



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2018-19

Contact:

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

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

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

Signature:

E. Boyd

**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 2018 and March 2019

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 2018-19, 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	Improvement Achieved	Outcome Achieved	Did this promote equality of opportunity and Good Relations?
2018/19	<p>T:BUC Theme - Children and Young People.</p> <p>Youth Diversity Programmes:</p> <ul style="list-style-type: none"> • Detached Youth Programme • High Risk Youth Programme • Bee Safe 	<p>Detached Youth Programme: Detached Youth Programme engaged with young people who are involved in or at risk of becoming involved in antisocial behaviour across Antrim and Newtownabbey through Detached Youth Work; working with young people on the streets/parks etc. The Detached Youth Programme aimed to engage with young people and recruit them onto the High Risk Youth Programme.</p> <p>High Risk Youth Programme: The High Risk Youth Programme engaged with 103 young people in 2018-19. Programme delivery included; addressing sectarianism, challenging sectarian behaviour, anti-social behaviour, and risk taking behaviour.</p>	<p>Improved attitudes between young people from different backgrounds.</p> <p>An increase in the number of participants who are more favourable towards people from both communities.</p> <p>Baseline and exit surveys from participants highlighted that;</p> <ul style="list-style-type: none"> • 100% Developing relationships with local community organisation. • 95% of participants engaged in workshops and discussions 	Yes

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		<p>Bee Safe: Bee Safe aims to support children in year 7 primary school with the transition to secondary education; through the provision of a programme that promotes personal safety, travel safety, diversity, inclusivity, integration and the importance of respect for others from a different community background.</p> <p>Within 2018-2019 Bee Safe delivered 13 half day sessions; 7 in Newtownabbey and 6 in Antrim, with a total of 1647 pupils attending from 48 primary schools.</p>	<p>on identity, community and culture.</p> <ul style="list-style-type: none"> • 100% engaged in intergenerational work some of whom had been subject to youth based ASB. • 100 % of 103 participants increased Skills / Knowledge • 100% positive change in Attitude / Opinion • 100% positive change in Behaviour 	
2018/19	<p>T:BUC Theme - Children and Young People.</p> <p>Summer Intervention Programmes:</p> <ul style="list-style-type: none"> • BEAT • Youth Zone • Diversionary Activity • Grant Aid 	<p>BEAT: The BEAT Programme delivered an 8-week intervention programme to young people involved in or at risk of becoming involved in Anti-social behaviour and criminality; with the aim of reducing crime and anti-social behaviour, and improving the life chances of children and young people at four locations across the Borough. The programme delivered workshops on diversity, personal safety, drugs & alcohol awareness, sports, dance and the arts. Good Relations content included; disability sport, ethnic arts and crafts, drama exploring identity, music and ethnic food.</p> <p>Youth Zone: The Youth Zone Programme was delivered in two leisure centres across the Borough: Crumlin Leisure Centre, and Valley Leisure Centre over</p>	<p>Improved attitudes between young people from different backgrounds.</p> <p>An increase in the number of participants who are more favourable towards people from an ethnic background.</p> <p>An increase in the number of participants who are more favourable towards people from both communities.</p> <p>132 young people registered on the BEAT programme.</p>	Yes

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		<p>July and August 2018. Youth Zone aims to divert young people from anti-social behaviour by engaging with positive activities within the leisure centres. Programming included disability sports, ethnic arts and crafts, ethnic dance, ethnic music, drug and alcohol awareness, and local sports providers.</p> <p>Grant Aid: Building Bridges Programme July/Aug 2018 delivered to 150 young people. The programme promoted understanding of communities and cultures outside of their own. This included cross community participants with young people attending from the CNR and PUL community. Programme content included building understanding and relationships with others from a different background.</p> <p>Cross Community Afterschool Provision: The delivery of a cross community afterschool programme to children aged 8-11 years from different community and religious backgrounds. Activity included cooking, arts, crafts, nature trails, sport and music; and provided a platform for building cross community relationships.</p>	<p>346 young people registered on the Youth Zone Programme. Participant feedback highlighted;</p> <ul style="list-style-type: none"> • 100% (511) participants of BEAT and Youth Zone had increased knowledge and awareness of the impact of Anti-Social Behaviour. • 100% of participants expressing an increased knowledge and awareness of the impact of Anti-Social Behaviour (of which includes community relations and ethnic diversity). 	
2018/19	<p>T:BUC Theme - Our Shared Community.</p> <p>Reclaiming space through animation programmes:</p>	<p>The Great Glengormley Get Together: ANBC provided Good Relations arts, crafts and musicians with 2,500 people attending. The event aimed to promote Lillian Bland Park as a shared space, with stalls and activities at the event from local groups, and services.</p>	<p>An increase in the number of participants who are more favourable towards people from the Protestant and Roman Catholic communities.</p>	Yes

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	<ul style="list-style-type: none"> • The Great Glengormley Get Together • Brighter Nights 	<p>Brighter Nights: In 2018-19 there were 9 x 3 hour workshops including Ethnic arts & craft, dance and drumming, disability sports and basketball during July and August at Brighter Nights with 2,930 attendees.</p>	<p>An increase in the percentage who think that leisure centres, parks, libraries and shopping centres in their area are shared and open to both the Protestant and Catholic community.</p>	
2018/19	<p>T:BUC Theme - Our Safe Community.</p> <p>Moving Forward Together (MFT):</p> <ul style="list-style-type: none"> • One Mile Challenge • Joint Schools Programme • Shared Learning Networks 	<p>One Mile Challenge: The One Mile Challenge is a one off large scale event delivered in collaboration with ANBC, MFT Partnership, local schools, PSNI, and Community Relations in Schools. The event brought together 19 schools in the Antrim to Antrim Castle Gardens to run/walk 1 mile together. 300 Year 8 pupils from Antrim Grammar, Parkhall Integrated College and St Benedict's College. Participant numbers were impacted by adverse weather.</p> <p>MFT Christmas Choir at Antrim Civic Centre: delivered a joint Christmas event Dec 2018. MFT Choir is made up of 160 participants across 14 cross sectional schools. The Choir brings together pupils from different community and religious backgrounds to deliver shared events and improve relationships between people from different community and religious backgrounds.</p> <p>MFT Steering Group Meetings held quarterly. The MFT steering group is made up of representatives from 19 cross sectional schools which includes Catholic maintained, controlled,</p>	<p>The event promoted greater understanding of others by bringing together controlled, and Catholic maintained schools to work together in a shared space.</p> <p>The event contributed to improved relationships between cross sectional schools, and increased perceptions of shared spaces.</p> <p>The work of the steering group improved relationships between the schools and the wider school community, increasing understanding, and the perception of shared spaces and services.</p> <p>An increase in the percentage of participants who feel safe going to events held in locations throughout the Borough.</p>	Yes

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		<p>nursery, primary, post-primary and special schools.</p> <p>Shared Learning Networks: Through the MFT Partnership 4 shared learning networks were established to promote understanding and build relationships between the cross sectional schools, and increase the perception of shared spaces and services.</p>		
2018/19	<p>T:BUC Theme - Our Shared Community.</p> <p>Good Relations Engagement:</p> <ul style="list-style-type: none"> Hate Crime Support Scheme 	<p>Hate Crime Support Scheme: ANBC delivered continued support for the 'Hate Crime Card Scheme' in partnership with Community Relations Forum, PSNI and PCSP providing practical support for victims of hate crime throughout the borough through the 4 Tier Security Scheme. Hate Card Scheme launched July 2018. The scheme contributes to the reduction in fear of crime, including hate crime.</p>	<p>Increased use of shared space and service (e.g., leisure centres, shopping centres, education and housing).</p> <p>An increase in the percentage of participants who feel a sense of belonging to their neighbourhood.</p> <p>Reduction in the prevalence of hate crime and intimidation.</p>	Yes
2018/19	<p>T:BUC Theme - Our Shared Community.</p> <p>Hate Crime Support Scheme</p> <p>Integration Group Programme</p>	<p>Hate Crime Support Scheme: The scheme supported local groups to run a hate crime referral and befriending scheme to provide a local support service for victims of hate crime. Utilising local community contacts to provide a long term support and befriending service.</p> <p>Integration Group Programme: Antrim and Newtownabbey Good Relations Officers attended 2 Integration Group meetings and provided updates on good relations activity</p>		Yes

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		<p>within the Borough. Meetings focused on the ongoing support of Syrian Refugees who arrived Dec 2018 within the Vulnerable Person Relocation Scheme.</p> <p>Through this programme Good Relations activity included; funding ESOL classes in three locations across the Borough, financial contribution to central storage depot for support items for refugees, representation on Syrian refugee fora across the Borough, responding to hate crime directed at Syrian refugees, and supporting integration with the indigenous community and Syrian refugees through community engagement and Arabic awareness training.</p>		
2018/19	<p>T:BUC Theme - Our Shared Community.</p> <p>Community Relations in Schools:</p> <ul style="list-style-type: none"> • Capacity Building Training • Celebrating Diversity Programme • Buddy Up Programme • Family Community Relations Programme • Locality-based Collaborative Education Networks 	<p>Community Relations in Schools: Delivery of a Good Relations Programmes to staff and pupils from nursery, primary, post primary and secondary schools across the Borough; with Catholic Maintained and Controlled Schools.</p> <p>Activity included: GR Training for School Staff - 1 x Capacity Building Training for 11 staff held January 22, 2019 Antrim Civic Centre; CRIS staff delivered a training programme to staff representatives from 5 schools within the Newtownabbey area; Mossgrove, St Bernard's, Glengormley IPS, St James' and Whitehouse.</p>	<p>Increased use of shared space and service (e.g., leisure centres, shopping centres, education and housing).</p> <p>An increase in the percentage of participants who feel comfortable socialising in a shared space or space they would not traditionally visit.</p>	Yes

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		<p>The training focussed on CRIS' Key Stage 1 Community Relations Programme "Celebrating Diversity", the international award winning relationship building methodology for schools "Buddy Up!", relationship building skills and Community Relations Understanding. All participants were provided with multiple resources to support their own practice.</p> <p>Newtownabbey Celebrating Diversity/ Buddy Up! Programme 12/3/19; 26/3/2019; 2/4/19; 09/04/2019 – 90 pupils and six schools staff;</p> <p>The programme was delivered for the first time with Whitehouse and St James's Primary Schools in the Rathcoole/ Whiteabbey Area. As with Glengormley Schools, the project was delivered in partnership with school staff who had participated in training. In addition to this, CRIS also elected to provide additional training to a staff member from St James's primary school who then co-facilitated the programme alongside a CRIS Staff member. This approach enhanced the capacity development aspect of the project and provided critical experience to the teacher. In addition to this, pupil and staff representatives were supported to participate in a podcast interview with Cool FM to share stories of their collaboration through ANBC Funding and Shared Education.</p> <p>In addition to the above programme delivery dates. 1:1 planning and coaching meetings also</p>	<p>Strengthened cross sectional, cross community working between nursery, primary, post primary and secondary schools across the Borough; with Catholic Maintained and Controlled Schools.</p> <p>Increased capacity of school staff, and parents to deliver Good Relations activities, and address Good Relations issues.</p> <p>The Celebrating Diversity Capacity Training Programme has developed capacity within and between 5 schools within the Newtownabbey area. It is hoped that these schools will be able to deliver this programme with reduced support in the new academic year.</p>	
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		<p>took place with the Shared Education Coordinator at St James' Primary School.</p> <p>The delivery of the Celebrating Diversity/ Buddy Up! pupil programmes successfully supported relationship development and themed issue exploration with 180 pupils and 12 school staff from 5 schools representing the controlled, maintained and integrated sectors.</p> <p>Family Community Relations Programme - 1 x Family Community Relations Programme in Antrim took place with 12 parents/ carers/ 12 children and 4 school Staff from St Joseph's and Steeple Nursery Schools.</p> <p>A 3-week bespoke Family Community Relations Programme was delivered in partnership with Steeple and St Joseph's Nursery Schools located within Antrim Town. The project focussed on providing opportunities for parents, grandparents and carers from both school communities to meet, develop relationships and to explore shared themes. Themes included;</p> <ul style="list-style-type: none"> • Relationship Building • Building shared community • Personal and Community Resilience • Growing family resilience • Art • Music and Movement • Parent/ carer and child relationship development 		
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		<p>To support the growth of interschool relationships, all three days were hosted in Parkhall Integrated College. This is a space that many of the participants from CNR backgrounds had never previously been in due to perceptions and fears around community identity.</p> <p>Building Locality-based Collaborative Education Networks - CRIS engaged with a number of schools within the Newtownabbey and Glengormley area to support the growth of collaborative education networks – replicating both the MFT Partnership Model and CRIS’ GRACE Model.</p>		
2018/19	<p>T:BUC Theme - Our Cultural Expression.</p> <p>Local Government Partnership on Traveller Issues.</p> <p>ANBC Good Relations Officers attended 6 meetings from April 2018-March 2019.</p>	<p>Local Government Partnership on Traveller Issues (LGPTI):</p> <p>The LGPTI is a partnership consisting of Elected members and Council Officers from each of the 11 Local Councils, and statutory partners. The partnership meets bi-monthly to share good practice and learning, and to identify and address issues around unauthorised encampments and inappropriate allocation of accommodation affecting the Travelling Community.</p>	<p>Increased sense of community belonging (widens contribution beyond community background).</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>Improved collaborative approach to addressing issues affecting the Traveling Community.</p> <p>Increased opportunity to network, sharing good practice and learning with Elected Members and Officers across the region.</p>	Yes

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<p>2018/19</p>	<p>T:BUC Theme - Our Cultural Expression.</p> <p>Good Relations Events Programme:</p> <ul style="list-style-type: none"> • Good Relations Events. • Who Do You Think We Are. • Historical Commemorations 	<p>Good Relations Events: Good Relations activity was built into the following Council events:</p> <ul style="list-style-type: none"> • Viking Boat Race • Antrim Market • Shoreline Festival 4,000 people attending • Ekta Events • Whiteabbey Festival • Summer Schemes • Halloween Events (Antrim and Newtownabbey area) • Leading Ladies • Diversity Through Ability Day • Christmas Events 2018 • Whiteabbey Festival 2000 people attending. • Antrim market –3000 people attending. • Spooktacular – Antrim. 7000 people attending. <p>The Council provided a good relations cultural element to these events with art and culture workshops to help bring good relations activity to mainstream events and outreach to people ordinarily not involved in the good relations programme. Activity involved cultural arts and crafts, and music workshops.</p> <p>Holocaust Memorial Day:</p> <ul style="list-style-type: none"> • Representation at Holocaust Memorial Day 2019 advisory group meeting on 22 November 2018. • HMD Event 22 January 2019– see below detail; 	<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>Increased sense of community belonging (widens contribution beyond community background).</p> <p>An increase in the percentage who think that the culture and traditions of the Catholic/ Protestant community add to the richness and diversity of Northern Ireland.</p> <p>Participant feedback: 100% scored between 4 or 5 when asked ‘As a result of attending this event do you think you have a greater respect and understanding of how to create a community where division does not restrict the opportunities in the lives of individuals?’</p> <p>97% scored between 4 or 5 when asked ‘As a result of attending this event do you have a greater understanding of how to create shared communities where all areas are open and accessible to everyone?’</p>	<p>Yes</p>
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		<p>Holocaust Memorial Day 2019 The Good Relations service organises a number of cultural themed crafting workshops in order to promote diversity and good relations at mainstream Council events. Activities include; To mark Holocaust Memorial Day 2019, Antrim and Newtownabbey Borough Council in association with UK Jewish Film ran film showings on Tuesday 22nd January 2019.</p> <p>The films, were supplemented by plenary discussions facilitated by UK Jewish Film, in three sections in line with this year's HMD theme 'Torn From Home'.</p> <p>Syrian Family Event 16/06/18</p> <p>Good Relations Week: Good Relations Week 2018 took place from Monday 17th September to Sunday 23rd September and to celebrate, Antrim and Newtownabbey Borough Council through local organisations organised a range of events to get involved in. The theme for 2018 was "Then, Now... Next?" and focused on how the past can shape the future of Northern Ireland.</p> <p>Leading Ladies Local women were invited to hear from influential women in Northern Ireland in peace-building, engaging with different perspectives and discussing personal experiences. Guest speakers were Kathy Woolf (Community</p>		
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		<p>Relations Forum and Joan Christie CVO OBE, Her Majesty's Lord Lieutenant for County Antrim. The event was attended by 70 guests:</p> <p>Diversity Through Ability An accessible and cultural inclusive event for all ages. Launch of Inclusive Play zone and much more. 160 people attended.</p>		
2018/19	<p>T:BUC Theme – Our Cultural Expression</p> <p>Cultural Awareness Scheme</p> <ul style="list-style-type: none"> • Good Relations contribution to ANBC Summer Schemes and Christmas events. 	<p>Delivery of Summer Scheme programming July 2018 to 5 schemes –</p> <ul style="list-style-type: none"> • Ballyclare • Ballyearl • Newtownabbey • Ballynure • Glengormley <p>415 children attended.</p> <p>Delivery of Christmas around the World campaign enhanced the opportunities for positive cultural interaction at mainstream events through a series of cultural diversity workshops at 5 Council Christmas events and 11 local community Christmas events attended by approximately 18,500 people.</p>	<p>85% of young people taking part reported having greater awareness and respect for other cultures after taking part in this programme.</p> <p>Increased sense of community belonging (widens contribution beyond community background).</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>An increase in the percentage who think that the culture and traditions of the Catholic/ Protestant community add to the richness and diversity of Northern Ireland.</p>	Yes
2018/19	T:BUC Theme – Our Cultural Expression	<p>Looking Back, Moving Forward Programme: Delivered a Good Relations Programme to 40 cross community participants from Oct 2018 –</p>	<p>An increase in the percentage who think that the culture and traditions of the</p>	

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	Grant Aid: Looking Back, Moving Forward.	Mar 2019. The programme included; exploring shared history, shared heritage, dialogue, visits and presentations.	<p>Catholic/Protestant Community add to the richness and diversity of Northern Ireland.</p> <p>An increase in the Percentage of Protestants/Catholics who think that their cultural identity is respected by society.</p> <p>The programme contributed to developing cross community relationships, a greater understanding of our shared history, the reduction of community tensions, and a mutual understanding of cultural diversity.</p> <p>In the 2018/19, 85% of residents surveyed agreed that Relations in Antrim and Newtownabbey are good.</p>	
2018/19	<p>The following Inclusive Council Events were held</p> <ul style="list-style-type: none"> • Irish Language Event • Summer Events • Summer Schemes • Halloween Events • Christmas Events • Inclusive Enchanted Winter Garden 	Sign Language provision, Language Interpreter, Mobiloo (Inclusive toilet provision), Event Accessibility	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes

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2018/19	Inclusive Play Park Provision	<p>Improvements have been made following an audit of play park provision to the Council Play Park Provision across the Borough. This includes:</p> <ul style="list-style-type: none"> -Play Park Inclusion (new accessible swings/play features) - Changing and Toilet Provision (new changing places are underway at the Valley Leisure Centre and Antrim forum) 	Ensuring greater accessibility for all.	Yes
2018/19	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 - Language line rolled out to all Council Facilities and services. - 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. 	Ensuring greater accessibility for all.	Yes
2018/19	Disability Sport NI Programme, Hubs and Inclusive Sports Equipment	Providing accessible sports equipment such as bikes, sports wheelchairs and tandem bikes.	Working with key partnerships such as Disability NI, the Council, is ensuring greater accessibility for all and promoting inclusion and participation of those with and without disability enjoying sport and leisure together.	Yes

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2018/19	<p>Partnership working</p> <ul style="list-style-type: none"> • Mae Murray Foundation • Bridge Foundation • Sensory Kids NI • Action on Hearing Loss • The Now Group • Autism NI • Dementia NI • Northern Health and Social Care Trust 	<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"> - Partnership/ Joint Events - Sharing of Information - Sharing of Resources - Training 	<p>Sharing of good practice and resources to fulfil common goals for various Section 75 categories.</p>	Yes
2018/19	<p>Achievement of JAM Card Friendly Council</p>	<p>In partnership with the Now Group to roll out training to all relevant staff on the “Just a Minute” JAM Card.</p>	<p>Promoting Equality and Good Relations through improved support to those with Disability and/or those requiring support due to Mental Health.</p>	Yes
2018/19	<p>Achievement of Autism Impact Award (Autism Friendly Council)</p>	<p>Worked with Autism NI to roll out training to all relevant staff on “Autism Friendly” approaches and create venue specific action plans to achieve meaningful goals. Now have Autism Impact Award.</p>	<p>Promoting Equality and Good Relations through improved support of those with hidden disabilities such as Autism and Asperger’s.</p>	Yes

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2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2018-19 *(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	Refresher Screening training delivered to a range of internal staff. Further training will be arranged as required or when new staff are appointed. Elected Member Training – Planned 2019/20.
1.2 Deliver Good Relations (GR) information in Corporate induction training	HR Good Relations Officers	COMPLETED ACTION Ongoing throughout the year.
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	Reminders sent to all Directors/ Heads of Service Bi-Annually Monthly Committee minutes, Council items are checked to ensure all relevant items have been screened.
2.2 Policy Screening reported to Committees. Summary to P&G (Quarterly)	Customer Accessibility Officer	Ongoing Action
2.3 Equality duties to be included in all revised job descriptions	HR	Ongoing 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 and the GIS Working Group is supporting service areas to capture and analyse relevant data
3.2 Re-surveying staff to include all section 75 categories	HR Customer Accessibility Officer	Section 75 Survey has been designed, HR to progress by March 2020.
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	A comprehensive Promotional Plan has been developed and actions remain ongoing throughout the year.
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	Media and Marketing Customer Accessibility Officer	The new Council website was launched in January 2019 and features a revised and developed accessibility section which includes: <ul style="list-style-type: none"> • Browse Aloud and Text help services • Google Translate Language selection

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<p>4.3 Ensure that alternative methods are readily available for all online services</p>	<p>All services Customer Accessibility Officer</p>	<p>Work ongoing with:</p> <ul style="list-style-type: none"> • Browse aloud and Text help services • ACCESSABLE (previously Disabled Go)
<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>As part of Welcome Pack for Syrian families within the Borough, a Welcome document was translated in Arabic to explain how to access information on our services via the Council website using the Text Help Browse aloud function.</p>
<p>4.5 Develop and deliver a communication plan to promote equality & diversity, internally and externally</p>	<p>Head of Communications and Customer Services</p>	<p>Promotion plan has been developed and accessibility improvements are regularly communicated via social media, website, Borough Life. New developments have included a promotional video in sign language for the Council's Halloween events.</p>
<p>5. Lack of knowledge around different cultures</p>		
<p>5.1 Roll out of the GR action plan to address issues identified by the GR audit</p>	<p>Good Relations Officers Diversity Champions</p>	<p>An application has been submitted to The Executive Office and action plan developed for 2019/20 to continue this programme of work.</p>

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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	Continuing to work 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	Working with service providers including the Department for Communities and Belfast Met to provide English classes for ethnic minority groups in the area.
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	Ongoing 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	Ongoing and is actioned on a case to case basis as required. A number of interviews have been supported throughout the year.

<p>8. Accessibility to Council Services (Age, disability)</p>		
<p>8.1 Reserve space at events for disabled people and the provision of 'Sign Language'</p>	<p>Customer Accessibility Officer</p>	<ul style="list-style-type: none"> • November 2018 Halloween events in Antrim "The Junction" and "V36 Park" - Included Wheelchair Accessibility and Sign language provision. This year there was also the addition of a Quiet Room at each and a Relaxed session at the Funfair at "V36 Park" • December 2018 Christmas Light Switch on Events - Included Sign Language provision and Wheelchair Accessibility • 18/12/18 Inclusive Enchanted Winter Garden-Relaxed Event, Wheelchair Accessibility, Quiet and Sensory Rooms (Sensory Kids NI), Specially Designed Map and attendance by Mae Murray Foundation and Bridge Foundation Antrim. Event walk through, marketing, signage and onsite meetings with the Funfair operators to ensure that the relaxed elements and event accessibility were fully promoted. • 28/2/19 Job Fair, Antrim Forum – Wheelchair accessibility to be reviewed for this event, Sign Language Interpreters booked and a Sensory session. • 5/4/19 to 7/4/19 Antrim Live, Antrim Town – Inclusive session at Funfair, Sensory storytelling, treasure trail made fully accessible for those with physical disabilities. • 29/04/19 Physical Disability Golf Development Day, Allen Park, Antrim – Seating area designated, one to one coaching inclusive support for those with individual physical disability.

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		<ul style="list-style-type: none"> • 6/05/19 Shane’s Castle Steam Rally Event, Randalstown -- Seating area designated, accessible Mobiloo location and fast-track queuing system for those with hidden disabilities such as Autism.
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	Human Resources department actively matched applications for work experience and placements to the most suitable Council departments. To date, 3 placements have been established (learning disabilities and wheelchair user). All applications are accessed and progressed on request.
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 Grammer/ 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	Ongoing work relation to 3 key projects: <ul style="list-style-type: none"> • Skate Park @ V36 • 3G Pitch at Antrim Grammar • Crumlin Glen Development
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	Leisure programming review is ongoing (new appointment recently made relating to leisure programming)

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<p>11.2 Formulate a series of programmes and activities based on the survey results and signpost were applicable to existing programmes</p>	<p>Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer GIS Officer</p>	<p>Leisure programming review is ongoing (new appointment recently made relating to leisure programming)</p>
<p>12. Concessions may be applied inconsistently (age, disability, carers)</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>Review remains ongoing across service areas</p>
<p>13. Lack of support for LGBT people in the area (Sexual orientation and gender)</p>		
<p>13.1 Training for staff and elected members</p>	<p>HR Customer Accessibility Officer</p>	<p>Included in Training Plan for 2019/20</p>
<p>14. Antrim Forum Fitness Suite has individual showers for females and not for males (Gender)</p>		
<p>14.1 Incorporate capital provision into maintenance and replacement schedule</p>	<p>Leisure Property services</p>	<p>To be progressed within Capital Development Programme.</p>

15. Difficulty for people with disabilities in accessing council services																																			
<p>15.1 Work with partners to ensure access to summer scheme provision for children with disabilities across the Borough</p>	<p>Community Services Customer Accessibility Officer Sport and Play Development Officer Leisure Health and Safety Officer</p>	<table border="1"> <thead> <tr> <th>Type of Screening</th> <th>Total Number of Children Screened</th> <th>Total Number of Children requiring specific adjustments</th> <th>Children not accepted onto Summer Scheme</th> </tr> </thead> <tbody> <tr> <td colspan="4" style="text-align: center;">Summer Scheme 2017</td> </tr> <tr> <td>Disability</td> <td>33</td> <td>27</td> <td>0</td> </tr> <tr> <td>Medical Condition</td> <td>95</td> <td>18</td> <td>0</td> </tr> <tr> <td colspan="4" style="text-align: center;">Summer Scheme 2018</td> </tr> <tr> <td>Disability</td> <td>45</td> <td>38</td> <td>0</td> </tr> <tr> <td>Medical Condition</td> <td>123</td> <td>45</td> <td>0</td> </tr> <tr> <td><i>Year Comparison</i></td> <td><i>+40 LFL</i></td> <td><i>+38 LFL</i></td> <td><i>0</i></td> </tr> </tbody> </table>	Type of Screening	Total Number of Children Screened	Total Number of Children requiring specific adjustments	Children not accepted onto Summer Scheme	Summer Scheme 2017				Disability	33	27	0	Medical Condition	95	18	0	Summer Scheme 2018				Disability	45	38	0	Medical Condition	123	45	0	<i>Year Comparison</i>	<i>+40 LFL</i>	<i>+38 LFL</i>	<i>0</i>	<p>Easter programme Screenings for medical conditions and or disabilities were carried out prior to the events taken place all children were successfully integrated.</p> <p>2019 Summer Scheme Funding application underway with 4 special schools in the Borough.</p> <p>Introduction of a 2-day fully inclusive Summer Scheme in July 2019 in partnership with Mae Murray Foundation.</p>
		Type of Screening	Total Number of Children Screened	Total Number of Children requiring specific adjustments	Children not accepted onto Summer Scheme																														
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		<p>15.2 Deliver Disability Action Plan</p>	<p>Customer Accessibility Officer Officers as per DAP</p>	<p>The DAP is implemented and reviewed on an ongoing basis.</p>																															

PART A

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2018-19 reporting period? *(tick one box only)*

Yes

No (go to Q.4)

Not applicable (go to Q.4)

Please provide any details and examples:

Practice, Procedure and Service Delivery

- Further Website development to ensure greater accessibility of information to people with disabilities and those who do not have English as their first language. It now includes intelligent user experiences to tailor information to a range of different Section 75 categories to meet the needs of all of our Customers.
- Reserved space at all events for disabled people and the provision of Sign Language at events
- A Play Park Audit was carried out to assess the need for further accessible play park adaptations to be made. The introduction of the first Wheelchair Accessible Swing at V36 Play Park and the Opening of the Inclusive Play Park at Antrim Loughshore. Additional wheelchair accessible swings have been installed/agreed for:
 - Lilian Bland
 - Randalstown
 - Rathcoole
 - Ballyclare

PART A

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:

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
Inclusive Communications Promotional Plan to highlight Council events and information for all Section 75 categories.	Improved accessibility of Council services through communication plan using a targeted approach to ensure that all the section 75 groups are being made aware of suitable events, facilities and services which the Council provide.
Further Website development to ensure greater accessibility of information to people with disabilities and those who do not have English as their first language. It now includes intelligent user experiences to tailor information to a range of different Section 75 categories to meet the needs of all of our Customers.	Improved relevant information on the Council website and a targeted approach through the addition of intelligent user experiences. Ensures every Customer can access information which is most applicable to them.
Reserved space at all events for disabled people and the provision of "Sign Language".	This has greatly improved accessibility of Council events and promoted inclusion of those whose needs weren't previously met fully.
Improve the frame work which can be used when planning and agreeing work experience and placements to identify expectations and learning outcomes.	The improvements made have improved the access of placement opportunities to all including those with a variety of disabilities.

PART A

<p>A Play Park Audit was carried out to assess the need for further accessible play park adaptations to be made. The introduction of the first Wheelchair Accessible Swing at V36 Play Park and the Opening of the Inclusive Play Park at Antrim Loughshore.</p>	<p>The improvements and additions to the V36 Park and the Loughshore Park have created a more inclusive experience when visiting a play park.</p> <p>Children who have a physical disability were very limited to what they could participate in and now have a variety of play park equipment to utilise.</p> <p>Information/ feedback received include:</p> <p>There has been extensive coverage on social media of the Lough Shore Play park opening. Two posts made by Council promoting the opening day reached over 89,000 people.</p> <p>Council posted a post event video promoting the safe use of the wheelchair accessible swing, received over 10,000 views.</p> <p>In addition, there have been several videos taken by families using the wheelchair accessible swings, which have been shared across a range of community pages.</p> <p>Customer comments received has been extensive and is appended to this report (Appendix 1)</p>
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PART A

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):*
Based on resident/customer feedback.
- As a result of changes to access to information and services *(please specify and give details):*
- Other *(please specify and give details):* Output of the EAP action plan

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 2018-19 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 2018-19 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

PART A

6 In the 2018-19 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)*

- 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 2018-19 report
- Not applicable

Please provide any details and examples:

n/a

Equality action plans/measures

7 Within the 2018-19 reporting period, please indicate the **number** of:

Actions completed:	7	Actions ongoing:	18	Actions to commence:	2
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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 2018-19 reporting period *(points not identified in an appended plan)*:

n/a

PART A

9 In reviewing progress on the equality action plan/action measures during the 2018-19 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 2018-19 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 2018-19 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

PART A

- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other (*please specify*): **Citizen Space Online Consultation Hub**

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 2018-19 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 2018-19 reporting period? (*tick one box only*)

- Yes No Not applicable

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

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

PART A

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

44

16 Please provide the **number of assessments** that were consulted upon during 2018-19:

2	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:

Corporate Plan 2019

Corporate Improvement Plan 2018/19

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 2018-19 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 2018-19 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)*

- Yes No Not applicable

Please provide any details and examples:

n/a

PART A

22 Please provide any details or examples of where the monitoring of policies, during the 2018-19 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:

- Corporate Improvement Plan 2018-2019
- Corporate Plan 2019-2030

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 2018-19, and the extent to which they met the training objectives in the Equality Scheme.

- Section 75 Screening (Refresher Training)
- JAM Card Training
- Autism Impact Training
- Sign Language /Deaf Awareness Training
- Mental Health Awareness Training
- Domestic Violence Training
- Dementia Awareness Training
- Disability Awareness Training

All training is ongoing action within the Equality Action Plan objectives.

PART A

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 2018/19, and provided staff and elected members with an improved knowledge skill base.

The Autism Impact Award training was completed between October and November 2018. With the award being formerly achieved in March 2019.

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

26 Please list **any examples** of where monitoring during 2018-19, 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 2018-19?

Insert number here:

2

Please provide any details of each complaint raised and outcome:

- (1) In November 2017 the Council made the decision to reduce the Budget for Christmas Provision which resulted in the reduction in the number of Christmas Tree Switch On Ceremonies across the Borough from 22 to 4. The Council decided that the 4 main Christmas tree switch on events being funded by the Council would be

PART A

held in Antrim, Randalstown, Glengormley and Ballyclare from 2018 onwards. The Council received complaints regarding the impact of the reduction in budgetary spend for Christmas provision some of which alleged discrimination and a pre-action protocol letter in relation to the Council's decision.

The pre-action protocol letter was responded to and the legal action did not proceed.

In June 2019, having considered the complaints from across the Borough and again reviewed the Christmas Provision, the Council decided to provide Christmas tree switch on events in each District Electoral Area.

- (2) In February 2018 the Council adopted a policy to provide street signs in English only. The Council received a number of complaints related to the Council's decision being unlawful in relation to domestic and international legal obligations in relation to equality.

Judicial Review proceedings challenging the Council's Policy was withdrawn by consent.

The Council agreed that its existing Policy would be set aside and that a new more detailed policy would be drafted for the Council to consider. A revised policy is currently under consideration by the Council.

Section 3: Looking Forward

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

The Equality Scheme is due for review in 2021.

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 better promotion and communication to ensure that residents, customers and visitors know about the numerous inclusive programmes, events and services available across the Council area.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities are anticipated over the next (2018-19) reporting period? (please tick any that apply)**

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same

PART A

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:

7

Fully achieved

16

Partially achieved

2

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:

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

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

	Training Action Measures	Outputs	Outcome / Impact
1	Implementation of the JAM (Just a Minute) Card Initiative	<ul style="list-style-type: none"> • Staff Training 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

PART B

		<ul style="list-style-type: none"> • Signage and awareness that we as a Council are JAM Card Friendly 	
2	Become an Autism Impact Award Champion Council	<ul style="list-style-type: none"> • Staffing Training • Signage and awareness that we are Autism Friendly • Designated Autism Champions throughout the Council venues and facilities • Select adjustments to further promote the support of those with Autism 	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
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PART B

1	Developed an awareness raising campaign for Internal and External audiences to create a greater understanding of the Council's current provision for persons with a disability	<ul style="list-style-type: none"> • Widely communicate upcoming and current Council Events • Ensuring that the accessible provision i.e. Sign Language and Mobiloo are communicated effectively to enable • Use a variety of methods to communicate effectively enabling inclusion 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.
2	Held Seminar with our partners Mae Murray Foundation and Health Trust	<ul style="list-style-type: none"> • Raised awareness regarding support available to families 	

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

	Encourage others Action Measures	Outputs	Outcome / Impact

PART B

1	Support the enterprise programmes in Disabled Organisations/ Groups within our borough	<ul style="list-style-type: none"> • Support any enterprise programs by disabled organisations and groups in the borough • Help to spread awareness and knowledge of what they do 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.
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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	Prepare Annual Progress Report for the Equality Commission	<ul style="list-style-type: none"> • Prepare and document 2018/19 progress to the Equality Commission for Council 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

PART B

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	Ensure that the Council website is fully accessible for those who have a sensory impairment and promote the use of AccessAble	<ul style="list-style-type: none"> Ensuring website accessibility through use of Text help services and AccessAble Communication plan in place to ensure that awareness is raised to software and its features/ benefits 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.	Ongoing Action

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

	Action Measures not met	Reasons
1	Apply for the Inclusive Sports Facility (ISF) accreditation for all Leisure Centres	Not progressed yet. To commence.
2	Review Disability Action Plan for Antrim and Newtownabbey Borough Council	Not Due to be progressed yet.

PART B

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 Officer has discussed progress with Officers responsible for each action of the Disability Action Plan. Progress has been reported to Council e.g. accessible play park provision for those with special needs.

The Council has an Equality and Diversity Working Group, this group comprised of Elected Members, Directors and 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

n/a

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
	n/a		

PART B

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.