



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

### Contact:

<ul style="list-style-type: none"> <li>Section 75 of the NI Act 1998 and Equality Scheme</li> </ul>	<p><b>Name:</b> Ellen Boyd (Customer Accessibility and Equality Officer) Antrim Civic Centre 50 Stiles Way Antrim BT41 2UB</p> <p><b>Telephone:</b> 028 9446 3113</p> <p><b>Email:</b> <a href="mailto:ellen.boyd@antrimandnewtownabbey.gov.uk">ellen.boyd@antrimandnewtownabbey.gov.uk</a></p>
<ul style="list-style-type: none"> <li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li> </ul>	<p>As above <input checked="" type="checkbox"/> (double click to open)</p> <p>Name:</p> <p>Telephone:</p> <p>Email:</p>

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

**Contact:**

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

**Signature:**

A rectangular box containing a handwritten signature in black ink. The signature is cursive and appears to read 'R. Bond'.

**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 2020 and March 2021**

## 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 2020-21, 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?
2020/21	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

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<p>2020/21</p>	<p>T:BUC Theme - Children and Young People.</p>	<p>Activity endeavoured to improve attitudes between young people from different backgrounds.</p> <p><b>Delivery of High Risk Youth Project</b> continued in collaboration with PCSP through tender delivery by The Bytes Project. Delivered through a series of detached youth work sessions to young people outside of mainstream youth provision, outreach programme delivery that includes good relations and diversity content.</p> <p>Bytes staff and some young people designed, developed, and delivered a Good Relations community project across the borough distributing Cultural Entertainment/Information Packs for families. 300 packs were prepared for delivery across the borough to families who requested one, they received a pack based on 1 of 3 countries – Greece, India and Morocco. Each pack contained:</p> <ul style="list-style-type: none"> <li>• Recipe for traditional meal of that country</li> <li>• Dried ingredients</li> </ul>	<p><b>Targeted Outcomes:</b></p> <p>An increase in the number of participants who are more favourable towards people from an ethnic, Catholic or Protestant Background.</p> <p>High Risk Youth Project-OBA highlighted that:</p> <ul style="list-style-type: none"> <li>- 96% of participants would recommend participating in a Good Relations Programme.</li> <li>- 100% of participants felt that the programme helped them.</li> <li>- 100% of participants felt that they were treated well during the programme</li> <li>- 100% of participants felt that the programme has played a positive role in bringing people from different backgrounds together.</li> <li>- 78% of Participants demonstrated a positive change in 'knowledge of different cultures and traditions'</li> </ul>	<p>Yes</p>
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		<ul style="list-style-type: none"> <li>• Meat and veg vouchers</li> <li>• Country and culture information cards (traditions, dress, music, celebrations etc.)</li> <li>• Family quiz sheets (based on the country)</li> <li>• Colouring in sheets</li> <li>• Cultural craft activity</li> <li>• Craft resources (colouring pens, glue etc)</li> <li>• Family movie ideas based on the country</li> </ul> <p><b>Bee Safe –</b> Engagement with the Moving Forward Together schools partnership to shape the alternative delivery of Bee Safe to year 8 pupils that would have benefited from the programme in primary 7. MFT highlighted the need for pupils to develop skills and support around connecting with others.</p> <p>In response to the COVID-19 restrictions Bee Safe was delivered remotely via the development of a digital resource.</p>	<ul style="list-style-type: none"> <li>- 73% of participants demonstrated a positive change in 'how satisfied are you with your life right now'.</li> <li>- 70% of participants demonstrated a positive change in 'how likely are you to attend an event in an area associated with another community'.</li> </ul> <p>This project was very well received in the community with 279 packs delivered to date.</p>	
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		<p>The digital resource is supported by session plans, worksheets and activities.</p> <p>Themed sessions include;            Emotional Resilience            Connecting with others            Promoting respect and understanding of others            Positive self-image            Affirmations</p>		
2020/21	T:BUC Theme - Our Safe Community.	<p><b>GR Audit and Strategy:</b>            Electronic Survey distributed across ANBC social media accounts, website and via email distribution. 113 responses.</p> <p>7 DEA based focus groups facilitated to engage members of the public, community groups and key stakeholders.</p> <p>7 DEA based focus groups facilitated to engage Elected Members.</p> <p>47 focus group participants in total.</p> <p>Electronic Survey drafted and distributed to key stakeholders, 4 responses.</p> <p>Finalisation of the GR Audit and Strategy with Officer workshops, Committee and Council approval.</p>	<p><b>Targeted Outcomes:</b> An increase in the percentage of participants who feel a sense of belonging to their neighbourhood.            Delivery impacted by COVID-19.</p> <p><b>GR Audit and Strategy:</b>            Successful development of Good Relations Audit and Strategy 2020-25, and action plan 2021-22, approved at Full Council 26 April 2021.</p>	Yes

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		<p><b>New Users Programme:</b>          Delivery commenced with Christmas Around the World programme; promoting how different cultures celebrate Christmas.</p> <p>Continued support of new users in Good Relations delivery and drafting of Good Relations Grant Aid.</p> <p><b>Hate Crime Awareness:</b>          Promotional campaign during Hate crime awareness week</p> <p>No hate here scheme – printing of promotional banners for display throughout the borough.</p> <p><b>Equality and Diversity Working Group –</b>          GRO attending Working Group 17 February via MS Teams.</p>	<p><b>New Users Programme:</b>          Group Feedback A - The dongles were very easy to use and the information was fun to read through and a nice activity to have at the time of year it represented.</p> <p>The colouring in books complimented the dongle for young children, they helped to show acceptance and that we are all the same with different traditions and not different people.</p> <p>The information given was long, it took a lot of time to go through and process, and it was a lot of info at one time.</p> <p>The ingredients were easy to follow and we enjoyed the shopping list finding what we needed.</p> <p>The use of pictures helped with reading the information to the children.</p>	
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			<p>By having the information given to us by the dongle we have been able to use it again and again.</p> <p>We made Romanian stuffed cabbage, it was a fun dish to make with lots of flavours, and it was colourful.</p> <p>Enjoyed trying food from different places.</p> <p>Group Feedback B - In the current circumstances we are unable to meet so I uploaded the contents of the thumb drives onto google drive and shared them with the boys and some others, and we used some of the content over various meetings, and would hope to continue using it in the future when appropriate, ie. At Chinese New Year we used the Chinese based stuff and would hope to use some of the recipes when we are allowed to meet again in person.</p>	
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			<p>On average we have 18 white males aged between 8 - 15 at our Zoom Meetings as they incorporate some of the younger sections as well now, and leaders attending too.</p> <p>They seemed happy to get the information in a verbal format but I have no way to gauge whether they looked at the items we weren't covering on the night, but was available to them. The images attached in the documents were helpful to allow the boys to visualise Christmas in other areas - Christmas on the beach in Australia being a big hit.</p> <p>I think the boys will get more out of it when we can meet together and we'll look at some of the recipes/themed nights.</p>	
2020/21	<p>T: BUC Theme - Our Cultural Expression.</p> <p>Local Government Partnership on Traveller Issues.</p>	Programme directly affected during quarter one by COVID-19 restrictions.	<p><b>Targeted Outcomes:</b> An increase in the percentage who think that the culture and traditions of the Minority Ethnic Community add to the</p>	Yes

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			<p>richness and diversity of Northern Ireland.</p> <p>Increased opportunity to network, sharing good practice and learning with Elected Members and Officers across the region.</p> <p><b>Programme going forward:</b> Covid 19 restrictions has continued to affect this programme as the partnership has not been able to meet. With restrictions being lifted this programme will resume during 2021 – 2022 with nominated elected members to the partnership, AGM to be held and conference run during the 2021 – 2022 year.</p>	
2020/21	T: BUC Theme - Our Cultural Expression.	<b>Christmas Around the World-</b> Creation of and circulation of a colouring book for children and young people, showcasing the different ways that Christmas is celebrated within different cultures around the world. This includes a series of traditional Christmas celebrations from a variety of cultures, with written information about the culture on one	<p><b>Targeted Outcomes:</b> An increase in the percentage who think that the culture and traditions of the Minority Ethnic Community add to the richness and diversity of Northern Ireland.</p> <p>An increase in the percentage who think that</p>	Yes

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		<p>page and an image and or activity for completion on the opposite page.</p> <p>Contact details for ANBC GR team were included within the introduction of the book to encourage engagement with ANBC GR and promote a greater understanding of GR work across the Borough.</p> <p><b>Inclusive Christmas Celebrations:</b> inclusion and promotion of different cultures with ANBC's virtual Christmas Celebrations.</p>	<p>the culture and traditions of the Catholic/ Protestant community add to the richness and diversity of Northern Ireland.</p> <p><b>Christmas Virtual Switch-on-</b> The Log On To Christmas Virtual Switch-On campaign was a huge success, well exceeding the numbers of viewers that we had anticipated. All seven of the events were also extremely well received, with high levels of engagement, and many positive comments in response to the work that had gone into the livestreams and our efforts to bring some Christmas spirit to the Borough in difficult times.</p> <p>Christmas Light Switch-On – Total Facebook Views: 70,645 views</p>	
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			<p>Total YouTube Views: 7,838 views          Total Views: 78,483 views          Total /Christmas website views: 5,944 views</p> <p><b>Christmas Around the World:</b>          Creation of 3000 colouring books.          Distribution of 2700 colouring books via schools and community groups in December 2020.</p>	
2020/21	<p>T:BUC Theme – Our Cultural Expression.</p> <p>Vulnerable Person Relocation Scheme.</p>	<p>Support for ESOL classes in Antrim and Newtownabbey in partnership with NRC, as part of the Vulnerable Person Relocation Scheme.</p>	<p><b>Targeted Outcomes:</b>          An increase in the percentage who feel a sense of belonging to their neighbourhood.</p> <p>An increase in the percentage who think that the culture and traditions of the Minority Ethnic Community add to the richness and diversity of Northern Ireland.</p> <p>Delivery impacted by COVID-19 Government restrictions.</p>	Yes

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2020/21	<p>T:BUC Theme – Our Shared Community.</p> <p>Reclaiming Space Through Animation.</p>	<p>Glengormley Get Together hosted an online event with the polish community which included exploration of links between Poland &amp; N Ireland, Polish national's views of N Ireland, Polish culture &amp; food, Interactive question and answer session.</p>	<p>Event was filmed and broadcast over social media view by 500+ people with opportunity to broadcast in the future.</p>	Yes
2020/21	Good Relations Grant Aid	<p>Good Relations Grant Aid open for submissions, promoted on ANBC's Social Media.</p> <p>Grant Aid show cased through the creation of two videos during Good Relations Week and promoted through social media.</p> <p><b>Listening Ear</b> – North South Educational Visits Programme The project had to be changed with the lockdown and stay at home message to address Covid-19. As a result, it was agreed to modify the project to activities people could engage with and a legacy. The first change was to establish a cultural and heritage research library for the use of the local community, students, teachers, Lecturers and other academics. It is hoped that several of the authors of the books will attend site and sign copies. The library now contains several books which are no longer in print.</p>	<p><b>MBA</b> - 25 participants completed the programme giving positive feedback. Online Pilot Survey completed ref: ANACYPMBC</p> <p><b>Listening Ear</b> – Between 15 and 24 people attended each of the talks. An age range of between 15 and 88 with male and female attendees. The participants attending were from Markethill, Portadown, Donegal, Belfast, Newtownabbey, Antrim, Bushmills, Coleraine and England.</p> <p>The library has grown with the promise of more donations from authors. We have been contacted by a TV company currently working on a production for</p>	Yes

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		<p>The second part of the program were talks by Quincey Dougan on Sir James Craig, A Force for Ulster and the Stronge Dynasty of Tynan Abbey. The talks are supported with accompanying booklets and the presentations will be the ownership of Listening Ear for future use. These sessions consisted of a 1 hour talk followed by a question and answer session.</p> <p><b>BEAM</b> – Creation of Celebrating Difference Animation targeted at primary school aged children for distribution across the Borough.</p> <p><b>Monkstown Boxing Club</b> (MBA) Lads Utd. 12 week Cross Community young men's Programme. The 'Boys: UTD' programme focused on relationship building, creating a safe environment for young people to share their views and opinions. Young People explored their own attitudes, values, and beliefs alongside learning about other cultures.</p> <p>The programme helped to build relationships between different communities, break down barriers, and change mind-sets.</p> <p><b>Coiste</b> Ghaeloideachais Chromghlinne for a Cross Community After Schools</p>	<p>the BBC that wishes to engage with the youth of the area on identity and it is hoped that the library will be used by these individuals during this engagement.</p> <p>Attendance was recorded by the attendees on Zoom with all using their cameras.</p> <p>The feedback from those attending was seen by the level of engagement during the question and answer sessions and the number returning each week.</p> <p>The sessions provided intergenerational free culture and heritage talks during a period of lockdown. It was evident that some of the senior attendees had only had family engagement during the lockdown period and they were looking forward to each session.</p> <p><b>Coiste</b> - We had 100 % participant attendance, Children we extremely</p>	
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		<p>Delivered a cross community and cross cultural afterschool project. We provided opportunities for children from different backgrounds to access afterschool provision in the form of music, drama, arts and crafts and multi-sports.</p> <p>Multi - sports Activity included soccer, hurling, tag rugby, rounder's and GAA.</p> <p>Delivered through outdoor based activities including arts and crafts, music, dance, cookery and nature trails. The majority of the classes took place online and outdoors with 2/3 children at a time</p> <p><b>A Safe Space To Be Me</b> – Multi-cultural café sessions. The aim is to use the community café to build a positive awareness of the diversity of the community of Crumlin in a space that is neutral to all.</p> <p>The project involved a series of themed evenings which includes;</p> <ul style="list-style-type: none"> <li>• Get to know your neighbour event</li> <li>• Irish Night- A night steeped in Irish tradition, complete food and entertainment</li> <li>• Syrian night- A night steeped in tradition complete with food and entertainment</li> </ul>	<p>positive regarding their experience of the programme.</p> <p>We held role books to measure attendance and involved the children in discussions when evaluating how the project went.</p> <p>Children were able to socialise again even if some of the activities were online which was invaluable at a time of a global pandemic and lockdown.</p>	
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		<ul style="list-style-type: none"> <li>LGBTQ+ Awareness Session</li> </ul>		
2020/21		<p><b>School Skills:</b> Continued delivery of Good Relations engagement through schools across Antrim and Newtownabbey Borough, building on existing relationships and promoting Good Relations through capacity building, and partnership development.</p> <p>Ongoing and informal support for 12 school leaders from 8 cross sector schools</p> <p>6 listening exercises across the Borough establishing need, providing support and building linkages between cross sector schools</p> <p>12 school leaders from 8 new schools at scoping seminar – and engaged further both informally and in training initiatives</p> <p>4 community stakeholders engaged throughout the year</p> <p>20 school staff from cross sector schools attended 3 training sessions with psychologist Stan Godek</p>	<p><b>Feedback to date:</b> Have you ever been to a Good Relations event before? Yes 60% No 40%</p> <p>What gender do you identify as? Female 80% Male 20%</p> <p>What is your age? 36-64 100%</p> <p>Do you have any long-standing illness, disability or infirmity? No 100%</p> <p>How would you describe your religious background? Protestant 60% Catholic 40%</p> <p>How would you describe your ethnic background? White 100%</p> <p>Do you feel your knowledge of cultural traditions/backgrounds has increased following this programme?</p>	

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		<p>8 teaching staff/classroom assistants attended 1 post primary training session with Stan Godek</p> <p>2 school leaders received extensive support to engage further with Stan Pupil programme was shared with approx. 600 pupils across 12 local schools. Actual completion of the pupil programme was hard to track due to home learning situation.</p> <p>New CRIS website has currently received 603 unique visitors to date, which includes 497 unique visitors to the pupil programme section.</p> <p><b>Moving Forward Together Partnership:</b> Over the course of this academic year, MFT has delivered a number of shared wellbeing initiatives for staff, pupils and the wider community. The MFT Partnership is made up of cross sector schools to include; maintained, controlled, special, nursery, primary and secondary. Over the 2020-21 period, the MFT Partnership developed shared approaches to wellbeing throughout the pandemic by delivering numerous shared workshops, seminars and projects</p>	<p>Increased knowledge 60% No change 40%</p> <p>Do you feel your attitude toward people from a different religious background has improved following this programme? Better attitude 40% No change 60%</p> <p>Do you feel your attitude toward people from a different ethnic background has improved following this programme? Better attitude 40% No change 60%</p> <p>Do you feel this programme has played a positive role in bringing people from different background together? Yes 100%</p>	
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		<p>for staff and the wider community across MFT. This approach was intended to support staff and parents as first responders to children's emotional health and wellbeing needs resulting from the pandemic whilst also supporting strategies for personal wellbeing. The projects are as follows:</p> <ul style="list-style-type: none"> <li>- Staff Wellbeing Workshops: 20 x staff wellbeing workshops delivered between August 2020 and February 2021. Funded through Impact Network NI (utilising PHA Covid-19 response funding) and MFT</li> <li>- Reflective Supervision Pilot: 7 x school middle and senior management teams participating in a 3 month pilot that utilises Solihull Approach (trauma informed). Funded through CDHN Elevate Project (PHA) and MFT.</li> <li>- Shane Martin Wellbeing Seminars: 3 x wellbeing seminars (2 x shared school staff and 1 x parent/ carer/ family) focussing on steps to wellbeing and parenting during times of uncertainty. This was delivered digitally and was shared across all MFT Partner schools. Funded through ANBC GR Project</li> </ul> <p>MFT is currently collaborating with a similar schools partnership in Lancashire, England called SHARES. As part of MFT's collaboration, 20 spaces were also provided to this partnership which was well received and helped to forge</p>		
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		stronger collaborative links with a completely new locality. MFT hopes to grow this shared learning approach over the course of the coming year.		
2020/21	T:BUC Theme - Our Cultural Expression.  Good Relations Events Programme	<p><b>Good Relations Week 2020:</b> ANBC participated in Good Relations Week through;</p> <ul style="list-style-type: none"> <li>• The creation of and circulation of 4 show case videos that demonstrated two examples of Good Relations Grant Aid, and two examples of shared spaces.</li> <li>• The creation and distribution of an inclusivity colouring book, developed from real Good Relations and Diversity Council events with a view to promoting and celebrating the diversity within the Borough. The inclusivity colouring book is targeted at younger children to raise awareness of diversity and inclusion, and was distributed to 5 local primary schools during this quarter, with plans for further distribution at Council events and programmes.</li> </ul> <p><b>NI Centenary Working Group –</b> GRO's involved in the ANBC's NI Centenary Working Group, made up of Elected Members, Council Officers, and Community Representatives. Meetings held 5th August, and 29th September 2020.</p>	<p><b>Good Relations Week 2020:</b> A series of virtual content was created and distributed alongside the Diversity Colouring Book. Verbal feedback from Elected Members, and Schools engaged was positive. The resources created for Good Relations Week 2020 will also be utilised throughout the year, and will built upon for future delivery. Good Relations Week 2020 – online event and OBA not captured. Social media feedback demonstrated;</p> <p>Facebook</p> <ul style="list-style-type: none"> <li>•7 posts</li> <li>•35,497 impressions</li> <li>•1107 engagements</li> </ul> <p>Twitter</p> <ul style="list-style-type: none"> <li>•4 posts</li> <li>•3767 impressions</li> <li>•51 engagements</li> </ul> <p>Website</p>	Yes

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		<p>Participation in Community Relations Council's '100 Years Commemoration' workshop 3rd September 2020, exploring ideas and concerns around the Centenary of NI.</p> <p><b>One World Week</b> – Delivery of an online One World event showcasing different cultures from countries around the world, including; online cookery demos, dance demos and music with country fact sheets to download.</p> <p><b>SFF Irish Language Event</b> – Online Irish language showcase event with Crumlin family centre and St Endas GAA showing Irish culture and providing a downloadable fact sheet.</p> <p><b>SFF Rural Community COVID Response Event</b> – The creation of a video to show case the rural community COVID response, showcasing the cross community approach and effective cross sector working.</p> <p><b>Shared History Programme</b> – The programme utilized shared history to explore Good Relations and promote understanding of others through the lens of a divided Poland during and after World War II, using the positive story of reconciliation in Poland today as a</p>	<ul style="list-style-type: none"> <li>• 174 website visits, including two news stories and the GRW2020 page.</li> <li>One World Week –</li> <li>• Total Impressions – 100,786</li> <li>• Total Engagement - 733 engagements</li> </ul> <p>SFF Irish Language Event – 14 people involved in the development of the online performances, reaching many people through social media with 89 engagements 28 shares.</p> <p>Polish Airmen Historic Exhibition – 120 attendees          Holocaust - Memorial placed within community garden in Monkstown and launched during Holocaust Memorial day with the Mayor and Polish Consulate also featured in the UK Holocaust Memorial review booklet.</p>	
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		<p>roadmap for continuing the peace process in the greater Council area.</p> <p>In the long term, the project seeks to significantly reduce discrimination against the Polish and other minority ethnic communities throughout the island of Ireland.</p> <p><b>Polish Airmen Historic Exhibition</b> – 5 weeks on display in Antrim and Ballyclare showcasing the role of Polish Airmen during WWII, and their links with the Borough, attended by the Consul General of the Republic of Poland in Belfast.</p> <p><b>Holocaust</b> - Built a permanent memorial to the Holocaust in Monkstown following on from the mosaic made in 2019 and officially launched with the Mayor and Polish Consulate.</p>		
2020/21	<p>Virtual Inclusive Council Events</p> <ul style="list-style-type: none"> <li>• Good Relations Week</li> <li>• Irish Language Week</li> <li>• Mental Health Week</li> <li>• PSCP Stay Safe</li> <li>• Ulster Scots Week</li> </ul>	Sign Language provision, Language Interpreter and subtitles.	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes

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	<ul style="list-style-type: none"> <li>• Hate Crime Campaign</li> <li>• Christmas Events</li> </ul>			
2020/21	Playground Improved Access & Inclusive Equipment Scheme	<p>Improvements to the Council Play Park Provision across 25 sites in the Borough. This includes:</p> <ul style="list-style-type: none"> <li>• Play Park Inclusion</li> <li>• Accessible Car Parking</li> <li>• Installation of dropped kerbs</li> <li>• Widening of existing pathways</li> <li>• Installation of self-closing gates</li> <li>• Painting of entrance gates to provide contrasting colour</li> </ul> <p>Total Cost: £386,000</p>	<p>Ensuring greater accessibility for all.</p> <p>To be completed by late 2021.</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"> <li>- Browse aloud and Text help services</li> <li>- Language line rolled out to all Council Facilities and services.</li> <li>- Google Translate Language selection available.</li> <li>- 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</li> </ul>	Ensuring greater accessibility for all.	Yes

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		includes dedicated Accessibility section.		
2020/21	<p>Due to Covid-19 remote Partnership working</p> <ul style="list-style-type: none"> <li>• Mae Murray Foundation</li> <li>• Bridge Foundation</li> <li>• Sensory Kids NI</li> <li>• Action on Hearing Loss</li> <li>• The Now Group</li> <li>• Autism NI</li> <li>• Dementia NI</li> <li>• Northern Health and Social Care Trust</li> </ul>	<p>Working in partnership with charities and health trusts to achieve common goals.</p> <p>Through the following channels:</p> <ul style="list-style-type: none"> <li>• Partnership/ Joint Events</li> <li>• Sharing of Information</li> <li>• Sharing of Resources</li> <li>• Training</li> </ul> <p>This was remote and virtually on our social media channels due to Covid-19.</p>	<p>Sharing of good practice and resources to fulfil common goals for various Section 75 categories.</p> <p>External sharing of information across Council's social channels.</p>	Yes
2020/21	<p>DFC Access and Inclusion Funded Projects</p> <p>Disability Hub</p>	<p>A Disability Hub was set up to provide access to mobility equipment within Castle Mall, located in the centre of Antrim Town. The location has convenient access to town centre shopping as well as tourist attractions such as Antrim Castle Gardens, Old Courthouse, Pogue's Entry Historical Cottage, Antrim Library, Central car park and other heritage landmarks and</p>	<p>Ensuring greater accessibility for all.</p>	Yes

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		<p>cultural facilities around the town centre.</p> <p>Total funding of £30000 for this project</p>		
2020/21	<p>DFC Access and Inclusion Funded Projects</p> <p>Parks and Open Spaces – Accessible Trails</p>	<p>New accessible trails have been developed at Threemilewater Park and the Valley Park. The design of these trails mean that those with limited mobility and wheelchair users can use them with improved access and enjoyment.</p> <p>Total Funding £30,000 per project.</p>	<p>Ensuring greater accessibility for all.</p> <p>To be completed by late Summer 2021.</p>	Yes
2020/21	<p>DFC Access and Inclusion Funded Projects</p> <p>Parks and Open Spaces – Sensory Gardens</p>	<p>Sensory gardens have been created at Antrim Castle Gardens and Hazelbank Park. These parks are designed specifically to focus on sensory experience and are suitable for people of all interests, ages and abilities.</p> <p>Total Funding £30,000 per project.</p>	<p>Ensuring greater accessibility for all.</p> <p>To be completed by late Summer 2021.</p>	Yes
2020/21	<p>DFC Access and Inclusion Funded Projects</p> <p>Mossley Mill - Automatic Doors</p>	<p>Upgrade to automatic doors to improve accessibility.</p> <p>Total funding of £8000 for this project.</p>	<p>Ensuring greater accessibility for all.</p>	Yes

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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>To date we have received submissions from 2 of the Special Schools in the Borough.</p>	Yes
2020/21	Live Chat	<p>During the Covid-19 pandemic to improve the access of information for all Borough residents and especially those with disabilities/ medically vulnerable we launched Live chat.</p>	<p>Ensuring greater accessibility for all.</p> <p>Live Chat was a huge success and is now part of our permanent service provision. It was noted that a number of Borough residents from the deaf community and those with Autism found this a great addition to safely access the information they required.</p>	Yes
2020/21	Inclusive Cycle Scheme in partnership with Disability Sport NI	<p>Inclusive Cycle Sessions (Antrim Forum Track) 4 Week Programme</p> <p>School Sports Day at Thornfield Special School</p>	<p>12 Participants weekly</p> <p>90 Participants</p>	Yes

PART A

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (or *append the plan with progress/examples identified*).

Action Point	Responsibility	Progress
<b>1. Staff Training (All Section 75 Categories)</b>		
1.1 Deliver Training Ongoing for staff and members	HR Customer Accessibility Officer	<b>ONGOING ACTION</b>  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	<b>COMPLETED ACTION</b>
<b>2. Ensure all new and revised policies are screened (All Section 75 categories)</b>		
2.1 Requirement to screen all policies (Bi-annual reminders)	Directors Heads of Service Customer Accessibility Officer	<b>ONGOING ACTION</b>  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	<b>COMPLETED ACTION</b>

PART A

2.3 Equality duties to be included in all revised job descriptions	HR	<b>COMPLETED ACTION</b>
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<b>3. Collate relevant monitoring information (All Section 75 categories)</b>		
3.1 Each service to consider data required to identify gaps in service provision	All services	<b>ONGOING ACTION</b> 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	<b>ONGOING ACTION</b> Section 75 survey has been designed, HR to progress.
<b>4. All residents may not have equal access to information on services, courses and events (All Section 75 categories)</b>		
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	<b>COMPLETED ACTION</b>

PART A

<p>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</p>	<p>Media and Marketing Customer Accessibility Officer</p>	<p><b>ONGOING ACTION</b></p> <p>Work is ongoing with:</p> <ul style="list-style-type: none"> <li>• Texthelp Services i.e. Browsealoud</li> <li>• Language line has been rolled out to all Council facilities and services</li> </ul> <p>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.</p>
<p>4.3 Ensure that alternative methods are readily available for all online services</p>	<p>All services Customer Accessibility Officer</p>	<p><b>COMPLETED ACTION</b></p>
<p>4.4 Use Pictorial information as much as possible and provide text in range of languages when necessary</p>	<p>All services Customer Accessibility Officer</p>	<p><b>COMPLETED ACTION</b></p>
<p>4.5 Develop and deliver a communication plan to promote equality &amp; diversity, internally and externally</p>	<p>Head of Communications and Customer Services</p>	<p><b>COMPLETED ACTION</b></p>

PART A

<b>5. Lack of knowledge around different cultures</b>		
5.1 Roll out of the GR action plan to address issues identified by the GR audit	Good Relations Officers Diversity Champions	<b>ONGOING ACTION</b>  An application has been submitted to The Executive Office and action plan developed for 2020/21 to continue this programme of work.

<b>6. Establish any issue with minority ethnic groups regarding access to services</b>		
6.1 Work with Belfast based minority ethnic groups to identify groups/ individuals based in Antrim and Newtownabbey	Good Relations Officers Diversity Champion Councillors	<b>ONGOING ACTION</b>  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	<b>ONGOING ACTION</b>  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

<p>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</p>	<p>Good Relations Officers</p>	<p><b>ONGOING ACTION</b></p> <p>Halloween and Christmas events providing showcases from around the world with activities, displays and performances; increasing participant's awareness of cultures and traditions different than their own.</p>
<p><b>7. Under representation of disabled people in workforce (disability)</b></p>		
<p>7.1 Offer a guaranteed interview scheme for applicants with a disability who meet the essential criteria for a post</p>	<p>HR</p>	<p><b>ONGOING ACTION</b></p>
<p><b>8. Accessibility to Council Services (Age, disability)</b></p>		
<p>8.1 Reserve space at events for disabled people and the provision of 'Sign Language'</p>	<p>Customer Accessibility Officer</p>	<p><b>ONGOING ACTION</b></p>

PART A

<b>9. Work experience/ work placements (Age, disability)</b>		
9.1 Improve the framework which can be used when planning and agreeing work experience and placements to identify expectations and learning outcomes	HR	<b>COMPLETED ACTION</b>
<b>10. Lack of activities for older young people which can lead to anti-social behaviour (Age)</b>		
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	<b>ONGOING ACTION</b> Shared space projects: <ul style="list-style-type: none"> <li>• Skate Park V36 – to be delivered by November 2021</li> <li>• Crumlin Glen development – Completed</li> <li>• Safe and Shared Space project - Ongoing</li> </ul>
<b>11. Older People (50+) all categorised as one group</b>		
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	<b>ONGOING ACTION</b> Leisure programming review ongoing

PART A

<p>11.2 Formulate a series of programmes and activities based on the survey results and signpost where applicable to existing programmes</p>	<p>Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer GIS Officer</p>	<p><b>COMPLETED ACTION</b></p>
<p><b>12. Concessions may be applied inconsistently (age, disability, carers)</b></p>		
<p>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</p>	<p>Arts and Culture Leisure Community Development</p>	<p><b>COMPLETED ACTION</b></p>
<p><b>13. Lack of support for LGBT people in the area (Sexual orientation and gender)</b></p>		
<p>13.1 Training for staff and elected members</p>	<p>HR Customer Accessibility Officer</p>	<p><b>IMPACTED DUE TO COVID-19 PANDEMIC</b></p>
<p><b>14. Antrim Forum Fitness Suite has individual showers for females and not for males (Gender)</b></p>		
<p>14.1 Incorporate capital provision into maintenance and replacement schedule</p>	<p>Leisure Property services</p>	<p><b>COMPLETED ACTION</b></p>

PART A

<b>15. Difficulty for people with disabilities in accessing council services</b>		
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	<b>ONGOING ACTION</b>  Due to Covid-19 the Summer Scheme provision did not go ahead.  Funding has been offered to the 5 Borough Special Schools to organise summer schemes as part of the post covid recovery. There have been 2 of the schools submit proposals to date.
15.2 Deliver Disability Action Plan	Customer Accessibility Officer Officers as per DAP	<b>ONGOING ACTION</b>  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 2020-21 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 2020-21 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:

These have been embedded within all Job Descriptions.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2020-21 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 2020-21 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 2020-21 report
- Not applicable

Please provide any details and examples:

n/a

**Equality action plans/measures**

7 Within the 2020-21 reporting period, please indicate the **number** of:

Actions completed:	11	Actions ongoing:	13	Actions to commence:	1
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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 2020-21 reporting period (*points not identified in an appended plan*):

n/a

9 In reviewing progress on the equality action plan/action measures during the 2020-21 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 2020-21 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 2020-21 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:

PART A

n/a

**13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2020-21 reporting period? *(tick one box only)*

Yes       No       Not applicable

Please provide any details and examples:

n/a

**14** Was the consultation list reviewed during the 2020-21 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):

20
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**16** Please provide the **number of assessments** that were consulted upon during 2020-21:

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



PART A

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

Yes                       No                       Not applicable

Please provide any details and examples:

n/a

**22** Please provide any details or examples of where the monitoring of policies, during the 2020-21 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 2020-21, 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 2020/21, 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 2020-21, 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 2020-21?

Insert number here:

0
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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 worked-up.

**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

PART A

- Legislative changes
- 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:

**20**

Fully achieved

**5**

Partially achieved

**0**

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 <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
National <sup>iii</sup>	-	-	-
Regional <sup>iv</sup>	-	-	-
Local <sup>v</sup>	-	-	-

PART B

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

	Training Action Measures	Outputs	Outcome / Impact
1	Mental Health Awareness Training	<ul style="list-style-type: none"> <li>• Staff Training</li> <li>• Staff Champions</li> <li>• Council promotion of Counselling service to Staff</li> </ul>	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

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"> <li>• Staff/ Elected Member Training</li> <li>• Internal Council App iConnect</li> <li>• Social media</li> </ul>	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.
2	Create a database of current service provision relating to disability.	<ul style="list-style-type: none"> <li>• Monitoring and communication</li> </ul>	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

PART B

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	-	-	-
2	-	-	-

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	Apply for the Inclusive Sports Facility (ISF) accreditation for all Leisure Centres	<ul style="list-style-type: none"> <li>ISF Accreditation</li> </ul>	Promoting positive attitudes towards disabled people and encouraging participation in Public Life
2	Working in partnership with Disability Sport NI to roll out the Disability Sports Hub Project	<ul style="list-style-type: none"> <li>Sports Hub project located at Valley Leisure Centre and Allen Park</li> </ul>	Promoting positive attitudes towards disabled people and encouraging participation in Public Life

PART B

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
3	Engage with local disability organisations and local disabled people in relation to our Disability Action Plan	<ul style="list-style-type: none"> <li>Feedback and monitoring</li> </ul>	Promoting positive attitudes towards disabled people and encouraging participation in Public Life
4	Ensure full support for disabled employees within the workforce	<ul style="list-style-type: none"> <li>Individual adjustments</li> <li>Staff Support</li> </ul>	Promoting positive attitudes towards disabled people and encouraging participation in Public Life
5	Review Disability Action Plan for Antrim & Newtownabbey Borough Council	<ul style="list-style-type: none"> <li>Action Plan</li> </ul>	Promoting positive attitudes towards disabled people and encouraging them to participate in public life

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

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	-	-	-	-
2	-	-	-	-

PART B

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

	Action Measures not met	Reasons
1	-	-

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

Customer Accessibility and Equality 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 services 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:

n/a

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	-	-	-
2	-	-	-

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

Yes, the Disability Action Plan was recently redeveloped the new plan has now been approved and is operational from April 2021.

## PART B

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- 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.



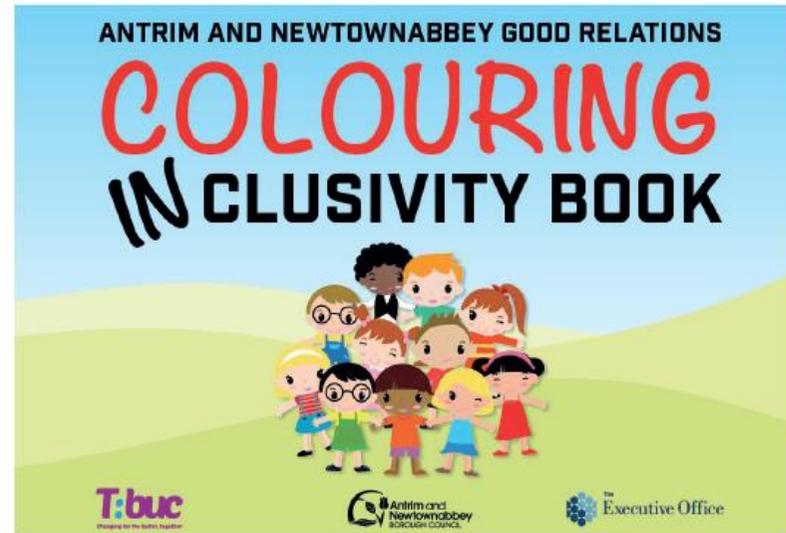
Inclusive Virtual Christmas Event



Resident enjoying the Wheelchair Accessible Swing



Disability Hub Launch



Good Relations Inclusivity Colouring Book

PART B



The Mayor with St James Primary Pupils delivering the Inclusivity Colouring Book



The Mayor with Riverside Pupils delivering the Inclusivity Colouring Book



Suzi Lee Cooking up a storm at the Good Relation Virtual Week



Virtual Irish Language Event Irish Dancers



Bollywood Dance as part of Good Relations Week



Inclusive Virtual Christmas events Sign Language provided in BSL & ISL



Altogether now Our hearts are singing  
Now we're together And we just want to dance

Virtual Irish Language Event



One World Cultural Virtual Celebrations