



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

## **Consultation on the Draft Equality Action Plan for 2022-2024**

For more information, please contact:

Policy Officer

**Fermanagh and Omagh District Council**

Townhall

Enniskillen

County Fermanagh

BT74 7BA

Telephone: 0300 303 1777 ext. 21178

Textphone: 028 8225 6216

Email: [consultations@fermanaghomagh.com](mailto:consultations@fermanaghomagh.com)

This document will be available in a range of formats upon request.

Please contact us with your requirements, through the above  
contact details.

## **Introduction**

On 1 April 2015, as a result of the Local Government Reform, Fermanagh and Omagh District Council was established to replace the former Fermanagh District and Omagh District Councils.

## **Profile of the District**

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

- The District spans approximately 3,000 km<sup>2</sup> and is home to approximately 117,337 people.
- The District is the largest in Northern Ireland in terms of land mass and the smallest in terms of population – the population density of the District is approximately 38 people per square kilometre.
- The District borders on four counties within the Republic of Ireland – Donegal, Cavan, Monaghan and Leitrim.
- 46% of the population live in 'open countryside'.
- 30% of the population live in the two main towns of Omagh and Enniskillen.
- 7% of the population live in the five local towns of Carrickmore, Dromore, Fintona, Irvinestown and Lisnaskea.
- The remaining 17% of the population live within the villages and small settlements of the County.

## **Purpose of this Consultation**

The Council's Equality Scheme was ratified by Elected Members in January 2017 and approved by the Equality Commission for Northern Ireland on 22 February 2017.

The draft Equality Action Plan for 2022 to 2024 has been designed to provide a framework to guide the Council's actions until 31 December 2024.

It also outlines the way in which the Council plans to promote Equality of Opportunity and Good Relations throughout its services and functions, as it strives to create a District where people choose to live, work and visit.

The draft Equality Action Plan details five strategic themes and these are:

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

Fermanagh and Omagh District Council is seeking your views on the content and actions contained within the draft Equality Action Plan for 2022-2024

## How to Respond

You are invited to take part in this public consultation exercise on the Council's statutory equality duties.

We are happy to receive feedback by:

**Letter:** 'Public Consultation', Corporate and Strategic Services, Townhall, Enniskillen BT74 7BA

**Email:** [consultations@fermanaghomagh.com](mailto:consultations@fermanaghomagh.com)

**Telephone:** 0300 303 1777 ext. 21178

**Textphone:** (028) 8225 6216

Or by completing an **online questionnaire** on-line at [www.fermanaghomagh.com](http://www.fermanaghomagh.com)

If you prefer a meeting in which to give your comments face-to-face or online, we will do our best to meet your request.

## Consultation Documents

All documents are available in different formats upon request.

You can obtain copies of any, or all, of the consultation documents from the Townhall, Enniskillen, from The Grange in Omagh, or by

1. **Downloading** them from the Council's website at: [www.fermanaghomagh.com](http://www.fermanaghomagh.com)
2. **Telephoning** the Council on: 0300 303 1777 ext. 21178, Textphone (028) 8225 6216
3. **Emailing** the Council at: [consultations@fermanaghomagh.com](mailto:consultations@fermanaghomagh.com)

For more information, please contact Finbar Maguire via telephone on 0300 303 1777 ext. 21178 or via email at [finbar.maguire@fermanaghomagh.com](mailto:finbar.maguire@fermanaghomagh.com)

Thank you for taking the time to complete this questionnaire and for sharing your views with Fermanagh and Omagh District Council.

\* Please note, there is a Data Protection Statement at the beginning of the questionnaire \*

## **Data Protection Statement**

Fermanagh and Omagh District Council (the Data Controller) has a legal duty to protect any information it collects about you.

Fermanagh and Omagh District Council is fully committed to complying with the Data Protection Act 2018 as well as the principles of the General Data Protection Regulation (GDPR). The information you provide, as part of this consultation response, will be used to provide you with an update on the consultation process and outcomes, when the process has been completed.

Any information provided by you will not be disclosed to any other third party, unless law or regulation compels such a disclosure.

To ensure the Council complies with its statutory duty under the Northern Ireland Act 1998, we are asking all respondents to complete the Equality Monitoring section within this questionnaire, as appropriate. This information will be stored securely and confidentially, and will not be included in any consultation report.

Final reports will contain overall statistics and comments and will not include the names of any individuals. There will also be no ability to match the comments, or statistics, to any individual.

The information provided will be retained in line with the Council's Retention and Disposal Schedule. Further information on how the Council processes your personal data available online at [www.fermanaghomagh.com](http://www.fermanaghomagh.com) within the Privacy section.

## **Confidentiality and Access to Information Legislation**

Information provided in response to this consultation, including personal information, may be published or disclosed in accordance with access to information legislation: these are primarily the Freedom of Information Act 2000 (FOIA), the Data Protection Act 2018 (DPA) and the Environmental Information Regulations 2004 (EIR).

If you want the information that you provide to be treated as confidential, please be aware that, under the Freedom of Information Act, there is a statutory Code of Practice (section 45) with which public authorities must comply and deals with amongst other things, obligations of confidence. In view of this, it would be helpful if you could explain to us why you regard the information you have provided as confidential. If we receive a request for disclosure of the information, we will take full account of your explanation, but we cannot give an assurance that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on Fermanagh and Omagh District Council.

For further information about confidentiality of responses please contact the Information Commissioner's Office on 028 9026 9380 or email [ni@ico.gsi.gov.uk](mailto:ni@ico.gsi.gov.uk) (or see their website at [www.ico.gov.uk](http://www.ico.gov.uk)).

## Consultee Information

I am responding as:

Individual: ☐

Organisation: ☐

My contact details are as follows:

Name:	
Job title (if appropriate):	
Organisation (if appropriate):	
Address:	
Postcode:	
Telephone:	
Email:	

If you would like to be added to the Council's Equality Database for future consultation processes, please check this box: ☐

**The 'Consultation Response Questionnaire' is contained overleaf**

## Consultation Response Questionnaire to the Council's Draft Equality Action Plan for 2022-2024

The draft Equality Action Plan for 2022-2024 outlines how the Council will promote Equality of Opportunity and Good Relations through its services and functions.

There are five strategic themes contained within the draft Equality Action Plan and they have been outlined in this questionnaire for your consideration and comments.

**Do you agree or disagree with the following strategic themes, and associated actions, outlined within the draft Equality Action Plan for 2022-2024?**

**Strategic Theme A:** Equality of Opportunity

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree

Please tell us why you agree or disagree:

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**Strategic Theme B: Accessible Services**

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree

Please tell us why you agree or disagree:

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**Strategic Theme C: Spoken, Written and Signed Language Forms**

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree

Please tell us why you agree or disagree:

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### Strategic Theme D: Monitoring and Data Collection

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree

Please tell us why you agree or disagree:

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### Strategic Theme E: Employees and Elected Members

Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree

Please tell us why you agree or disagree:

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**Are there any other actions, or strategic themes, which you believe should also be included within the Equality Action Plan for 2022-2024?**

**Do you have any additional comments on the contents of the draft Equality Action Plan for 2022-2024?**

**(Equality Monitoring - Overleaf)**

## Equality Monitoring

### Information About You

To help ensure that our consultations are reflecting the views of the community, please complete the information below.

Although we will use this statistical information in our analysis of the consultation response rate, it will not be linked to your personal details – nor will it be linked to your consultation response.

**Please complete Section 1 if you are responding as an individual or Section 2 if you are responding on behalf of an organisation**

### Section One (Individual Response)

#### 1. Religious Belief

Do you have a religious belief? Yes ☐ No ☐ (If no, please go to Q2)

If yes are you,

Bahai	<input type="checkbox"/>	Hindu	<input type="checkbox"/>	Presbyterian	<input type="checkbox"/>
Baptist	<input type="checkbox"/>	Jewish	<input type="checkbox"/>	Roman Catholic	<input type="checkbox"/>
Buddhist	<input type="checkbox"/>	Methodist	<input type="checkbox"/>	Sikh	<input type="checkbox"/>
Church of Ireland	<input type="checkbox"/>	Muslim	<input type="checkbox"/>	Other	<input type="checkbox"/>

#### 2. Political Opinion

How would you describe your political opinion?

Unionist generally ☐ Nationalist generally ☐ Other ☐

#### 3. Racial Group

To which of these Racial Groups do you consider you belong?

Bangladeshi	<input type="checkbox"/>	Chinese	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>
Black African	<input type="checkbox"/>	Indian	<input type="checkbox"/>	White	<input type="checkbox"/>
Black Caribbean	<input type="checkbox"/>	Irish Traveller	<input type="checkbox"/>	Other	<input type="checkbox"/>
Black (Other)	<input type="checkbox"/>	Mixed Ethnic Group	<input type="checkbox"/>		

#### 4. Age

0-15 ☐ 16-29 ☐ 30-44 ☐ 45-59 ☐ 60-74 ☐ 75+ ☐

## 5. Marital Status

Co-habiting ☐ Married ☐ Divorced ☐ Separated ☐  
Single ☐ Widowed ☐ Civil Partnership ☐

## 6. Sexual Orientation

How would you describe your sexual orientation?

Heterosexual ☐ Homosexual (Gay or Lesbian) ☐ Bi-sexual ☐

## 7. Gender

Female ☐ Male ☐ Trans-gendered ☐

## 8. Disability

**Under the Disability Discrimination Act 1995, a disabled person is defined as a person with “a physical or mental impairment which has a substantial and long-term effect on his/her ability to carry out normal day to day activities”.**

Do you consider that you meet this definition of disability? Yes ☐ No ☐

If yes, please state the type of disability,

Visual Impairment ☐ Communication Difficulty ☐  
Learning Difficulty ☐ Hearing Impairment ☐  
Multiple Impairment ☐ Mobility Impairment ☐  
Learning Difficulty ☐

## 9. Dependants

We are asking you to tell us something about your caring responsibilities. By that we mean looking after a child, whether as a parent, guardian or foster parent, or helping an adult carry out their daily routine. This might mean providing assistance to an adult relative or friend who is disabled or has a long-term illness.

I look after children ☐ I help an adult with their daily routine ☐

**Please indicate how often you undertake these responsibilities:**

Daily ☐ Frequently ☐ Occasionally ☐

## Section Two (To be completed by Groups / Organisations only)

### 1. Persons of Differing Religious Belief: Yes ☐ No ☐

If Yes, will the focus be on all ☐, or any of the following?

Roman Catholic	<input type="checkbox"/>	Baptist	<input type="checkbox"/>	Buddhist	<input type="checkbox"/>
Presbyterian	<input type="checkbox"/>	Muslim	<input type="checkbox"/>	Sikh	<input type="checkbox"/>
Church of Ireland	<input type="checkbox"/>	Hindu	<input type="checkbox"/>	Baha'i	<input type="checkbox"/>
Methodist	<input type="checkbox"/>	Jewish	<input type="checkbox"/>	Other	<input type="checkbox"/>

### 2. Persons of Differing Political Opinion: Yes ☐ No ☐

If Yes, will the focus be on all ☐, or any of the following?

Nationalist	<input type="checkbox"/>	Unionist	<input type="checkbox"/>	Other	<input type="checkbox"/>
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### 3. Persons of Different Racial Groups: Yes ☐ No ☐

If Yes, will the focus be on all ☐, or any of the following?

White	<input type="checkbox"/>	Black (Other)	<input type="checkbox"/>	Mixed ethnic group	<input type="checkbox"/>
Bangladeshi	<input type="checkbox"/>	Chinese	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>
Black African	<input type="checkbox"/>	Indian	<input type="checkbox"/>	Other	<input type="checkbox"/>
Black Caribbean	<input type="checkbox"/>	Irish Traveller	<input type="checkbox"/>		

### Persons of Different Age: Yes ☐ No ☐

If Yes, will the focus be on all ☐, or any of the following?

0-15	<input type="checkbox"/>	16-29	<input type="checkbox"/>	30-44	<input type="checkbox"/>	45-59	<input type="checkbox"/>	60-74	<input type="checkbox"/>	75+	<input type="checkbox"/>
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### 4. Persons of Different Marital Status: Yes ☐ No ☐

If Yes, will the focus be on all ☐, or any of the following?

Single (Never married)	<input type="checkbox"/>	Divorced	<input type="checkbox"/>	Civil Partnership	<input type="checkbox"/>
Married	<input type="checkbox"/>	Widowed	<input type="checkbox"/>		
Separated	<input type="checkbox"/>	Co-habiting	<input type="checkbox"/>		

### 5. Persons of Different Sexual Orientation: Yes ☐ No ☐

If Yes, will the focus be on all ☐, or any of the following?

Heterosexual	<input type="checkbox"/>	Gay or Lesbian (Homosexual)	<input type="checkbox"/>
Bi-sexual	<input type="checkbox"/>		

**7. Persons of Different Gender:** Yes ☐ No ☐

If Yes, will the focus be on all ☐, or any of the following?

Male ☐ Female ☐ Transgendered People ☐

**8. Persons with a Disability:** Yes ☐ No ☐

**Under the Disability Discrimination Act 1995, a disabled person is defined as a person with “a physical or mental impairment which has a substantial and long-term effect on his/her ability to carry out normal day to day activities”.**

If Yes, will the focus be on all ☐, or any of the following?

Visual Impairment ☐ Communication Difficulty ☐ Learning Difficulty ☐

Hearing Impairment ☐ Multiple Impairment ☐ Mobility Impairment ☐

Other ☐

**9. Persons with Dependants:** Yes ☐ No ☐

This is about caring responsibilities. By that we mean looking after a child, whether as a parent, guardian or foster parent, or helping an adult carry out their daily routine. This might mean providing assistance to an adult relative or friend who is disabled or has a long-term illness.

If Yes, will the focus be on all ☐, or any of the following?

People who look after children ☐ People who help an adult  
with their daily routine ☐