

Annual Performance Report 1 April 2024–31 March 2025

A Year of Action, A Vision for the Future



Photo: Children and young people enjoying Fermanagh and Omagh District Council Summer programmes



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

A Shared Vision

Our Vision is of 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 sustainably managed.

Our Mission

To work in partnership to improve the lives and wellbeing of our communities and to provide the best quality experience for those who visit our district.

Cuilcagh Boardwalk Trail

Contents

A Year in Review: 2024–2025	6
Strategic Planning Framework	56
Driving Improvements: A Look Back at 2024–2025 Improvement Objectives	64
Monitoring Performance using Data	72
Financial Summary 2024–2025	84
Rural Proofing our Plans and Policies	88

From the Chair and Chief Executive

We are pleased to present Fermanagh and Omagh District Council's Annual Report for the period 2024–2025.

This report reflects a year that demonstrates resilience, collaboration, and ambition. The report outlines the progress we have made in delivering high quality services, championing community wellbeing, and preparing our district for future challenges and opportunities.

Over the past year, we have taken meaningful steps forward across our four strategic priorities – supporting inclusive shared prosperity, investing in environmental sustainability, enhancing our digital capabilities, and strengthening our commitment to community health and wellbeing.

This has also been a year of listening and learning. Through close engagement with residents, businesses, voluntary groups, and public sector partners, we have shaped services that are more accessible, responsive, and equitable. From youth initiatives to community and cultural investment and enterprise support, our work continues to reflect the diversity and vibrancy of the people we serve.

Constantly evolving. Constantly improving.

At the same time, we remain future-focused. Our priorities include the need to prioritise investment in innovation, infrastructure, and sustainability to ensure we are positioned to meet tomorrow's needs. We do this while staying true to our core values: inclusion, transparency and accountability.

We extend our sincere thanks to Councillors, residents, community partners and staff. Your input, dedication, and collaboration are absolutely integral to our successes.

Together, we are building a district that is resilient, inclusive, and ready for the future.



Councillor Barry McElduff

Chair / Cathaoirleach, Fermanagh and Omagh District Council

Alison McCullagh

Chief Executive, Fermanagh and Omagh District Council

A photograph of three women standing in a laboratory or office environment. The woman on the left is wearing a white and blue patterned vest over a white shirt and grey trousers, with her glasses on her head. The woman in the center is wearing a red cardigan over a black top and a dark skirt. The woman on the right is wearing a black top and a necklace with colorful beads. All three are wearing purple lanyards with identification badges. The background shows laboratory equipment and glass partitions.

Proud to Serve our People

About This Report

This Annual Performance Report provides a summary, self-assessment and roadmap of Fermanagh and Omagh District Council's progress from 1 April 2024 to 31 March 2025 against key priorities set out in our key strategic plans and against performance indicators and measurements to demonstrate impact.

They include:

1. A Year in Review: 2024–2025:

This section provides an overview of the wide range of achievements of Council and showcases the impact made within the first year of the new Corporate Plan 2024-2028, Our Council, Our Plan.

Our Council, Our Plan 2024–2025

2. Strategic Planning Framework:

The Council's performance management framework and governance arrangements outlined.

3. Driving Improvements: A Look Back at 2024–2025 Improvement Objectives:

An overview and self-assessment of the progress made by the Council in relation to the delivery of its Performance Improvement Plan 2024-2025.

Year 1: Continuous Improvement 2024–2028

4. Monitoring Performance using Data:

An overview and comparison of performance in relation to the seven statutory indicators and standards, APSE Core Performance Indicators and other benchmarking indicators.

5. Financial Summary 2024–2025:

A financial overview in respect of the 2024-2025 year.

6. Rural Proofing our Plans and Policies:

An overview of the 16 Rural Needs Impact Assessments completed in 2024–2025.



A Year in Review: 2024–2025

Annual Performance Report 1 April 2024–31 March 2025

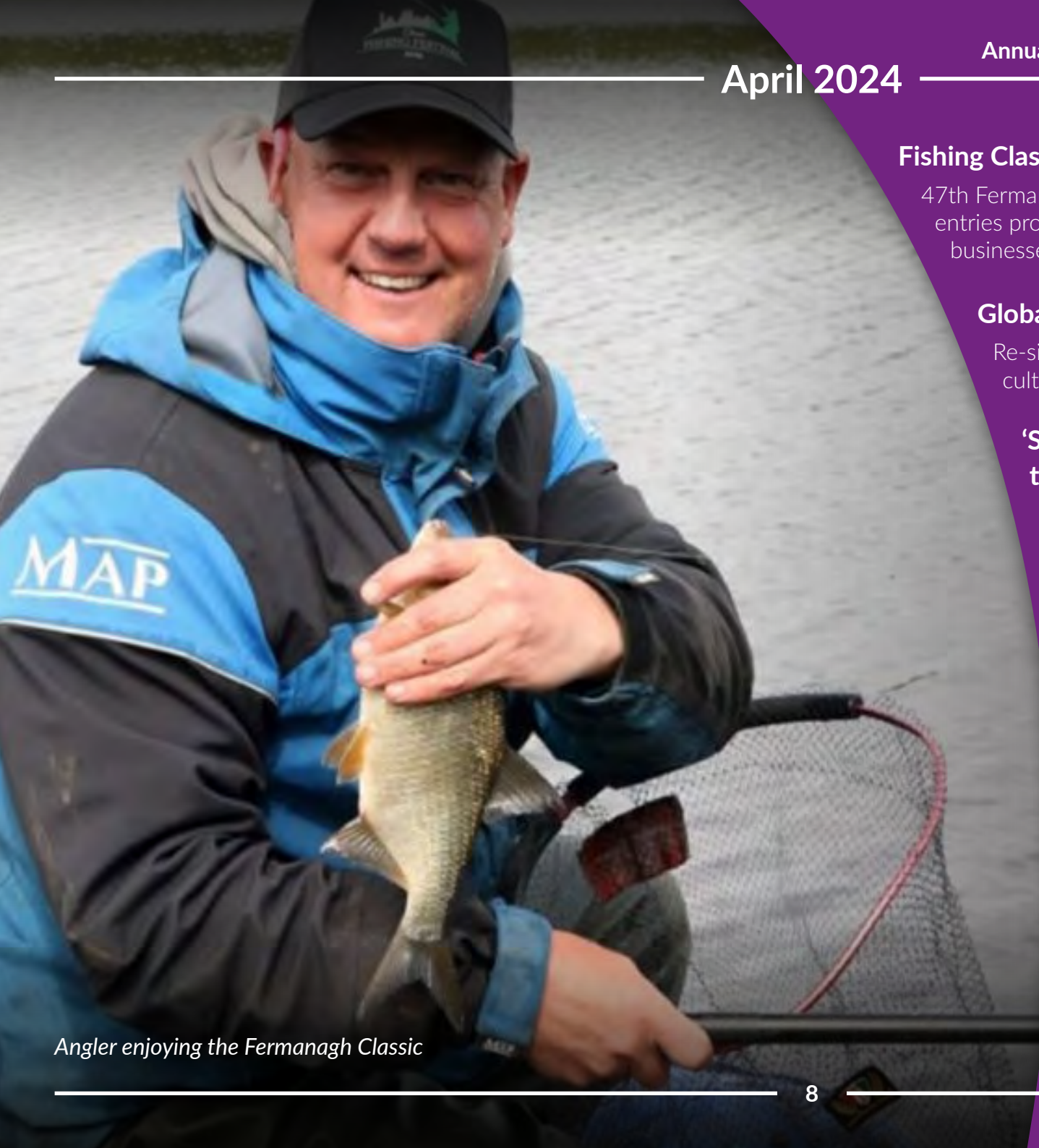
This section provides a high level snapshot of the work undertaken from 1 April 2024 – 31 March 2025; demonstrating impact against our Corporate Plan's key priorities over the year.

An overview of activity, and an analysis of the 40 Corporate Plan measures is available here:

[WWW](#)



Grange Playpark, Omagh



Angler enjoying the Fermanagh Classic

Fishing Classic Returns [WWW](#)

47th Fermanagh Fishing Classic returned with a 30% rise in entries providing a significant boost to local economy and businesses.

Global Ties Renewed [WWW](#)

Re-signed sister-city pact with Huangshi, fostering cultural, education and economic links.

'Stories of the River Strule' by the young, and young at heart [WWW](#)

South West College students and Omagh Heritage Forum delve into the rich, cultural and natural heritage of Omagh.

Utilising digital tools to empower storytelling and a commitment to fostering partnerships that respect our distinctive heritage.

Planning Portal Fully Operational [WWW](#)

The new Regional Planning Portal was embedded, improving access to planning applications and service delivery for both staff and public.

Call for Youth Nominations [WWW](#)

Opened nominations for Young Achievers Awards to celebrate under 18's community, sport and arts achievements.

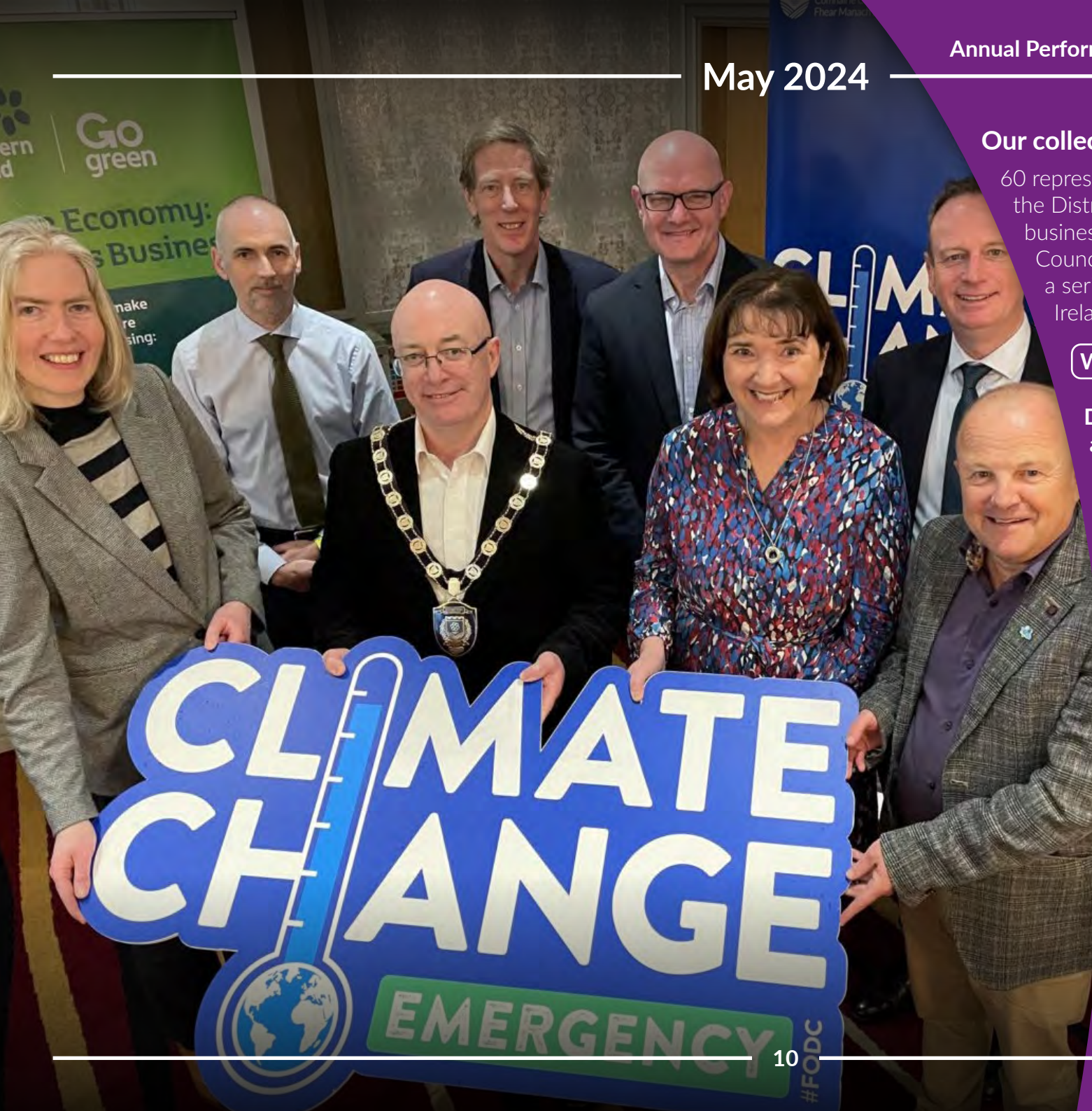
Marble Arch Caves Launches 'Quiet Tours' in Recognition of World Autism Awareness Month

"Quiet Tours" were provided on selected dates throughout the month of April. The tours provided a more accessible and comfortable experience for visitors with sensory needs, reducing noise levels and providing a sensory-friendly setting, ensuring that visitors enjoyed the breathtaking beauty of the show cave and visitor centre with greater comfort.

[WWW](#)

Visitors enjoying the breathtaking Marble Arch Caves

May 2024



Our collective efforts towards Net Zero

60 representatives from local businesses from across the District attended the fourth in the series of business events hosted by the Council Chair, Councillor Thomas O'Reilly. The event was part of a series of engagements led by Invest Northern Ireland to promote Industrial Decarbonisation.

[WWW](#)

Did you know we are aiming to be a Net Zero District by 2042?

To progress towards this in 2024–2025 we:

- Planted 6,175 trees.
- Established Sperrin and Erne Sustainable Food Partnership.
- Our Climate Team actively engaged with over 7,300 residents through their environmental education workshops.
- 81 Council vehicles are currently operating on Hydrotreated Vegetable Oil (HVO).

You can view our Climate Action and Sustainable Development Strategy on the Council's website here:

[Climate and Sustainable Development Strategy 2020–2030](#)

Colours of Culture

Highland Dance and Irish Dance feature in a vibrant Colours of Colour exhibition which launched in the Ardhowen Theatre and will be on tour around the district during 2025. The exhibition was part of a programme of Cross Cultural Celebrations funded by The Executive Office District Council Good Relations Programme (DCGRP) and Fermanagh and Omagh District Council to promote greater understanding of cultural heritage in the district. Showcasing the vibrant Irish dance and Highland dance scene young people paid tribute to their cultural heritage and respecting that of others. Photographs with a mixture of traditional costume and a modern twist with casual costume portrayed how both dance forms can adapt to a modern setting and still retain their identity. Shot in locations in both county towns Crom Estate, Gortin Glens Forest Park and the Ulster American Folk Park were used to showcase the uniqueness of the landscape and the rich cultural heritage of the district.

[WWW](#)

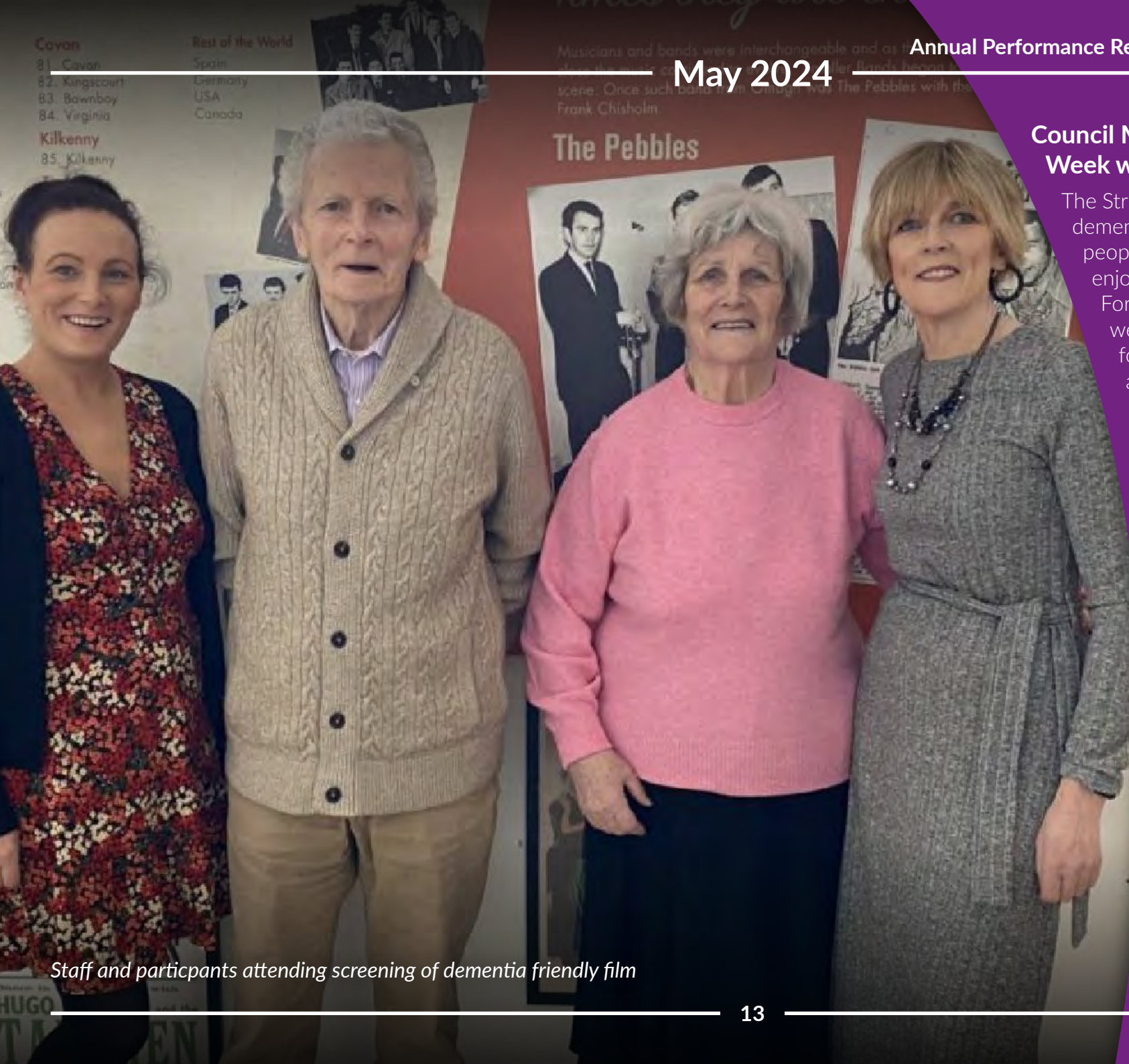
May 2024

Future Focused: Fermanagh and Omagh's First Business Conference

Bringing together local entrepreneurs, industry leaders, and innovators, Fermanagh and Omagh District Council proudly hosted its first-ever Business Conference. The event created a dynamic platform for networking, knowledge-sharing, and exploring opportunities for sustainable growth. With keynote speakers, interactive workshops, and an expert panel, the conference marked a bold step forward in shaping a thriving local economy.

[WWW](#)

May 2024



Council Marks Dementia Action Week with Inclusive Film

The Strule Arts Centre, Omagh, now offers dementia friendly film screenings to help people with dementia have a more enjoyable experience at the theatre. For these events a comfortable and welcoming environment is created for individuals living with dementia, as well as their family members and care givers.

Adjustments are made to the theatre experience at the Strule Arts Centre, including additional signage, softer lighting, lower sound levels, reduced audience interaction rules and staff have completed dementia aware training.

[WWW](#)


**Dementia
Action
Week**

13th - 19th May 2024

Staff and participants attending screening of dementia friendly film

Children take part in school's Céilí Cèilidh

Céilí Cèilidh workshops showcased Highland dancing and Irish dancing with tutors explaining the origins of the dances and exploring their similarities and differences.

This programme gave children the opportunity to get active while learning a number of dances from the different traditions. The Céilí Cèilidh Programme is one aspect of the Council's Good Relations Programme that further builds intercultural and cross community relations placing the principle of everyone belonging equally at its heart.

WWW



June 2024



**RTPI Awards For
Planning Excellence**

Significant Achievement as Council awarded Northern Ireland Planning Authority of the Year

On 12 June 2024, the Royal Town Planning Institute (RTPI) awarded the Council the Planning Authority of the Year Award. The RTPI Awards recognises the positive contribution planning professionals make in the communities they serve. The judges said, **'The locally based planning team demonstrate a range of attributes focusing on leadership, resilience, innovation, adaptability and cohesion.'**

Customers have echoed these sentiments with one client stating **'The evidence of team working is often displayed with the ability of staff to provide balanced and imaginative responses to my sometimes-complex projects, highlighting the ability of staff to "think outside the box".'**

WWW

The Council met all 3 Planning related Statutory Indicators:



The average processing time of major planning applications was 24.5 weeks (target: <30 weeks)



The average processing time of local planning applications was 10.2 weeks (target: <15 weeks)



83.3% of enforcement cases were processed within 39 weeks (target: >70%)

First Council in Northern Ireland to adopt Plan Strategy

June 2024

Bawnacre continues to thrive in its 40th year!

George Beacom remembering his time managing the centre said, 'It's always enjoyable and productive, with the staff here at the Bawnacre Centre always bringing their hearts and their heads to work'.

[WWW](#)

Here to celebrate life's big events with you.

In 2024–25:



1283

Births were registered within the District



We officiated

157

Civil Ceremonies



Our online

Registrar Portal

launched for birth and marriage appointments

"Thank you, service was very easy for first time parents."

July 2024

Council launches its new corporate plan 'Our Council, Our Plan 2024–25'

Teddy Bears Have Their Picnic in Grange Park, Omagh!

The Council, supported by Apex, Arbour and Radius Housing Associations through the 'Housing for All' Shared Housing Programme, hosted a children's Teddy Bears Picnic in Grange Park, Omagh. This family fun pays tribute to the legacy of Omagh native, James (Jimmy) Kennedy and his iconic song "Teddy Bears' Picnic".

[WWW](#)

Cuilcagh Lakelands Geopark leading the way with Business Sustainability Training Programme

A number of businesses operating within the Cuilcagh Lakeland UNESCO Global Geopark completed a unique climate action training programme to develop sustainable practices that benefit their business and the local environment. The business Sustainability Training Programme – a first of its kind on the island of Ireland – provides a framework for businesses to come together to build a sustainable tourism offering.

[WWW](#)

Environmental workshops for young people

The Council's Climate Change and Sustainable Development Team provided workshops for Schools, Summer Schemes and Community Groups to improve knowledge on biodiversity, climate, waste and recycling within the district.

A total of **1,212 children participated in environmental workshops** held in schools, 385 young people were engaging through summer schemes, and 983 individuals in environmental workshops at community events. The workshops have increased the knowledge of young people and the wider community within the district with **89% of people reporting improved knowledge after the workshop.**

These workshops have promoted positive behavioural changes regarding biodiversity, waste management and recycling, contributing to improved environmental stewardship within the district.



Participants planting flowers

Cuilcagh Lakelands Geopark awarded world renowned UNESCO designation for another four years

After a recent revalidation process, Cuilcagh Lakelands Geopark has retained its UNESCO Global Geopark status until March 2028. UNESCO Global Geopark status is recognised worldwide and is awarded to sites that have internationally important geological heritage and are managed with a holistic concept of protection, education and sustainable development combined with an approach that empowers local communities and a commitment to directly benefit the local economy.

[WWW](#)

Aughakillymaude Community Mummars perform at Revalidation Engagement Event

Flagship Fermanagh Lakeland Forum, state of the art Wellbeing Hub progresses to the next stage

This flagship Council project will see the construction of a new state-of-the-art leisure, health and wellbeing hub in Enniskillen, which will be designed and built to the very highest level of environmental sustainability.

The overall proposal to redevelop the Fermanagh Lakeland Forum and surrounding area has been designed to benefit local people and the wider district by creating new opportunities for leisure and recreation, health and wellbeing, tourism, and the local economy, whilst supporting the local environment through sustainable development and construction methods.

WWW

Broadmeadow, Enniskillen, once again awarded Green Flag Status



August 2024

Omagh and Enniskillen recognised in Best Kept Award

Omagh and Enniskillen were recognised in the Northern Ireland Amenity Council's Best Kept Awards 2024. At the awards ceremony on October 16, Omagh won the Best Kept Large Town title, whilst Enniskillen was runner-up in the Best Kept Medium Town category. Towns and villages are judged on criteria including floral displays, environmental projects, and the absence of graffiti and litter.

A special thanks goes to local community groups and residents, supported by our fantastic Parks staff, who are active all year round working hard to keep their town or village clean, tidy and litter-free.

**Best Kept
Town & Village**



Celebrating Omagh's success



September 2024

Culture Night – celebrating culture and creativity

Culture Night 2024 showcased the best of local talent, offering everything from traditional Irish music and dance to contemporary performances and historical reenactments. The events highlighted the district's vibrant cultural scene and promoted community engagement.

[WWW](#)

Council Launches Events Programme for Good Relations Week 2024

Good Relations Week embraced the theme of OpportUNITY – a call to action to create a brighter, inclusive future for all. Some of the highlights of Good Relations Week include Stories and Songs from West Tyrone and Fermanagh showcasing culture through exploring the songs, poems and prose emanating from the district.

[WWW](#)[To view our upcoming events click here](#)

Feel the FEAR and do it anyway

FEARmanagh took place on 28 September in the scenic surroundings of Derrygonnelly, West Fermanagh in the heart of the Cuilcagh Lakelands UNESCO Geopark.

Almost

300

competitors

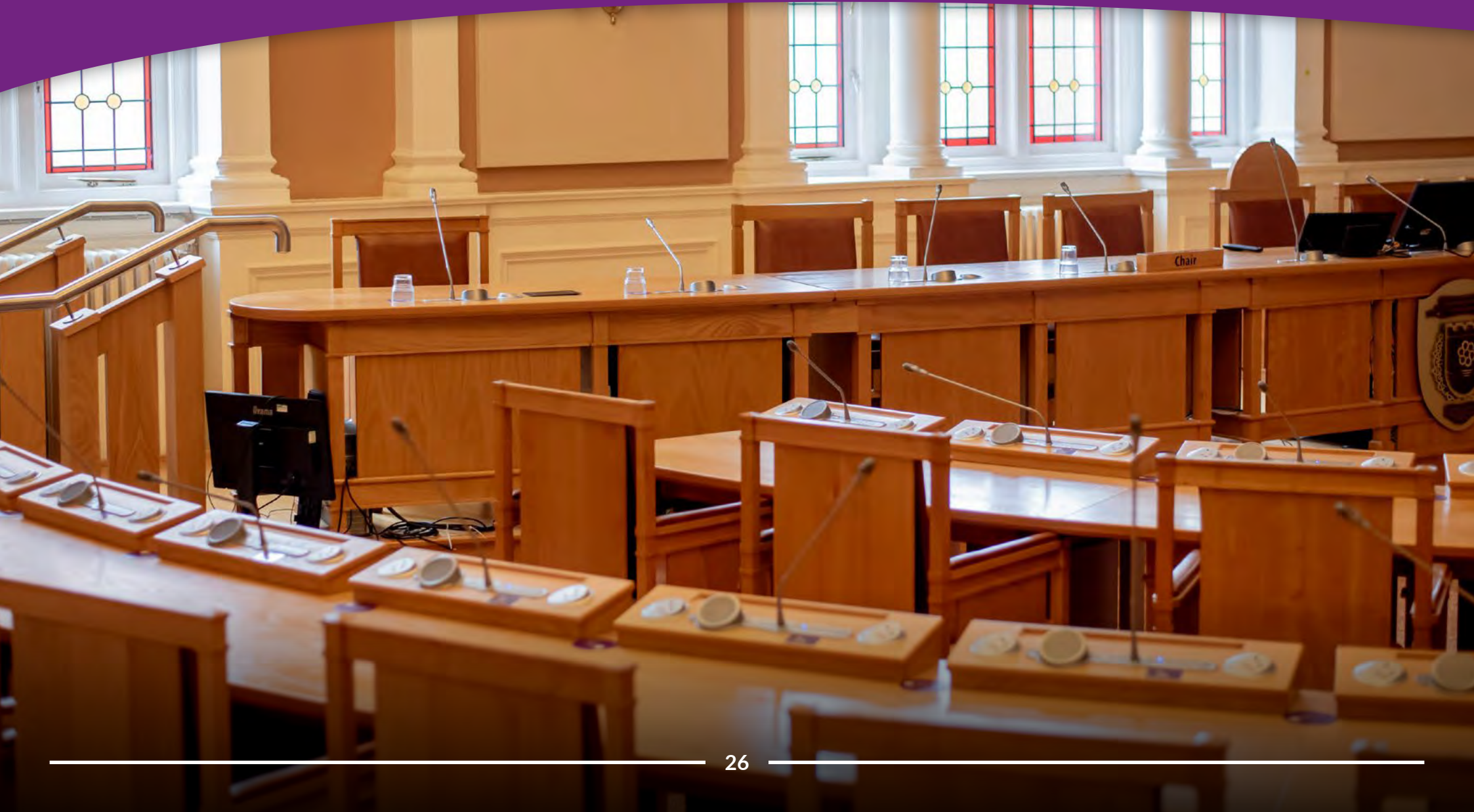
enjoyed our spectacular landscape

Lough Navar, Fermanagh

There were 18 Council Meetings in 2024–25.

Live recordings are available on the Councils [YouTube Channel](#)

Attendance rate of elected representatives at Council and Committee meetings was **86%**



October 2024

Play time! Investing in family fun

Over £2.2m has been invested upgrading 25 play parks across all areas as part of the Play Park Strategy.

WWW

Positive Ageing Month promotes opportunities to connect

October is Positive Ageing Month and throughout the month over 300 older people participated in a diverse range of activities being held to encourage older people to take part.

WWW

“How lovely to see the fun and laughter that today’s event created. Just that sense of being involved”



LAKELANDER GRAVEL GRINDER

Annual Performance Report 1 April 2024–31 March 2025

Fermanagh and Omagh District Council was proud to sponsor the 2024 Lakelander Gravel Grinder, Ireland's premier gravel cycling event, held on 4–5 October 2024.

Attracting **1,250 participants** and up to **400 spectators**, the event brought cyclists from across Northern Ireland, the Republic of Ireland, the UK, Europe, the USA, and the Philippines to experience the beauty and challenge of County Fermanagh's landscapes.

Participants tackled the Big Dog 100km, Mongrel 60km, or Little Dog 50km routes, each offering tough climbs, fast descents, and breathtaking views of loughs, forests, and Game of Thrones filming locations.

October 2024

'Be Kind, Park with Disability in Mind' Blue Badge Parking Space Campaign launched

WWW

The Council's Access and Inclusion Advisory Group launched a new campaign to raise awareness of the importance of Blue Badge Parking Spaces. The campaign highlighted the issues around misuse of Blue Badge Parking Spaces. The Access & Inclusion Advisory Group is made up of volunteers who have a disability, as well as elected members. Volunteers provide advice and guidance to elected members and council officers, ensuring that council services are more accessible and inclusive for people with disabilities.

The 'Be Kind, Park with Disability in Mind' campaign recently conducted a survey to help identify the extent of the problem within the district.

- **270 responses**
- **94% of people experienced someone parked in a Blue Badge Parking Space with no badge displayed**
- **86% said that this had prevented them from finding one to park in.**



October 2024

Community Wellbeing Plans

A Community Wellbeing Plan provides a structured approach to improving the quality of life for residents in a specific area by working alongside representatives from local community organisations, support organisations from the Community and Voluntary sector and statutory partners.

Promoting community well-being can enhance the resilience, empowerment, and sustainability of communities.

There are now 28 Community Wellbeing Plans in place across the district, these have been developed by engaging with local groups taking account of local assets and initiating a community conversation around the themes of:

- **Community Health & Club Development**
e.g., coached / targeted physical activity programmes
- **Outdoor**
- **Biodiversity, Recycling, Climate Change**
- **Community Safety and Good Relations**
- **Health Improvement**
- **Community Development Recreation**

266 activities delivered through Community Wellbeing Plans in 2024/2025

Plans are evaluated and reviewed regularly to ensure the plan evolves with community needs with feedback being used to refine and improve initiatives.



Sperrin and Erne Food Partnership

WWW

The Council, in partnership with the NI Regional Food Programme, through the Sperrin and Erne Food Partnership, hosted a series of Farmers' Markets in Enniskillen and Omagh. The markets showcased the best of our local produce whilst promoting sustainability and creating vibrant visitor experiences to support the regeneration of our town centres. The Food Partnership supports the Council's commitment to achieve a Net Zero District by 2042 and ensure that our economy is thriving, expanding and outward looking by encouraging residents to shop local, support local businesses, and reduce their carbon footprint.

- 4 Farmers Markets
- Attracting 15,800 visitors
- Generated £46,000 in income

"Markets are currently our main point of sale and out of the 63 markets that we done last year across NI the Enniskillen market has been one of the most successful"

Retailer at the Enniskillen Market



November 2024

Signing the Mid South West Growth Deal Heads of Terms

WWW



Lobbying for a Better Future

The Mid South West (MSW) Region Growth Deal reached a key milestone as partner representatives from the UK Government, Northern Ireland Executive, and the three participating councils signed the Heads of Terms Agreement. The Heads of Terms Agreement for the Growth Deal sets out a commitment by the partners to deliver on a suite of catalyst Infrastructure, Regeneration, Tourism, Innovation and Digital projects that will contribute to the objectives of the MSW Regional Economic Strategy.

In September 2024, Fermanagh and Omagh District Council called on the UK Government to reverse its decision to 'pause' £252m funding previously committed to the MSW Region Growth Deal, pending the outcome of the UK Government's Spending Review. Significant lobbying by the Council and other stakeholders resulted in the MSW Growth Deal being resecured, positively impacting residents for many generations.

Key projects within this District include:

- **A4 Enniskillen Southern Bypass**
- **Maximising the potential of the Ulster American Folk Park**
- **Boosting tourism and landscape management throughout the Cuilcagh Lakeland**
- **A series of industrial decarbonisation projects**



November 2024

Igniting Enterprise: A Week of Inspiration and Innovation

[WWW](#)

To celebrate Global Enterprise Week, Fermanagh and Omagh District Council delivered a dynamic week of free in-person and online events from 18–22 November. Designed to inspire, empower and equip local entrepreneurs, the programme provided valuable insights to help businesses grow, innovate and succeed across a wide range of sectors.

9

Events

83

Attendees

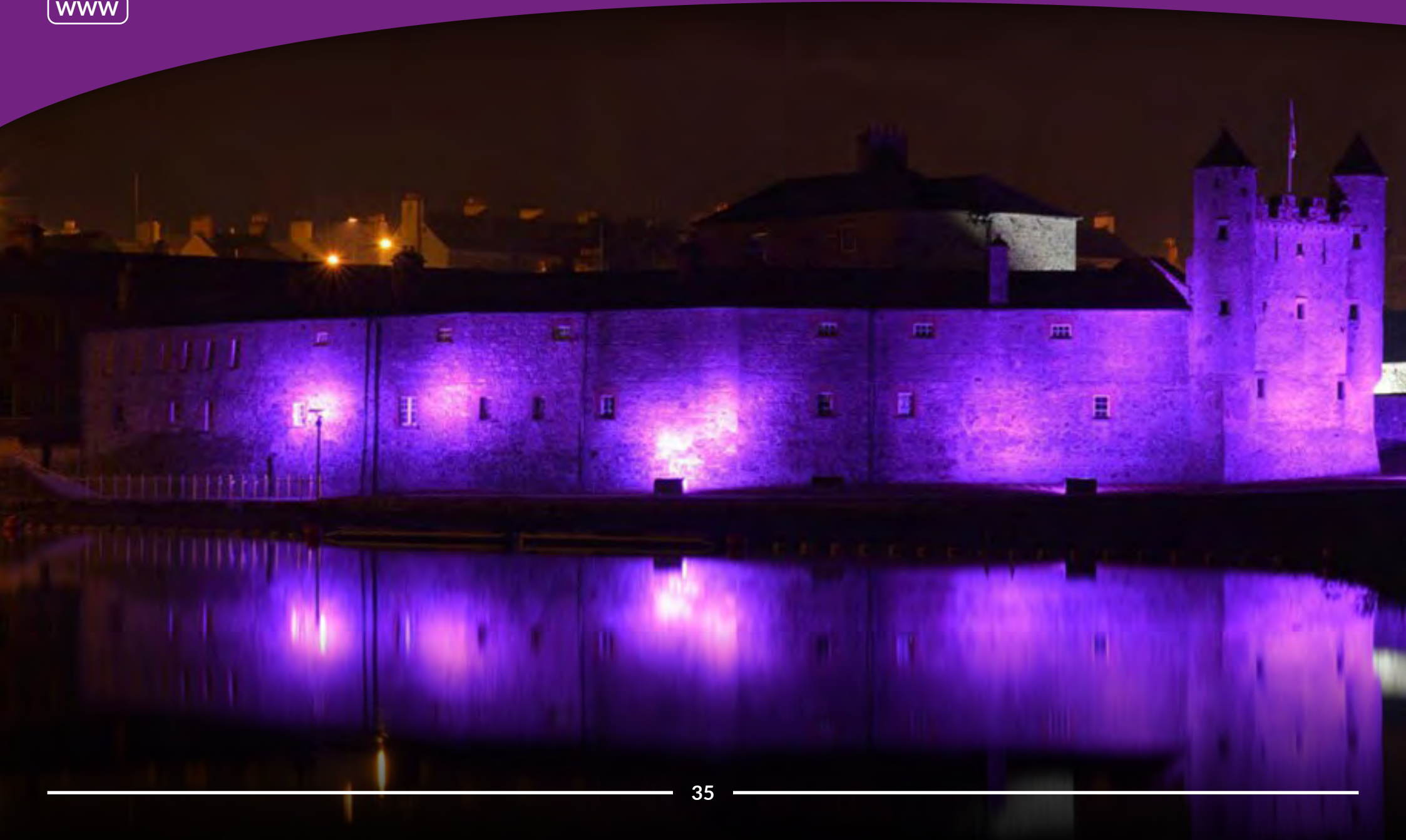
The Council's Economic Development Team are responsible for the management and delivery of key economic development initiatives across the District. To find out more, click the link below.

[WWW](#)


November 2024

The Council supported the 16 Days of Activism Against Gender-Based Violence campaign

WWW





Santa Visits Omagh

Events to bring communities together throughout the Festive Season launched



December 2024

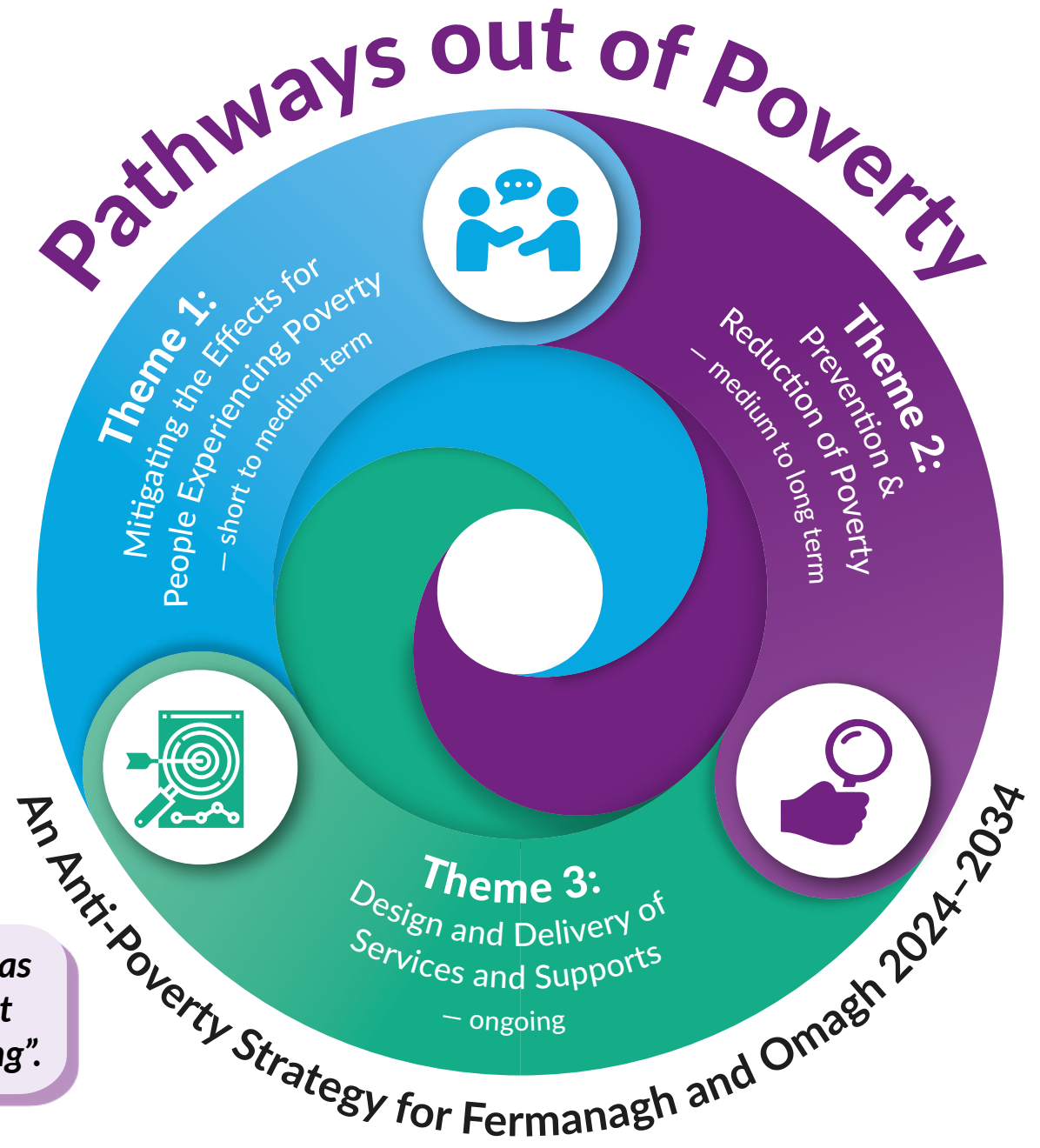
Providing Pathways out of Poverty: a significant milestone **WWW**

'Pathways out of Poverty' is the Council's 10 year Anti-Poverty Strategy which promotes the short, medium and long-term actions that we and our partners will take forward to support those currently experiencing poverty, prevent residents from falling into poverty and reconsider how we design and deliver services and support for those experiencing or at risk of falling into poverty.

In 2024–25 the Western Response and Action on Poverty (WRAP) Programme, offered wraparound support to those living in poverty and benefited 656 residents.



"We cannot express how much this support has meant to us. Before we were referred, we felt completely lost and overwhelmed by everything".



Listening

to our children & young people



Environmental Youth Speak Competition launched in December

November 2024

New Sensory Room at Omagh Leisure Complex [WWW](#)

The Sensory Room provides a safe, calming, and interactive environment for children of all ages and abilities. This exciting addition reinforces the Council's ongoing commitment to making its facilities as accessible and inclusive as possible for all members of the community.

Our Sensory Rooms were used over

1600 times in 2024–25.



Annie, age 5

Lough Erne Pilgrim Way

The launch of a new website for the Lough Erne Pilgrim Way marks a significant milestone in preserving and promoting the legacy of these treasured locations. Key landmarks along the route include the 12th-century Round Tower on Devenish Island and the enigmatic carved stone figures on Boa Island, both set against the stunning natural backdrop of the Fermanagh Lakelands.

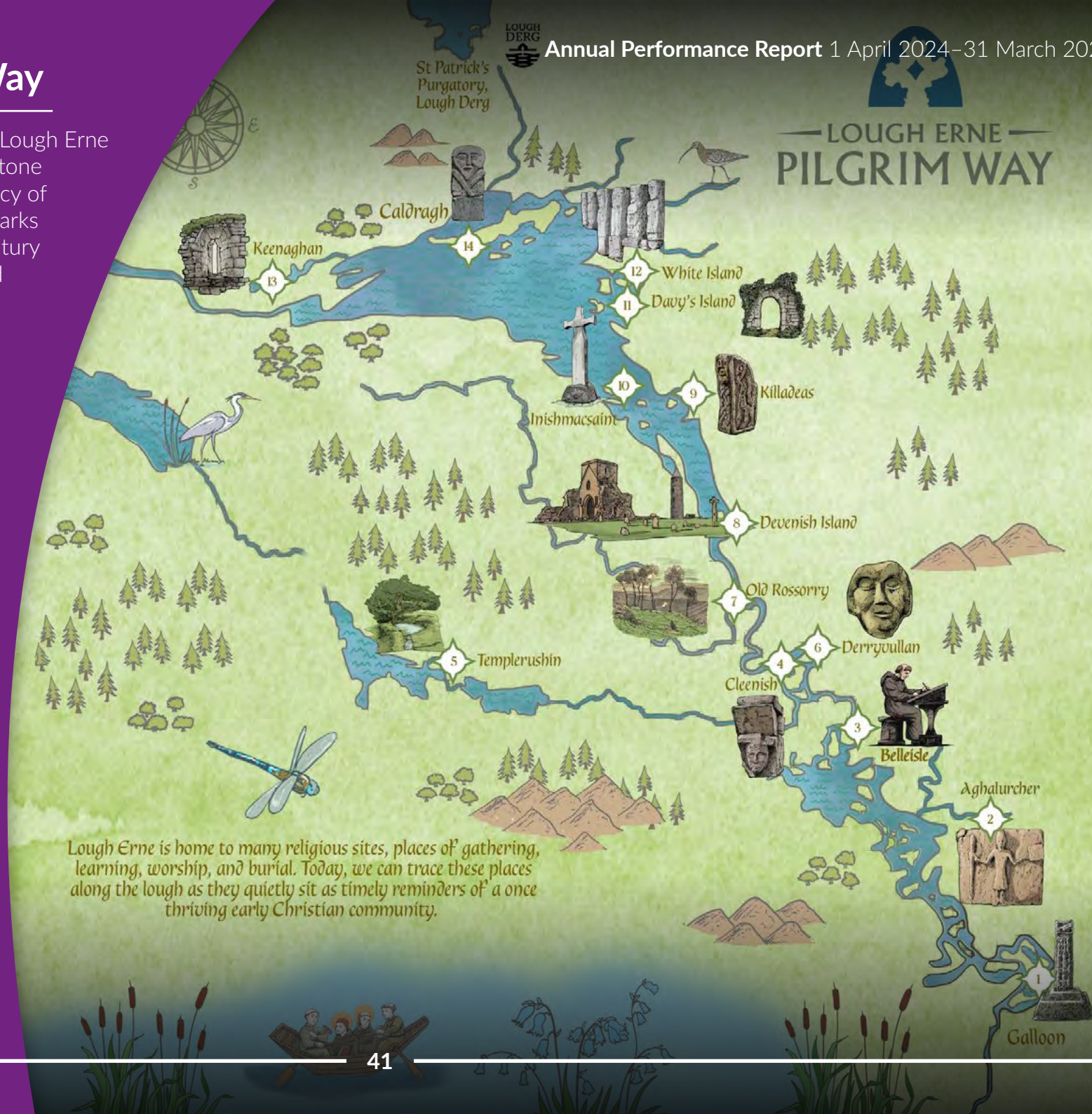
To enhance the experience, the new website provides visitors with resources, itineraries, and insights.

www.loughernepilgrimway.com



LOUGH ERNE PILGRIM WAY

Lough Erne is home to many religious sites, places of gathering, learning, worship, and burial. Today, we can trace these places along the lough as they quietly sit as timely reminders of a once thriving early Christian community.



Weathering the storm

Aftermath of Storm Éowyn

Storm recovery in motion

Council staff and volunteers at the Gortin Glens following Storm Éowyn

Resilience when faced with adversity

Storm Éowyn was one of the most significant weather events to affect our District. In the lead up to the storm and throughout the recovery phase the Council worked alongside a wide range of partners to support residents.



4 Community Assistance Centres opened



1400 people visited Community Assistance Centres



Community Welfare checks undertaken to support those most impacted



Essentials provided to those affected by long term power outages

Thank you to all those who supported, in any way, during our recovery efforts.



February 2025

Marble Arch Caves Hosts 2025 ABIS Conference on Cave Conservation & Sustainable Tourism

WWW

The Marble Arch Caves recently welcomed the Association of British and Irish Showcaves (ABIS) for their annual conference, bringing together leading showcave experts from across the UK and Ireland to discuss conservation, sustainability, and innovative cave management strategies.

Council host Tourism Conference 2025 with a focus on Regenerative Tourism

WWW

With over 150 attendees from across the tourism sector, the event brought together local businesses, industry leaders, tourism professionals, academics, and community stakeholders for a day of insightful discussions, focused on the future of tourism through the lens of sustainability and regeneration.

Council launches new Community Climate Champion initiative

WWW

Fermanagh and Omagh District Council launched a new Community Climate Champion initiative which will recognise one resident or local community group each month for the positive contribution they are making to protect our environment.



Attendees of the ABIS Conference, at the Marble Arch Caves

Tourism through a Regenerative Lens Conference

The Council hosted a highly successful 'Tourism through a Regenerative Lens Conference', welcoming over 150 industry leaders, businesses and community stakeholders to the Killyhevlin Hotel, Enniskillen. The event explored how tourism can drive economic growth whilst protecting the environment and strengthening local communities.

The conference, hosted by travel writer Pól O'Conghaile, featured high-profile speakers including the Minister for the Economy, Dr Caoimhe Archibald MLA. The Council's commitment to sustainable tourism is reinforced by the Visitor Experience Development Plan (VEDP), a 10- year strategy to create a thriving tourism sector that benefits both visitors and communities across the Fermanagh Lakelands and Omagh and the Sperrins.

[WWW](#)

Minister for the Economy, Dr Caoimhe Archibald MLA, Chair of Council and speakers at the event

March 2025

REAP-ing the Rewards: Local Lives Changed by Rural Accelerator

A special recognition event was held to mark the achievements of the Rural Economic Accelerator Programme (REAP). The event highlighted the positive outcomes delivered over the last two years and provided a platform for programme participants to share their inspiring personal journeys.

In 2024/2025, REAP exceeded their targets and strong progress was made against the programme's workplan. The REAP Programme plays a vital role in enhancing skills, creating new opportunities, and driving economic growth in rural communities across the district. To find out more click here:

[WWW](#)

Key Achievements:

304 participants recruited,
exceeding the target of 264 by 15%



32% of programme leavers
progressed into employment



430 participants completed
the programme

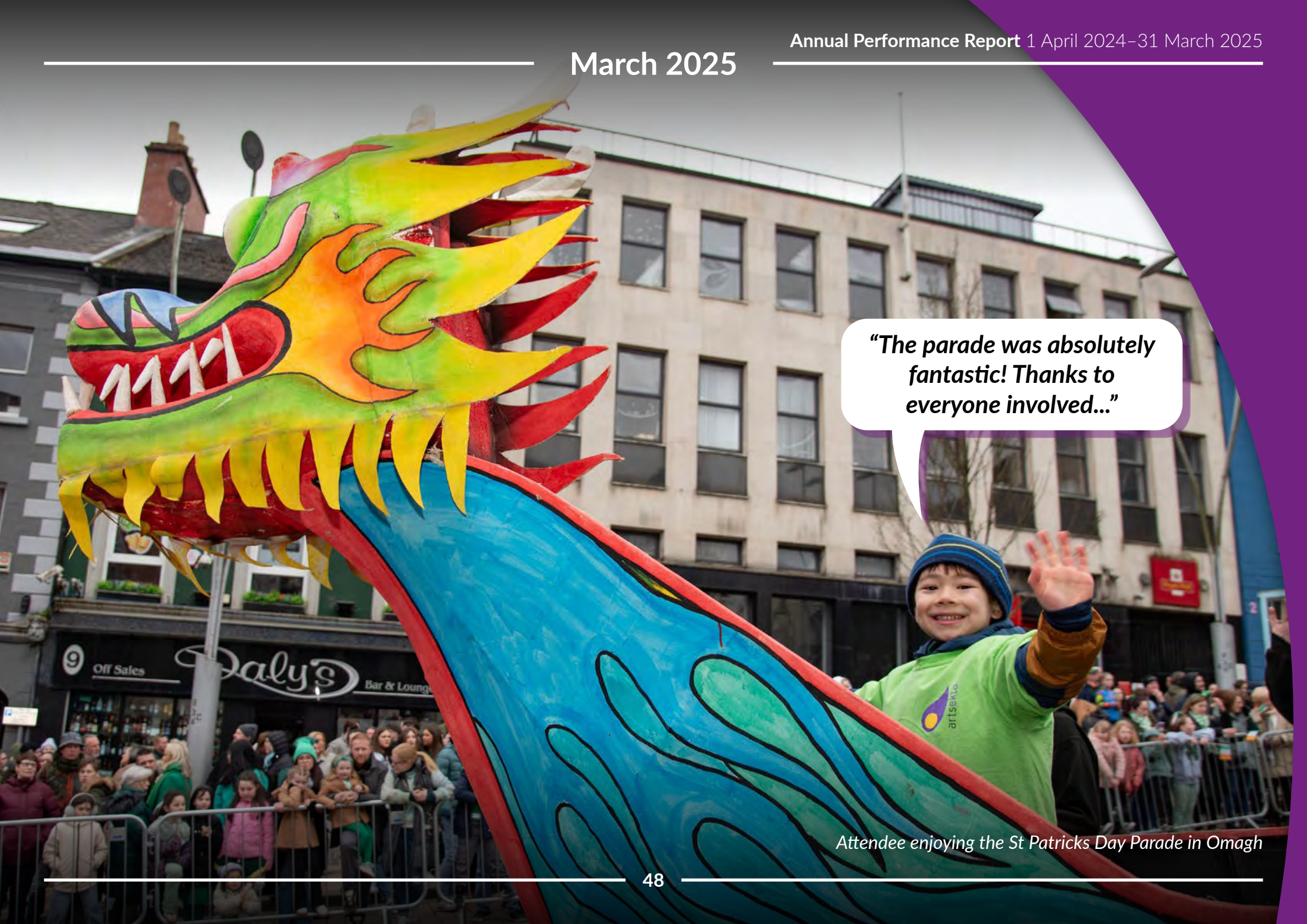


13% of programme leavers
progressed into further education or training



REAP participants telling their inspiring stories at celebratory event

March 2025



"The parade was absolutely fantastic! Thanks to everyone involved..."

Attendee enjoying the St Patrick's Day Parade in Omagh

March 2025

Inspiring stories on International Women's Day

The 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.

[WWW](#)

Commitment to Regional Balance

Dr Caoimhe Archibald, met with the Council to discuss important tourism and economic development initiatives within the District.

Members also welcomed the reassurance that tourism actions could be included within the work of the Local Economic Partnerships.

[WWW](#)


March 2025

*A very enjoyable event.
The children had lots of
fun. A great opportunity
on our doorstep."*

Nature Makes Sense

Fermanagh and Omagh District Council successfully delivered two Nature Makes Sense events, welcoming 434 participants with additional needs.

The events were designed to be inclusive and accessible, providing meaningful opportunities for groups supporting individuals with disabilities to connect with nature and take part in wellbeing activities.

[WWW](#)

Attendees at a Nature Make Sense event

Educating and Empowering our Children and Young People

Our Climate Team, in partnership with the Northern Ireland Resources Network (NIRN), launched an exciting pilot programme, giving schools the chance to become Zero Waste Champions by taking part in a series of five workshops over the academic year. As the first of its kind in Northern Ireland, the programme aimed to reduce consumption and introduce young people to sustainable alternatives. Three local primary schools Knocknagor Primary School, Trillick; St Náile's Primary School, Derrylin; and Jones Memorial Primary School, Enniskillen participated and became Zero Waste Champions. This project was funded by DAERA through NIRN and was free for schools to avail of.



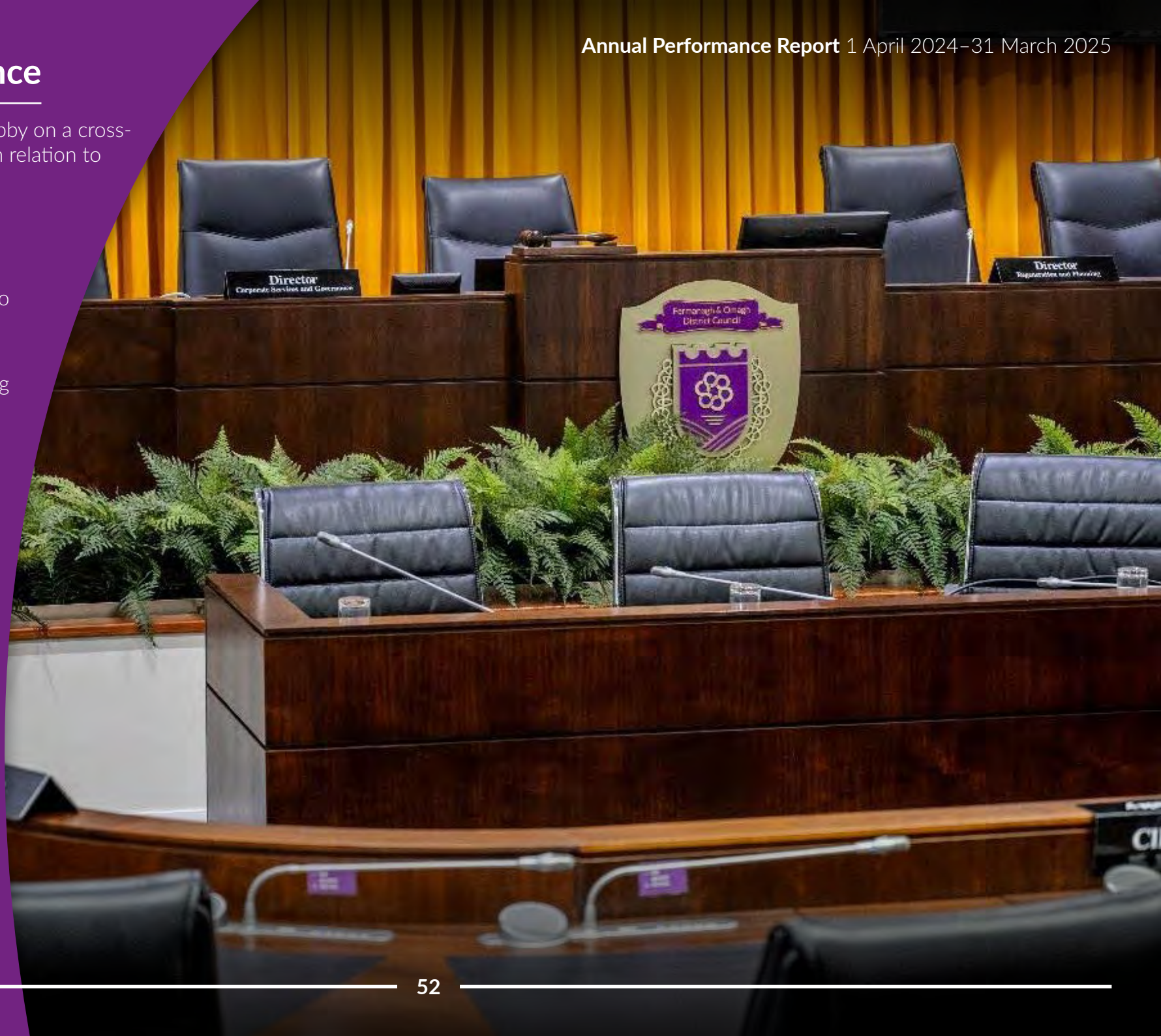
Strong Governance

The Council continued to lobby on a cross-council, cross-border basis in relation to many strategic issues.

In total, over the 2024/2025 period:

- The Council responded to **37** public consultation processes.
- There were **3823** learning and development opportunities for elected members and officers.

Our work is scrutinised by the Northern Ireland Audit Office and Annual Audit Reports are available to view. The Auditor found that Fermanagh and Omagh District Council has discharged its performance improvement and reporting duties





Our collective mission is to:
*work in partnership to improve the lives
and wellbeing of our communities...*

Pathways out of Poverty

Coles Monument, Enniskillen

Funding

The Council are continually seeking to secure additional funding from external sources.

Below is a snapshot of some of our successes in 2024–25.



€5.6m for our Peace
Plus Action Plan



€8.6m PeacePlus funding
for rural regeneration



€6m for sustainable tourism
developments on Sliabh Beagh



Re-secured Mid South
West Growth Deal



£270,816 from the Shared
Island Peatlands Challenge Fund

“Our heritage is rich, diverse
*and deeply rooted in the landscape
and community’s identity....”*

Draft Heritage Plan 2025–2030



A Shared Vision and Strategic Planning Framework

Community Planning is a legal duty under the Local Government Act (NI) 2014. It requires the Council to work with partners—statutory bodies, businesses, and the community and voluntary sector—to agree on shared outcomes for the district.

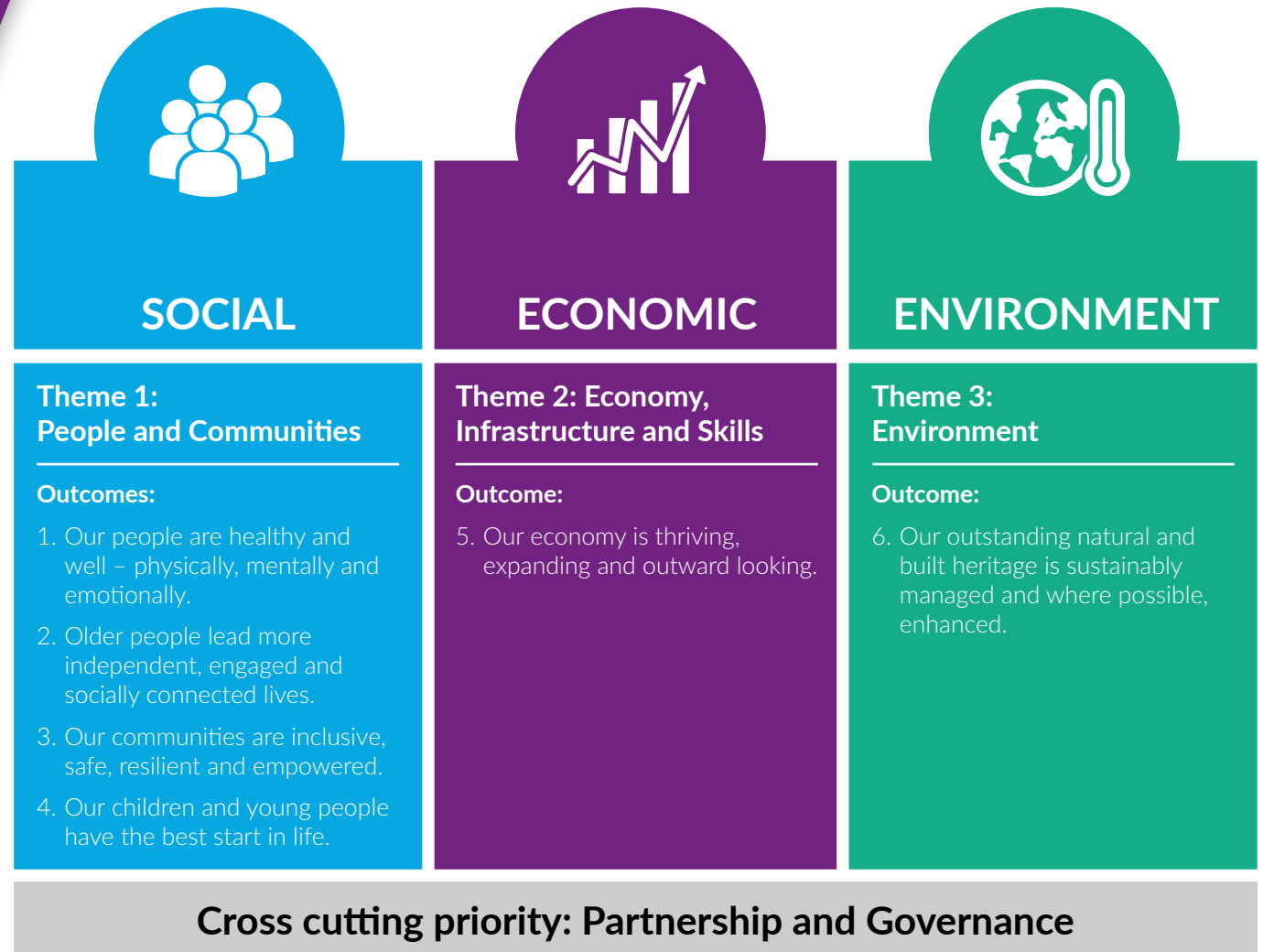
The Fermanagh and Omagh 2030 Community Plan is the long-term strategy for the area. It was developed in partnership and is based on local data, consultation, and engagement. It sets out six key outcomes we want to achieve together.

Every two years, we must report progress in a Statement of Progress. The most recent was published in 2023, and the next one is due by 30 November 2025.

The Corporate Plan supports this work by setting out our priorities and helping us focus our resources. It doesn't cover everything the Council does—but instead highlights the key actions that matter most. Both the Community Plan and Corporate Plan share the same long-term vision, showing our commitment to working together to improve the district.

Diagram 1 outlines the Corporate Plan priorities for the 2024–2028 period.

The three identified themes and six long-term outcomes set out in the 'Fermanagh Omagh 2030 Community Plan and Corporate Plan 'Delivering Sustainable Change Together 2020–2024' and **Our Council, Our Plan 2024–2028** were updated in November 2022 by the Community Planning Partnership as part of a wider review and are outlined below:

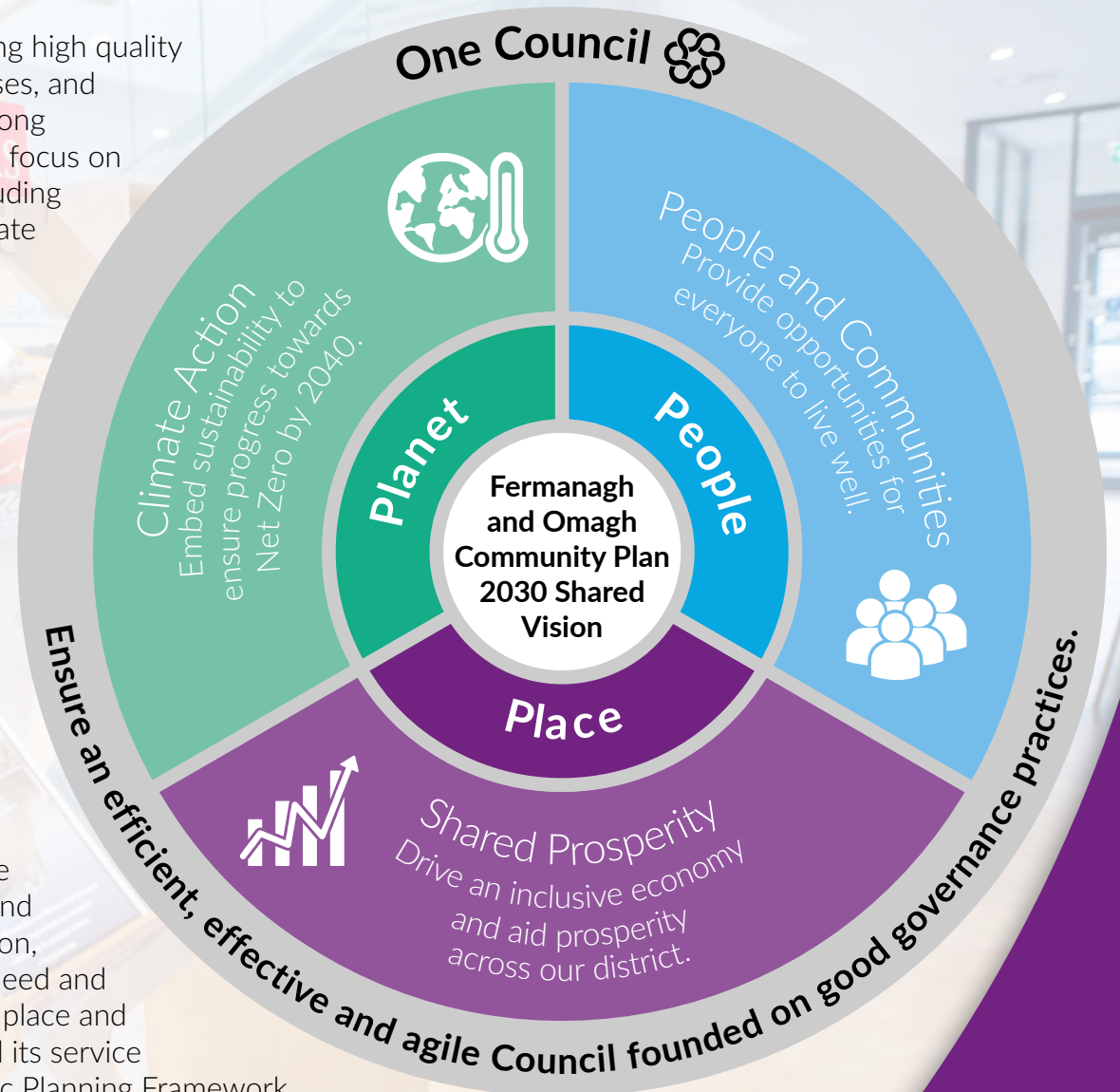


Regional alignment

Fermanagh and Omagh District Council is committed to delivering high quality services that enhance the wellbeing of all our residents, businesses, and communities. The Programme for Government (PfG) places a strong emphasis on improving outcomes for all people across NI, with a focus on collaboration, innovation, and tackling persistent challenges including poverty, inequality and environmental sustainability. Our Corporate Plan 'Our Council, Our Plan 2024–2028' aligns closely with these priorities, recognising that local government has a critical role in driving forward shared outcomes at a local level. Our Improvement Objectives are aligned to the corporate priorities and reflect the need to protect and enhance the environment, reduce inequalities, support the health and wellbeing of our communities, strengthen economic growth, and ensure our governance is effective and efficient.

Our Strategic Planning Framework

The Strategic Planning Framework sets out the various components of the planning framework bringing together specific priorities, aims and ambitions of the Council. It seeks to link the overarching Council's commitment to service and individual work plans, making clear the contribution individuals make towards achieving outcomes. The linkages across all plans at strategic, operational, and individual levels is paramount as the Council develops a culture that embodies shared responsibility and supported effective communication at all levels of the organisation, whilst promoting the use of data and evidence to demonstrate need and targeted interventions. A hierarchy of strategies and plans are in place and will continue to guide the Council's strategic policy direction and its service delivery arrangements as outlined in the diagram below: Strategic Planning Framework. Managing and improving performance is not something that should be seen as additional to the day job. It is everyone's responsibility, forming part of everyday management, forward planning and working practice in every area of the Council. This is supported using an outcome-based accountability performance management framework which the council has adopted.



Our Strategic Planning Framework

The linkages across all plans at strategic, operational, and individual level is paramount, as the Council develops a culture that embodies shared responsibility, and supports effective communication at all levels of the organisation; whilst promoting the use of data and evidence to demonstrate need and targeted interventions.

A hierarchy of strategies and plans are in place and continue to guide the Council's strategic policy direction and service delivery arrangements as outlined in the diagram opposite.

Governance arrangements are in place to monitor progress of the Community Plan, Corporate Plan and Improvement Plan every 6 months using Performance Reports Cards. Directorate Plans and Individual Plans are continually monitored through team and Heads of Service meetings.

Programme for Government and other Strategies, Plans and Programmes

Fermanagh and Omagh Community Plan 2030

Our Shared Vision: what we want to achieve in the future, long term. Led by Council with a range of statutory, private and community and voluntary partners through a collaborative approach. Outcomes and priorities monitored and reviewed regularly, and reporting arrangements in place using Performance Report Cards every six months.

FODC Corporate Plan 'Our Council, Our Plan 2024–2028'

Our Mission: FODC's purpose. The Council's medium-term 4 year Strategic Plan. Priorities and objectives reviewed every 6 months and reported through the Council's agreed governance arrangement, as well as reviewed annually in the Annual Progress Report.

Annual Performance Improvement Plan

Council's Annual Improvement Objectives set out what we will do in the year ahead to deliver on our statutory duty to secure continuous improvement. Monitored every 6 months and reported through agreed governance arrangements.

Directorate Plans

Incorporates service area priorities and reviewed monthly at Heads of Service meetings.

Individual and/or Team Plans

Performance review and development for individuals and teams within service areas in place. Reviewed bi-annually with line managers.

Underpinned by Values and Principles



Leadership

Effectively representing the needs of our district and all its people; building strong leadership at all levels of the organisation and using evidence to determine priorities and focus on what matters most.



Integrity

Acting with honesty and impartiality, treating all in an equitable and respectful manner.



Accountability

Acting in an open and transparent manner, providing clear and accessible information on decisions and performance.



Innovation

Achieving excellence through identifying new ways of working to continuously improve services and deliver on our priorities.



Sustainability

Taking decisions which are in the long-term interests of our district and its people, supporting vibrant urban and rural communities and always mindful of our resources.



Engagement and Involvement

Listening to, understanding and putting the evidence-based needs of our people, across our urban and rural communities at the heart of what we do to create solutions together.

Our Values

The Council adopted the following values – abbreviated to LIAISE – to guide our behaviour in the workplace and how we relate to our work colleagues, our customers, our communities and our partners. The Values Framework highlights the importance of promoting compassionate, collective, transparent, and decisive leadership as the organisation reconfigures teams, re-thinks how resources are deployed and re-engineers' longstanding practices and processes to meet new demands as we tackled financial uncertainty, geopolitical instability, and ongoing demands for increased service provision as the cost-of-living crisis worsened.

Committed to Continuous Improvement

The Council is required by the Local Government Act (NI) 2014 to keep improving how it delivers services. To support this, an Outcomes Based Accountability (OBA) approach to managing performance has been embedded throughout the Council and supported by the implementation of the Performance Management Framework. This process supports the Council to detail its ambitions and expectations for corporate performance and identify how it proposes to continuously improve on performance year-on-year through the identification of priorities, objectives, and associated measurements. Progress is reported every six months through the relevant Committee Structures, Full Council and Audit Panel. You can view Impact Reports in more detail [here](#).

The Council follows the definition of improvement from official guidance, which means doing things that improve quality of life and the environment, for our communities.

Under the legislation, we must consider improvement in terms of:

- Strategic Effectiveness
- Service Quality
- Service Availability
- Fairness
- Sustainability
- Efficiency
- Innovation

Striving to achieve continuous improvement is vital to how the Council works with its partners and delivers services on an ongoing basis. The Council continues to work to deliver responsive services in the places they are needed most, and this will be maximised further in the future through intelligence arising from utilisation of robust data and evidence at national, regional and local level. The Council has systems and processes in place which work intrinsically together to support achieving success and ensuring continuous improvement. Its integrated Strategic Planning Framework supports the Council to deliver efficiently, manage operational risks, and align programmes with the evolving data needs of the district. It is a composite reflection of long, medium and short-term plans across the organisation and encourages a collaborative approach to service delivery that works from the bottom up and vice versa.

The Council's accepted definition of improvement is taken from the statutory guidance and states that:

“Improvement is...more than just quantifiable gains in service output or efficiency, or the internal effectiveness of an organisation. Improvement for Councils should mean activity that enhances the sustainable quality of life and environment for ratepayers and communities”.

Improvement isn't just about doing things more efficiently—it's about making a real difference to people's lives and the places they live.

Internal Audit and Risk Management

The Council has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework, including the system of internal control and arrangements for performance management and improvement. During this period of reporting the most significant risks relate to financial uncertainties and resilience; cyber security and digital services; legal services and industrial relations; and climate change. The Audit Panel considers and approves any updates to the associated Risk Management Policy and Risk Appetite Statement, considers the effectiveness of the Council's risk management arrangements, and seeks assurances that action has been taken on risk related issues identified by External and Internal Audit. The minutes of the Audit Panel are reported through the Policy and Resources Committee to the Council. The Council has an Assurance Framework in place that requires Directors and Heads of Service to consider annually the adequacy of risk management arrangements, internal controls, and wider governance issues within their service areas. It also provides information on the level of compliance with the various elements of the Council's Governance Framework. The Directors and Head of Services are required to monitor and keep under review the operation of internal controls within their area, and to implement changes, where deemed necessary.

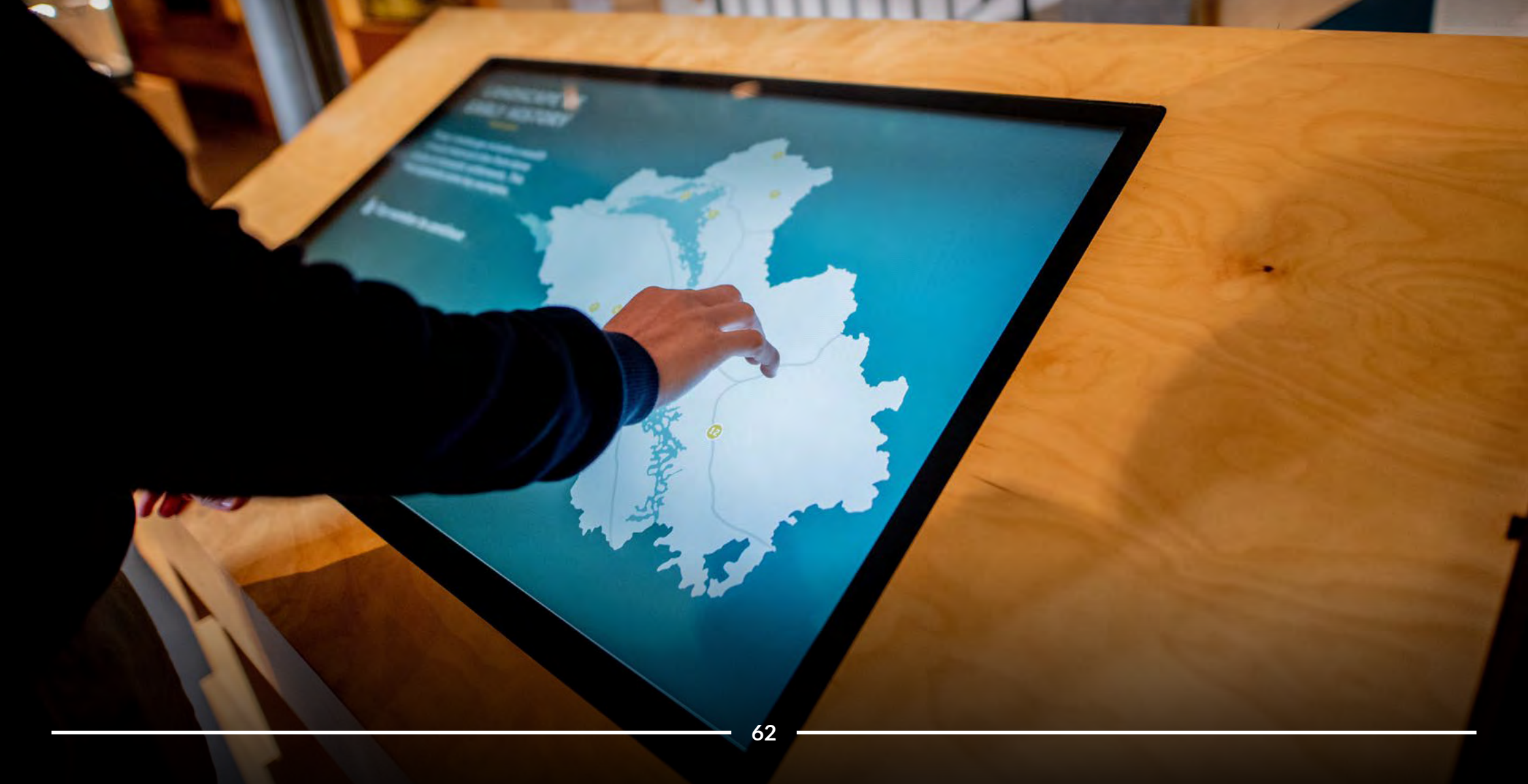
Internal Audit is responsible for monitoring the quality and effectiveness of systems of internal control and reports to the Council's Audit Panel. As part of the reporting cycle, the Internal Audit function presented an Annual Report and an overall Assurance Statement for the year ended 31 March 2025. Ten Assurance Audit Reports (all received a Satisfactory Opinion) were completed. The Audit Panel provides independent assurance to the Council on the adequacy of the Council's risk management framework and associated control environment. It also provides independent scrutiny of the Council's financial and non-financial performance. The Audit Panel met four times during 2024/25 and satisfactorily discharged its programme of work and is satisfied that the governance arrangements in place are effective and continue to be fit for purpose. All these processes combine to ensure that the Council effectively manages performance and takes all possible steps to meet the General Duty placed on it to secure continuous improvement in the exercise of its functions. The Council's Annual Assurance Statement is included within the Council's Annual Statement of Accounts which can be viewed on the Council's website (which will be available by the 30 of September 2025).



**100% of the
Assurance Audit
Reports received a
satisfactory opinion**

“...a place where visitors
become temporary locals”

Visitor Experience Development Plan



Customer Feedback

*I can honestly say
I have enjoyed
the programme
immensely.*

*A well organised event,
which promoted team
building and social well
being. The event was
thoroughly enjoyed by
our children. Thank you.*

*The Sensory Walk was
a brilliant initiative.*

*Brilliant show, one
of the best I've seen,
thoroughly enjoyed
from start to finish.*



Driving Improvements: A Look Back at 2024–2025 Improvement Objectives

The Council has a statutory duty to identify, consult upon, publish and work to deliver annual Improvement Objectives (IOs). It was agreed in the development of Performance Improvement Plan 2024–2025, to align the Council's IOs for the next four years to the core priorities outlined in the new Corporate Plan, 'Our Council, Our Plan 2024–2028'.

The four objectives agreed are:

- **We will prioritise the Council progressing towards Net Zero.**
- **We will work in partnership to tackle disadvantage to ensure our people have access to opportunities.**
- **We will work in partnership to achieve a more inclusive economy and to promote shared prosperity across our district**
- **We will seek to innovate and advance our governance and digital capabilities to improve the quality of our services and the effectiveness and efficiency of the Council.**

The Council reviewed the progress made to date in its 'Taking Stock Report 2024' and endeavoured to continue with its IO's from 2024–2025 for 2025–2026 to build on the progress already achieved but have refined some of the associated actions. By maintaining a consistent approach, the council aims to ensure the efficient use of resources, enhance service delivery, and support long term approaches to build on economic development, environmental sustainability and community wellbeing. This continuity has enabled the Council to refine ongoing initiatives, leverage established partnerships and respond effectively to evolving local needs, especially in relation to tackling disadvantage. Additionally, the Improvement Plan aligns to statutory requirements and reflects feedback from relevant stakeholders, ensuring that it remains relevant and community focused.

The **Your Voice, Our Commitment** engagement report provides an analysis of responses that informed the development of the Performance Improvement Plan 2025–2026.

The table below sets out the four improvement objectives identified, their relevance to outcomes and the Corporate Plan priority area. It also identifies the seven improvement actions progressed in 2024–2025, alongside a self assessment of the progress for each IO at year end. This progress report was approved by the Corporate Leadership Team, Regeneration and Communities Committee, Full Council and Audit Panel. For a detailed overview please view the Council's **Taking Stock Report 2024–25**.

Thirteen actions aligned to the four Improvement Objectives with 59 performance measures, 32 best ideas (94%) progressed in line with the identified schedule and work plan for the related improvement objectives. The impact the improvement objectives have made over the year can be viewed in the report at pages 8–52 with information provided for 59 performance measures. Each performance measure provides analysis of the statistics and trends using comparison with annual data provided from the previous year (where available). Where no comparable data is available 'no baseline' is recorded.

Improvement Objectives	Actions		Overview of progress at year end
IO1 We will prioritise the Council progressing towards Net Zero.	IO1 A1	Determine the Energy Performance Rating *(EPC) of our estate to improve our energy management and efficiency.	Fermanagh and Omagh District Council continues to prioritise the energy performance of its buildings as part of its broader commitment to climate action, sustainability, operational efficiency and compliance with statutory obligations. The Council has 33 Priority 1 buildings (i.e. those with the highest energy usage) and has currently determined the energy performance ratings of 24 of these buildings. The focus in 2025/26 PIP will be to complete EPCs for the remaining 9 Priority 1 buildings and support the implementation of all recommendations to ensure the reduction of energy use and promote energy efficiency practices across the estate. This action has been carried over into PIP 2025/26.
	IO1 A2	Increase the % of household waste preparing for reuse, recycling or composting.	The Council is committed to increasing the percentage of waste that is prepared for reuse, recycled, or composted, aligning with NI waste management targets and environmental sustainability goals. The Council has made good progress in 2024/25 and will continue to progress the waste transformation project to deliver an efficient and effective waste management service. This action has been carried over into PIP 2025/26.
	IO1 A3	Reduce the Council's fleet emissions using sustainable fuels.	The Council has made significant progress this year and at year end 81 Council vehicles are currently operating on hydrotreated vegetable oil (HVO). This action will be carried over in PIP 2025/26, with a focus to extend the use of sustainable fuels within the Council fleet. In addition, the Council will work with external partners to identify opportunities for the use of sustainable fuel sources and share good practice. This action has been carried over into PIP 2025/26.

*An Energy Performance Certificate is a document that provides an energy rating for a building from A (most efficient) to a G (least efficient).

Improvement Objectives	Actions		Overview of progress at year end
IO2 We will work in partnership to tackle disadvantage to ensure our people have access to opportunities.	IO2 A4	Provide immediate support for people living in poverty.	The Council continues to address the challenges that poverty and deprivation pose to the residents in Fermanagh and Omagh. In December 2024 the Council launched it's 10-year strategy 'Pathways out of Poverty' which identifies the priorities to mitigate the effects; prevent and reduce; rethink and design, and deliver services for those experiencing poverty. The strategy emphasises the need for continued collaboration across statutory bodies, community and voluntary organisations to create a supportive environment aimed at reducing poverty and improving the well-being of residents. The focus in 2025/26 will be poverty proofing of selected Council services and implementing an Integrated Advice Partnership Fund. This action has been carried over into PIP 2025/26.
	IO2 A5	Increase participation in physical activity among targeted groups.	This action has been carried over into PIP 2025/26 with a focused approach next year on people with a disability. Extensive work took place in 2024/25 to develop processes to monitor participation across the 7 target groups and increase participation. This work is clearly evidenced through the 'Taking Stock' report. Robust monitoring processes are currently in place for leisure centres and outreach programmes. The number of individuals from targeted groups attending outreach programmes and leisure centres has significantly increased in 2024/2025, particularly with respect to women attendees (653% increase) and those living in deprived areas (577% increase).
	IO2 A6	Undertake a comprehensive assessment of Leisure Services booking systems to optimise and streamline the booking process for enhanced effectiveness and efficiency.	This action has not been carried over into PIP 2025/26 as the work progressed in line with agreed workplan, timescales and deliverables in PIP 2024/25. Progress has been well demonstrated and evidenced through the 'Taking Stock' report. The customer journey mapping undertaken focused on determining the functionality and user experience of the Customer Relations Management System (CRMS) and how it could be improved. The Legend booking system was revised with options for enhanced functionality considered, including software supplements 'Pitch Bookings' (for pitch management) and 'Coursepro' (for swim programmes). A scoping document for the procurement and implementation of Coursepro (Swim lesson specific software) has been completed.

Improvement Objectives	Actions	Overview of progress at year end
IO3 We will work in partnership to achieve a more inclusive economy and to promote shared prosperity across our district.	IO3 A7 Develop and agree an Inclusive Economy Action Plan and establish an Inclusive Economy Network.	This action progressed well during the 2024/25 year with all actions demonstrating progress in line with agreed workplan, deliverables and within agreed timescales. The Action Plan was issued for public consultation in April 2024 and formally adopted by Council on 1 July 2024. Delivery advanced through collaboration with key programmes including Go Succeed, the Economic Business Conference, and the Digital Transformation Flexible Fund (DTFF). The Council has a number of established working groups and partnerships in place that collectively fulfil the role of an Inclusive Economy Network. This includes the Economic Development and Inward Investment Working Group, the Labour Market Partnership (LMP), the Fermanagh and Omagh Community Planning Strategic Partnership Board (CPSPB) and the Visitor Experience Development Plan Partnership (VEDP). In addition, following the launch of the Department for the Economy (DfE) Sub-Regional Economic Plan in October 2024, the Local Economic Partnership (LEP) has also been established and is being fulfilled by the LMP with extended membership. The complementarity of the work of these groups provides the network to progress continued delivery of the Inclusive Economy Action Plan (IEAP). Given the complementarity of the actions of the Inclusive Economy Action Plan with the work that will be progressed in the context of the DfE Sub Regional Economic the focus of 2025/26 will move to implementation of the Sub-Regional Plan, with the Improvement Objective evolving to “Develop and implement a Sub-Regional Economic Action Plan.” This action has not been carried over into PIP 2025/26 but will be reflected in the Council’s Regeneration and Planning Directorate Plan and progress on delivery will be reported through the Council’s Regeneration and Community Committee.

Improvement Objectives	Actions		Overview of progress at year end
	IO3 A8	Support entrepreneurs to start a business.	At year end, good progress was demonstrated against the workplan and the deliverables. The Go Succeed service generated significant interest in the Engage and Foundation pillars, exceeding recruitment targets for participants. The success of Go Succeed in its first 18 months has led to additional funding being secured, with all 11 Councils awarded further support through the UK Shared Prosperity Fund (UKSPF) to continue delivery in 2025/26, although with an overall budget reduction of 8%. This action will be carried over into the 2025/26 financial year, acknowledging that targets will be adjusted to reflect the 8% budget reduction.
	IO3 A9	Support micro/ small businesses to develop and grow.	Good progress has been demonstrated against the workplan and deliverables at year end. The Go Succeed Growth Pillar exceeded recruitment targets for the 2024/25 financial year, supported by a range of promotional events. The number of attendees at masterclasses also surpassed targets, with 344 participants attending from the Council area against a target of 320. Tailored one-to-one mentoring support proved highly successful, with 156 businesses receiving a total of 3,797 mentoring hours up to February 2025 (March figures pending). The grants element also exceeded expectations, with 155 businesses offered funding compared to a target of 137. This action has been carried over into PIP 2025/26.
	IO3 A10	Create opportunities for those furthest from the labour market to secure quality local jobs.	At year end good progress has been demonstrated against the workplan and deliverables. Through the Rural Economic Accelerator Programme (REAP), recruitment targets were exceeded by 15%, with 304 participants recruited against a target of 264. Of 430 programme leavers, 32% secured employment and 13% progressed to further education or training. The Department for Communities (DfC) have approved the Labour Market Partnership (LMP) Action Plan for 2025/26 and 2026/27. This action will be carried forward into 2025/26, noting that REAP will have a 45% budget reduction and a revised participant target of 175.

Improvement Objectives	Actions		Overview of progress at year end
IO4 We will seek to innovate and advance our governance and digital capabilities to improve the quality of our services and the effectiveness and efficiency of the Council.	IO4 A11	Implement improved processes for recording, analysing, and monitoring of complaints.	This action has been completed and will not be carried forward to PIP 2025/26. Progress has been demonstrated against the workplan and deliverables. The system is fully operational, the Council has robust training in place and is currently monitoring and reporting on the new system through Council Committee.
	IO4 A12	Maximise the capability of the Councils IT system to improve processes for talent management, succession planning and training and development of employees.	Significant progress has been demonstrated at year end against the workplan and deliverables. This included the implementation of the new online process developed for 2025/26, and piloted across the CSG Directorate, R&P Directorate and Chief Executive's Department, including training and guidance in 2024/25. The focus in 2025/26 will be to continue to operationalise the system, review training, and ensure the system is fully utilised across the organisation to support talent management, succession planning and identification of training needs for staff through the digitisation of processes. This action will be carried over into the PIP 2025/26.
	IO4 A13	Enhance digital connectivity across Council facilities to enable new technology enabled services and support for residents.	Significant progress has been demonstrated against the workplan and deliverables of this action which focused in 2024/25 on enhancing connectivity across the estate. The action has been carried over into PIP 2025/26 although the focus will now be on the identification of improved future service delivery models to support capitalising on the enhanced connectivity opportunities; as well as, exploring opportunities for the council to leverage the use of Artificial powered Intelligence (AI).

Key Achievements

People and Communities

656 people supported through Western Response and Action on Poverty Programme (WRAP).



Pathways out of Poverty

10 year Anti Poverty Strategy agreed and launched.



Over **£2M+** additional income generated through Advice Services.



At year end **40K+** individuals from targeted groups attended an outreach programme.



8K+ people from targeted groups used our leisure centres.



Shared Prosperity

136* jobs promoted through Go Succeed Start programme.



226* business plans.



184 businesses supported through mentoring.



316 attendees at Master Classes relating to the Go Succeed Start Programme.



£490k+ awarded for applications to the Go Succeed Grow Programme.



Climate Action

6,206 participants attended knowledge sharing environmental activities events.



81 Council vehicles currently operating on HVO.



Energy Policy Officer now a qualified **Non-Domestic Energy Assessor**.



FODC have engaged the Carbon Trust to carry out a **Council Fleet Electrification Feasibility Study**.



16 participants gained basic repair skills and received take-home kits at a **Textile Reuse and Repair Event**.



One Council

New Complaints system fully operational.



90% Stage 1 complaints responded to on time.



3770 learning and development opportunities completed by officers.



80 premises are now connected to full fibre.



78 (98%) sites now have a download speed of 100mbps.



*Figures provided are based on unverified information at time of publication

Challenges identified for the year ahead



Delivering Quality Services in a Challenging Financial Climate

Fermanagh and Omagh District Council remains committed to delivering high-quality, responsive services despite ongoing financial pressures. Like all councils across Northern Ireland, we are operating in a context of rising costs and increased demand. Through careful planning, innovation, and partnership working, we aim to ensure that essential frontline services continue to meet the needs of our residents. Our focus will be on using resources effectively, identifying efficiencies, and exploring new ways of working that maintain service standards while supporting long-term sustainability.



Supporting Rural Communities and Tackling Isolation

Fermanagh and Omagh is the most rural district in Northern Ireland, with over 60% of residents living in dispersed settlements and countryside. While this brings many benefits, it also presents challenges—particularly in transport, digital connectivity, access to health services, and community engagement. The Council will continue working with partners to address rural isolation, improve access to services, and support the social and economic wellbeing of rural communities. This includes advocating for better broadband, enhancing transport options, and ensuring rural voices are included in local planning and investment.



Boosting Economic Recovery and Local Skills

The local economy continues to face challenges linked to post-pandemic recovery, public sector cuts, and outward migration of young people. While Fermanagh and Omagh has strengths in tourism, agri-food, and manufacturing, small businesses and the hospitality sector need targeted support. The Council will continue to work with partners like Invest NI and local enterprise agencies to grow employment opportunities, attract investment, and develop local skills—particularly in digital, green, and hospitality sectors. Supporting inclusive growth and entrepreneurship is key to retaining young people and revitalising town centres across the district.

Monitoring Performance Using Data

The Council's approach to performance management is underpinned by a commitment to evidence-based decision making, using data and intelligence to inform the development of plans, service delivery, and actions aligned with the Corporate Plan 'Our Council, Our Plan 2024-2028'. This values-driven, intelligence-led approach has supported the development of a strong performance culture. It enables transparent, targeted, and responsive decision-making processes, ensuring that resources are directed where they are most needed.

Ongoing performance monitoring allows the Council to assess its effectiveness against both statutory indicators and self-imposed corporate performance measures, providing a continuous feedback loop for improvement. This ensures that services remain responsive to emerging needs and are refined where necessary to maintain high standards of delivery.

The following sections present the Council's performance for the 2024-2025 financial year, outlining progress against statutory indicators as well as self-imposed corporate performance measures, and comparing performance against other Councils through utilising APSE Performance Networks benchmarking data.

It should be noted that this section differs from that in past Annual Performance Reports, due to implementation of the new Corporate Plan 'Our Council, Our Plan 2024-2028' and an enhanced approach to benchmarking the performance of the Council with other councils.

Statutory Indicators

Under the Local Government (Performance Indicators and Standards) Order (Northern Ireland) 2015, statutory performance indicators and standards have been established as part of the performance improvement arrangements for district councils. The purpose of these statutory indicators is to monitor performance over time, ensuring that councils fulfil their statutory functions effectively and meet agreed targets. They also promote continuous service improvement and enable comparison between councils across Northern Ireland.

The data for these indicators is collated by the Department for the Economy (DfE), the Department for Infrastructure (DfI), and the Department for Agriculture, Environment and Rural Affairs (DAERA), and published on their respective websites. Once released to Council, this information is made available to citizens and other stakeholders, enabling transparent assessment of the Council's performance in these areas.

Fermanagh and Omagh District Council's performance against these indicators, including progress and direction of travel, is presented in the following tables. Where available, benchmarking data is also included to allow comparison with the other 10 councils in Northern Ireland.

This year we have met 5 of the 7 targets set (71%), which is one more than last year, when we met 4 of the 7 targets.

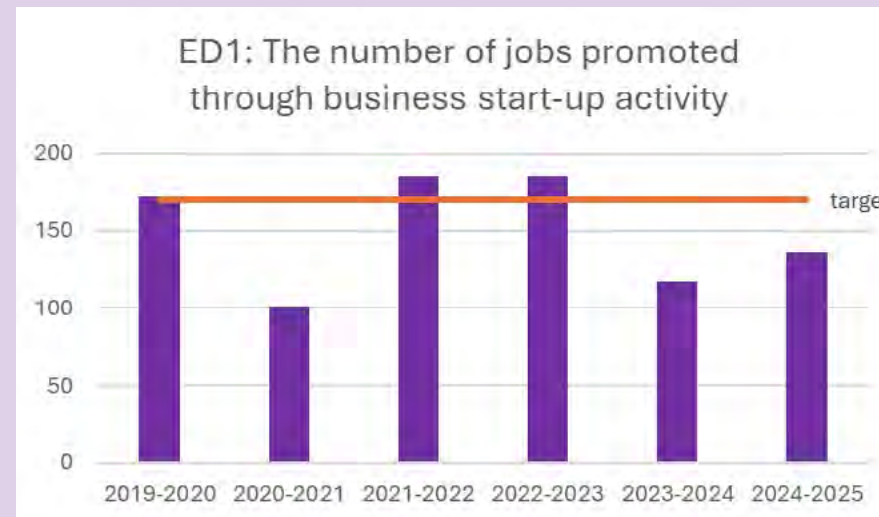
Statutory Indicator	2019–2020		2020–2021		2021–2022		2022–2023		2023–2024		2024–2025		RAG Status	Comparison with other Councils
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual		
ED1: The number of jobs promoted through business start-up activity	170	172	170	101	170	186	170	186	170	117	170	136		FODC were ranked 8th out of 11 Councils, against target, with 136 jobs. Only 5 out of 11 Councils met their targets this year.

Performance against target:

In 2024-2025, the number of jobs promoted through business start-up activity was 136 against a target of 170, an increase from 117 in 2023-2024

Please note, not all data has been collated onto the Customer Relationship Management (CRM) system, thus, the actual figure may be an under-representation.

Internal records indicate that 161 jobs were created within the reporting period

**We will maintain/improve performance by:**

As outlined in the 'Our Council, Our Plan' 2024-2028, within the Inclusive Economy Objective within the Shared Prosperity Priority, we will:

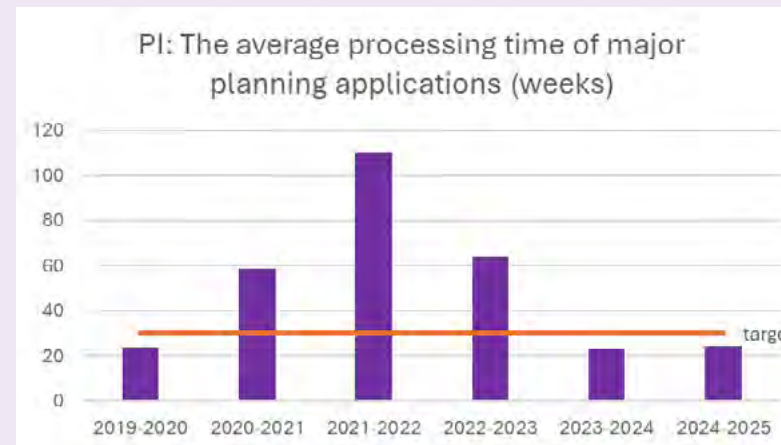
- Work with partners to develop and implement a *Sub-Regional Economic Action Plan, supporting new and existing businesses to thrive through advancements in innovation, productivity and sustainability.

*Please note, this objective has progressed to reflect establishment of the DfE Sub Regional Economic Plan.

Statutory Indicator	2019–2020		2020–2021		2021–2022		2022–2023		2023–2024		2024–2025		RAG Status	Comparison with other Councils
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual		
PI: The average processing time of major planning applications (weeks)	30	23.4	30	58.6	30	110.2	30	64	30	22.9	30	24.5		FODC were ranked 3rd out of 11 Councils with 24.5 weeks.

Performance against target:

The average processing time for major planning applications was 24.5 weeks, within the 30-week target and above the 22.9 weeks recorded in 2023–2024. The Planning Improvement Programme, has improved the quality of applications being submitted and ensured efficiencies in the decision making process.

**We will maintain/improve performance by:**

As outlined in the 'Our Council, Our Plan' 2024–2028, within the Quality Places Objective within the Shared Prosperity Priority, we will:

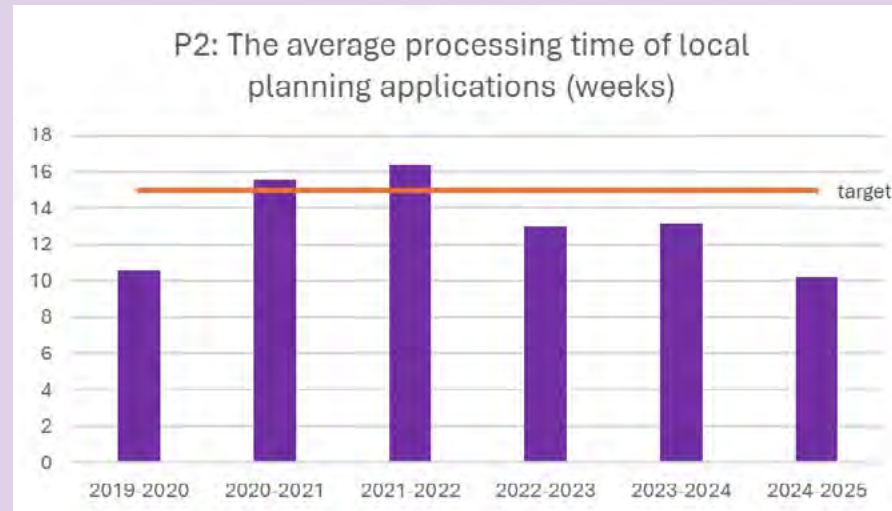
- Deliver quality places, bringing land use and community planning functions closer together to encourage all partner organisations to focus on the issues of greatest importance to local people and local places.
- Develop and deliver a proactive improvement programme in relation to the planning functions which will improve and enhance service delivery, including meeting statutory targets.
- Continue to consider matters of importance to rural communities, utilising statistics, evidence and research to identify rural issues and their scale.

Statutory Indicator	2019–2020		2020–2021		2021–2022		2022–2023		2023–2024		2024–2025		RAG Status	Comparison with other Councils
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual		
P2: The average processing time of local planning applications (weeks)	15	10.6	15	15.6	15	16.4	15	13	15	13.2	15	10.2		FODC were ranked 2nd out of 11 Councils with 10.2 weeks.

Performance against target:

Local planning applications were processed in an average of 10.2 weeks, within the 15-week target and an improvement on the 13.2 weeks achieved in 2023-2024.

The Planning Improvement Programme, has improved the quality of applications being submitted and ensured efficiencies in the decision making process.

**We will maintain/improve performance by:**

As outlined in the 'Our Council, Our Plan' 2024-2028, within the Quality Places Objective within the Shared Prosperity Priority, we will:

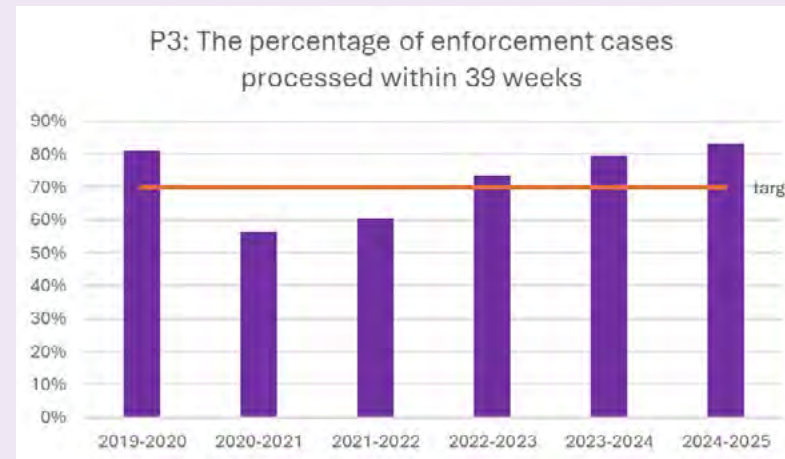
- Deliver quality places, bringing land use and community planning functions closer together to encourage all partner organisations to focus on the issues of greatest importance to local people and local places.
- Develop and deliver a proactive improvement programme in relation to the planning functions which will improve and enhance service delivery, including meeting statutory targets.
- Continue to consider matters of importance to rural communities, utilising statistics, evidence and research to identify rural issues and their scale.

Statutory Indicator	2019–2020		2020–2021		2021–2022		2022–2023		2023–2024		2024–2025		RAG Status	Comparison with other Councils
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual		
P3: The percentage of enforcement cases processed within 39 weeks	70.0%	81.1%	70.0%	56.6%	70.0%	60.6%	70.0%	73.7%	70.0%	*79.4%	70.0%	83.3%		FODC were ranked 2nd out of 11 Councils with 83.3%.

Performance against target:

The percentage of enforcement cases processed within 39 weeks was 83.3%, exceeding the 70% target and above the 79.4% achieved in 2023–2024.

The planning improvement programme has delivered an updated Enforcement Strategy which sets out the Councils priorities in respect of enforcement matters and will ensure the enforcement process is more efficient.

**We will maintain/improve performance by:**

As outlined in the 'Our Council, Our Plan' 2024–2028, within the Quality Places Objective within the Shared Prosperity Priority, we will:

- Deliver quality places, bringing land use and community planning functions closer together to encourage all partner organisations to focus on the issues of greatest importance to local people and local places.
- Develop and deliver a proactive improvement programme in relation to the planning functions which will improve and enhance service delivery, including meeting statutory targets.
- Continue to consider matters of importance to rural communities, utilising statistics, evidence and research to identify rural issues and their scale.

*Note: This was a misprint in the Annual Report 2023–2024 and should have read 79.6% instead of 79.4%.

Statutory Indicator	2019–2020		2020–2021		2021–2022		2022–2023		2023–2024		2024–2025		RAG Status	Comparison with other Councils
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual		
W1: The % of household waste collected by district councils that is sent for recycling	50.0%	49.1%	50.0%	47.1%	50.0%	47.7%	50.0%	47.5%	50.0%	46.7%	50.0%	47.7%		FODC were ranked 10th out of 11 Councils with 47.7%.

(This figure is unvalidated. The validated annual report will be available November 2025).

Performance against target:

Figures for 2024-2025 are currently unvalidated. Household waste recycling stood at 47.7%, below the 50% target but higher than the 46.7% recorded in 2023-2024. Landfilling has now ceased within the District and the majority of future processing will be sent for recycling/refuse derived fuel.



We will maintain/improve performance by:

As outlined in the 'Our Council, Our Plan' 2024-2028, within the Effective and Efficient Waste Management Objective within the Climate Action Priority, we will:

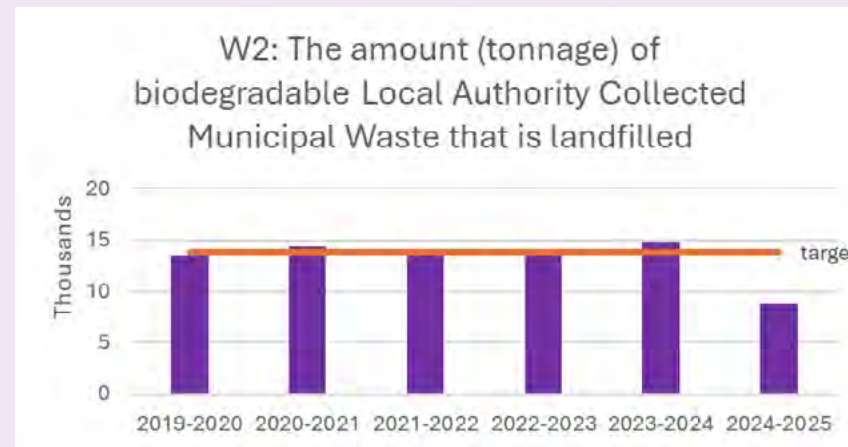
- Develop and implement an efficient and effective waste and recycling service that meets the needs and expectations of residents and businesses and complies with legislation, policy and guidance.
- Educate and enable residents to take more control of their recycling behaviours to improve waste recycling rates.

Statutory Indicator	2019–2020		2020–2021		2021–2022		2022–2023		2023–2024		2024–2025		RAG Status	Comparison with other Councils
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual		
W2: The amount (tonnage) of biodegradable Local Authority Collected Municipal Waste that is landfilled.	<13,781	13,478	<13,781	14,410	<13,781	14,026	<13,781	13,586	<13,781	14,773	<13,781	8,720 (This figure is unvalidated. The validated annual report will be available November 2025).		FODC were ranked 7th out of 11 Councils with 8,720 tonnes.

Performance against target:

Figures for 2024-2025 are currently unvalidated. The amount of biodegradable municipal waste sent to landfill was 8,721 tonnes, significantly below the 13,781-tonne target and lower than the 14,773 tonnes in 2023-2024.

Landfilling has now ceased within the District and the majority of future processing will be sent for recycling/refuse derived fuel.



We will maintain/improve performance by:

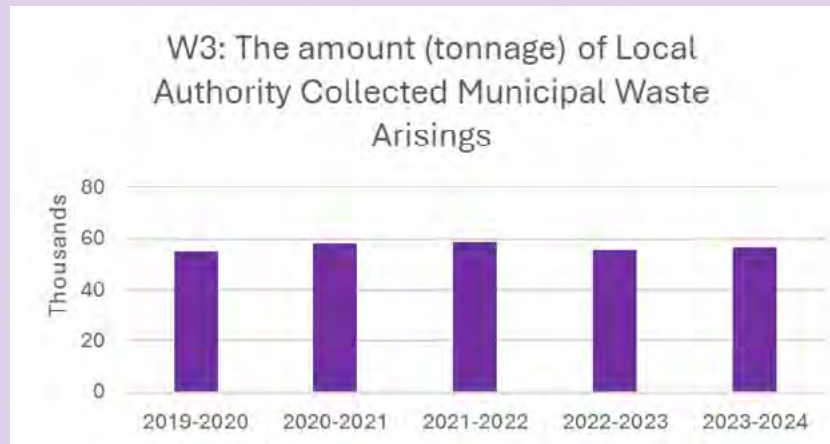
As outlined in the 'Our Council, Our Plan' 2024-2028, within the Effective and Efficient Waste Management Objective within the Climate Action Priority, we will:

- Develop and implement an efficient and effective waste and recycling service that meets the needs and expectations of residents and businesses and complies with legislation, policy and guidance.
- Educate and enable residents to take more control of their recycling behaviours to improve waste recycling rates.

Statutory Indicator	2019–2020		2020–2021		2021–2022		2022–2023		2023–2024		2024–2025		RAG Status	Comparison with other Councils
	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual		
W3: The amount (tonnage) of Local Authority Collected Municipal Waste Arisings	n/a	55,233	n/a	58,108	58,108	58,211	58,108	55,362	58,108	56,521	58,108	57,134		FODC had the lowest tonnage out of all 11 councils with 56,521 tonnes. The highest tonnage was 161,263 tonnes, with the average being 91,848 tonnes.
					Baseline 21/22		Baseline 21/22		Baseline 21/22		Baseline 21/22	(This figure is unvalidated. The validated annual report will be available November 2025).		

Performance against target:

Figures for 2024-2025 are currently unvalidated. Local Authority Collected Municipal Waste Arisings totalled 57,133 tonnes, up from 56,521 tonnes in 2023-2024 and down on the 2021-2022 figure of 58,211 tonnes.

**We will maintain/improve performance by:**

As outlined in the 'Our Council, Our Plan' 2024-2028, within the Effective and Efficient Waste Management Objective within the Climate Action Priority, we will:

- Develop and implement an efficient and effective waste and recycling service that meets the needs and expectations of residents and businesses and complies with legislation, policy and guidance.
- Educate and enable residents to take more control of their recycling behaviours to improve waste recycling rates.

Corporate Plan Measures

The Council's Corporate Plan includes a total of 40 measures, comprising 7 statutory measures and 33 self-imposed measures. The purpose of these measures is to demonstrate progress over time, seeking to demonstrate the performance of the Council over the full four-year period of the plan, rather than to focus on individual year figures or short-term trends.

As the 2024-2028 Corporate Plan was only introduced in June 2024, currently only baseline data from 2023/24 (pre-plan) and one year of data for 2024/25 are available.

Each measure is aligned to one of the Council's key priorities to track progress towards achieving the intended outcomes and improving the lives and wellbeing of our communities, as well as enhancing the experience for those who visit our District. The priorities for this period are:

- Climate Action
- People and Communities
- Shared Prosperity
- One Council

The table below provides a summary of performance measures by priority, showing the number of measures and their current status:

Strategic Priority	Number of Measures	Green	Amber	Red	No data
Climate Action	11	64%	18%	18%	0%
People and Communities	10	70%	20%	10%	0%
Shared Prosperity	8	75%	13%	13%	0%
One Council	11	45%	27%	9%	18%
Total		63%	20%	13%	5%

A full overview of the Corporate Plan Measures 2024/25 is available [here](#).

Benchmarking – Comparing Performance With Other Councils

The purpose of this section is to compare the performance of Fermanagh and Omagh District Council with other Councils, in line with the legislative requirement set out in Part 12 of the Local Government Act (Northern Ireland) 2014. This is commonly referred to as 'benchmarking'.

This section provides benchmarking analysis, drawing on multiple verified data sources to enable meaningful comparisons with other councils. The approach applied this year differs from that in previous years, in light of the new Corporate Plan and changes to APSE Performance Networks.

APSE Performance Networks Core Performance Indicators (Core PIs):

Fermanagh and Omagh District Council became members of APSE Performance Networks upon inception in 2015. This allows the Council to draw on consistent, independently verified performance data that demonstrates the Council's performance in comparison to other local government districts, by providing an 'average' and rank for each performance indicator. Participating councils have contributed to this dataset, ensuring comparability across organisations

APSE and member Councils have collaborated to enhance the approach taken to the collection, collation and analysis of APSE Performance Networks data. A reduced set of Core Performance Indicators (Core PIs) has been identified. The objective of this is to focus on providing a set of comparable data for benchmarking purposes, and increase the veracity of the data by increasing the number of comparators for each PI.

As the Core PIs are newly introduced, data is only available for the 2024/25 year. Whilst some of the PIs are similar (or have the same title) as those reported in previous years, the underlying definitions may not be consistent. Therefore, no historical data is presented here in the interests of accuracy.

Currently, performance is reported as a comparison with the NI average and includes the Council's relative ranking among participating authorities. Trend analysis will be incorporated in future years as a timeseries of data emerges

The APSE Core PIs metadata has been discussed but not all Councils agree with the methodology.

Fermanagh and Omagh District Council has provided data in line with the APSE definition regardless of consensus, to aid comparisons with NI Councils and support benchmarking. However, some data within the APSE Core PIs may differ from calculations used within the Council.

APSE Core PI	2024/25		FODC Rank	Overview of performance
	FODC	NI Avg		
PI 04a - Staff leaving as a percentage of average total staff for financial year (excluding voluntary severance)	10.61%	9.12%	6	7/9 Councils participating in APSE submitted data. FODC ranked 6th scoring 10.61% with the highest in-service scoring 12.78% and the lowest in service 6.35%.
PI 04b - New starters as a percentage of average total staff for financial year (excluding voluntary severance)	9.34%	10.25%	4	7/9 Councils participating in APSE submitted data. FODC ranked 4th scoring 9.34% with the highest in-service scoring 14.44% and the lowest in service 7.67%.
PI 05d - Days staff absence per employee – short term	3.97	2.73	7	7/9 Councils participating in APSE submitted data. FODC ranked 7th scoring 3.97 days with the highest in-service scoring 3.97 and the lowest in service 1.73 days.
PI 05e - Days staff absence per employee – long term	14.63	13.04	4	7/9 Councils participating in APSE submitted data. FODC ranked 4th scoring 14.63 days with the highest in-service scoring 18.15 and the lowest in service 1.06 days.
PI 05f - Percentage of staff that have no incidences of sickness absence in the year	46.91%	55.64%	5	6/ 9 Councils participating in APSE submitted data. FODC ranked 5th scoring 46.91% with the highest in-service scoring 76.00% and the lowest in service 44.95%.
PI 21a - Number of days per employee spent on training	1.51	1.83	3	5/ 9 Councils participating in APSE submitted data. FODC ranked 3rd scoring 1.51 with the highest in-service scoring 3.13and the lowest in service 0.31%
PI 37a - Percentage customer satisfaction with the overall service provided by the authority (percentage of users that were 'Satisfied' or 'Very Satisfied')	Statistics for the Fermanagh and Omagh Residents' Survey were not finalised at the time of publication. Results are expected in autumn/winter 2025			
PI 38a - Net cost of council service per head of population (Based on formula used by ASPE)*	£451.21	£385.82	4	4/ 9 Councils participating in APSE submitted data. FODC ranked 4th scoring £451.21 with the highest in-service scoring £451.21and the lowest in service £314.05.
PI 53a - Percentage of Stage I complaints rectified within target time (5 days)	82.84%	81.86%	5	7/ 9 Councils participating in APSE submitted data. FODC ranked 5th scoring 82.84% with the highest in-service scoring 95.11% the lowest in service 57.69%.

*FODC has proposed an alternative formula for this Core PI which is more reflective.

APSE Core PI	2024/25		FODC Rank	Overview of performance
	FODC	NI Avg		
PI 54a - Percentage of Stage II complaints rectified within target time (20 days)	60.00%	70.93%	6	7/ 9 Councils participating in APSE submitted data. FODC ranked 5th scoring 60.00% with the highest in-service scoring 95.11% the lowest in service 57.69%.
PI 55a - Percentage change in Greenhouse gas emissions from base year (2018/19) to current financial year	-23.14%	-18.18%	2	3/ 9 Councils participating in APSE submitted data. FODC ranked 2nd scoring -23.14% with the highest in-service scoring -6.26% the lowest in service -25.14%.
PI 49b - Number of public / stakeholder users registered to corporate social media per head of population	0.34	0.439	4	7/9 Councils participating in APSE submitted data. FODC ranked 4th scoring 0.34 with the highest in-service scoring 0.960 the lowest in service 0.235.
PI 06a - W1. The percentage of household waste collected by the district council that is sent for recycling (including waste prepared for re-use) (note – unverified)	47.70 % <i>*Note unvalidated figure</i>	51.83%	6	6/9 Councils participating in APSE submitted data. FODC ranked 6th scoring 47.70% with the highest in-service scoring 60.83% the lowest in service 47.70%. However, it should be noted these figures have not been validate for any Council by DAERA at time of publication.
PI 09a - Customer satisfaction with parks, open spaces & horticultural services (% of users that were 'Satisfied' or 'Very Satisfied')	Statistics for the Fermanagh and Omagh Residents' Survey were not finalised at the time of publication. Results are expected in autumn/winter 2025.			
PI 30a - Percentage of undisputed creditor invoices paid on time within 10 days	91.63%	68.04%	1	7/9 Councils participating in APSE submitted data. FODC ranked 1st scoring 91.63% with the highest in-service scoring 91.63%the lowest in service 39.08%.
PI 31a - Percentage of undisputed creditor invoices paid on time within 30 days	96.30%	92.03%	1	7/9 Councils participating in APSE submitted data. FODC ranked 1st scoring 96.30%with the highest in-service scoring 96.30% the lowest in service 82.68%.

The Council will incorporate insights from the APSE Performance Networks Core PIs into its 2026/27 Performance Improvement Plan, with a focus on maintaining or improving baseline performance, addressing areas below the NI average, and driving continuous improvement.

Financial Summary 2024–2025

Financial Report and Summary Financial Statements 2024/2025 (Audited)

The audited Statement of Accounts for the year ended 31 March 2025 have been prepared in a form directed by the Department for Communities in accordance with Regulations 3(7) and (8) of the Local Government (Accounts and Audit) Regulations (Northern Ireland) 2015 (the Regulations).

The audited Statement of Accounts for the year ended 31 March 2025 will be published on the Council's website by 30th September 2025.

A summary of the Audited Income and Expenditure for 2024/25, compared with the Estimates for the year, alongside a copy of the Balance Sheet is extracted in the tables below:

Table 1 – Audited Net Income and Expenditure – 2024/25

	2024/25		
	Actual (£)	Estimated (£)	Variance (£)
Net Income and Expenditure *	41,109,849	44,274,858	3,165,009
Exceptional Income	(525,637)	-	525,637
Transfers to/from Reserves	5,557,000	1,450,000	(4,107,000)
Transfer from Covid Contingency Reserve	(1,000,000)	(1,000,000)	-
Total Transfer to/from	4,557,000	450,000	(4,107,000)
Financing of Capital Expenditure			
Minimum Revenue Provision	1,097,525	1,142,912	45,387
Loan interest	157,088	157,088	-
Direct Revenue Financing	1,085,000	700,000	(385,000)
Total net expenditure to be funded	47,480,825	46,724,858	(755,967)
Central government grant support *	(3,536,142)	(3,570,194)	(34,052)
Rates income	(44,063,849)	(43,154,664)	909,185
Total Grant and Rates Income	(47,599,991)	(46,724,858)	875,133
Surplus for the year	(119,166)	-	119,166

Table 2 – Audited Balance Sheet as of 31 March 2025

	31 March 2025	31 March 2024
	£	£
Fixed Assets	150,380,541	149,002,080
Intangible Assets	80,000	120,000
Investment Properties	11,835,000	10,027,000
Long-Term Debtors	3,652,595	17,784,743
LONG-TERM ASSETS	165,948,136	176,933,823
Inventories	403,177	468,273
Short-Term Debtors	16,118,295	11,199,643
Short-Term Investments	13,000,000	6,000,000
Cash and Cash Equivalents	22,762,235	17,801,388
Assets Held for Sale	294,654	286,655
CURRENT ASSETS	52,578,361	35,755,959
Short-Term Borrowing	595,484	592,081
Short-Term Creditors	9,858,353	7,443,443
Provisions	331,500	286,431
CURRENT LIABILITIES	10,785,337	8,321,955
Provisions	4,145,601	4,127,084
Long-Term Borrowing	2,052,773	2,645,842
Other Long-Term Liabilities	221,000	245,000
LONG-TERM LIABILITIES	6,419,374	7,017,926
NET ASSETS	201,321,786	197,349,901

[PTO]

Table 2 – Audited Balance Sheet as of 31 March 2025 (cont,)

	31 March 2025	31 March 2024
	£	£
USABLE RESERVES		
Capital Receipts Reserve	1,384,749	1,113,493
Capital Grants Unapplied Account	18,861,959	18,922,419
Capital Fund	9,728,600	8,516,261
Renewal and Repairs Fund	2,463,182	2,198,610
Other Balances and Reserves	5,699,744	6,993,748
General Fund	4,505,254	4,386,088
	42,643,488	42,130,619
UNUSABLE RESERVES		
Capital Adjustment Account	92,307,926	91,741,081
Revaluation Reserve	66,537,499	62,953,367
Pensions Reserve	(221,000)	(245,000)
Capital Receipts Deferred Account	746,268	1,531,921
Accumulated Absences Account	(1,303,553)	(1,213,189)
Provisions Discount Rate Reserve	611,158	451,102
	158,678,298	155,219,282
NET WORTH	201,321,786	197,349,901

Darach the Giant, overlooking the Sperrins, the largest Area of Outstanding Natural Beauty in Northern Ireland



Rural Proofing our Plans and Policies

Fermanagh and Omagh is a predominantly rural district except for the two main towns of Enniskillen and Omagh. The Council area is home to 117,195 people, with approximately two thirds of the population living in rural areas. The Council acknowledges that rural living is a significant element of the district and ensures that plans, policies, and procedures developed and implemented take account of the needs of all its people and in doing so, supports rural living as much as reasonably practical in its approach.

What is the Rural Needs Act (Northern Ireland) 2016?

The Rural Needs Act (Northern Ireland) 2016 (the Act) came into operation for government departments and district councils on 1 June 2017. The Act requires policy makers and public authorities to have due regard to rural needs when developing, adopting, implementing, or revising policies, strategies, and plans, and when designing and delivering public services.

How has the Act supported better outcomes for rural dwellers?

The Act has helped to further highlight and document the Council's commitment and approach in delivering better outcomes for rural dwellers, ensuring that a formal process is in place in developing, adopting, implementing, and revising policies, strategies, and plans, and designing and delivering public services that considers rural data and evidence in decision making processes. The Act has encouraged the need to further endorse the Council's evidence-based approach and to review data at local level in rural areas. This approach encourages considering implications of policies and service provision on, for example, levels of deprivation, social isolation and or poor health which can sometimes be masked by the lack of available data at district level. It also has encouraged engagement with communities to gain additional information where data gaps may be present and local knowledge beneficial. The outcome is that tailored policies, plans, and services are delivered and reconfigured to meet actual demands. The Council has delivered training to relevant staff across all departments to build their capacity and support the approach adopted. Resources have been compiled and made available on the Council Staff Hub to support staff to effectively complete Rural Needs Impact Assessments. Committee Report templates continue to ensure that Rural Needs are an integral part of the section which outlines the resource implications of the recommendation

How much did we do?

In fulfilling the Council's obligations under Section 1 of the Act, 16 Rural Needs Impact Assessments have been completed by officers within Fermanagh and Omagh District Council for the year 2024–2025. A summary of the activities is provided at appendix 1. The Rural Needs Annual Monitoring Report 2024–2025 has been published on the Council's website [here](#).

We want to hear from you – get in touch

Fermanagh and Omagh District Council is committed to continuously improving its services and listening to its customers.

We welcome your comments or suggestions at any time of the year on any service area or policy decision.

You can get involved and participate in consultations being conducted by, or on behalf of the Council. Meetings of the Council and its Committees are open to the public, except for those times when sensitive or confidential issues need to be discussed.

Or simply get in touch and tell us your issue, concern or when we have done well. We love to hear positive feedback too.

You can get in touch by:

**Phone:**

0300 303 1777

Text Phone:

028 8225 6216

**Email:**

strategicplanning@fermanaghomagh.com

**For people who are deaf or are hard of hearing:**

[SignVideo](#)

**Live Web Chat:**

Available on our website during office hours, Mon–Fri, 9am–5pm

**Writing:**

Strategic Planning and Performance,
Fermanagh and Omagh District Council,
The Grange, Mountjoy Road,
Lisnamallard, Omagh
BT79 7BL



Alternatively, you may wish to speak to your local Councillor – contact details can be found at

[www.fermanaghomagh.com/
your-council/councillors/](http://www.fermanaghomagh.com/your-council/councillors/)

For further information on your Council, please visit our website at www.fermanaghomagh.com

This document is available in a range of other formats upon request.

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



Appendix 1

A Summary of our Rural Proofing Activities in 2024–2025

	Description of the activity undertaken by the public authority which is subject to section 1 of the Rural Needs Act (NI) 2016.	The rural policy area(s) which the activity relates to.	Describe how the public authority has had due regard to rural needs when developing, adopting, implementing or revising the policy, strategy or plan or when designing or delivering the public service.
1	Data protection policy	Internal	The Council has not considered issues in relation to the social and economic needs of residents, staff, customers and suppliers in rural areas as the policy will not impact differently on staff based in rural areas compared to those in urban areas. The policy will be applied equally irrespective of location.
2	Funding Allocation Model for Festive Lighting	Cross-cutting	The Council has not considered issues in relation to the social and economic needs of people in rural areas as the plan will not impact differently on people in rural areas compared to those in urban areas. The plan will have the same positive impact on people in rural and urban areas.
3	Revising of the Corporate Health and Safety Policy	Internal	The Council has not considered issues in relation to the social and economic needs as the policy will not impact differently on those based in rural areas compared to those in urban areas. The obligations contained in this Policy apply equally to: all Council employees, including agency workers (where they are employed by FODC) and Elected Members, and other third parties. The policy will be applied equally irrespective of location.
4	Performance Improvement Plan 2024-2025	Cross-cutting	The plan will have the same positive impact on people in rural and urban areas. The plan ensures that both urban and rural communities experience improved quality of life, enhanced service provision, and increased opportunities for participation and prosperity. The objectives and actions outlined in the plan are designed to benefit all residents, ensuring equity in service delivery, support, and opportunities regardless of geographic location.

	Description of the activity undertaken by the public authority which is subject to section 1 of the Rural Needs Act (NI) 2016.	The rural policy area(s) which the activity relates to.	Describe how the public authority has had due regard to rural needs when developing, adopting, implementing or revising the policy, strategy or plan or when designing or delivering the public service.
5	Fermanagh and Omagh District Council Heritage Plan	Cross-cutting	The plan will have the same positive impact on those in rural and urban areas. The plan positively supports growth and change throughout the district, providing more opportunity for economic growth, community engagement, preservation of local heritage, collaboration, educational opportunities and social cohesion.
6	Fermanagh Lakeland Forum (FLF) Redevelopment	Cross-cutting	The redevelopment project will not impact differently on those in rural areas compared to those in urban areas. The redevelopment project aims to ensure that both urban and rural communities experience enhanced service provision, increased opportunities for participation and increased access to facilities. The aim of making the facilities more accessible is expected to result in increased participation and/or increased quality of experience for all users. The objectives and actions outlined in the redevelopment are designed to benefit all service users, ensuring equity in service delivery, support, and opportunities regardless of their geographic location.
7	Fermanagh Lakeland Forum Interim services	Cross-cutting	The Public Service will not impact differently on people in rural areas compared to those in urban areas. This Interim Services during the Fermanagh Lakeland Forum Redevelopment will be based on the current provisions of the leisure centre and aims to provide a continued service for the public where possible, minimizing the impact for those in rural areas. Residents and users in rural areas will be able to avail of structured interim outreach programmes which will be delivered in community centres and other civic buildings throughout the period of redevelopment.

	Description of the activity undertaken by the public authority which is subject to section 1 of the Rural Needs Act (NI) 2016.	The rural policy area(s) which the activity relates to.	Describe how the public authority has had due regard to rural needs when developing, adopting, implementing or revising the policy, strategy or plan or when designing or delivering the public service.
8	Review of the Asset Acquisition and Disposal Policy	Cross-cutting	The Council has not considered issues in relation to the social and economic needs of people in rural areas as the policy will not impact differently on people based in rural areas compared to those in urban areas. The policy will be applied equally irrespective of location. The Policy aims to establish a transparent and consistent approach to the acquisition and disposal of Council owned land, buildings and facilities. It will impact upon people in rural areas in a positive manner by ensuring that they have the same access to acquisition or disposal opportunities as their counterparts in the urban areas.
9	Menopause Policy	Internal	The Council has not considered issues in relation to the social and economic needs of staff in rural areas on this occasion as the policy will not impact differently on staff in rural areas. The Policy will be applied equally irrespective of location.
10	Domestic Violence and Abuse	Internal	The Council has not considered issues in relation to the social and economic needs of staff in rural areas on this occasion as the policy will not impact differently on staff in rural areas. The Policy will be applied equally irrespective of location.
11	Dignity at Work	Internal	The Council has not considered issues in relation to the social and economic needs of staff in rural areas on this occasion as the policy will not impact differently on staff in rural areas. The Policy will be applied equally irrespective of location.
12	Wellbeing Risk Assessment	Internal	The Council has not considered issues in relation to the social and economic needs of staff in rural areas on this occasion as the policy will not impact differently on staff in rural areas. The Policy will be applied equally irrespective of location.

	Description of the activity undertaken by the public authority which is subject to section 1 of the Rural Needs Act (NI) 2016.	The rural policy area(s) which the activity relates to.	Describe how the public authority has had due regard to rural needs when developing, adopting, implementing or revising the policy, strategy or plan or when designing or delivering the public service.
13	Conflict of Interest	Internal	The Council has not considered issues in relation to the social and economic needs of staff in rural areas on this occasion as the policy will not impact differently on staff in rural areas. The Policy will be applied equally irrespective of location.
14	Grievance Policy	Internal	The Council has not considered issues in relation to the social and economic needs of staff in rural areas on this occasion as the policy will not impact differently on staff in rural areas. The Policy will be applied equally irrespective of location.
15	Managing Attendance	Internal	The Council has not considered issues in relation to the social and economic needs of staff in rural areas on this occasion as the policy will not impact differently on staff in rural areas. The Policy will be applied equally irrespective of location.
16	Disciplinary and Dismissal Procedure	Internal	The Council has not considered issues in relation to the social and economic needs of staff in rural areas on this occasion as the policy will not impact differently on staff in rural areas. The Policy will be applied equally irrespective of location.