

Antrim and Newtownabbey Borough Council



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2017-18

Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Lisa Hall (Customer Services Manager) 50 Stiles Way Antrim BT42 2DA Telephone: 028 94463113 Email: lisa.hall@antrimandnewtownabbey.gov.uk
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above: Yes

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

<http://www.antrimandnewtownabbey.gov.uk/Council/Equality-Scheme>

Signature:

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**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 2017 and March 2018

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 2017-18, 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.

The work is ongoing with the 2017/18 Programme engaging over 82,426 people by December 2017 through a series of targeted programmes and events for young people, stakeholders, community groups and the general public. An application has been submitted to The Executive Office and action plan developed for 2018/19 to continue this programme of work.

Supporting the Peace IV Programme to deliver an outreach project around diversity in the Borough. Working with service providers including the Department for Communities and Belfast Met to provide English classes for newcomers to the area.

The Good Relations service has supported the following projects in 2017/18
Accredited and non-accredited courses:

- awareness raising events
- dialogue programmes
- grants aid and interventions

PART A

Policing and Community Safety Partnerships (PCSP) was supported by the Good Relations service through their youth intervention summer programmes:

BEAT and Youth Zone

- Delivered across 5 BEAT Sites and 2 Youth Zone sites
- Facilitating over 381 hours of youth intervention
- 317 young people where engaged

Vulnerable Persons Relocation Scheme was supported by the Good Relations service for Syrian refugees. Assistance to families provided through Support Workers, health assessment, training for both families and host communities.

PART A

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans**/ measures in 2017-18 (*or append the plan with progress/examples identified*).

Please see attached the Plan with progress and examples identified.

Antrim and Newtownabbey Borough Council EQUALITY ACTION PLAN 2017-2021

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
1. Staff training (All Section 75 categories)	To improve staff awareness and skills	1.1 Deliver training ongoing for staff and members	Ongoing To 2021	HR Customer Accessibility Officer	<p>Corporate training plan in place.</p> <p>iManage and iSupervise training rolled out to all staff who are in a managerial or supervisory role. This has been very well received by the staff participants. Due to the success of these training sessions, they will be repeated for 2018/2019.</p> <p>Member development programme in place working towards chartered plus. Section 75 screening training is arranged as required. When new staff commence employment or as a refresher for existing staff.</p>

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
		1.2 Deliver Good Relations (GR) information in Corporate Induction training	Ongoing	HR Good Relations Officers	Corporate induction is ongoing for all new employees. Good Relations (GR) information is now included in the Code of Conduct section and commenced May 2017.
2. Ensure all new and revised policies are screened (All Section 75 categories)	To meet statutory obligations and ensure that any equality implications of policies are addressed at as early in the policy development process.	2.1 Requirement to screen all policies. (Bi-annual reminders)	Every 6 Months commencing 1 April 2017 Ongoing Action	Directors Heads of Service Customer Accessibility Officer	Reminders are sent to all Directors/ Heads of Service by the Head of Communication and Customer Services Bi-Annually. Customer Accessibility Officer checks through monthly Committee minutes to ensure all items are being screened.

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
		2.2 Policy screening reported to Committees. Summary to P&G (Quarterly)	By February 2018	Customer Accessibility Officer	Screened policies are sent to their relevant committee's and then noted on a quarterly basis at P&G <ul style="list-style-type: none"> • February 2017 • May 2017 • July 2017 • November 2017 • February 2018
		2.3 Equality duties to be included in all revised job descriptions	Ongoing	HR	The Equality duties have been built into all current job descriptions. This will continue as a procedure to all new upcoming job descriptions.
3. Collate relevant monitoring information (All Section 75 categories)	To have relevant comprehensive data available	3.1 Each service to consider data required to identify any gaps in service provision.	Ongoing	All services	The Geographical Information Systems (GIS) Working Group is progressing this and developing a plan to consider data required to identify any gaps in service provision across the Borough.

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
		3.2 Re-surveying staff to include all Section 75 categories.	By March 2018	HR Customer Accessibility Officer	The Section 75 Survey has been designed incorporating the advice received from the Equality Commission (ECNI), Human Resources (HR) department to progress this action.

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
4. All residents may not have equal access to information on services. courses and events (All Section 75 categories)	To ensure that information on services. courses and events is available to all	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	By January 2019	Media and Marketing Customer Accessibility Officer	<p>The distribution and communication of council publications have been refined to ensure that those with disabilities, ethnic groups with language barriers and older persons are being communicated with effectively. Publications are provided in an alternative format upon request, including braille, large print, audio or other languages.</p> <p>One to one assistance is available across all Council Services for relevant service information if any Customer has specific needs.</p>

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
		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	Ongoing	Media and Marketing Customer Accessibility Officer	<p>We currently use Browse aloud and Google Translate on our website to communicate effectively with people who have a disability and those who do not have English as their first language.</p> <p>A new website is being developed for launch in October 2018 and will have enhanced access features.</p>
		4.3 Ensure that alternative methods are readily available for all online services	Ongoing	All services Customer Accessibility Officer	<p>Work ongoing with:</p> <ul style="list-style-type: none"> • Browse aloud and Text help services • Disabled Go

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
		4.4 Use pictorial information as much as possible and provide text in range of languages when necessary	Ongoing	All services Customer Accessibility Officer	<p>Publications and promotional materials are a mixture of text and images. Where possible infographics and images are used as a means of explaining the content in a more user friendly way.</p> <p>Publications can also be provided in a different format on request, including braille, large print, audio and daisy.</p> <p>Digital format is also available for key publications on the issue platform.</p>

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
		4.5 Develop and deliver a communication plan to promote equality & diversity, internally and externally.	Dec 2017	Head of Communications & Customer Services	<p>A communication plan to promote equality & diversity, internally and externally is being progressed. Improvements in access to services and events are promoted already on social media, website and in the residents magazine Borough Life.</p> <p>Event Management group attended by Customer Accessibility Officer to ensure that Equality and Diversity is imbedded within the protocol of all Council events and those which we are a partner organisation. An events checklist has been developed to ensure a consistent approach.</p> <p>Improvements in access to services and everts are being promoted on social media, The Council's Resident's Magazine and on the Council web site.</p>

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
5. Lack of knowledge around different cultures	Increase knowledge of different cultures	5.1 Roll out of the GR action plan to address issues identified by the GR audit.	Ongoing Action Reported Quarterly July 2017 October 2017 January 2018 May 2018	Good Relations Officers Diversity Champions	<p>The work is ongoing with the 2017/18 Programme engaging over 82,426 people by December 2017 through a series of targeted programmes and events for young people, stakeholders, community groups and the general public.</p> <p>The Good Relations service has supported the following projects in 2017/18 Accredited and non-accredited courses:</p> <ul style="list-style-type: none"> • awareness raising events • dialogue programmes • grant aid and interventions <p>An application has been submitted to The Executive Office and action plan developed for 2018/19 to continue this programme of work.</p>

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
6. Establish any issue with minority ethnic groups regarding access to services	Develop contacts with minority ethnic groups to identify needs and gaps in service provision	6.1 Work with Belfast based minority ethnic groups to identify groups/individuals based in Antrim and Newtownabbey	By June 2017	Good Relations Officers Diversity Champion Councillors	<p>No constituted groups have been identified in the Council area despite a range of initiatives to explore engagement options.</p> <p>The Good Relations Team is 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.</p>

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
		6.2 Seek assistance from local community to identify minority ethnic groups present in the area	Ongoing Action	Good Relations Officers Diversity Champion Councillors	<p>No constituted groups identified. A Lithuanian language school has started in Greystone Community Centre on a Saturday morning a GRO has made contact with no success to date. Artsekta have sent an interpreter to try to arrange a proper discussion with the group.</p> <p>Working with service providers including the Department for Communities and Belfast Met to provide English classes for newcomers to the area.</p>

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>Ongoing Action Annually</p>	<p>Good Relations Officers</p>	<p>The 2017/18 Good Relations Programme has engaged over 82,426 people by December 2017 through a series of targeted programmes and events for young people, stakeholders, community groups and the general public. One such example was the Arabic Awareness training provided for community groups, council officers and health care workers in February 2017. The Good Relations service has supported the following projects in 2017/18</p> <table border="1" data-bbox="1637 799 1980 1355"> <tr> <td>Non Accredited courses</td> <td>14</td> </tr> <tr> <td>Accredited courses</td> <td>3</td> </tr> <tr> <td>Awareness raising events</td> <td>60</td> </tr> <tr> <td>Dialogue programmes</td> <td>13</td> </tr> <tr> <td>Film</td> <td>1</td> </tr> <tr> <td>Grant Aid</td> <td>9</td> </tr> <tr> <td>Shared space study</td> <td>1</td> </tr> <tr> <td>Interventions</td> <td>2</td> </tr> </table>	Non Accredited courses	14	Accredited courses	3	Awareness raising events	60	Dialogue programmes	13	Film	1	Grant Aid	9	Shared space study	1	Interventions	2
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PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
7. Under representation of disabled people in workforce (disability)	To ensure that disabled people are given opportunities to be employed	7.1 Offer a guaranteed interview scheme for applicants with a disability who meet the essential criteria for a post	Ongoing	HR	This is actioned on a case to case basis as required. A procedure is in place to manage this as the shortlisting stage.
8. Accessibility to Council Services (Age, disability)	Ensure that disabled people have access to all council services including events	8.1 Reserve space at events for disabled people and the provision of 'Sign Language'	Ongoing	Customer Accessibility Officer	Reserved seating at large public events is actioned as required and signers booked as required. Advice is provided to Event organisers to ensure there is a consistent approach to making Council events more accessible.

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
9. Work experience/work placements (Age, disability)	To ensure that work experience/work placements are of benefit to the individual and the organisation	9.1 Improve the framework which can be used when planning and agreeing work experience and placements to identify expectations and learning outcomes	By June 2018	HR	<p>Several successful work experience placements have taken place with individuals with disabilities.</p> <p>This is ongoing and reviewed on a regular basis to improve the opportunities for placements. Council is working in partnership with placement providers such as Triangle Support Services, Cedar Foundation and others.</p>
10. Lack of activities for older young people which can lead to anti-social behaviour (Age)	To ensure that older young people can engage with activities which take them away from anti-social behaviour	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.	By March 2021	Good Relations Officers Project Development Sport and Play Development Officer Peace IV Co-Ordinator Arts and Culture	<p>Shared space is being developed at various Council locations including:</p> <ul style="list-style-type: none"> • Skate Park @ V36 March 2019 (at earliest) • 3G Pitch at Antrim Grammar March 2019 (at earliest) • Crumlin Glen Development <p>No programme at present</p>

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
11. Older people (50+) all categorised as one group	To ensure that activities are provided for age categories 50+ and beyond which suit the range of abilities and interests	11.1 Survey age categories 50+ and beyond to identify what would be of interest to the newly categorised age groups	By March 2018	Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer	Leisure programming review is ongoing.

PART A

		11.2 Formulate a series of programmes and activities based on the survey results and signpost were applicable to existing programmes	By March 2018	Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer	Leisure programming review is ongoing.
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PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
12. Concessions may be applied inconsistently (age, disability, carers)	To ensure that concession rates are applied consistently with a clear rationale	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	By March 2021	Arts and Culture Leisure Community Development	<p>Leisure – MORE Membership includes concession pricing and was introduced 2 October 2017.</p> <p>Working with Head of Leisure on adjusting the options for Private Swimming lessons for those with Disabilities/ Medical condition or older persons.</p> <p>Departments providing ongoing updates.</p>

PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
13. Lack of support for LGBT people in the area (Sexual orientation and gender)	To improve the perception of Antrim & Newtownabbey as a safe place for LGBT people	13.1 Training for staff and Elected Members	As part of overall training programme Ongoing	HR Customer Accessibility Officer	Included in training plan for Members.
14. Antrim Forum Fitness Suite has individual showers for females and not males (Gender)	Ensure that males also have individual showers available	14.1 Incorporate capital provision into maintenance and replacement schedule	By March 2018	Leisure Property services	Currently researching suitable contractors to facilitate procurement of this.

PART A

<p>15. Difficulty for people with disabilities in accessing council services</p>	<p>Remove barriers to accessing services</p>	<p>15.1 Work with partners to ensure access to summer scheme provision for children with disabilities across the Borough</p>	<p>By August 2017 Annually Thereafter Ongoing Action</p>	<p>Community Services Customer Accessibility Officer Sport and Play Development Officer Leisure Health and Safety Officer</p>	<p>Summer Scheme Screenings for medical conditions and or disabilities were carried out prior to the events taken place – all children were successfully integrated with minor adjustments put in place prior to their arrival.</p> <table border="1" data-bbox="1525 408 2096 1102"> <thead> <tr> <th data-bbox="1525 408 1727 520">SUMMER SCHEME 2017</th> <th data-bbox="1733 408 1928 520">Disability</th> <th data-bbox="1935 408 2096 520">Medical</th> </tr> </thead> <tbody> <tr> <td data-bbox="1525 525 1727 663">Total Number of Children Screened</td> <td data-bbox="1733 525 1928 663">33</td> <td data-bbox="1935 525 2096 663">95</td> </tr> <tr> <td data-bbox="1525 668 1727 882">Total Number of Children requiring specific adjustments</td> <td data-bbox="1733 668 1928 882">27</td> <td data-bbox="1935 668 2096 882">18</td> </tr> <tr> <td data-bbox="1525 887 1727 1102">Children not accepted onto Summer Scheme</td> <td data-bbox="1733 887 1928 1102">0</td> <td data-bbox="1935 887 2096 1102">0</td> </tr> </tbody> </table> <p>This meant more children who had previously not been eligible to attend Council summer schemes did so with their friends and siblings.</p>	SUMMER SCHEME 2017	Disability	Medical	Total Number of Children Screened	33	95	Total Number of Children requiring specific adjustments	27	18	Children not accepted onto Summer Scheme	0	0
SUMMER SCHEME 2017	Disability	Medical															
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PART A

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility	Progress
		15.2 Deliver Disability Action Plan	2017-2020	Customer Accessibility Officer Officers as per DAP	This has commenced on the achievement of action plan by the Customer Accessibility Officer and will be updated with progress on the Disability Action Plan (DAP) progress report.

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2017-18 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 2017-18 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 **this has already been done**
- Not applicable

Please provide any details and examples:

These were embedded within all Job Descriptions.

5 Were the Section 75 statutory duties integrated within performance plans during the 2017-18 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 **this has already been done**
- Not applicable

Please provide any details and examples:

PART A

In the 2017-18 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 2015-16 report
- Not applicable

Please provide any details and examples:

n/a

Equality action plans/measures

7 Within the 2016-17 reporting period, please indicate the **number** of:

Actions completed: Actions ongoing: Actions to commence:

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

Please see plan enclosed.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2017-18 reporting period *(points not identified in an appended plan)*:

N/A

9 In reviewing progress on the equality action plan/action measures during the 2017-18 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 2017-18 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 2017-18 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)*: New online Consultation Hub

PART A

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 2017-18 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 2017-18 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)

<http://www.antrimandnewtownabbey.gov.uk/Council/Equality-Scheme/Policy-Screening>

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

17

- 16** Please provide the **number of assessments** that were consulted upon during 2017-18:

17	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.

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:

N/A

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 2017-18 reporting period? *(tick one box only)*

- Yes No Not applicable

Please provide any details and examples:

All screening forms for policies screened where published on our website.

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 2017-18 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

22 Please provide any details or examples of where the monitoring of policies, during the 2017-18 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 2017-18, and the extent to which they met the training objectives in the Equality Scheme.

- Disability Awareness Training
- INSPIRE Staff Workshops
- Dementia Awareness Training
- Autism Awareness Training
- Domestic Violence Training (Designated Officers as Support)
- Section 75 Screening Training

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 were rolled out within 2017/18, which provided staff with an improved skill base to assist our external and internal customers. We wanted to ensure that our staff had the confidence to communicate appropriately with those who have a disability/ mental health challenge or experiencing domestic violence. Safeguarding our

external and internal customers and recognising the importance of reading the signs and learning what the appropriate action would be.

JAM (Just a Minute) Training and Autism Impact Award Training are planned to commence mid 2018.

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

- 26 Please list **any examples** of where monitoring during 2017-18, 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 2017-18?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

n/a

Section 3: Looking Forward

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

Not due for review until 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 will be focusing on creating an Equality toolkit to promote screening, consultation and training with a greater impact Council wide.

- 30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2017-18) reporting period? *(please tick any that apply)*

PART A

- Employment
- Goods, facilities and services
- 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:

7

Fully achieved

14

Partially achieved

4

Not achieved

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

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

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ	-	-	-
Regional ^{iv}	-	-	-
Local ^v	In line with the Community Plan, about supporting young people with disabilities, focus on the review of best practice of Summer	To be actioned by March 2017 and kept under regular review	Promoting positive attitudes towards disabled people: Further improve the roll out of our Summer

PART B

	Scheme and Play Park provision/facilities.		Scheme protocol and complete the review of Summer Schemes etc.
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2(b) what **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	Provide tailored training in relation to ongoing screening	By December 2017.	Promoting positive attitudes towards disabled people and encouraging them to participate 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	Implementation of the JAM (JUST A MINUTE)Card Initiative	To be completed by September 2017	Promoting positive attitudes towards disabled people: To further promote Council support and accessibility we will introduce the JAM Card and App.

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

PART B

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Working in partnership with Disability Sport NI to roll out the Disability Sports Hub Project	Ongoing from September 2017	Promoting positive attitudes towards disabled people: Young people given the opportunity to experience disability sports i.e. jingle ball, boccia etc.

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	Implementation of Read & Write a tool to aid staff with hidden disabilities such as dyslexia	Training to be provided by September 2017	Actively promote positive attitudes towards disabled people in the workplace, better understand and address their individual needs.
2	Apply for the Employers for Disability Northern Ireland – Member Accreditation	To be accredited by December 2017	Actively promote positive attitudes towards disabled people in the workplace.
3	Prepare Annual Progress Report for the Equality Commission	To be ready by 31 August yearly	Promoting positive attitudes towards disabled people: Reporting on the Council departments progress on

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			disability/ equality action plan points
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3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Attendance of Diversity Champions at Local Government Staff Commission training and networking events reappoint Diversity Champions as necessary	Attendance at events.	Training: Sharing of good practice between diversity champions. Raising awareness.	Various events and meetings where attended. Sharing of good practice will be ongoing on plan as an ongoing action.
2	Arrange regular meetings of the Internal/ External Diversity Champions	4 Internal Group Meetings 3 External Group Meetings	Promoting positive attitudes towards disabled people and encourages participation by disabled people in public life	Ongoing action on plan.
3	Training on Disability to be included in annual training programmes for all Staff and Elected Members	Disability Training to be included in the Council training	Training and awareness-raising: Staff/ Elected Members to be	Ongoing action on plan.

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		programme 2017-2020	aware of their responsibilities to people with disabilities	
4	<p>Implement training in the following key areas;</p> <ul style="list-style-type: none"> *Learning Disability *Hearing Loss *Sight Loss <p>For all relevant Officers and Elected Members</p>	Implement training	<p>Training and awareness-raising:</p> <p>Actively promoting positive attitudes towards disabled people in the work place</p>	Some of the training has been actioned and some to commence.
5	<p>Provide dementia and autism awareness training for key operational staff</p>	<p>Further training to be provided by September 2017</p> <p>Ongoing refresher Training to 2020</p>	<p>Promoting positive attitudes towards disabled people:</p> <p>To ensure that the experience of people with dementia or autism using a service is a positive one and takes account of their needs</p>	Some of the training has been actioned and some to commence.
6	<p>Ensure that Council facilities are as accessible as possible. Focusing in particular on the following projects:</p>	Implement action recommended by audit of Council facilities	<p>Other:</p> <p>Improved accessibility of Council facilities and promoting positive</p>	Ongoing action on plan.

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	<p>*Inclusive Signage i.e. Silent/Hidden Disabilities/ Braille</p> <p>*Inclusive Play park Equipment i.e. wheelchair accessible swings/ sensory play</p> <p>*e.g. inclusive changing/ toilet facilities</p> <p>* reserved seating at large public events (e.g. Christmas Events)</p>	Ongoing to 2020	attitudes towards disabled people	
7	Community Relation in Schools Programme (CRIS)	Support the community relations in schools	<p>Promoting positive attitudes towards disabled people:</p> <p>The programme will include a multi-ability focus promoting understanding and comfort with people with differing learning and physical needs</p>	This is ongoing action on the GR action plan.
8	Engage with local disability organisations and local disabled people in relation to our Disability Action Plan	Ongoing Action Feedback and Monitoring	<p>Promoting positive attitudes towards disabled people:</p> <p>Attaining valuable input from disability organisations and local disabled</p>	Ongoing action on plan.

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			people at a grass roots level, which will shape our Disability Action Plan	
9	Support the enterprise programmes in Disabled Organisations/ Groups within our borough	Pilot to be in place by December 2017 ongoing to 2020	Promoting positive attitudes towards disabled people and encouraging them to participate in public life through enterprise programmes	Ongoing action on plan.
10	Ensure that our Council website is fully accessible especially for those who have a sensory impairment and promote the use of Disabled Go.	Implement action recommended by audit of Council facilities.	Audits carried out on Council facilities and working alongside external organisations for to promote accessibility. Improve Council accessibility of facilities.	With the help of Disabled Go, we have completed Audits of our facilities, which are most customer accessible however; we plan to carry out work to make the Council facilities consistent in accessibility.
11	Become an Autism Impact Award Champion Council	Ongoing from October 2017	Promoting positive attitudes towards disabled people: To further improve Council support and accessibility we will introduce training	Planning of rollout has been achieved however work is ongoing.

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			and autism friendly services.	
12	Create a database of current service provision relating to disability.	September 2017 ongoing Monitoring	Promoting positive attitudes towards disabled people and encouraging them to participate in public life	Ongoing action on plan.
13	Design an awareness raising campaign for Internal and External audiences to create a greater understanding of the Councils current provision for persons with a disability.	September 2017 ongoing	Promoting positive attitudes towards disabled people and encouraging them to participate in public life	Ongoing action on plan.
14	Review Disability Action Plan for Antrim & Newtownabbey Borough Council	DAP to be reviewed by March 2020 and new DAP to be drafted	Promoting positive attitudes towards disabled people and encouraging them to participate in public life.	Ongoing action on plan.

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

	Action Measures not met	Reasons
1	Increase awareness of the support services/initiatives relating to Mental Health. For all Staff and Elected Members	Has not yet been commenced.
2	Apply for the Inclusive Sports Facility (ISF) accreditation for all Leisure Centres	Has not yet been commenced.
3	Increase in participation level of disabled persons in work experience/ placements	Has not yet been commenced.
4	Ensure full support for disabled employees within the workforce	Has not yet been commenced.

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.

Monthly meetings with Head of Service and Director to monitor the progress of the EAP and DAP.

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(b) Quantitative

None

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?

None

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

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

n/a

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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.
- vi **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.