



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

Contact:

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

<https://antrimandnewtownabbey.gov.uk/council/equality/>

Signature:

A handwritten signature in black ink, appearing to read "E Boyd", is written inside a rectangular box.

This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2021 and March 2022

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1 In 2021-22, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

Date	Key policy/ Service delivery development (theme & programme)	Improvement Achieved (what did we do)	Outcome Achieved (is anyone better off?)	Did this promote equality of opportunity and Good Relations?
2021/22	Equality and Diversity Working Group	Elected Member and Officer working group, meet quarterly to collectively progress the EAP and DAP improvements.	Achievements noted within this annual report.	Yes
2021/22	District Council Good Relations Programme.	Activity endeavoured to improve attitudes between young people from different backgrounds, and	Targeted Outcomes: Schools Engagement: 2 pupil programme with 242 pupils	Yes

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	<p>T:BUC Theme - Children and Young People.</p>	<p>support young people engaged in bringing the community together.</p> <p>Schools Engagement: Community Relations in Schools delivery of Good Relations Programmes within Primary Schools across the Borough.</p> <p>Youth Development Programme: Delivery of a Good Relations Programme for young people, focused on small group delivery, and opportunities for dialogue.</p> <p>Sports / Summer Programme: Including Good Relations content within ANBC Sports Programmes, Council Summer Schemes, and broader engagement activity across Council.</p> <p>Bee Safe: Good Relations content and or focus within programming for transition children.</p> <p>Youth Views: Development of a Youth Voice Structure for Antrim and Newtownabbey,</p>	<p>5 teacher meeting with 8 teachers 1 online scoping seminar hosted and attended by 2 new school leaders</p> <p>2 listening exercises with 16 & 12 people attending</p> <p>Youth Development Programme: Delivery of a Good Relations Programme for young people, focused on small group delivery, and opportunities for dialogue.</p> <p>Monkstown Boxing Club – 50 young people 10 weeks' delivery</p> <p>BEAT – delivery of a BEAT Summer Intervention Programme across 5 locations: Crumlin, Rathenraw, Ballyclare and Glengormley. Summer intervention ran for 8 weeks, 3 nights per week for 3 hours per night. 139 participants.</p> <p>Sports / Summer Programme: Online Summer Scheme had 1,217 views and 12,074 impressions (the number of times your video was loaded on a vimeo clip page or on a website its embedded on).</p>	
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			<p>Specifically, Good relations videos had 243 views and 2442 impressions</p> <p>Youth Views: Approval and establishment of a Youth Voice Structure for Antrim and Newtownabbey. 19 participants, 8 sessions held.</p> <p>Youth Event – 1 large scale engagement event held on 11/11/21 85 people attending Representative of 8 community and voluntary groups</p>	
2021/22	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme - Our Shared Community.</p>	<p>Activity endeavoured to increase the use of shared space, and the perception that shared space is accessible to all.</p> <p>Dialogue initiatives: The delivery of small group programmes that bring people together, promote understanding of others, and offer opportunity for dialogue through participation in group work programmes, sports programmes, and encounter programmes.</p> <p>Moving Forward Together (MFT): The Moving Forward Together Programme will engage with school</p>	<p>Targeted Outcomes:</p> <p>Dialogue Initiatives- 6 group sessions 2.5 hour sessions Delivered to 12 people</p> <p>Schools Engagement-</p> <p>Moving Forward Together: Antrim and Randalstown - 2-day conference, 50 attending</p> <p>Newtownabbey Partnership - 3 partnership meetings listening exercises with 35 people attending 9 listening exercises with individuals</p>	Yes

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		<p>partnerships across the Borough, to promote collaborative working between schools across sectors (Controlled, Maintained, Special, Integrated), promote Good Relations, and contribute to an increased sense of shared space.</p> <p>The Programme will build on the established Antrim and Randallstown schools partnership, providing support to bring children and their families together to continue developing a greater sharing and understanding of peace building and Good Relations.</p> <p>The emerging Newtownabbey school's partnership will also be supported, developing the school's partnership by helping to deliver a consistent positive community relations message and ethos by working with teachers, children and parents.</p> <p>Activity will include; planned shared learning forums between schools, cross-school programmes for staff and pupils, and collaborative delivery of extracurricular activity.</p>	<p>1 meeting with anti-bullying specialist 1 shared voice campaign to be shared widely 1 impact survey completed by 9 schools 1 added-value 'winter school' workshop over 2 days, with 2 Newtownabbey participants and 2 MFT participants. 1 full partnership network day hosted at Theatre at the Mill, with 12 participants attending. 2 listening exercises with early years/foundation coordinators from 2 local schools</p>	
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2021/ 22	<p>District Council Good Relations Programme.</p> <p>T: BUC Theme - Our Shared Community</p>	<p>Activity endeavoured to increase the use of shared space, and the perception that shared space is accessible to all.</p> <p>Shared events: The delivery of a series of Good Relations Events to include;</p> <ul style="list-style-type: none"> • Good Relations Week <p>Animation of Shared Space: Providing Good Relations activity at council events that include;</p> <ul style="list-style-type: none"> • Great Glengormley Get Together • Disability Diversity event • Mini Mela in Antrim Gardens • Shared events at V36 <p>Ethnic Minority Engagement: to engage with ethnic minority communities within the Borough and organise events that assist in the bringing together of people in a safe shared space to increase cultural understanding and raise awareness of cultural diversity</p>	<p>Targeted Outcomes:</p> <p>Shared Events – 1500 people attending. Football event at Jordanstown</p> <p>Grange Family Fun Day – 100 people attending</p> <p>Great Glengormley Get Together</p> <p>Party at the Park Antrim Castle Gardens 2034 attendees</p> <p>Together for Ballyclare Event, approximately 1000 people attending</p> <p>Brighter Nights – 8 sessions held over July and August 2021</p> <p>Good Relations Week 2021 – 8 posts on Facebook between Monday 20 – Sunday 26 September</p> <ul style="list-style-type: none"> •Total reach: 14,830 •Total engagements: 179 <p>Spooked Out at V36: Dates/duration of each session: Sunday 31 October 2021, 6-8pm Approx. numbers attending: 8000</p> <p>Inclusive Sunday at V36: Dates/duration of each session: Sunday 24 October 2021 Approx. numbers attending: 500</p>	Yes
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			<p>Jobs Fair- Promotion of Good Relations Programming at Rathcoole Neighbourhood Renewal and Grange Neighbourhood Renewal Partnerships Jobs Fairs. 79 people attending 20 exhibitors from support and job services</p> <p>Grange Engagement – Community engagement with Grange Neighbourhood Renewal Partnership at Ballyclare, promoting Good Relations programming through distribution of One World Arts and Crafts packs to local families with Primary School children. 40 boxes distributed</p>	
2021/22	<p>District Council Good Relations Programme.</p> <p>T: BUC Theme - Our Shared Community.</p>	<p>Activity endeavoured to increase the use of shared space, and the perception that shared space is accessible to all.</p> <p>Staff Training: delivery of integration, equality and diversity training to ANBC staff to increase understanding of Good Relations issues, and ensure service delivery is inclusive to all.</p> <p>Capacity building – Shared Space: delivery of Good Relations training to community leaders to raise awareness of, and competence in Good Relations delivery within the community.</p> <p>Equality and Diversity Working Group: engagement with ANBC Equality and</p>	<p>Targeted Outcomes: Held 4 Equality and Diversity working group meetings</p> <p>Shared Capacity Programme – encompassing Staff Training, Capacity building, New Users Programme;</p> <p>Introduction to Good Relations workshop 28 participants</p> <p>Themed good relations workshops - 62 unique participants of themed good relations workshops</p>	Yes

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		<p>Diversity Working group to promote Good Relations and to help shape Good Relations activity.</p> <p>New Users Engagement Programme: Promoting Good Relations engagement with new users; to identify and work with groups from across the Borough who previously had no engagement with the Council's Good Relations Programme. To support them in understanding community and race relations. To develop and deliver a number of tailor made information and support sessions.</p>		
2021/22	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme – Our Safe Community.</p>	<p>The programme endeavoured to reduce the prevalence of hate crime and intimidation, and contribute to a community where places and spaces are safe for all.</p> <p>Hate Crime Awareness: Work with local groups to deliver a hate crime awareness programme to provide a local support service for victims of hate crime. To include the delivery of hate crime awareness information sessions.</p>	<p>Targeted Outcomes:</p> <p>Promotion of No Hate Here through displaying No Hate banners, flyers and posters at Council venues.</p> <p>Participation in Hate Crime Awareness Week in partnership with the Policing and Community Safety Partnership (PCSP) and Police Service Northern Ireland (PSNI), launched a new message during Hate Crime awareness week "Say No to Hate" a bespoke initiative aimed at eradicating hate crime, displayed on Billboards across the borough with a key message to call 101 to report all hate crime.</p>	Yes

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2021/ 22	District Council Good Relations Programme. T:BUC Theme – Our Safe Community.	<p>Diversionary Activity: This programme will be used to respond to emerging community tensions, in an effort to minimise sectarian clashes.</p> <p>Historically young people have been diverted from Glengormley around the time of the erection of the Orange Order Arch and the mini twelfth in June to help prevent sectarian clashes.</p> <p>This type of initiative can be expanded to other areas in the Borough.</p>	<p>Targeted Outcomes: Held diversionary event in Glengormley to divert young people away from potential sectarian clashes at parades. 30 young people attended the event.</p>	Yes
2021/ 22	District Council Good Relations Programme. Our Safe Community	<p>Local Government Partnership on Travelers Issues: To engage with and support the Local Government Partnership on Traveller Issues, which includes; an annual membership fee, and hosting of one meeting per year of the partnership.</p> <p>The partnership consists of Elected Members and Officers from all 11 councils. More recently representatives from the Public Health Agency and local representative groups have joined the partnership.</p>	<p>Targeted Outcomes: Attendance at regional meeting.</p>	Yes

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<p>2021/ 22</p>	<p>District Council Good Relations Programme.</p> <p>Our Cultural Expression</p>	<p>The programme endeavoured to increase the percentage of participants who feel a sense of belonging to their neighbourhood, increase in the percentage who think that their cultural identity is respected by society</p> <p>Good Relations Events: The delivery of cultural awareness activity as part of existing community, church and council based programmes that promote a greater understanding of cultural diversity at mainstream events, to include;</p> <ul style="list-style-type: none"> • Halloween events • Shared events at V36 • Christmas events <p>Irish Language/ Ulster Scots Projects: delivery of a series of events showcasing the Irish Language, and Ulster Scots Language during Ulster Scots Week and Irish Language Week.</p> <p>Cultural Heritage Programme: To deliver an engaging programme exploring life in Northern Ireland, our past, our present, who lives here and visiting some of our local historical highlights; as well as finding out about your own ancestry.</p>	<p>Targeted Outcomes: Delivery of Sunday Music Event at Loughshore Antrim. Good Relations activity included multicultural food tasting and distribution of Good Relations information and promotional items.</p> <p>Delivery of Brighter Nights: Friday evenings July & August Family activity delivered at Lilian Bland park, Glengormley on Friday evenings during July and August. Activity included;</p> <p>Arts Ekta Japanese Arts Story teller Indian Arts Stilt walkers Chinese Art- Fairy tales story teller Polish Arts Bollywood Dancers Dhol Drummers GR Colouring activity every week - GR colouring books and colouring pencils provided at 2 tables for children to colour in and draw. This activity was very popular. It was very good to be able to supply participants with their own colouring pack therefore reducing shared equipment and reducing COVID risk factors. Approx. numbers attending: 500-1500, numbers varying due to weather</p>	
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		<p>ANBC Seasonal Events: Good Relations content within ANBC mainstream events to raise awareness of Good Relations, promote diversity and cultural awareness. ANBC delivers a range of programmes throughout the year that includes training, bonfire management programme, capacity building and neighbourhood renewal to promote understanding and capacity working towards establishing a prosperous and stable Borough.</p> <p>Good Relations activity will include; multi-cultural performances, Christmas Around the World campaign, and multi-cultural workshops.</p> <p>Activity aims to enhance the opportunities for positive cultural interaction at mainstream events.</p>	<p>Inclusive Halloween Event at V36 October 2021: Spooked Out at V36 Sunday 31 October 2021, 6-8pm Approx. numbers attending: 8000 -Traditional Irish Music and Dance -Mexican Day of the Dead Dancers -Bollywood Dancers -Cool FM roadshow -Funfair -Fire Performers -Bubble bike -LED Car -Fireworks Display *Mobiloo</p> <p>Ulster Scots Leid Week: Ulster Scots Leid Week runs from 22-27th November 2021 across Northern Ireland with a wide variety of activity being delivered to promote awareness of the Ulster Scots Language coordinated by the Ulster Scots Agency. Antrim and Newtownabbey Borough Council as part of Leid Week hosted three Ulster Scots themed walking tours in the Newtownabbey, Ballyclare and Antrim areas, hosted by experienced tour guide Donal Kelly. 3 x 1.5 hour tours 3 x 1 hour discussions following tour with light refreshments and an opportunity to chat more about the tour and local heritage.</p> <ul style="list-style-type: none"> Antrim Town Walking Tour: Wednesday 24 November 2021, 10am – 11.30am. 15 people attending. 	
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			<ul style="list-style-type: none"> Newtownabbey Walking Tour: Thursday 25 November 2021, 10am – 11.30am. 13 people attending. Ballyclare Walking Tour: Friday 26 November 10am-11.30am. 15 people attending. <p>Christmas Events: “Have a Superhero Christmas” themed Switch-On Programme which was delivered live in each DEA and streamed online in November and December 2021. Each event was hosted by Cool FMs Stuart Robinson and included: School Choirs, Traditional Music Groups, Bands and other local artistes along with an exciting pantomime performance entitled “A Christmas Wish for Hero's Everywhere” performed by Children's Magical Storyteller Mr. Hullabaloo and Friends. Good Relations messages and visuals were included within the live stream and on stage slides and content. 7 DEA based Christmas events. In total the programme attracted in excess of 10,000 attendees and 44,516 online views.</p> <p>Irish Language Week - Seachtain Na Gaeilge The Mayor of Antrim and Newtownabbey Councillor WJ Webb MBE JP welcomed residents across the Borough to The Old Courthouse Theatre on 15 March 2022 to celebrate Seachtain na Gaeilge 2022, with 160 guests attending the celebration.</p>	
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			<p>The evening was hosted by presenter, producer and journalist, Caoimhe Ni Chathail, and the event provided an evening of entertainment through Irish Language, music and dance, and showcased a range of local talented groups throughout the Borough.</p> <p>The evening commenced with a concert from the famous local traditional folk band, The Rapparees, and entertainment continued with performances from Ionad Teaghlaigh Ghleann Darach, The Duffy Family, Lawrenson - Toal Academy of Irish Dance, Glengormley School of Traditional Music and Jordan Academy of Irish Dance.</p> <p>The audience included representatives from all of the Irish medium education schools throughout the Borough; Gaelscoil and Naíscoil Eanna, Naíscoil na Fíobha, Gaelscoil Ghleann Darach and Cairde Dhún Sailí. Seachtain na Gaeilge, is a key week in the calendar which aims to promote and celebrate the Irish Language, heritage and culture, and to encourage and inspire others to become involved with the language. 160 guests</p>	
2021/22	<p>District Council Good Relations Programme.</p> <p>T: BUC Theme - Our Cultural Expression.</p>	<p>The programme endeavours to increase the sense of community belonging, and create an environment where cultural diversity is celebrated.</p>	<p>DIVERSITY & GOOD RELATIONS TRAINING</p> <p>This 8-week course (accreditation available) covers a range of themes such as prejudice, discrimination and stereotypes. Delivered over 8 Wednesday evenings in February and March by Finola Hunt of</p>	

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		<p>Cultural Skills Programme: The delivery of accredited Good Relations themed training to individuals across the Borough.</p>	<p>Education Matters, this programme will give you the confidence and information to identify where good relations issues arise in the work of your organisation.</p> <p>18 course registrations of which 12 completed the full programme and 10 submitted work for accreditation.</p> <p>8 Wednesday evenings in February and March.</p> <p>Shared Skills: Do you feel this event has played a positive role in bringing people from different backgrounds together? 93%</p> <p>KNOWLEDGE Do you feel your knowledge of cultural traditions/backgrounds has increased following your attendance at the event? 69%</p> <p>ATTITUDE Do you feel your attitude towards people from a different religious background has improved following attendance at the event? 57%</p> <p>Do you feel your attitude towards people from a different ethnic background has improved following attendance at the event? 56%</p>	
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<p>2021/ 22</p>	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme - Our Cultural Expression.</p>	<p>The programme endeavours to increase the sense of community belonging, and create an environment where cultural diversity is celebrated.</p> <p>Vulnerable Person Relocation Scheme (VPRS): To engage with and support the Vulnerable Persons Relocation Scheme Integration Group; which includes contributing to the costs of a central storage of food and resources that Syrian refugees avail of, attending Integration Group meetings, and hosting one meeting per annum. Provide support to ESOL classes in partnership with Belfast Met for VPRS participants in Antrim, Newtownabbey and Crumlin.</p> <p>New Comer Engagement: Supporting the integration of vulnerable refugees, and newcomers from a minority ethnic community. Providing space for VPRS Participants to practice within their religious faith.</p>	<p>ESOL Classes in Antrim for Syrian families as part of the VPRS scheme.</p> <p>Ongoing support for ESOL delivery at Stiles Community Centre through VPRS. 2 classes per week 10 classes 20 participants per class</p> <p>1 Refugee Awareness session on 26/10/21 3-hour workshop 22 people in attendance</p> <p>1 soft welcome for New Comer Family on 16/11/21 9 people in attendance.</p> <p>Multi-cultural Women's Group - Supporting the delivery of Phase 1 pilot 'Women's Group' integrating women accessing ESOL and women at Oasis Women's group, partnership delivery with Apex Housing. Delivery lead for Phase 1 – Apex Housing. It is anticipated that the programme will progress into a 2nd phase led by ANBC Good Relations.</p> <p>Supporting the delivery of Phase 2 pilot 'Women's Group' integrating women accessing ESOL and women at Oasis Women's group. The project target was to help to integrate the Syrian women into the Antrim Community. We did this by pairing the Syrian women up with women from Antrim town while they were undertaking each workshop to encourage them to talk to each other and</p>	
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			<p>build up confidence with each other's culture. We also had an interpreter to help with the language barrier. This was a 6-week programme that included;</p> <ul style="list-style-type: none"> • FlorishNI – discussed women trafficking in NI while teaching the women how to make pyramid gift boxes • Moxie Makes – book folding workshops where the women made hedgehogs • Visit to Belfast Islamic Centre • St Patricks Day crafting and embroidering • Moxie Makes – origami Kusudama flower workshop • Arabian Dance workshops with cultural food followed by afternoon tea at Dunsilly Hotel. <p>Multi-cultural Women's Group: A pre and post questionnaire was completed by all participants</p> <p>attendance was good throughout</p> <p>100% of participants expressed that they enjoyed the programme</p> <p>24 women attended the visit to Islamic Centre</p> <p>Participants have made ongoing connections through WhatsApp and communicate outside of the programme delivery</p> <p>100% of participants would recommend</p>	
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			<p>participating in a Good Relations programme to family and friends</p> <p>100% of participants felt that the programme increased their confidence and skills</p> <p>100% of participants felt that they were treated well during the programme</p> <p>44% felt a positive increase on 'How knowledgeable are you about different cultural traditions and backgrounds?'</p> <p>13% felt a positive increase on 'how positive is your attitude toward people from a different ethnic background?'</p> <p>Multi-Cultural Women's Group- 10 participants 6 x 3 hour sessions 24 participant's x 1 Belfast Islamic Centre visit</p>	
2021/22	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme - Our Cultural Expression.</p>	<p>The programme endeavours to increase the sense of community belonging, and create an environment where cultural diversity is celebrated.</p> <p>Historical commemorations: the delivery of events to commemorate key historical moments, to include; Holocaust Memorial, and NI Centenary linking with the NI Centenary Working Group.</p>	<p>Holocaust Memorial Day Event: As part of the Councils programme and commitment to remembering the Holocaust, a special evening of Remembrance was held at Monkstown Jubilee Centre, on Sunday 23 January 2022. The Mayor of Antrim and Newtownabbey, Councillor Billy Webb led tributes in remembering the six million Jews murdered during the Holocaust and those who lost their lives in more recent genocides in Cambodia, Rwanda, Bosnia and Darfur. Guests heard further poignant messages from Rev. Ruth Patterson (Church of the Good Shepherd)</p>	

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			<p>Kathy Wolff (Community Relations Forum) and Mr Peter McBride (Trauma Specialist).</p> <p>Following the speeches, Elected Members led a procession which included Her Majesty's Deputy- Lieutenant Mrs Jackie Stewart MBE, Consul General of the Republic of Poland in Belfast Mr. Pawel Majewski and US Consul General Mr Paul Narain to the Holocaust memorial site where a number of wreaths were laid.</p> <p>The Council Holocaust programme continued with a special video shown on the Councils social channels on Thursday 27 which includes Mr Billy Kohner MBE who shares his family's experience of fleeing Czechoslovakia to find refuge here in Northern Ireland. 45 people attending HMD event 23 January 2022 5-7pm. Launch of HMD video Billy Konner. Post Impressions = 5,495 Engagements = 165</p> <p>LIGHT UP: The Council will light up its Civic buildings purple this evening to mark Holocaust Memorial Day. Post Impressions = 5,970 Engagements = 112</p> <p>EVENING OF REMEMBRANCE (Social Media Post)</p> <p>Impressions = 7,417 Engagements = 143</p>	
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2021/ 22	District Council Good Relations Programme.	Good Relations Grant Aid Programme, T:BUC Key Priority and Outcome identified by applicant, with balance across the outcomes ensured by GRO's through an even budget allocation to Priorities.	<p>Boys: UTD 2.0 embarked on a 10 week project and celebrated cultural diversity, challenged sectarianism and racism, promoted the development of positive relationships between people from different backgrounds and created a shared space, alongside personal development within each young person. The project built bridges and was a safe platform for the Young People to learn, express and grow as an individual.</p> <p>MBC – Boys:UTD 2.0 20 participants 10 x 2 hour sessions 1 x 2 day residential</p> <p>Made Programme: Participants met on a weekly basis for 12 weeks participating in various sessions/workshops. Sessions included flags & emblems, Identity, Q&A sessions with guest speakers such as Steven Ward and Michaela Walsh on how sport builds Good Relations and sessions/social action on the Ukraine War. Project targets were delivered and met, and young people were engaged and consulted in all aspects of the programme.</p> <p>Made: 20 participants, 12 activities/sessions, 8 facilitated in Monkstown Boxing Club, 4 facilitated in Ardoyne Youth Enterprise or offsite. Each activity/session lasting 3 hours. Residential weekend from a Saturday to Sunday included</p> <p>Made:</p>	
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			<p>Overall, 94% participant attendance on programme with 100% of participants beginning and ending the programme. A synopsis of overall feedback from participants was that it has changed perceptions, been educational and has enabled participants to create friendships they wouldn't have had the opportunity too. The young people liked the diversity of sessions and how it was focused more than just religion.</p> <p>Impact was measured using baseline and end line evaluations and verbal feedback from participants at end of each session. Attendance was measured using an attendance log.</p> <p>72% of participants had not participated in a good relations programme before. 50% of participants were from the CNR Community. 50% of participants were from the PUL Community. 100% female 100% white ethnic background. 100% expressed that they felt the programme had increased their confidence. 100% expressed that the programme helped them to increase their skills. 100% felt that they were treated well during the programme. 100% felt that they would recommend the programme.</p>	
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			<p>100% of participants increased their knowledge, with an average base line of 4 progressing to an average of 9 on completion of the programme.</p> <p>100% of participants increased their attitude, with an average base line of 4 progressing to an average of 8 on completion.</p> <p>100% of participants improved behaviour with a baseline of 4 progressing to 8 on completion.</p> <p>Rathcoole Community Hub: Creation of a Queens Jubilee Mural in collaboration with Rathcoole Primary School pupils to commemorate the Queens Platinum Jubilee.</p> <p>Rathcoole Community Hub: 1 Queens Jubilee Mural Engagement with Rathcoole Primary School.</p> <p>Newtownabbey Arts and Culture Network: The aim of the project is to run a creative project in Glengormley High School, driven by a creative approach exploring diversity within the arts sector and how the sector is supported by people from all different walks of life. We want to support young people to gain a good understanding of how the creative industry sector can open many opportunities and that participants build their understanding of and confidence in working with people from diverse backgrounds.</p> <p>Newtownabbey Arts and Culture Network: 30 weeks' delivery</p>	
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			<p>Level 2 OCN in Photography completed by 12 Participants</p> <p>18 Participants Drama</p> <p>Attendance was 85%</p> <p>Overall feedback said that they wanted to continue the workshops and both groups are still meeting.</p>	
2020 /21	Funding for the Borough Special Schools to facilitate Summer Schemes	<p>Funding has been offered to the 5 Special Schools within the Borough to run summer schemes at their schools.</p> <p>Funding is up to £5000 per school.</p>	<p>Ensuring greater accessibility for all.</p> <p>We received submissions from 2 of the Special Schools in the Borough and funding was allocated to both of them.</p>	Yes
2020 /21	Website, Alternative formats, Council Literature Provision	<p>Ensuring that we provide Council communications in formats accessible to everyone.</p> <p>This includes:</p> <ul style="list-style-type: none"> - Browse aloud and Text help services - Opportunity for any Council publication to be provided in alternative formats/ language upon request - Borough Life provided in alternative formats such as braille, daisy, large print and audio - Language line rolled out to all Council Facilities and services. 	Ensuring greater accessibility for all.	Yes

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		<ul style="list-style-type: none"> - Google Translate Language selection available - Website intelligent user experiences to tailor information to a range of different Section 75 categories to meet the needs of all of our Customers. Now includes dedicated accessibility section - Evaluation of accessibility of Councils corporate website carried out and recommendations implemented 		
2022 /22	Disability Sport NI Programme, Hubs and Inclusive Sport Equipment and Bikes	<p>Providing accessible sports equipment such as bikes, sports wheelchairs and tandem bikes.</p> <p>Other items include accessible games such as archery and boccia</p>	Ensuring greater accessibility for all and promoting inclusion and participation of those with and without disability enjoying sport and leisure together.	Yes
2021 /22	New Changing Places provision	<p>Upgrades to accessible toilet/ changing provision at Council facilities with the introduction of a new Changing Places:</p> <ul style="list-style-type: none"> - Crematorium in Newtownabbey cost, £15,000 	Ensuring greater accessibility for all.	Yes
2021 /22	<p>Council signed up to the following Charters:</p> <ul style="list-style-type: none"> • White Ribbon • BDA BSL & ISL Deaf Charter 	To pledge our support as a Council we have signed the White Ribbon NI Charter which stands to protect women from acts of violence.	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes

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		We have also signed the British Deaf Association Deaf Charter, this sets out our commitment to become a Deaf Friendly Council.		
2021 /22	<p>Inclusive Council Events</p> <ul style="list-style-type: none"> • Irish Language Event • Summer Events • Halloween Events • Christmas Events • Christmas Theatre Shows • Inclusive Enchanted Winter Garden 	Sign Language provision, Signed performances, AccessoLoo (Inclusive toilet provision) and event accessibility.	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes
2021 /22	Sign Language Week	<p>To celebrate the deaf community and raise awareness a week of events were delivered for the Sign Language Week. These included:</p> <ul style="list-style-type: none"> • A Mayoral Signed social media video • A "Signs of Springtime" Signed Tour X2 • A Park Ranger le Historical Signed Tour X2 	Ensuring greater accessibility for all and promoting inclusion and participation of the deaf community.	Yes

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		<ul style="list-style-type: none"> • Staff and Elected Member Sign Language and Deaf Awareness Training x2 • Community Sign Language and Deaf Awareness Training x2 • Jordanstown Special School Pupils celebration social media video • Health and Wellbeing Event with Louise McDonnell (hand self-care, stone therapy and reiki) • Basic Sign Language social media video by Mr John Carberry 		
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- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2021-22 (or *append the plan with progress/examples identified*).

Action Point	Responsibility	Progress
1. Staff Training (All Section 75 Categories)		
1.1 Deliver Training Ongoing for staff and members	HR Customer Accessibility Officer	ONGOING ACTION Screening training will be arranged as required on an ad-hoc basis.
1.2 Deliver Good Relations (GR) information in Corporate induction training	HR Good Relations Officers	COMPLETED ACTION
2. Ensure all new and revised policies are screened (All Section 75 categories)		
2.1 Requirement to screen all policies (Bi-annual reminders)	Directors Heads of Service Customer Accessibility Officer	ONGOING ACTION Reminders are sent to all Directors/ Heads of Service Bi-Annually. Monthly Committee minutes, Council items are checked to ensure all relevant items are being screened.
2.2 Policy Screening reported to Committees. Summary to P&G (Quarterly)	Customer Accessibility Officer	COMPLETED ACTION

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2.3 Equality duties to be included in all revised job descriptions	HR	COMPLETED ACTION
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3. Collate relevant monitoring information (All Section 75 categories)		
3.1 Each service to consider data required to identify gaps in service provision	All services	ONGOING ACTION Council consultation includes seeking feedback from all section 75 categories.
3.2 Re-surveying staff to include all section 75 categories	HR Customer Accessibility Officer	ONGOING ACTION Section 75 survey has been designed, HR to progress.
4. All residents may not have equal access to information on services, courses and events (All Section 75 categories)		
4.1 Review advertising arrangements to ensure appropriate distribution/ communication of relevant service information. Also issue specific publications e.g. for people with disabilities and ethnic groups	Media and Marketing Customer Accessibility Officer	COMPLETED ACTION

PART A

4.2 Develop the website to ensure it is accessible to people with disabilities and those who do not have English as their first language	Digital Marketing Manager Customer Accessibility Officer	ONGOING ACTION Work is ongoing with: <ul style="list-style-type: none"> • Texthelp Services i.e. Browsealoud • Language line has been rolled out to all Council facilities and services Website accessibility standards to be reviewed to ensure improvements are made in line with the Public Sector Bodies (websites and mobile applications) (No.2) Accessibility Regulations 2018.
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4.3 Ensure that alternative methods are readily available for all online services	All services Customer Accessibility Officer	COMPLETED ACTION
4.4 Use Pictorial information as much as possible and provide text in range of languages when necessary	All services Customer Accessibility Officer	COMPLETED ACTION
4.5 Develop and deliver a communication plan to promote equality & diversity, internally and externally	Head of Communications and Customer Services	COMPLETED ACTION

PART A

5. Lack of knowledge around different cultures		
5.1 Roll out of the GR action plan to address issues identified by the GR audit	Good Relations Officers Diversity Champions	ONGOING ACTION An application has been submitted to The Executive Office and action plan developed for 2021/22 to continue this programme of work.
6. Establish any issue with minority ethnic groups regarding access to services		
6.1 Work with Belfast based minority ethnic groups to identify groups/ individuals based in Antrim and Newtownabbey	Good Relations Officers Diversity Champion Councillors	ONGOING ACTION Work is continuing with overarching agencies in the absence of Belfast based groups. Supporting the Peace IV Programme to deliver an outreach project around diversity in the Borough.
6.2 Seek assistance from local community to identify minority ethnic groups present in the area	Good Relations Officers Diversity Champion Councillors	ONGOING ACTION Work continues with service providers including the Department for Communities (DfC) and Belfast Met to provide English classes for newcomers to the area.

PART A

6.3 Continuing support through annual good relations action plan for programme of activities to support the development of positive community and race relations including information/ events around different religions and faith groups	Good Relations Officers	COMPLETED ACTION
7. Under representation of disabled people in workforce (disability)		
7.1 Offer a guaranteed interview scheme for applicants with a disability who meet the essential criteria for a post	HR	COMPLETED ACTION
8. Accessibility to Council Services (Age, disability)		
8.1 Reserve space at events for disabled people and the provision of 'Sign Language'	Customer Accessibility Officer	COMPLETED ACTION

PART A

9. Work experience/ work placements (Age, disability)		
9.1 Improve the framework which can be used when planning and agreeing work experience and placements to identify expectations and learning outcomes	HR	COMPLETED ACTION
10. Lack of activities for older young people which can lead to anti-social behaviour (Age)		
10.1 Create shared space at various council locations including: Skateboard Park at V36, 3G pitch at Antrim Grammar/ Parkhall and develop Crumlin Glen as a community asset	Good Relations Officers Project Development Sport and Play Development Officer Peace IV Co-Ordinator Arts and Culture	COMPLETED ACTION
11. Older People (50+) all categorised as one group		
11.1 Survey 50+ group to identify what would be of interest to the newly categorised age groups	Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer GIS Officer	ONGOING ACTION Leisure programming review ongoing

PART A

11.2	Formulate a series of programmes and activities based on the survey results and signpost where applicable to existing programmes	Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer GIS Officer	COMPLETED ACTION
12. Concessions may be applied inconsistently (age, disability, carers)			
12.1	Review concession rates across service areas in the new Council – overarching policy to be agreed. Agree what circumstances will attract a concession and what evidence is required	Arts and Culture Leisure Community Development	COMPLETED ACTION
13. Lack of support for LGBT people in the area (Sexual orientation and gender)			
13.1	Training for staff and elected members	HR Customer Accessibility Officer	IMPACTED DUE TO COVID-19 PANDEMIC
14. Antrim Forum Fitness Suite has individual showers for females and not for males (Gender)			
14.1	Incorporate capital provision into maintenance and replacement schedule	Leisure Property services	COMPLETED ACTION

PART A

15. Difficulty for people with disabilities in accessing council services		
15.1 Work with partners to ensure access to summer scheme provision for children with disabilities across the Borough	Community Services Customer Accessibility Officer Sport and Play Development Officer Leisure Health and Safety Officer	COMPLETED ACTION
15.2 Deliver Disability Action Plan	Customer Accessibility Officer Officers as per DAP	COMPLETED ACTION The DAP is implemented and reviewed on an ongoing basis.

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2021-22 reporting period? *(tick one box only)*

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

Please provide any details and examples:

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

Please provide any details and examples:

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

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

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

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

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

☐ Other *(please specify and give details):*

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

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4** Were the Section 75 statutory duties integrated within job descriptions during the 2021-22 reporting period? *(tick one box only)*
- ☐ Yes, organisation wide
 - ☐ Yes, some departments/jobs
 - ☐ No, this is not an Equality Scheme commitment
 - ☒ No, this is scheduled for later in the Equality Scheme, or has already been done
 - ☐ Not applicable

Please provide any details and examples:

- 5** Were the Section 75 statutory duties integrated within performance plans during the 2021-22 reporting period? *(tick one box only)*
- ☐ Yes, organisation wide
 - ☐ Yes, some departments/jobs
 - ☐ No, this is not an Equality Scheme commitment
 - ☒ No, this is scheduled for later in the Equality Scheme, or has already been done
 - ☐ Not applicable

Please provide any details and examples:

N/A

- 6** In the 2021-22 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

PART A

- ☐ Yes, through the work to prepare or develop the new corporate plan
- ☐ Yes, through organisation wide annual business planning
- ☐ Yes, in some departments/jobs
- ☒ No, these are already mainstreamed through the organisation's ongoing corporate plan
- ☐ No, the organisation's planning cycle does not coincide with this 2021-22 report
- ☐ Not applicable

Please provide any details and examples:

N/A

Equality action plans/measures

7 Within the 2021-22 reporting period, please indicate the **number** of:

Actions completed:

17

Actions ongoing:

9

Actions to commence:

1

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

See Equality Action Plan with progress detailed.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2021-22 reporting period (*points not identified in an appended plan*):

N/A

9 In reviewing progress on the equality action plan/action measures during the 2021-22 reporting period, the following have been identified: (*tick all that apply*)

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☐ Action(s) to address the known inequality in a different way

- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☐ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

☒ All the time ☐ Sometimes ☐ Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2021-22 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

N/A

- 12** In the 2021-22 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☐ Face to face meetings
- ☒ Focus groups
- ☒ Written documents with the opportunity to comment in writing
- ☒ Questionnaires
- ☐ Information/notification by email with an opportunity to opt in/out of the consultation
- ☐ Internet discussions
- ☐ Telephone consultations
- ☐ Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

N/A

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2021-22 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2021-22 reporting period? *(tick one box only)*

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

**Arrangements for assessing and consulting on the likely impact of policies
(Model Equality Scheme Chapter 4)**

<https://antrimandnewtownabbey.gov.uk/council/equality/policy-screening/>

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

15

- 16** Please provide the **number of assessments** that were consulted upon during 2021-22:

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

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

Good Relations Audit and Strategy
PCSP Disability Action Plan 2022
Draft Dual Language Street Signs Policy

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

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

Please provide any details and examples:

N/A

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2021-22 reporting period? *(tick one box only)*

☐ Yes ☐ No ☒ Not applicable

Please provide any details and examples:

N/A

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2021-22 reporting period? *(tick one box only)*

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

Please provide any details:

N/A

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

PART A

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

N/A

- 22** Please provide any details or examples of where the monitoring of policies, during the 2021-22 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

N/A

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2021-22, and the extent to which they met the training objectives in the Equality Scheme.

- Mental Health Awareness Training
- Section 75 Screening Training
- Safe Place Awareness
- Safeguarding Adults and Children

Training was impacted due to social distancing rules during the ongoing Covid-19 pandemic.

- 25** Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

All of the above training sessions (outlined in Q.24) were rolled out within 2021/22, and provided staff and elected members with an improved knowledge skill base.

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

- 26** Please list **any examples** of where monitoring during 2021-22, across all functions, has resulted in action and improvement in relation **to access to information and services**:

N/A

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2021-22?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

N/A

Section 3: Looking Forward

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

The draft Equality Scheme and associated action plan is currently being reviewed and updated.

- 29** Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

We plan to focus on further consultation with section 75 groups to obtain a greater understanding of their needs and expectations. This will help council to make further meaningful improvements to service provision.

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

- ☒ Employment
- ☒ Goods, facilities and services
- ☒ Legislative changes

PART A

- ☒ Organisational changes/ new functions
- ☐ Nothing specific, more of the same
- ☐ Other (please state):

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

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

11

Fully achieved

7

Partially achieved

4

Not achieved

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

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

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ	-	-	-
Regional ^{iv}	-	-	-
Local ^v	-	-	-

PART B

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	<p>Promote awareness of Mental Health and reduce any associated stigma</p> <ul style="list-style-type: none"> • Promote training for Mental Health Champions • Develop leadership and people skills on how to manage Mental Health in the workplace • Promote and signpost information, training and mental health and wellbeing activities across the Council 	<ul style="list-style-type: none"> • Staff Training • Staff Champions • Council promotion of Counselling service to Staff 	<p>Promoting positive attitudes towards disabled people and encouraging participation in Public Life.</p>
2	<p>Continue to ensure that all policies/ decisions are screened to highlight requirements in relation to disability</p>	<ul style="list-style-type: none"> • Staff Training • Worked examples 	<p>Promoting positive attitudes towards disabled people and encouraging participation in Public Life.</p>

PART B

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

	Communications Action Measures	Outputs	Outcome / Impact
1	Increase awareness of the support services/initiatives relating to Mental Health. For all Staff and Elected Members	<ul style="list-style-type: none"> • Staff/ Elected Member Training • Internal Council App iConnect • Social media 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Continuing to feature all(and add new) Council venues and facilities listed on the AccessAble resource	<ul style="list-style-type: none"> • Website detailing the accessibility aspects of Council venues in the Borough as well as local businesses etc 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

PART B

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Create and maintain an accessible communications and promotional plan to ensure effective promotion of Council events and services	<ul style="list-style-type: none"> • Inclusive methods of communication i.e. Signed videos • Communication of pre-event information • Communication of information useful to those with a disability (internal and external) • Promote the service of alternative formats • Promotion of our accessible Council venues and facilities • Promotion of inclusive aspects of our events and services 	Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life

PART B

2	Apply for Employers for Disability Northern Ireland – Member Accreditation and engage the benefits of the Accreditation	<ul style="list-style-type: none"> Consultation with staff to inform them of the features and benefits of being an Employer for Disability and what support they can access 	Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life
3	Mark the International Day of Persons with Disabilities (3 December)	<ul style="list-style-type: none"> Awareness raising celebrated annually the international day of persons with disabilities 	Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Equality and Diversity Working Group (Equality and Diversity themed matters)	Quarterly Meetings	March 2022 June 2022 September 2022 December 2022	Ongoing action for duration of plan
2	Diversity Champions to attend all relevant training and networking events as required	Meetings as required	Staff and Elected Members training and awareness raising	Ongoing action for duration of plan

PART B

3	<p>Provide Equality and Disability Training for all Council Staff and Elected Members</p> <ul style="list-style-type: none"> • Deaf awareness/ Sign Language • Disability Awareness • Autism Awareness • Mental Health Awareness • Visual Impairment Awareness • Dementia Awareness 	Training sessions	Staff and Elected Members training and awareness raising	Ongoing action for duration of plan
4	<p>Challenge barriers which disabled people face in accessing Council venues, events and services</p> <ul style="list-style-type: none"> • Continue to review the Access Audit and upgrade and improve accessibility in Council venues • Continue to embed inclusion for disabled people at all Council events • Continue to tailor our Council services to meet the needs of those with a disability • Continue to upgrade and improve our play parks and open spaces in the 	As detailed	Actions to be achieved	Ongoing action for duration of plan

PART B

	<p>Borough to ensure all needs of those with a disability</p> <ul style="list-style-type: none"> • Provide additional mobility aids at suitable locations to ensure that disabled people can have greater personal mobility 			
5	<p>Bespoke marketing and media in publication format, social media specifically aimed at those with a disability (relevant external and internal information)</p> <p>Targeted marketing methods such as:</p> <ul style="list-style-type: none"> • Social media • Specialised publications • Bloggers/ Influencers with a disability • Local newspapers • Sharing on social media 	Monthly	Actions to be achieved	Ongoing action for duration of plan
6	<p>Develop a disability positive Arts and Culture events programme by implementing:</p> <ul style="list-style-type: none"> • Inclusive art and craft classes and programmes for those with disabilities 	Monthly	Actions to be achieved	Ongoing action for duration of plan

PART B

	<p>(including those with hidden disabilities)</p> <ul style="list-style-type: none"> • Promoting tailored tours of arts and culture facilities for those with specific needs • Promoting the inclusive theatre programme 			
7	<p>Create a Terms of Reference Agreement with suppliers of Enhanced Accessible Toilet/ Changing Facility and a Portable Sensory Trailer facility to ensure inclusion at events and meetings to including those supported by Council</p>	Annual agreement	Actions to be achieved	Ongoing action for duration of plan
8	<p>Support work experience and pathways to employment opportunities for disabled people</p> <ul style="list-style-type: none"> • Increase the number of annual work placements we have for disabled people • Investigate the possibility of ring-fencing of suitable job roles within Council 	As requested	Actions to be achieved	Ongoing action for duration of plan

PART B

	<ul style="list-style-type: none"> Promote the interview adjustments which are available and eligibility Run community interview scenario sessions/ advice in partnership with CEDAR Foundation to prepare those in the Borough with the confidence to apply for a job 			
9	Continue to ensure that customer satisfaction surveys are carried out that allow for a review of findings by disability	Annual programming	Actions to be achieved	Ongoing action for duration of plan
10	<p>Create Art Exhibitions featuring work specifically by disabled people</p> <ul style="list-style-type: none"> Continue to work with Disability NI and Department of Communities to secure funding to improve equipment and 	Annual programming	Actions to be achieved	Ongoing action for duration of plan

PART B

	<p>opportunities for participation</p> <ul style="list-style-type: none"> • Continue to support clubs with inclusive training and coaching • Continue to promote free RADAR KEYS to access accessible equipment • Continue development of classes and programmes available to people with a disability • Ensure that development of disability hubs and clubs are established in conjunction with an Enhanced Accessible Toilet/Changing provision • Continue to work with other partners such as Mae Murray Foundation to provide the additional support some residents need to participate in our programmes 			
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PART B

11	Continue to improve access to Leisure, play and recreation across the Borough for people with a disability	Annual programming	Actions to be achieved	Ongoing action for duration of plan
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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	<p>Achieve Dementia Friendly Status for Council venues and facilities by implementing:</p> <ul style="list-style-type: none"> • Staff Training establish Dementia Champions • Internal building audits to ensure Dementia Friendly • Dementia awareness and support events • Run focus groups in our community centres/ council offices • Run craft/ colouring classes for those with Dementia • Create Dementia Friendly area in some of our parks and open spaces with bright coloured flowers calming to those with Dementia colour, smells and textures are important to those with Dementia. Things like lilac, mint, lavender or pine might be good for people with sight loss too • Designate Dementia Friendly seating near entrance/exit • Support of staff who are Carers 	<p>This action was impacted due to Covid-19</p> <p>Work will commence in 2022-23 in pursuit of achieving this status</p>

PART B

	<ul style="list-style-type: none"> • In partnership with PCSP run safety sessions to help promote personal safety • Promote the services Council offers such as: assisted bin lifts, energy efficient grants, home safety assessments and home heating support 	
2	<p>Work towards being a Disability confident organisation</p> <p>Promote the work Council are already undertaking in relation to:</p> <ul style="list-style-type: none"> • Inclusive and accessible recruitment • Communicating vacancies • Offering an interview to disabled people • Providing reasonable adjustments • Supporting existing employees <p>To achieve Disability Confident accreditation. This will outwardly communicate Council's commitment to support the recruitment and support of disabled people and those with Mental Ill Health</p>	<p>This action was impacted due to Covid-19</p> <p>Work will commence in 2022-23 in pursuit of achieving this status</p>
3	Maintain and Promote Autism Impact Award and JAM Card Friendly Status	Not due until February 2023

PART B

	Engage with retailers and the wider business community to promote awareness and use of the JAM card and the Autism Impact Award.	
4	Review Disability Action Plan for Antrim and Newtownabbey Borough Council	Not due until March 2025

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

(a) Qualitative

Accessibility and Customer Services Officer reviews progress of the Disability Action Plan actions with the relevant officers. Progress is regularly reported to Council.

The Council Equality and Diversity Working Group, this group comprised of Elected Members, Directors, Heads of Service and relevant Council Officers. The working group meets on a quarterly basis to progress the corporate improvements regarding equality and diversity. In addition to this, update reports are made to the relevant committees.

(b) Quantitative

The Council has received a 91.4% satisfaction rate for accessibility of facilities, events and service based on direct customer feedback.

PART B

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

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

No.

If yes please outline below:

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

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

No.

ⁱ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

ⁱⁱ **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level

^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.



BSL & ISL Deaf Charter Signing Event



BSL Signed Tour of Antrim Castle Gardens as part of Sign Language Week



The Mayor, visits children from Riverside School at their Council funded Summer Scheme



The Mayor, visits children from Hillcroft School at their Council funded Summer Scheme



Good Relations Youth Celebration Event



Family enjoying the Inclusive Enchanted Winter Garden



Irish Language Celebration Event



Diversity Week at Glengormley High School



Sign Language Week Wellbeing Event



Sign Language Week Wellbeing Event