



Fermanagh & Omagh
District Council

Comhairle Ceantair
Fhear Manach agus na hÓmaí

Equality Action Plan 2019 - 2022

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

The Council's Equality Action Plan will provide a framework to guide our actions until 31 March 2022.

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

Strategic Context:

Community Planning

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

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

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

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

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

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

Profile of the District

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

- The District spans approximately 3,000 km² and is home to approximately 116,835 people.
- The District is the largest in Northern Ireland in terms of land mass and the smallest in terms of population – the population density of the District is approximately 38 people per square kilometre.
- The District borders on four counties within the Republic of Ireland – Donegal, Cavan, Monaghan and Leitrim.
- 46% of the population live in 'open countryside'.
- 30% of the population live in the two main towns of Omagh and Enniskillen.
- 7% of the population live in the five local towns of Carrickmore, Dromore, Fintona, Irvinestown and Lisnaskea.
- The remaining 17% of the population live within the villages and small settlements of the County.

Equality Action Plan Layout

Five strategic themes have been identified:

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

Each of the Actions contained within the Equality Action Plan (2019-2022), also complement the Community Plan for the District (Fermanagh Omagh 2030) and the Corporate Plan for Fermanagh and Omagh District Council primarily:

Community Plan Theme 1 – People and Communities

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

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

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

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

Corporate Plan Update (2017 – 2019)

Priority: Strong, safe, shared and inclusive communities

Action 3.2 - Implement Equality Scheme Actions

Appendix 1: Equality Action Plan 2019-2022

Actions	Performance Measure	Timeframe	Responsibility
Theme A: Equality of Opportunity Outcome: Our Communities are involved in the development of plans to guide the Council's actions in promoting Equality of Opportunity and Good Relations.			
A1 Undertake a consultation process on the 2019-2022 Equality Action Plan	The Equality Action Plan is reviewed following the outcome of the consultation process.	October and November 2019.	Policy Officer (Equality)
	A final Equality Action Plan is approved by Elected Members for the period 2019-2022.	December 2019.	
A2. Report on the progress of the Equality Action Plan for 2019-2022	Annual Progress Report is submitted to the Equality Commission for Northern Ireland.	August (Annually).	Policy Officer (Equality)
A3. Ensure that Equality and Good Relations is embedded to all key Council documents e.g. Corporate Plan (2019-2023), Community Plan.	Inclusion of the concepts of Equality and Good Relations is visible in the development of each strategic document.	Ongoing.	Policy Officer (Equality)
A4. Undertake a consultation process to develop a new Disability Action Plan for the Council, for the period 2019-2022.	The Disability Action Plan is reviewed following the outcome of the consultation process.	October and November 2019.	Policy Officer (Equality)
	A Disability Action Plan is approved by Elected Members for the period 2019-2022.	December 2019.	

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

Actions	Performance Measure	Timeframe	Responsibility
A9. Deliver an approved Good Relations Action Plan	Annual reports to Council.	Ongoing	Good Relations Team Leader
A10. Raise the profile of underrepresented Section 75 Groups (and other protected groups) within the District	Events, and initiatives, targeting specific Section 75 Groups and the issues facing these individuals/groups (e.g. Civic Receptions, Programmes) are organised.	Ongoing	All Directors and Heads of Service.
Theme B: Accessible Services Outcome: All members of our community will benefit from the removal of barriers to accessing our services.			
B1. Review the Council's consultation processes, ensuring they are open and accessible to all.	The Section 75 Monitoring results of consultation processes are reviewed to inform improvements in consultation processes.	September 2020	Policy Officer (Equality)
B2. Scope the development of inclusive communication channels to meet the needs of individuals	New and appropriate channels of communication are available in Council venues, facilities and services.	Ongoing	Policy Officer (Equality) and relevant Head of Service
B3. Develop guidance for Council employees who may work or interact with LGBTQ+ customers.	Training and awareness raising initiatives are organised to improve employee knowledge and confidence.	Ongoing	Head of Policy and Strategic Services
	The development of a guide, or protocol, for Gender Identity following detailed consultation with relevant groups and individuals.	December 2020	Policy Officer (Equality)

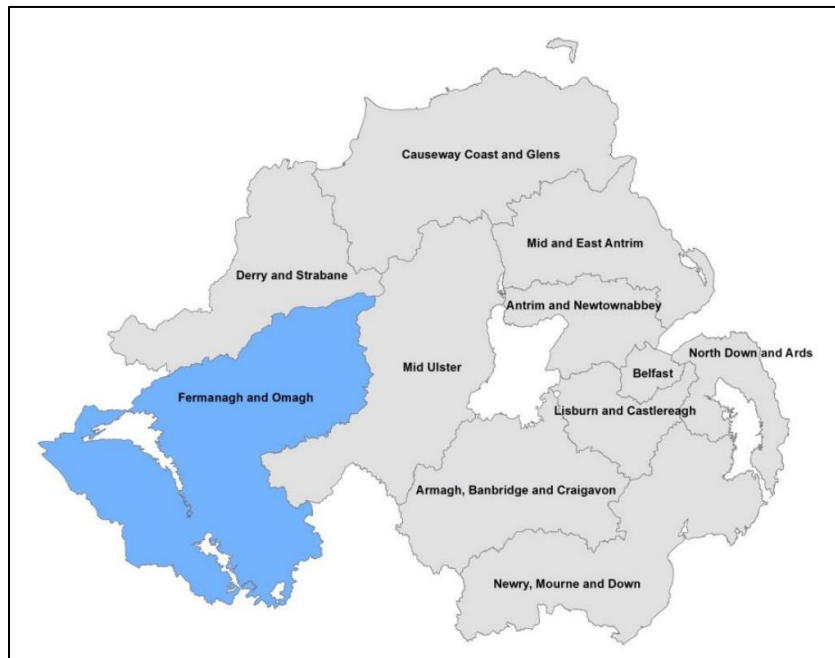
Actions	Performance Measure	Timeframe	Responsibility
B4. Provision of support employees who are LGBTQ+.	The Council, following detailed consultation with relevant groups and individuals, will agree ways to best demonstrate their support for employees who are LGBTQ+ or have family members who are LGBTQ+	December 2020	Head of Policy and Strategic Services Policy Officer (Equality)
Theme C: Spoken, Written and Signed Language Forms Outcome: Improvements in our communication methods will result in better access to information and services for all members of our community.			
C1. Ensure a consistent approach to the provision of translation and interpretation services.	Completion of an audit of what is currently available (internally) for Council services.	September 2020	Policy Officer (Equality).
	Production of a set of procedures for all Council Services in relation to accessing translation and interpretation services.	January 2020	
C2. Ensure that meetings and events have appropriate interpreters and/or other assistance in attendance as required	Number of meetings/events facilitated.	Ongoing	Policy Officer (Equality)
	Information included in Annual Progress Report	August (annually)	
C3. Assist individuals who have limited, or no, English speaking ability to communicate with the Council.	Deployment of remote cost-effective translation services which may have a positive impact on local residents who have little/no ability to speak English.	Ongoing.	Policy Officer (Equality)

Actions	Performance Measure	Timeframe	Responsibility
C4. Review the Irish Language Policy and Action Plan	Public consultation completed on Irish Language Policy and Action Plan	December 2019	Head of Arts and Heritage
	Development of a revised Policy and Action Plan	May 2020	
C5. Commence a review of the current Ulster Scots Policy and Action Plan	Review of the Ulster Scots Policy and Action Plan commenced.	March 2022	Head of Arts and Heritage Head of Community Services
Theme D: Monitoring and Data Collection Outcome: Establishment of an evidence base to inform actions designed to address potential gaps in, and barriers to, accessing services.			
D1. Establish the Section 75 breakdown of the Council's Elected Members.	Equality Monitoring process is completed.	January 2020	Policy Officer (Equality)
	Report presented to the Policy and Resources Committee for consideration.	February 2020	
	Review, and update, the data collected after two years.	January 2022	
D2. Update the existing Section 75 records for Council employees.	Equality Monitoring process is completed.	May 2020	Policy Officer (Equality)
	Report presented to the Policy and Resources Committee for consideration.	July 2020	
D3. Review the monitoring information being collected by Council, to identify any potential gaps, or opportunities to capture additional monitoring data.	Report to be presented to SMT and a subsequent Policy and Resources Committee	June 2020	Head of Policy and Strategic Services Policy Officer (Equality)

Actions	Performance Measure	Timeframe	Responsibility
Theme E: Employees and Elected Members Outcome: Our Elected Members and Employees will be better able to demonstrate commitment to the promotion of the principles of Equality and Good Relations.			
E1. Increase the awareness of Elected Members in relation to the promotion of Equality of Opportunity, Good Relations and the Disability duties.	Development and implementation of a Learning and Development Programme.	March 2020	Head of Policy and Strategic Services Head of Democratic Services Policy Officer (Equality)
	Participation and attendance figures for each event.	Ongoing	
E2. Increase the awareness of Council employees in relation to the promotion of Equality of Opportunity, Good Relations and the Disability duties.	Development and implementation of a Learning and Development Programme	March 2020	Head of Policy and Strategic Services Head of Human Resources Policy Officer (Equality)
	Participation and attendance figures for each event.	Ongoing	
	Participation of new employees at Corporate Induction sessions	Quarterly	
E3. Increase the awareness of developments in good practice and concerns/issues raised with Council services.	Development of a communications programme on Equality and Good Relations for Elected Members and employees	Ongoing	Policy Officer (Equality)
E4. Diversity Champion will participate in training and networking events, as required.	Attendance at events and feedback to include the sharing of good/best practice.	Ongoing	Elected Member (Champion) Head of Policy and Strategic Services.

Appendix 2: Statistics

Fermanagh and Omagh District – A Profile



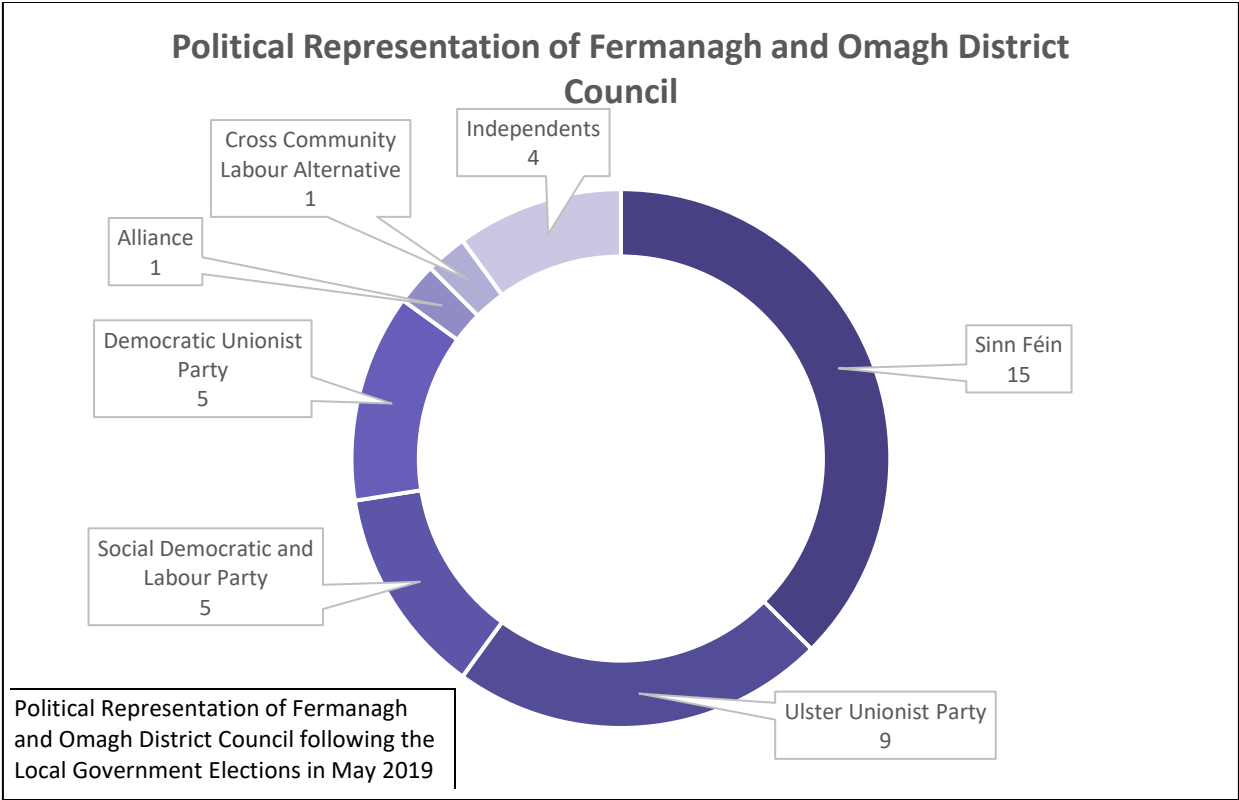
- The Fermanagh and Omagh District is Northern Ireland's largest in terms of land mass (3000km²) and smallest in terms of population density (38.8 people per km²).
- The District is primarily rural:
 - 46% of the population live in 'open countryside'.
 - 30% of the population live in the two main towns 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.

Council Representatives

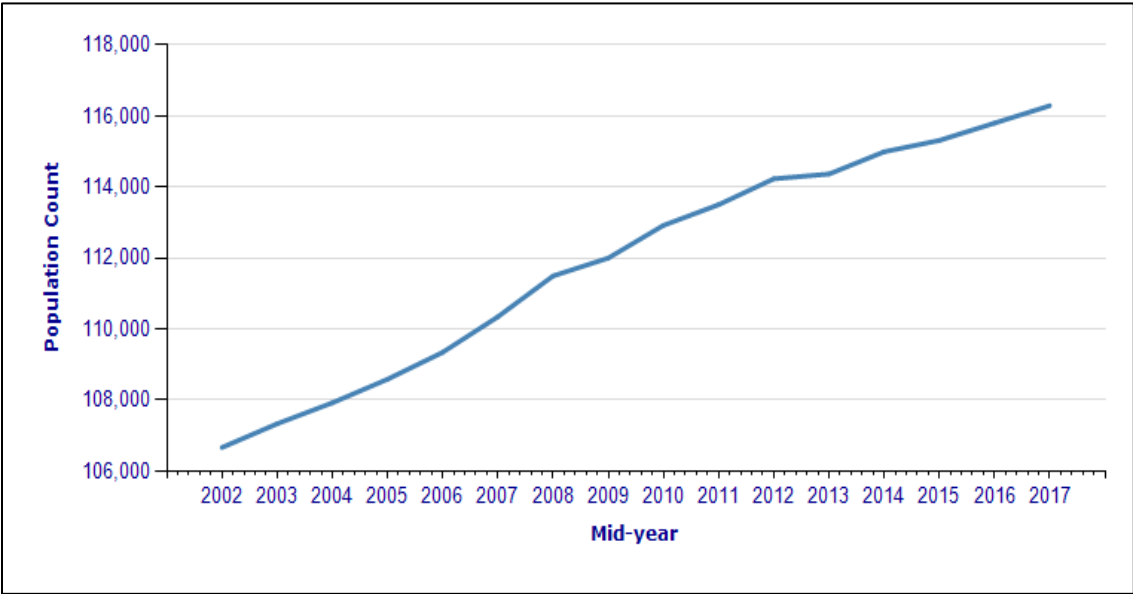
The Council consists of 40 Elected Members, representing seven District Electoral Areas (DEAs) within the District.

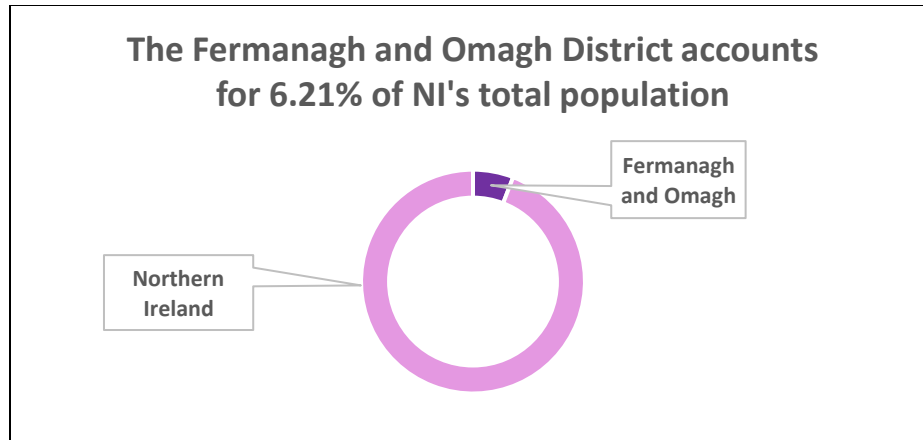
DEA	Population	DEA	Population
Enniskillen	18,150	Omagh	18,088
Erne East	15,134	Mid Tyrone	17,053
Erne North	14,675	West Tyrone	16,215
Erne West	13,846		

(Statistics taken from the 2011 Census)

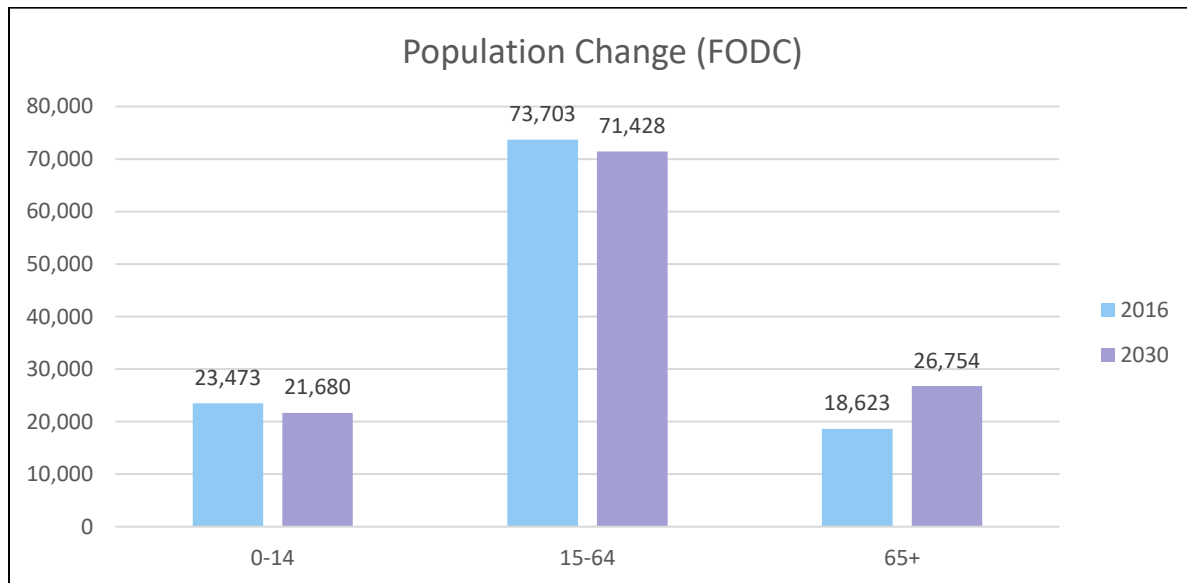


Population Trend – Fermanagh and Omagh





Population Projections (by age group)



Whilst the population of the District is estimated to increase by just over 3% by the year 2030 (to 119,900 individuals), there will be a significant increase amongst the older age groups. For example, the number of individuals **over the age of 65 years is expected to rise by 43.66% (to 26,754 individuals) by 2030.**

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

Age Group	Population
0-15 years	25,356
16-39 years	33,949
40-64 years	37,953
65+ years	19,577

(Mid-year population estimates for 2018)

This
represents a
population
increase of
5.8% since
2007

Gender breakdown

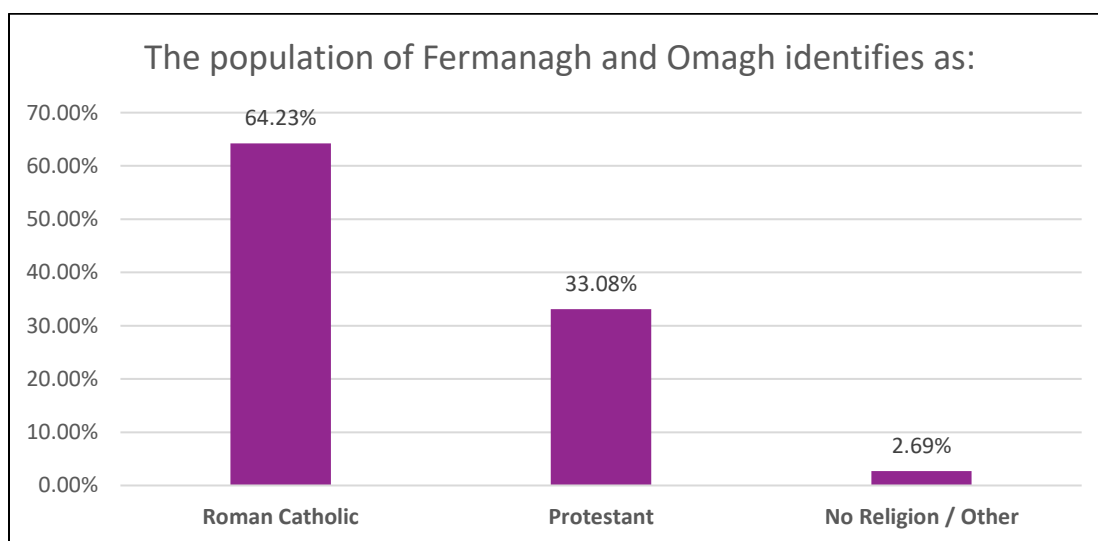


49.93%



50.07%

Religious Beliefs



Racial Background (of Fermanagh and Omagh)



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

0.84% identifies as being from an ethnic minority background.

The Fermanagh and Omagh District is increasingly becoming more diverse. **4.55%** of the population was **born outside of the United Kingdom and Ireland** and for approximately **3,200 people English is not their first language**.

Disability



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

In 2016, there were **14,250 individuals** in receipt of Disability Living Allowance.

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

Marital Status

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

Sexual Orientation



1.7% of the Northern Ireland population identifies as either 'Lesbian, Gay or Bisexual' (ONS report, 2016)

Dependency



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

Families in Households with, or without, dependent children:

(with **no** dependent children)



14,962 families

(with **one** dependent child)



5,571 families

(with **two** dependent children)



5,068 families

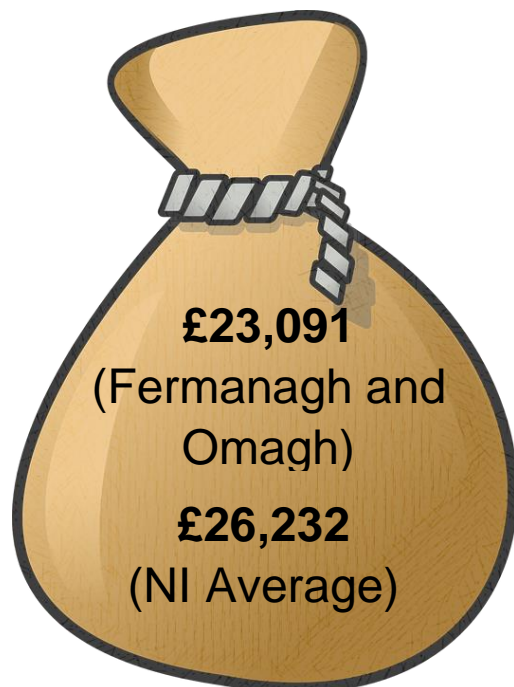
(with **three or more** dependent children)



3,871 families

The Economy of the Fermanagh and Omagh District

Gross Annual Wage (Mean)



(Annual Survey of Hours and Earnings 2019)

Economic Activity

62.4% of those aged 16 years and over are deemed to be economically active.

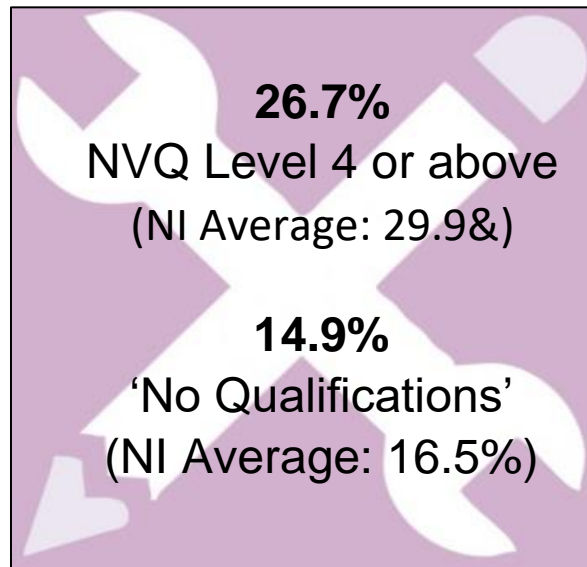
73% of the population aged between 16 years and 64 years are deemed to be economically active.

Northern Ireland averages are:

60.2%
16 years +

72.8%
16 years - 64 years

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



Number of Registered Businesses within the District:



Deprivation

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

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

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

Other measures of deprivation include:

Income Deprivation

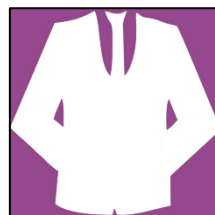


- Rosslea ranked 14th in NI.
- Lisanelly 1 ranked 21st in NI.
- Devenish ranked 28th in NI.
- Newtownbutler ranked 31st in NI.
- Belleek and Boa ranked 37th in NI.

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

Employment Deprivation:

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



Health Deprivation and Disability



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

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

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

Access to Services

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

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

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