to organise seminars and workshops on different topics.</li> <li>• Good Relations Small Grants Programme 2025-26 supported group 22 applications.</li> <li>• Omagh Churches Forum hosted an evening in the Strule Arts Centre to honour and remember the life of the late Fr Kevin Mullan. Organisations involved included The Churches Forum, Omagh Community Youth Choir, the Ulster Project, West Tyrone Feis dancers and Omagh Music Society. Over 400 people attended the event.</li> <li>• Fermanagh Churches Forum held a schools conference with over 65 pupils from 5 post primary schools. The theme was intergenerational</li> </ul> |

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                   | exploration on working towards an inclusive community which respects differences.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Political Opinion | <ul style="list-style-type: none"> <li>• Culture Night 2025 allowed residents and visitors to enjoy a diverse array of free cultural experiences throughout the District.</li> <li>• Good Relations Shared History Programme allowed Primary and Secondary Schools to participate in educational programmes with Good Relations specific themes. 34 successful schools received funding this year</li> <li>• Colours of Culture exhibition launched in the Ardhowen Theatre. Showcasing the vibrant Irish dance and Highland dance scene young people were paying tribute to their cultural heritage and respecting that of others.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Race              | <ul style="list-style-type: none"> <li>• This year's Refugee Week 16- 22 June 2025 theme focused on "Community as a Superpower." Working with the Western Health and Social Care Trust our Good Relations team marked the week with an event in the Westend Community Centre, Enniskillen. The event celebrated how communities have welcomed and supported unaccompanied minors arriving in the district and supported refugees and people seeking sanctuary.</li> <li>• This year's Holocaust Memorial Day theme, <i>Bridging Generations</i>, was marked in Fermanagh and Omagh with a series of remembrance events. The programme included a talk by Seymour Kelly, who shared the story of his mother, Holocaust survivor Lushka Kelly. The events emphasised the importance of preserving survivor testimony and remembering the victims of the Holocaust and later genocides.</li> <li>• Membership of Omagh Traveller Interagency Forum to advocate for Traveller issues and support the development of a Traveller Support Group.</li> <li>• Membership of Traveller Action Group (TAG) West and the Northern Ireland Local Government Partnership on Traveller Issues.</li> </ul> |

|            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            | <ul style="list-style-type: none"> <li>• Engagement with asylum seekers and refugees arriving in the district to make them aware of the range of supports available.</li> <li>• Support was provided to a range of organisations who act as information points of contact for newcomers to the district. Practical supports such as ESOL (English for Speakers of Other Languages) classes, advice clinics and coffee mornings were delivered, improving access to information, support services and community networks.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Disability | <ul style="list-style-type: none"> <li>• Participation in the Western Health and Social Care Trust Parent/Carer Day Fair increased awareness of Council programmes and events among parents and carers of children with disabilities. Consultation on the redevelopment of the Fermanagh Lakeland Forum play park ensured that the views and experiences of families with disabled children were considered within the design and planning process.</li> <li>• Continued engagement with external partnership groups, including the Regional Inclusive Respite and Recreation Forum, the Western Area Autism Forum, and the Angel Eyes Steering Group, strengthened collaborative working and information sharing across the sector.</li> <li>• Approval of the Autism NI Impact Award proposal will support the Council in becoming more autism-friendly across its facilities and services. Staff training and tailored action plans will help improve awareness, communication, and accessibility for autistic people and their families, creating more welcoming and inclusive environments and improving confidence in accessing Council services.</li> <li>• Development of the Age and Access Charter will encourage businesses and organisations across the Council area to improve accessibility and inclusivity.</li> <li>• The Changing Places promotional campaign increased awareness of accessible toilet facilities available across the Council area. The creation of a dedicated webpage and GIS map, including photographs and equipment information, will make it easier for people with disabilities, carers, and</li> </ul> |

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     | visitors to plan journeys and access suitable facilities with greater confidence and dignity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Age | <ul style="list-style-type: none"> <li>• To celebrate World Children's Day on 20<sup>th</sup> November, the NI Commissioner for Children and Young People and his Youth Panel delivered a week of Child Rights awareness activities, through engagement with young people, their parents/ guardians, political representatives and professionals working with, and for, children and young people. The young people developed a Child Rights Bus tour that visited Enniskillen on Tuesday 19<sup>th</sup> November in the Town Hall. Around 50 young people from 6 local schools attended to participate in this young person-led 'Road to Rights' event.</li> <li>• Primary schools from across the district took part in a highly successful Environmental Youth Speak competition, with pupils delivering inspiring presentations on the theme "The Importance of Reuse &amp; Repair." A total of 13 performances from 11 schools across the district took part on the day, with pupils showcasing impressive research, creativity and confidence in addressing the importance of reuse and repair in protecting the environment.</li> <li>• Launch of Age Friendly Strategy. To help develop the strategy, a district-wide survey was carried out alongside several focus groups. This ensured that the voices and experiences of older people were central to the plan. The Age Friendly Strategy is very important as the district's population is ageing rapidly, with 18% of residents currently aged 65 or over with this expected to rise by 28% by 2030.</li> <li>• Production of the 2026 Age Friendly calendar, developed in partnership with the Western Health and Social Care Trust (WHSCT), South West Age Partnership (SWAP) and Fermanagh and Omagh District Council (FODC) and funded by the Public Health Agency.</li> <li>• Council marked another successful Positive Ageing Month throughout October 2025 with nearly 300 older residents taking part in a wide range of events designed to promote wellbeing, connection</li> </ul> |

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                    | <p>and active ageing. Organised in partnership with South West Age Partnership and supported by the Western Health and Social Care Trust and the Public Health Agency, the initiative brought together organisations and individuals committed to enriching the lives of older people. The 2025 theme, "Building Belonging – Celebrating the Power of Our Social Connections," highlighted the importance of community, friendship and inclusion in later life.</p> <ul style="list-style-type: none"> <li>• Launch of Age and Access Friendly Charter, a new initiative designed to help local businesses, community venues and public services become more inclusive and accessible for everyone.</li> </ul> |
| Marital Status     | <ul style="list-style-type: none"> <li>• Many examples of the support and services provided in Question 2 allow people with various marital statuses to take part in activities. For example, free events for children may allow some single parents to attend more activities. Additionally, the various Advisory Groups that the Council facilitate have a mix of people who are married, cohabiting, single and widowed.</li> </ul>                                                                                                                                                                                                                                                                         |
| Sexual Orientation | <ul style="list-style-type: none"> <li>• Supported Pride Omagh and Fermanagh in celebration of our LGBTQIA+ colleagues and residents, increasing visibility of the Council's commitment to equality, diversity and inclusion and strengthening engagement with LGBTQIA+ communities.</li> <li>• The Enniskillen Castle and Strule Arts Centre were lit up in recognition of Pride.</li> </ul>                                                                                                                                                                                                                                                                                                                  |
| Gender             | <ul style="list-style-type: none"> <li>• Health and Wellbeing Committee – The internal committee continues to roll out a range of support that helps staff with mental, financial, women and men's health topics.</li> <li>• Health and wellbeing initiatives for men included 1-1 appointments with Women's Aid and men's mental health counselling.</li> <li>• Council hosted a successful and inspiring event to mark International Women's Day, bringing together over 60 local women to celebrate the achievements and contributions of women in the community and beyond.</li> </ul>                                                                                                                     |

|            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            | <ul style="list-style-type: none"> <li>• Skillgate module on menopause.</li> <li>• Internal promotion of Menopause Policy and Menopause Champions.</li> <li>• Health and Wellbeing hosted an event to mark World Menopause Day 2025 on 17 October 2025 with over 60 colleagues in attendance</li> <li>• The Council's CHAP (Council's Health Awareness Programme for Men) organised a number of wellbeing walks.</li> <li>• CHAP group also arranged a variety of activities including a Pool &amp; Pizza Evening at the Bawnacre.</li> <li>• Childminder Training Academy assisted 15 participants to gain a qualification on the project with 8 participants gaining employment and 5 still in employment 6 months following completion.</li> <li>• Through the Female Entrepreneur Programme, LMP supported 9 females to start their own businesses.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Dependency | <ul style="list-style-type: none"> <li>• Cost of Living Support - The Council's cost of living support programme included support for households impacted by the ongoing cost of living crisis. The initiatives were targeted at those most in need and beneficiaries included people from all Section 75 groups.</li> <li>• Fermanagh and Omagh Poverty Support Programme (WRAP Programme) - This programme benefitted people from many of the Section 75 groups especially individuals with dependents and people with disabilities. 200 households benefitted from the support, comprising 655 individuals, including more than 365 children.</li> <li>• Through the Childminding Academy, 13 participants completed training to become a Registered Childminder or Home Approved Childcare provider. Additional childminders will create more childcare spaces, to enable parents return to employment.</li> <li>• Awareness campaigns – a range of campaigns, for example the Blind Cord Toddler Choke Hazard Campaign, helped to prevent injury to children.</li> <li>• Home Safety Checks – were delivered to households with children under 5 years old and older people aged 65 years old and above. This helps identify hazards in peoples' homes and provides them with advice and equipment.</li> </ul> |

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>• Nappy Scheme - using reusable nappies can dramatically reduce the amount of waste we send to landfill and minimise our impact on the environment. To help encourage more parents to make the switch, Fermanagh and Omagh District Council has a reusable nappy incentive scheme where you can claim back £30 when you spend £50 or more on cloth nappies.</li> <li>• Additional Bin Collection Service - the Council recognises that some households may require the collection of a second Black/Green bin. Therefore, people with health conditions or dependants are assisted with their excess waste to prevent waste accumulation.</li> </ul> |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

•

**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):*

Through more consultation and engagements with Section 75 groupings. The various Advisory groups and consultation events have helped the Council access more feedback which in turn has resulted in changes to 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.

Raising levels of awareness and understanding among staff of the Council's responsibility to promote equality and meeting the needs of a diverse population.

## **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 2024-25 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 personnel specifications across the Council. This continued for the 2025/2026 reporting period.

- 5** Were the Section 75 statutory duties integrated within performance plans during the 2025/2026 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 the Council within several Performance Plans, and Service Delivery and Improvement Plans, during the year.

Some examples of services achieving this include:

- Services/Directorates collecting, and collating, monitoring information for programmes, projects, etc. This helps to ensure that the needs of all Section 75 categories are being met.
- The Council's Corporate and Strategic Services section has the Section 75 Statutory Duties embedded throughout a number of performance processes e.g. equality screening, equality consultation database, public consultations, equality monitoring, implementation and monitoring of the Council's Equality Action Plan.
- All committee reports, before being presented to elected members, must consider the Section 75 impacts and include details of this on the report being presented.

Performance measures relating to the Section 75 statutory duties have been integrated into the Corporate Plan, as well as playing a key part within strategic planning.

For example, the Corporate Plan 2024-2028 states that the vision for Fermanagh and Omagh is 'a welcoming, shared and inclusive district, where people and places are healthy, safe, connected and prosperous...'. Ultimately, this is the shared vision which will influence the work of the Council.

Furthermore, within the Community Plan 2030, 'Equality, Inclusivity and Diversity' is noted as one of the shared values and key principles. It states, 'Equality, inclusivity and diversity are placed at the core of all of our services and actions, as we work towards achieving a shared future for all'.

**6** In the 2025-2026 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 2024-25 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. This has been done via the Corporate Plan update as well as through other key pieces of work including the Performance Improvement Plan and strategic planning. The Corporate Plan 2024-2028 document states that the vision for Fermanagh and Omagh is 'a

welcoming, shared and inclusive district, where people and places are healthy, safe, connected and prosperous...'

The Council's updated Equality Scheme, Equality Action Plan, Disability Action Plan, as well as the responsibility for their implementation lies within the Corporate Service and Governance Directorate. These documents set out how all Council Directorates and Services should comply with Section 75 of the Northern Ireland Act (1998).

All Directorates and Services have responsibilities for various aspects of equality and the Equality Scheme. Section 75 is of particular importance to the Council and particularly in relation to the Council's Strategic Management and Planning. For example, equality screening is mandatory for all new/revised council policies, strategies and plans.

### Equality action plans/measures

- 7 Within the 2025-26 reporting period, please indicate the **number** of:

Actions  
completed:

13

Actions  
ongoing:

20

Actions to  
commence:

0

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

Please refer to question 2 for detail on ongoing and completed actions.

- 8 Please give details of changes or amendments made to the equality action plan/measures during the 2025-26 reporting period (*points not identified in an appended plan*):

This report relates to the Council's new Equality Action Plan 2025-2028, as detailed in section 1 of this report.

- 9 In reviewing progress on the equality action plan/action measures during the 2025-26 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 2025-26 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:

**The Council has undertaken several public consultations over the course of the 2025-26 reporting period. These include:**

- Age Friendly Strategy and Action Plan
- 2025-2026 Improvement Objectives
- Off-Street Parking Order
- Environment for All PEACEPLUS Project

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/subgroups (e.g. Access and Inclusion 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.
- Online consultation arrangements (i.e. zoom meetings, and Webex Meetings).
- Facility to provide feedback via telephone – again due to the restrictions on face-to-face meetings.

- 12** In the 2025-26 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*): Online meetings i.e. through Zoom, Microsoft Teams etc

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 Access and Inclusion Advisory Group. This ensures that services/directorates have sought the views of people from a range of disability perspectives or those who represent them.

Good Relations supported Fermanagh and Omagh Youth Voice. The service area worked with the Education Authority to engage young people in democracy and decision making. Activities included participation in consultations. Delivering on climate change also featured heavily to raise awareness of the impact at a local level.

The Council's Corporate and Strategic Services section manages the Equality Consultation Database and aims to have representation from each of the Section 75 Categories. This Consultation Database is updated regularly to ensure it is up to date and compliant with the UK General Data Protection Regulation (UK GDPR).

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2025-26 reporting period? (*tick one box only*)

☐ Yes      ☒ No      ☐ Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2025-26 reporting period? (*tick one box only*)

☒ Yes      ☐ No      ☐ Not applicable – no commitment to review

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

|    |
|----|
| 14 |
|----|

- 16** Please provide the **number of assessments** that were consulted upon during 2025-26:

|   |                                                                                            |
|---|--------------------------------------------------------------------------------------------|
| 0 | Policy consultations conducted with <b>screening</b> assessment presented.                 |
| 0 | Policy consultations conducted <b>with an equality impact assessment</b> (EQIA) presented. |
| 0 | Consultations for an <b>EQIA</b> alone.                                                    |

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

N/A

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

☐ Yes
 ☐ No concerns were raised
 ☒ No
 ☐ Not applicable

Please provide any details and examples:

#### 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 2025-26 reporting period? (*tick one box only*)

☐ Yes
 ☒ No
 ☐ Not applicable

Please provide any details and examples:

#### 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 2025-26 reporting period? *(tick one box only)*

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

Please provide any details:

An Equality Monitoring process was undertaken in relation to employees, applicants, appointees, promoters and leavers. This information has been collated and was reported to Policy & Resources Committee in May 2025.

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

☐ Yes ☐ No ☒ Not applicable

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2025-26 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 2025-26, and the extent to which they met the training objectives in the Equality Scheme.

There were several training sessions and awareness raising sessions for elected members and employees.

Furthermore, throughout the period there were internal sessions arranged for Council employees and elected members including;

- Age Friendly Awareness Training

- Active Bystander training
- Poverty Awareness Training
- Ending Violence Against Women and Girls Awareness Sessions

- 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:

**Awareness Sessions on Ending Violence Against Women and Girls**

- Two in person learning sessions were delivered in Enniskillen and Omagh to over 40 staff addressing the crucial issues of ending violence against women and girls and providing staff with the tools to support women and girls affected.

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

- 26** Please list **any examples** of where monitoring during 2025-26, across all functions, has resulted in action and improvement in relation **to access to information and services**:

During the reporting period, there were a number of improvements in relation to access to information and services.

Through engaging with the Access and Inclusion Advisory Group, access to and awareness of Changing Places facilities improved through promotion across council social media channels.

Monitoring and consulting on the redevelopment of the Fermanagh Lakeland Forum project and play park design are ongoing. Recommendations include spaces for wheelchairs and easier to access key system for wheelchair swing.

Activities for people with disabilities were renamed to promote more inclusive language.

Jot Form Accessibility functions were improved.

**Complaints (Model Equality Scheme Chapter 8)**

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2025-26?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

N/A

**Section 3: Looking Forward**

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

2027 – The five-year review was completed during the previous reporting period and forwarded to the Equality Commission for Northern Ireland in 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.

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

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

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

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

|                |                    |              |
|----------------|--------------------|--------------|
| 20             | 10                 | 1            |
| Fully achieved | Partially achieved | Not achieved |

\* Actions outlined as 'partially achieved' are identified as ongoing actions that will be carried forward each year / reporting period.

**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 <sup>i</sup>                                                                                                   | Outcomes / Impact <sup>ii</sup>                                                             |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| National | <p>Contributed to the following strategies and policies:</p> <ul style="list-style-type: none"> <li>Department for Work and Pensions (DWP) Pathways to Work: Reforming Benefits and Support to Get Britain Working Green Paper.</li> <li>Learning Disability Service Model (Department of</li> </ul> | The Council's Access and Advisory Group contributed to responses which provided feedback to these national strategies. | Lobbied for equality for people with disabilities, especially people living in rural areas. |

PART B

|          |                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                               |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|          | <p>Health)</p> <ul style="list-style-type: none"> <li>Disability and Work Strategy for Northern Ireland (Department for Communities)</li> <li>Supporting People Strategic Intent 2026–2031 (Northern Ireland Housing Executive)</li> <li>Draft Disability Strategy (Northern Ireland Executive)</li> </ul>                                             |                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                               |
| Regional | <p>Officers have encouraged members of the Access Advisory Group to take up membership of other advisory groups, for example IMTAC and Disabled People's Parliament.</p>                                                                                                                                                                               | <p>A number of individuals sit on these lobbying groups – for example three members are part of IMTAC.</p>                                                                                                                                                                                                  | <p>Individuals with disabilities are part of lobbying/ consultative groups. This allows them to impact decision making and ensuring the district is represented.</p>                                                                                                                                                          |
| Local    | <p>Continue to organise and facilitate a local Fermanagh and Omagh Access and Inclusion Advisory Group.</p> <p>The number of voluntary members on the Access and Inclusion Advisory Group remained as eight members, and six elected members. This ensures that the group has representation from a range of disabilities and geographical spread.</p> | <p>During this reporting period there were:</p> <ul style="list-style-type: none"> <li>3 meetings of the Access and Inclusion Advisory Group</li> </ul> <p>Continued in both virtual and face-to-face formats and reasonable adjustments were made in terms of supporting participation and technology.</p> | <p>Improved participation by people with disabilities in public life.</p> <p>People with disabilities are consulted with on important issues that affect them – for example new facilities, programmes, and strategies.</p> <p>The group provides feedback to Council projects to increase accessibility and inclusivity.</p> |

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| Local | Facilitate communication channels with other public authorities, Department for Infrastructure and Translink, on local accessibility issues. | As well as letters and emails of communication, a meeting was held with the Department of Infrastructure providing each volunteer with the opportunity to raise two infrastructural issues, explaining to the department how it impacts negatively on public life for people with disabilities.<br><br>Several letters and email communications were issued to organisation such as Translink and <a href="http://www.changing-places.org/">www.changing-places.org/</a> | Eight issues were lobbied for across various towns and villages across the district and progress is being monitored.<br><br>Improved accessibility at local transport and public infrastructure locations and strengthened communication between disabled residents and statutory agencies. |
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2(b) What **training action measures** were achieved in this reporting period?

|   | Training Action Measures                         | Outputs                                                                                                                                       | Outcome / Impact                                                                                                           |
|---|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| 1 | Achieving the Autism NI Impact Award is ongoing. | All staff will receive autism training. Staff have received a training introductory session with Autism NI during a staff engagement session. | Understanding and interest in Autism is building. With 99 staff attending the engagement event (27 in person, 72 virtual). |
| 2 | Guide Dogs NI Training                           | Staff were offered the opportunity to attend a supporting people with sight loss training session.                                            | Helped staff build confidence and skills to support people with sight loss.                                                |

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| 3 | Skillgate Online Training & Development for Council Staff | Staff continue to be offered various online training on disabilities via Skillgate. | Staff will continue to increase knowledge and understanding to work with people with various disabilities. |
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2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

|    | Communications Action Measures                   | Outputs                                                                                                                                                    | Outcome / Impact                                                                                                                                                                                                                                                           |
|----|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Provision of responsive and accessible services  | Through the access and inclusion advisory group meeting, people with disabilities were able to highlight issues with Council officers and elected members. | Improved access to information and advice.<br>Improved participation in public life.<br>Issues with access are rectified quickly and service delivery improved.<br>Stronger communication between people with disabilities and the Council/ other statutory organisations. |
| 2. | Provision of responsive and accessible services. | The procurement of translation and interpretation supplies – for both written and verbal.                                                                  | Improved access to information and advice.<br>Increased engagement in civic life<br>Removed communication barriers                                                                                                                                                         |

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

|  | Encourage others Action Measures | Outputs | Outcome / Impact |
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| 1 | Equality screening training and support                  | <p>Screening training module produced and added to the staff hub and online training portal</p> <p>Supported staff to screen new and revised policies to promote equality of opportunity for people with disabilities.</p>                                                                                                         | Ensures that all policies and services are accessible and inclusive to people with a disability, and Council staff are considering people with disabilities in their projects.                                                                                                             |
| 2 | Age and Access Charter                                   | Promoted Age and Access Charter internally and externally.                                                                                                                                                                                                                                                                         | Encouraged more facilities across the district to be Age Friendly and Accessible.                                                                                                                                                                                                          |
| 3 | Changing Places                                          | Promoted changing places and explained what they are and how vital they are for adults with disabilities.                                                                                                                                                                                                                          | Encouraged businesses and organisations across the district to invest in changing places.                                                                                                                                                                                                  |
| 4 | Support consultation sessions for other areas of council | <p>Arranged consultation events and supported the distribution of consultation surveys to the Access and Inclusion Distribution list. This was done for various areas such as Fermanagh Lakeland Forum Redevelopment, Pavement Café Licences, Equality &amp; Disability Action Plan and Draft Improvement Objectives 2026-2027</p> | <p>Encouraged staff to consult and engage with a wide range of people with various disabilities.</p> <p>Ensures that all policies and services are accessible and inclusive to people with a disability, and Council staff are considering people with disabilities in their projects.</p> |
| 5 | Civic Leadership                                         | Throughout the year there were 30 engagements with people with disabilities held by the Chair of FODC, as well as having two charities for people with disabilities                                                                                                                                                                | <p>Greater awareness of people with disabilities in the community.</p> <p>Improved recognition of the contribution people with disabilities make to communities.</p>                                                                                                                       |

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|  |  | <p>as their chosen charities. These events help raise the profile of residents/ groups and projects.</p> <p>A few examples include Fermanagh Brightstarz Got Talent, NOW Group - Inclusive Intelligence, Killadeas Day Care Graduation Park and Skyzdalimit - Love Me, Love Me Not.</p> | <p>Encourage others to respect disabilities and encourage their participation in their projects etc.</p> <p>Giving people with disabilities a voice and opportunity to advocate.</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                                                                                                                                                                                                                                                                                                                                                            |
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| 1 | Hold at least 3 Access & Inclusion Advisory Group meetings per year to discuss Council policies, procedures, facilities and programmes. | <p>During the 2025/2026 reporting period, the group met three times.</p> <p>Key actions and discussions included:</p> <ul style="list-style-type: none"> <li>Acknowledgment of the achievement of two Council projects being shortlisted for the Hummingbird Awards for access and inclusion - Blue Badge Car Parking Campaign 'Be Kind, Park with Disability in Mind' and The 'Creative</li> </ul> | <p>An important group of people and volunteers who Council and provide feedback on policies, procedures, facilities and programmes to ensure they are accessible.</p> <p>The group of volunteers with a range of disabilities are given a platform and supported to voice their experiences to improve accessibility within Council, locally, regionally and nationally.</p> |

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|  |  | <p>Capabilities' Poetry Project</p> <ul style="list-style-type: none"> <li>• Presentation on the 2025 Nature Makes Sense event, led by the biodiversity team</li> <li>• Response to the DWP Consultation on Benefits reform, which highlighted how the proposals would negatively impact on those</li> <li>• Received an update from the Inclusive Mobility and Transport Advisory Committee (IMTAC) on the Tackling Pavement Parking policy.</li> <li>• Gathered members' views to inform the Department of Health consultation on the Learning Disability Service Model.</li> <li>• Prepared and presented a report on current Changing Places provision across the district.</li> <li>• Explored appropriate naming of inclusive sports activities</li> </ul> | <p>The group are kept up to date with national, local and regional policies, news and opportunities from council charities and organisations.</p> |
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|   |                                                                                                                             | <p>and received an update on programme delivery from the Community Wellbeing Manager.</p> <ul style="list-style-type: none"> <li>Met with the Department for Infrastructure to highlight local accessibility issues, supported by a visual presentation.</li> </ul> |                                                                                             |
| 2 | Engage with the Access Advisory Group in relation to new developments, procedures and programmes.                           | The Corporate Strategic Services, Biodiversity and Climate Change, Fermanagh Lakeland Forum project redevelopment and Community Wellbeing Programme teams all consulted the Access and Inclusion Advisory Group on their projects and plans.                        | Improving accessibility and involvement in Council projects, policies and programmes.       |
| 3 | Use inclusion engagement strategies to effectively consult with people with disabilities on new Council policies and plans. | Council services issued inclusive strategies to engage effectively with people with disabilities such as producing accessible jot forms, online and in person consultation events, and having easy read formats available.                                          | People with disabilities have a range of formats to provide feedback.                       |
| 4 | Seek feedback from people with disabilities to inform external consultation responses.                                      | <ul style="list-style-type: none"> <li>The Council's Access and Advisory Group contributed to responses which provided</li> </ul>                                                                                                                                   | Lobbied for equality for people with disabilities, especially people living in rural areas. |

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|   |                                                                                                               | <p>feedback to these national strategies. Department for Work and Pensions (DWP) Pathways to Work: Reforming Benefits and Support to Get Britain Working Green Paper.</p> <ul style="list-style-type: none"> <li>• Learning Disability Service Model (Department of Health)</li> <li>• Disability and Work Strategy for Northern Ireland (Department for Communities)</li> <li>• Supporting People Strategic Intent 2026–2031 (Northern Ireland Housing Executive)</li> <li>• Draft Disability Strategy (Northern Ireland Executive)</li> </ul> |                                                                                                                                                       |
| 5 | Continue to consult with people with disabilities on Café Pavement Licence Applications.                      | 3 licence applications were consulted with Access and Inclusion volunteers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p>Opportunity to raise any accessibility concerns</p> <p>Communicated directly to appropriate target audience.</p>                                   |
| 6 | Work in partnership with other statutory and community organisations to engage with people with disabilities. | Continued engagement with external partnership groups through attendance at regular board and partnership meetings, including the Regional Inclusive Respite and Recreation Forum (SEN Schools),                                                                                                                                                                                                                                                                                                                                                | <p>Supporting with steering groups and events.</p> <p>Attended Western Health and Social Care Trust Parent Carers Day and promoted activities and</p> |

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|   |                                                                                                     | the Western Area Autism Forum, and the Angel Eyes Steering Group. Worked directly with Western Health and Social Trust and facilitated support requests.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | opportunities FODC offer for people and parents / carers across the district.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 7 | Deliver a range of inclusive activities through 'Community & Wellbeing' (partly externally funded). | <p>The Community Wellbeing Programme Team:</p> <ul style="list-style-type: none"> <li>• Organised and provided opportunities throughout the year for people across the district to participate in several programmes and activities encouraging various levels of movement.</li> <li>• had 27 meetings with groups to help champion, develop and deliver inclusive activities.</li> <li>• organised summer schemes including Countryside Recreation schemes to ensure that there are opportunities for people with disabilities.</li> <li>• continued to work with 7 organisations through annual SLAs to support them to deliver hard to reach groups. One of the groups is people with a disability.</li> <li>• Organised Paralympic day Omagh Leisure Complex –</li> </ul> | <ul style="list-style-type: none"> <li>• 1,989 participants with disabilities took part in Community and Wellbeing programmes and activities in 2025 – 2026.</li> <li>• Consulted and developed more inclusive activities.</li> <li>• Feedback from participants led to the establishment of wheelie active club in HRCC.</li> <li>• There were 47 children with a disability who participated in summer scheme programmes.</li> <li>• partnership working with seven external organisations resulted in 781 people with a disability taking part in activities and programmes.</li> <li>• 63 people participated in the Paralympic day – “come and try it”.</li> <li>• 128 participants with disabilities took part in the Inclusive Walk.</li> </ul> |

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|   |                                                                            | <p>"come and try it" for a wide range of activities</p> <ul style="list-style-type: none"> <li>Organised and delivered an Inclusive Walk in Fermanagh.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 8 | Deliver a range of inclusive activities in Council Arts & Heritage venues. | <ul style="list-style-type: none"> <li>Cuilcagh Lakelands UNESCO Global Geopark has promoted accessible itineraries on online and the development of Know Before You Go guides are underway.</li> <li>The Marble Arch Caves delivered Elf Escape – a sensory space and Christmas-themed accessible experience.</li> <li>During Autism Awareness Month (April), Marble Arch Caves introduced Quiet Tours.</li> <li>Enniskillen Castle worked with a range of groups and schools with people who have disabilities such as Willowbridge, Nursing homes, care homes, Dungannon Visually impaired Group delivering workshops and tours.</li> </ul> | <ul style="list-style-type: none"> <li>Encouraged more people with disabilities to visit the UNESCO Global Geopark, an area with internationally important geological heritage.</li> <li>Helping people with disabilities enjoy and connect to nature heritage.</li> <li>Helping people with disabilities be fully informed, feel comfortable and confident before their visit</li> <li>74 children and families with sensory or access needs where able to enjoy a quieter, more relaxed alternative to the main Elf Escape trail.</li> <li>37 children and families with autism and other sensory needs were able to enjoy the show cave and natural impressive site in a calmer, lower-stimulation environment.</li> <li>350 people with disabilities were welcomed to</li> </ul> |

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|   |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Enniskillen Castle, connecting with local heritage, learning, reminiscing and socialising.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 9 | Deliver a range of 'Climate Change & Biodiversity' initiatives tailored for people with disabilities. | <p>Fermanagh and Omagh District Council successfully delivered a series of inclusive Nature Makes Sense events across The Grange Park and Smiths Strand, Lisnaskea, engaging a total of 347 participants. The programme provided accessible, nature-based activities that supported children, young people, and adults with special educational needs, as well as individuals with a wide range of disabilities.</p> <p>The events attracted 190 participants at The Grange Park and 157 participants at Smiths Strand, including children, young people, adults, and support staff. Participants took part in guided nature trails, interactive Earth Explorers activities, and hands-on learning experiences delivered by a</p> | <ul style="list-style-type: none"> <li>• Overall feedback:</li> <li>• 100% participants felt the event raised awareness on climate change and biodiversity</li> <li>• Staffs observed benefits of event:</li> <li>• 21% safe opportunity to enjoy outdoors</li> <li>• 21% improve mental and physical wellbeing</li> <li>• 15% encouraged positive environmental habits</li> <li>• 17% opportunity for shared learning</li> <li>• 15% Empowered to lead similar activities</li> <li>• Positive outcomes:</li> <li>• 100% reported feeling confident in leading outdoor learning following the event</li> <li>• 100% would recommend others to attend the event</li> </ul> |

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|  |  | <p>diverse range of environmental and community organisations.</p> <p>A total of 12 organisations exhibited at The Grange Park and 11 organisations at Smiths Strand, offering opportunities to explore topics such as biodiversity, environmental sustainability, outdoor learning, conservation, and wellbeing. Exhibitors included Council teams and organisations such as Sperrin Soul, Cuilcagh Lakelands Geopark, Oakwood Bushcraft, Natural World Products, The CALM Project, and the Northern Ireland Resources Network.</p> <p>The programme promoted greater awareness and understanding of climate and biodiversity issues by encouraging participants to connect with the natural environment and learn about local habitats, wildlife, and sustainable practices. It also highlighted the benefits of outdoor activity for health and wellbeing while supporting staff and carers to build confidence in delivering nature-</p> | <ul style="list-style-type: none"> <li>• 100% reported likely to attend or take own similar environmental events</li> <li>• 100% reported the venue being inclusive</li> <li>• 100% reported the activities suited the needs of everyone, all were able to get involved</li> <li>• Other positive feedback:</li> <li>• Activities had encouraged "quieter" students to get involved</li> <li>• Facilitators provided unique learning experiences, enabled the opportunity for hands on interaction</li> <li>• Interacting with others</li> <li>• Freedom to use imagination and be creative</li> <li>• New ideas to repeat in own garden</li> <li>• Well organised inclusive and child friendly</li> <li>• Friendly staff and facilitators</li> <li>• Environmental Youth Speak</li> <li>• Increased young people's knowledge and</li> </ul> |
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|  |  | <p>based experiences within their own groups and settings.</p> <p>Environmental Youth Speak</p> <ul style="list-style-type: none"> <li>• Delivered the Environmental Youth Speak Competition in partnership with South West College and The Executive Office Good Relations Programme.</li> <li>• Engaged Primary 5– Primary 7 pupils from 11 schools across the district.</li> <li>• Facilitated 13 presentations on the theme “The Importance of Reuse &amp; Repair.”</li> <li>• Provided a platform for young people to research, develop and present environmental topics through public speaking.</li> <li>• Promoted awareness of sustainability, waste reduction, biodiversity, and environmental responsibility.</li> <li>• Recognised and celebrated pupil achievement through a district-wide final event at</li> </ul> | <p>understanding of reuse, repair, sustainability, and environmental protection.</p> <ul style="list-style-type: none"> <li>• Improved participants’ public speaking, communication, research, and critical thinking skills.</li> <li>• Enhanced confidence and empowered young people to express their views on environmental issues.</li> <li>• Encouraged positive attitudes and behaviours that support waste reduction and more sustainable lifestyles.</li> <li>• Raised awareness of the links between environmental responsibility, biodiversity conservation, and climate action.</li> <li>• Supported the development of future environmental leaders by encouraging active citizenship and environmental stewardship.</li> <li>• Contributed to shared education and good relations by bringing together pupils from different schools and</li> </ul> |
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|  |  | <p>South West College's Omagh Campus.</p> <ul style="list-style-type: none"> <li>• Strengthened collaboration between the Council, educational institutions, environmental organisations, and good relations partners.</li> </ul> <p>Climate Education Workshops</p> <ul style="list-style-type: none"> <li>• Delivered a comprehensive programme of climate and biodiversity workshops across the district.</li> <li>• Engaged 4,655 participants from a wide range of settings, including schools, nursing homes, day centres, and Special Educational Needs (SEN) groups.</li> <li>• Facilitated practical environmental activities including: <ul style="list-style-type: none"> <li>◦ Litter picks and community clean-up events.</li> </ul> </li> </ul> | <p>backgrounds in a collaborative learning environment.</p> <ul style="list-style-type: none"> <li>• Strengthened community engagement with the Council's Climate Change, Sustainable Development and Biodiversity strategies.</li> <li>• Inspired participants to play an active role in protecting and enhancing the district's natural and built environment.</li> </ul> <p>Climate Education Workshops</p> <ul style="list-style-type: none"> <li>• Increased awareness and understanding of climate change, biodiversity, sustainability, and environmental stewardship among participants.</li> <li>• Encouraged positive environmental behaviours, including waste reduction, recycling, litter prevention, and sustainable food growing.</li> <li>• Improved knowledge and practical skills in areas such</li> </ul> |
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|  |  | <ul style="list-style-type: none"> <li>○ Tree planting and habitat enhancement activities.</li> <li>○ Grow Your Own Vegetable workshops.</li> <li>○ Biodiversity awareness sessions.</li> <li>○ Climate action and sustainability workshops.</li> <li>○ Nature-based learning and environmental education activities.</li> </ul> <ul style="list-style-type: none"> <li>• Increased opportunities for people of all ages and abilities to participate in environmental action.</li> <li>• Supported partnership working between community groups, educational settings, care facilities, and environmental organisations.</li> </ul> | <p>as tree planting, food growing, habitat creation, and biodiversity conservation.</p> <ul style="list-style-type: none"> <li>• Enhanced community participation in local climate action and environmental improvement initiatives.</li> <li>• Contributed to cleaner, greener local environments through litter removal and habitat enhancement activities.</li> <li>• Increased opportunities for intergenerational and inclusive participation, ensuring people of different ages, abilities, and backgrounds could engage with climate and biodiversity initiatives.</li> <li>• Improved wellbeing, social connection, and outdoor engagement through hands-on environmental activities.</li> <li>• Fostered a greater sense of ownership and responsibility</li> </ul> |
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|    |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>for local natural spaces and community environments.</p> <ul style="list-style-type: none"> <li>Supported the delivery of local climate, sustainability, and biodiversity objectives by empowering individuals and groups to take practical environmental action.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 10 | Deliver a range of inclusive activities in Council Leisure Centres. | <ul style="list-style-type: none"> <li>Broadmeadow Fitness ran several classes for inclusive groups specifically Fresh Focus and individuals who have a disability.</li> <li>Delivered Inclusive Bike Programme in partnership with the Western Health and Social Care Trust at Omagh Leisure Complex (OLC).</li> <li>Developed Changing Places facility at OLC.</li> <li>Continued to run several classes for groups and individuals who have a disability at all 4 leisure centres.</li> <li>Continued to offer 3 sensory rooms at leisure centres for children and families with sensory needs</li> <li>Celebrated International Day for Persons at OLC with Disabilities with free drop in</li> </ul> | <ul style="list-style-type: none"> <li>At Broadmeadow Fitness there were 40 classes for groups who support people with disabilities and 445 attendees. 179 individuals with a disability were supported with fitness sessions.</li> <li>People with disabilities are able to enjoy a new activity (cycling) and they are able to enjoy an outdoor activity.</li> <li>People with disabilities have changing places facilities available to use in a local leisure centre, providing a range of accessible equipment to support adults with disabilities change and access the toilet.</li> <li>Opportunity for people with disabilities to participate more fully in community life and access services on a</li> </ul> |

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|    |                                                                                                                                         | Boccia, Pickleball, swims and coach support gym session                                                                                                                                                                                                                                                                                                                                                                                                                                               | more equal basis, welcomed and encouraged in their local leisure centre, supporting their physical and social wellbeing.                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 11 | <p>Improve engagement with children and young people with disabilities.</p> <p>Explore links with the local SEN Schools.</p>            | Participate Regional Inclusive Respite and Recreation Forum with SEN schools                                                                                                                                                                                                                                                                                                                                                                                                                          | Promote Council activities to SEN schools and provide links and connections.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 12 | <p>Deliver a range of programmes to support people with disabilities to improve their employment skills (partly externally funded).</p> | <p>The Rural Economic Accelerator Programme REAP, is delivered through a partnership approach with South West College, who are Lead Partners; First Step Women's Centre; South Tyrone Empowerment Programme. The programme is funded by the Ministry of Housing, Communities and Local Government through the UK Shared Prosperity Fund.</p> <p>FODC REAP provides opportunities to support our local people through training and mentoring which benefits their career and personal development.</p> | <p>REAP recognises the individual needs of each of the participants. Through a step-by-step approach and taking into consideration the circumstances of each individual participant, REAP supports people to enable them to continue to achieve their ambitions.</p> <p>Working 1 to 1 with Participants, REAP develops a Personal Action Plan that combines employability skills, digital skills, industry specific skills, life skills and work experience opportunities to match individual need. This Personal Action Plan is completed at a pace that suits the participant.</p> |

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| 14 | Officers, through the Access & Inclusion Advisory Group, to deliver a Blue Badge Parking awareness campaign. | Members worked together to develop a creative, thought-provoking campaign to stop the misuse of blue badge parking spaces. Surveys, hashtags, videos, social media content and press releases were developed and produced.                                                                                                                                                                                                                                                                                                                                    | 8 social media posts reaching 28,308 social media profiles, one video with 4,856 video views and one survey with 270 replies. The campaign tagline throughout was 'Be Kind Park with Disability in Mind' and it was a finalist in the Marketing Campaign category of the Northern Ireland Hummingbird Awards. |
| 15 | Continue to develop events to celebrate International Day of Persons with Disabilities.                      | <p>Prepared an itinerary of activity ideas to Shopmobility Omagh on International Day of Person with Disabilities (IDfPwD)</p> <p>Omagh Leisure Complex:</p> <p>On Wednesday 3rd December to celebrate IDfPwD Omagh Leisure Complex offered the following:</p> <ul style="list-style-type: none"> <li>• Free drop in Boccia and Pickleball in the Minor Hall</li> <li>• Pool access for FREE Swims</li> <li>• Coach available for anyone wanting to get access to the GYM and complete an induction or be shown how to play Boccia and Pickleball.</li> </ul> | People with disabilities were encouraged to try activities at leisure centres and community centres which will help overcome any barriers to participate in activities and encourage them to take up the activity on a regular basis to enjoy the health and wellbeing benefits.                              |

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|    |                                                                                                             | Free chair-based exercise class at Hospital Road Community Centre.                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                   |
| 16 | Increase the number of 'Inclusive Images' used in printed and online marketing and communication materials. | Images to promote council programmes and activities include a range of S75 categories, including people with disabilities.                                                                                                                                                                                                                                                                                           | Promotes an inclusive culture and reassures people that activities and venues are inclusive and everyone is welcome.                                                                                              |
| 17 | Small group of people with disabilities to shadow the Chair of the Council.                                 | Chair of Fermanagh and Omagh District Council 25/26 had a passion for inclusivity and including people with disabilities in their work. Inviting a number groups to Civic buildings, providing a tour and meeting in the chamber rooms. The Chair also visited local groups encouraging them to advocate and raise issues directly with him. This took place for Skyzdalimit, Brightstar, Just Us and Mulhern Close. | Setting an example for rest of the district to include people with disabilities.<br><br>Hearing first-hand thoughts and opinions from people with disabilities to create a more inclusive and welcoming district. |
| 18 | Implement the approved Disability Action Plan                                                               | Delivery of 2025-2028 Disability Action Plan is underway                                                                                                                                                                                                                                                                                                                                                             | The Council's main themes are accessibility of services, inclusive consultation and engagement, inclusive programmes and projects, awareness raising and capacity building and diversity in the workplace.        |

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| 19 | Review and report on progress of the Disability Action Plan annually                                  | Progress on the 2025-2028 Disability Action Plan will be submitted to the Equality Commission annually | A comprehensive and whole council representative report will be prepared and follow council approval procedures before being submitted to the ECNI. |
| 20 | Continue to screen all new policies to assess the significance of the policy on the disability duties | All new and revised policies screened for impact on disability duties                                  | Council's proactive approach ensures that all policies and services are accessible and inclusive to people with a disability.                       |

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 | Continue to review the levels of physical access to Council facilities and make improvements where possible. | Planning took place in 25/26 | <p>Large council venues in Enniskillen and Omagh will be audited in 26/27 in collaboration with local people who have the best knowledge and first hand experience of areas of improvement for accessibility.</p> <p>A report with information on best practice and areas of improvement will be presented in 26/27</p> | Large-scale project requiring input from various individuals and detailed planning. Will be complete by 2028. |

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| 2 | Create and implement a Changing Places Policy.                                                                                  | Planning and research took place in 25/26                                            | Policy will be delivered by 27/28                                                                                                                                                                                     | Project requiring input from various individuals and detailed planning. Will be complete by 2028.             |
| 3 | Develop inclusive environments in our venues to support the needs of neurodiverse people.                                       | Planning and research took place in 25/26                                            | All council venues and teams that will require in-person training and an action plan have been allocated.<br><br>Work to deliver the award across the council will take place in 26/27 and will be complete by 27/28. | Large-scale project requiring input from various individuals and detailed planning. Will be complete by 2028. |
| 4 | Continually review the Council's website to ensure it is compatible with the Website Accessibility Regulations.                 | Planning and research took place with Policy, IT and Communications teams.           | Large number of PDFs on the website that are not accessible.<br><br>Guidance will need to be produced so staff can create accessible PDFs moving forward and to review PDFs already published.                        | Large-scale project requiring input from various departments and training. Will be complete by 2028.          |
| 5 | Review communication methods for people with sensory disabilities, including Deaf, deaf, hard of hearing and visual impairment. | On-demand sign language video and telephone interpretation, and in-person and online | Contract will be updated, guidance and training arranged in 26/27.                                                                                                                                                    | Large-scale project requiring input from various departments and training. Will be complete in 26/27.         |

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|   |                                                                                                             | prebooked translation and interpretation service provision has been reviewed.                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                       |                                |
| 6 | To increase the number of policies and procedures available in easy-read format.                            | Not commenced yet.                                                                                                                                                                                                                                                                       | N/A                                                                                                                                                                                                                                                                                                                                                   | Will be progressed by 2028.    |
| 7 | Provide volunteering opportunities for people with disabilities.                                            | Policy undergoing a review.                                                                                                                                                                                                                                                              | Policy will be reviewed and staff trained on updated policy by end of 26/27                                                                                                                                                                                                                                                                           | Will be progressed by 2026/27. |
| 8 | To work in partnership with 'Disability Groups' to help support employees with disabilities remain at work. | <ul style="list-style-type: none"> <li>Engagement Regarding Employee Services Advice and Support</li> <li>Continued engagement with Workable NI, Employers for the Disabled regarding support for employees who require bespoke and ongoing support, services and adjustments</li> </ul> | <ul style="list-style-type: none"> <li>Employees receiving bespoke support in relation to their continued employment with the Council and reasonable adjustments are accommodated. Also, continued Occupational advice and support on any reasonable adjustments.</li> <li>Staff knowledge and understanding increase around disabilities.</li> </ul> |                                |

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|  |  | <p>relevant to their disabilities.</p> <ul style="list-style-type: none"> <li>• Continued Learning and Development collaboration</li> <li>• Continued with collaboration with other organisations &amp; groups in relation to the delivery of training sessions for staff and line management through various stakeholder organisations and through online training and development through Skillgate.</li> <li>• Continued development with promotion of partnerships and good practice</li> <li>• Working with external</li> </ul> | <p>Improved confidence within line management supporting employees with disabilities</p> <ul style="list-style-type: none"> <li>• More inclusive working environment</li> <li>• Attain Award in an achievable timeframe</li> </ul> |  |
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|    |                                                                   | stakeholders such as Autism NI for achievement of Award.                                                               |                                                                                                                                    |  |
| 9  | Review the Work Experience/ Placement Procedure.                  | This will be reviewed as part of our consultation and engagement exercise with staff and T. Union colleagues in 26/27. | That it continues to be supportive of opportunities and any adjustments necessary for work placement for those with disabilities.  |  |
| 10 | Continue to provide work placements for people with disabilities. | Promotion of opportunities of placements for those with disabilities                                                   | Inclusive workplace across Council services for those with disabilities through the access and availability of these opportunities |  |

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

|   | Action Measures not met                                                                        | Reasons                                                         |
|---|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| 1 | Deliver a range of inclusive projects through 'Access & Inclusion' (partly externally funded). | Funding for this project was redirected to a different project. |

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

(a) Qualitative

Annual Progress Reports

Updates provided to the Council's Access and Inclusion Advisory Group

Reports presented to the Council's Policy and Resources Committee

(b) Quantitative

Participation figures for programmes and activities.

Attendance figures at events/training

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?

Fermanagh and Omagh District Council consulted upon an updated Disability Action plan for 2025-2028 between during the 2024/2025 reporting period and undertook an 8-week consultation process. The strategy was approved at the June 2025 and July 2025 P&R Committee and Council meetings.

|  | Revised/Additional Action Measures | Performance Indicator | Timescale |
|--|------------------------------------|-----------------------|-----------|
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|---|-----|-----|-----|
| 1 | N/A | N/A | N/A |
| 2 |     |     |     |

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

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<sup>i</sup> **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.

<sup>ii</sup> **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.