



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

<ul style="list-style-type: none"> Section 75 of the NI Act 1998 and Equality Scheme 	<p>Name: Ellen Boyd</p> <p>Telephone: 0300 123 4568</p> <p>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> <p>Name: Click or tap here to enter text.</p> <p>Telephone: Click or tap here to enter text.</p> <p>Email: Click or tap here to enter text.</p>
<p>Documents published relating to our Equality Scheme can be found at:</p>	<p>https://antrimandnewtownabbey.gov.uk/council/equality/</p>

Signature:	
Contact details:	As Above

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 2023 and March 2024

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 2023-24, 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.

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Date	Key policy/ Service delivery development (theme & programme)	Improvement Achieved (what did we do)	Outcome Achieved (is anyone better off?)	Did this promote equality of opportunity and Good Relations?
2023/24	ESOL Provision	Activity endeavoured to increase the number of asylum seekers and newcomers to the area who can develop their English language skills. This will promote integration and increase accessibility to local service provision.	<p>Targeted Outcomes</p> <p>ESOL programme</p> <p>Delivery of 5 ESOL classes locally across the ANBC: Whiteabbey, Mallusk, Antrim x2, Glengormley</p> <p>Antrim - 1 x ESOL Beginner class</p>	Yes

PART A

		<p>participants to meet from across the Borough. The event was also a celebration of culture and diversity. Participants had the opportunity to participate in Syrian dance and taste a range of cuisines from across the world.</p>	<p>included certificate presentations, and cultural awareness activity including; taster of Syrian dance, cuisines: Ukrainan, Syrian and Afghan.</p> <p>The event was organised in partnership with Belfast Unemployed Resource Centre (BURC) and Antrim library. The event was also supported by local volunteers who support the newcomer community in Antrim. 35 learners attended.</p> <p><i>'I wanted to extend my sincere thanks to you and your colleagues from Antrim & Newtownabbey Council for organising such a wonderful event today. The entire programme was fantastic, and I especially appreciated the opportunity to chat with the organisers, guests and participants.'</i></p> <p><i>"We have seen a very sharp increase in requests for ESOL classes in the community and it has been great to be able to signpost people somewhere for this. These classes are always in demand and it has been extremely beneficial to host these classes within our own branch in partnership with ANBC. For us it has resulted in greater footfall, a more diverse range of customers and also some new borrowers out of ESOL learners that now</i></p>	
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PART A

			see Antrim Library as an accessible, safe and welcoming place." Branch manager Antrim Library	
2023/24	Training	<p>Activity endeavored to increase learning, knowledge and upskill volunteers/ staff on Asylum and Refugee awareness and process.</p> <p>This training is for supporting organisations, Community, Voluntary and Statutory. Delivery of training in partnership with Law Centre NI.</p>	<p>Training Engagements 5x training sessions, 48 participants</p> <ul style="list-style-type: none"> • 2x Asylum Process training - (Antrim and Mossley) • 2x Refugee Process training (Antrim and Mossley) • 1x Asylum & Refugee Awareness (Mossley Mill) <p>This training increased awareness of Asylum seekers and Refugees. It has helped to equip volunteers/ staff with the knowledge required to help with myth busting and increase their understanding of challenges faced on the asylum journey. This will enable volunteers/staff to provide accurate information to communities, which will help to reduce community tensions. Indirectly supporting 100+ asylum seekers and refugees locally.</p> <p>Let's Connect training delivery of Asylum Process and Refugee Process Feedback from participants:</p>	

PART A

			<p>Has your understanding of refugee and asylum matters improved? Yes – 100%</p> <p>Will this session help you with your work? Yes – 100%</p> <p>Would you recommend this session to others? Yes – 100%</p> <ul style="list-style-type: none"> • <i>Very informative and useful for my role and to better support asylum seekers and signposts.</i> • <i>Great session learnt plenty. Look forward to using the information. Thank you.</i> • <i>I feel like I took a lot away from the session, it really did change my view. Thank you.</i> 	
2023/24	Let's Connect event	Activity endeavored to increase awareness of support for newcomers living in ANBC through networking, information sharing and sharing of practice through interactive engagement methods.	<p>Let's Connect event</p> <p>The Let's connect event was the first of the Let's Connect Series. The Let's Connect Series was developed to enhance connectiveness between Community, Voluntary, Statutory organisations supporting newcomers to the Borough and better connect newcomers to support services available locally.</p> <p>The need to better connect and increase awareness of support for newcomers was highlighted during the scoping exercise engagements with organisations across the Borough.</p>	

PART A

			<p>There were 58 attendees, 95% directly support asylum seekers and newcomers. 42% of those in attendance support 11-20 newcomers, 31% support over 100 newcomers.</p> <ul style="list-style-type: none"> • 100% felt the event was useful. • 64% of participants made 4-7 new connections. <p><i>"A great event to network"</i></p> <p><i>"The event was brilliant and helped me connect with a number of services I wasn't aware of!"</i></p> <p>Organisations supporting asylum seekers within the Borough are now better connected. This will improve signposting of asylum seekers to suitable support. Also, by equipping organisations with appropriate contacts they can better support asylum seekers they are engaging with, resulting in a more positive experience for the newcomer.</p> <p><i>"The event really gave me such assurances the clients in the local area are receiving excellent support."</i></p> <p><i>"Thank you so much for a wonderful event! We came back with a series of email addresses and lots of motivation – it was</i></p>	
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PART A

			<p><i>great to have so many active and passionate people in the room and you organised it all beautifully. Speed networking was a brilliant idea and worked so well. Thanks again – looking forward to the next event!"</i></p>	
2023/24	Let's Connect Championship	<p>Activity endeavored to promote social inclusion, integration, and wellbeing, bringing together asylum seekers, newcomers, community/voluntary and statutory organisations to unite through the spirit of sports and camaraderie.</p>	<p>Let's Connect Championships 5-a-side football tournament took place on 20th September in partnership with the Irish Football Association (IFA) at The Valley Leisure Centre. 80 people attended the event with 61 participants playing in the tournament.</p> <p>The event was very successful bringing together asylum seekers living in Antrim and Newtownabbey, providing an opportunity to meet other asylum seekers living in Carrickfergus and Belfast. Some had the opportunity to meet with friends who they hadn't been in contact with recently, as well as get to know more asylum seekers living locally. The event also enabled asylum seekers to meet and make connections with local support organisations who also participated in the tournament.</p> <p><i>"Street Soccer were delighted to take part in this fantastic tournament which brought together so many people from different communities and backgrounds. It just shows how football is a great tool for</i></p>	Yes

PART A

			<i>building good relations across the world. To lift the Cup at the end was a great bonus to top of a great day. Now to defend it for next year."</i>	
2023/24	Horizon Hope events	Activity endeavored to provide an opportunity for ethnic minority women to participate in an interactive goal-setting workshop, helping to make new connections, engage and learn with peers, sharing similar experiences.	<p>Workshop delivery Horizon Hope Workshops formed part of the Let's Connect Series. 2x Let's Connect Horizon Hope events:</p> <ul style="list-style-type: none"> • Lilian Bland • Greystone Library <p>9 participants in attendance at the Let's Connect Horizon Hope event are now better connected and felt less isolated. They have also had the opportunity to identify areas of their life that they would like to work on in the short term, increasing their motivation</p> <p>The women engaged said the workshops were very help for making new friends with similar experiences to them.</p>	Yes
2023/24	Small Worlds Workshops	Activity endeavored to create an awareness and learning of our diverse society and to gain a better understanding of migrants through their own stories.	<p>Workshop delivery The Workshops provide a safe space for participants to encounter people from different backgrounds and parts of the world, they are carefully managed by an experienced facilitator and offer a glimpse into real lives of people growing up in a different part of the world, a different culture or religious background, a different environment or climate living far away from family and friends, the challenges of</p>	Yes

PART A

			<p>being new to Northern Ireland and the different reasons for moving to NI.</p> <p>2x Let's Connect Small Worlds event:</p> <ul style="list-style-type: none"> • Glengormley Presbyterian Church • Antrim Baptist Church <p>40 participants in attendance over the 2 workshops.</p> <p>100% have a better understanding of refugee and asylum matters after the session.</p> <p>100% Would recommend the session to others.</p> <p>72.5% answered yes, that the session has changed their mind.</p> <ul style="list-style-type: none"> ✓ <i>'Has re-affirmed the struggles and reasons people leave their home'.</i> ✓ <i>'Provided a better knowledge and understanding of the very diverse situations people struggle with yet remain positive and are kind enough to share their stories'.</i> ✓ <i>'I have heard about the traumatic situations that asylum seekers have fled but to listen to personal stories and try to imagine their lives has made an impact on me'.</i> 	
2023/24	Arabic Rhythm, Rhyme & storytelling	The activity endeavored to increase cultural awareness of the Arabic language by providing an opportunity for parents and children to participate in an engaging fun activity.	Delivery of the programme was for parents and children 0-4 years in partnership with Antrim Library. This provided an opportunity for Arabic speakers to participate in an engaging activity with their children. It also provided an	Yes

PART A

			<p>opportunity for the local community to engage in a new cultural experience. 7x Arabic Rhythm, Rhyme, and storytelling sessions were delivered in Antrim Library, attended by 4 participants.</p>	
2023/24	Chimney Corner football programme	<p>The programme endeavored to increase the physical and mental wellbeing of Service Users in Chimney Corner Hotel and reduce isolation through sport.</p>	<p>Football programme Delivery in partnership with IFA, commenced on 5th march, weekly sessions delivered on Tuesday afternoons at Chimney Corner Hotel.</p> <p>This programme is for those Service Users residing in Chimney Corner Hotel, providing an opportunity to enhance their physical health and mental wellbeing. This programme was developed due to the success of the Let's Connect Championships and the need highlighted by Service Users in the hotel through the scoping exercise. Service Users were provided with resources including football boots and other equipment required to successfully engage in the programme.</p> <p>30 participants in attendance. Participants have benefited from IFA coaching, skills development, improved physical/mental wellbeing, and the opportunity to be connected to other sporting opportunities. This programme identifies leaders within the group to organize and encourage participation.</p>	Yes

PART A

2023/24	Cycle safety initiative & bike safety resources	The activity endeavored to increase newcomers' awareness and knowledge of cycle and road safety when cycling.	<p>Cycle safety workshop Delivery of an informative workshop in partnership with PSNI Neighbourhood Policing Team and Road Safety Team with Whiteabbey Welcome group.</p> <p>Whiteabbey Welcome has provided donated bikes to asylum seekers living in the Whiteabbey area. This workshop was delivered to 15 participants to increase their understanding of cycling on the road and to help keep them safe while cycling. Bike lights, locks and hi-vis vests were provided to participants in partnership with the Policing and Community Safety Partnership.</p> <p>Safety equipment including helmets and bike maintenance equipment provided to ensure sustainability of the cycle project and future programming.</p>	Yes
2023/24	Integration activity	The activity endeavored to increase inclusion and promote diversity through cultural celebration.	<p>Integration activity The activity provided an opportunity for local volunteers in Antrim and Afghan families to celebrate their new year. This provided an opportunity for locals to learn more about the diversity now living in society. It also provided an opportunity for Afghan families to socialize with one another, reducing isolation and providing an opportunity to make connections with others from their home country.</p>	Yes

PART A

			<p>26 participants benefited via integration activity in partnership with Antrim Baptist church.</p> <p><i>"We appreciate it very much because we used to celebrate our new year in Iran, and it was the only opportunity we had to celebrate this ceremony with our Afghan and Iranian friends who live in other parts of Northern Ireland."</i></p> <p><i>"Thanks, Amy. If you hadn't arranged the transport for us none of these families would have been able to attend. The venue wasn't accessible by public transport and none of our friends have cars. It was especially good seeing one couple who are homesick and anxious about family in Afghanistan being able to make connections with other Afghans who were there."</i></p>	
2023/24	Hate Crime Awareness Programme	This programme endeavored to increase awareness and knowledge of Hate Crime, including types, impact and support for those affected. The programme provided participants with information on how to report a crime. The delivery includes the development of a signposting resource for distribution to those affected by hate crime.	<p>Hate Crime Awareness programme Delivered in partnership with Community Relations Forum to increase awareness of Hate Crime in Newtownabbey. The programme has been delivered to 4 community groups, 5 workshop have been completed engaging 179 participants.</p> <p>The programme is challenging at <i>'I now know how to report hate crime.'</i></p>	Yes

PART A

			<p><i>'I never knew what some people went through to come to this country or why they wanted to come here.'</i></p> <p><i>'We should have learned about why people came here and been able to get a better understanding of the countries they came from.'</i></p>	
2023/24	Leisure Access membership	This activity endeavored to increase positive wellbeing of Asylum seekers living in the Borough and encourage integration through the use of local facilities.	<p>Leisure Access 3-month free membership has made leisure facilities more accessible to Asylum seekers living in Antrim and Newtownabbey. This has promoted better wellbeing and an opportunity for integration, meeting other people in the local area.</p> <p>50 asylum seekers have benefited April – June 36 asylum seekers have benefited July – September 41 asylum seekers have benefited October – December 82 asylum seekers have benefited January - March</p>	Yes
2023/24	Women's swim programme	The programme endeavored to increase inclusivity different cultures and religions living in the Borough by providing a safe space for women only swimming sessions	<p>Women's Swim Programme Pilot 6-month programme delivered in Antrim Forum swimming pool. This provides an opportunity for local and newcomer women to access the swimming pool. This programme promotes integration, health, and wellbeing of local and newcomer communities.</p>	Yes

PART A

			10 swimming sessions in Antrim Forum on a bi-weekly basis for newcomer and local women living in Antrim and Newtownabbey.	
2023/24	Arts & Craft Programme & integration/cultural awareness activity	<p>This activity endeavored to increase wellbeing and skills of newcomers through creativity.</p> <p>Integration/cultural awareness activity endeavored to increase newcomer's knowledge of Northern Ireland through visiting different locations through ANBC and beyond</p>	<p>Arts & Craft programme Glenabbey Church were funded to deliver monthly arts and craft classes for adults and children. This has provided a space to learn new skills, socialise, promote integration, and participate in an enjoyable activity. This programme also promotes positive wellbeing and reduces isolation. The need for this programme was identified through the conversation café in Glenabbey Church. 9 participants are engaged in the programme supported by 4 volunteers.</p> <p>Integration/cultural awareness activity - In partnership with Glenabbey conversation café, a group of asylum seekers and volunteers visited the Folk and Transport Museum. This provided an insight into local history, local culture, integration, mental health support and opportunity to practice verbal English.</p> <p>45 adults and 12 asylum seekers children have benefited from integration and cultural awareness activities, increasing their learning of local culture and others. This provided an opportunity for families to celebrate and spend time together, which</p>	Yes

PART A

			has been very challenging for families to do due to the cost of living.	
2023/24	Local Smart pass travel	The local travel passes endeavored to increase accessibility to local service in ANBC and reduce isolation.	<p>Local travel passes - 105 asylum seekers have received local travel passes. Local travel passes were distributed via Mears and local supporting organisations via interpreters to provide necessary information on usage over 5 engagement sessions. The local travel passes provided 10 local journeys. These passes promoted use of local services and supports such as access to the Leisure Centre.</p> <p><i>"The card has helped me to visit my church".</i></p> <p><i>"The bus card has helped me to meet friends".</i></p> <p><i>"I have been able to take the bus when I go volunteering".</i></p> <p><i>"The travel pass has helped when I've college".</i></p> <p><i>"The bus has increased my independence".</i></p> <p><i>"Before, I wanted to go to the gym, but it was too far to walk, now I can get the bus and go to the gym which I am really enjoying."</i></p>	Yes

PART A

2023-24	Our Children and Young People	Our Children and Young People: Positive attitudinal change towards people from different religious and ethnic backgrounds.	<p>Schools Programme: Delivery of Good Relations Programmes within Primary Schools to promote greater understanding of self and others, and to support cross sector working between schools across the Borough.</p> <p>Delivery of Good Relations Programmes within Primary Schools to promote greater understanding of self and others, and to support cross sector working between schools across the Borough. Due to funding reductions alternative funding has been sought to secure the delivery of the Schools Programme. The Programme is now joint funded by Connswater Homes, Clanmill Housing and ANA's DCGRP, and is delivered through Community Relations in Schools (CRIS). Initial planning and agreement of terms of joint funding arrangements.</p> <p>Delivery of the Buddy Up! Celebrating Diversity Programme to Primary 3 pupils from Carnmoney and St Mary's on the Hill Primary School.</p> <p>2 x full programmes with total 114 children. 6 sessions per programme (2 single school, 4 full contact, visiting each other's schools).</p>	Yes

PART A

			<p>Good Relations Identity Programme to year 8 pupils from Integrated College Glengormley and Edmund Rice College. 20 pupils 4 total sessions planned</p> <p>School Holiday Programmes: School Holiday Programmes: Delivery of Good Relations content within ANBC Sports Programmes, Council Schemes, and broader engagement activity across Council. With funding in place this programme would deliver to 200 participants attending sports programmes, 105 participants attending BEAT delivered in partnership with Antrim and Newtownabbey PCSP.</p> <p>The BEAT Summer Intervention Programme was delivered in partnership with Antrim and Newtownabbey Policing and Community Partnership during July and August 2023. The programme focused on engaging young people at risk of taking part in anti-social behaviour, and included good relations content such as; multi-cultural arts and crafts, music, dance, and cultural confidence building. The programme was delivered in three areas;</p> <ul style="list-style-type: none"> • Antrim - 3 sessions per evening - 3 evenings per week - 6 weeks' delivery - 54 hours of delivery 	
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PART A

			<ul style="list-style-type: none"> - 37 participants <ul style="list-style-type: none"> • Ballyclare - 3 sessions per evening - 3 evenings per week - 6 weeks' delivery - 54 hours of delivery - 22 • Glengormley - 3 sessions per evening - 3 evenings per week - 6 weeks' delivery - 54 hours of delivery - 22 <p>BEAT Halloween:</p> <ul style="list-style-type: none"> - Delivery of 5 x 2 hour sessions - 20 participants <p>Sports schemes: The council delivered six main sports summer schemes over July and August 2023, activity included Good Relations arts and crafts, theatre, Gaelic games and sports. Schemes were delivered at the following Council facilities;</p> <ul style="list-style-type: none"> • Valley Leisure Centre • Ballyearl Leisure Centre • Sixmile Leisure Centre • Lillian Bland Pavilion • Merville House • Crumlin Leisure Centre • Antrim forum • Antrim Castle Gardens 	
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PART A

			<p>Total participant numbers: 3,317</p> <p>Feedback was excellent, Interaction with children was superb and overall a very positive experience.</p> <p>Festive Friends Programme: Programme overview - Delivery of the Festive Friends Programme aims to deliver against the 'Our Children and Young People' key priority; aiming to create positive attitudinal change towards people from different religious, community and ethnic backgrounds, through age appropriate exploration of identity; diversity and inclusion. Delivery of four Afghan Art sessions within Rathcoole Primary School.</p> <p>Aim of programme was to create a better understanding of different traditions through the arts to address racism through the delivery of;</p> <ul style="list-style-type: none"> • Afghan Arts workshops at Rathcoole Primary • Chinese New Year activity at Rathcoole Primary • Persian Nowruz (New Year) celebrations at Glengormley Integrated College • Kurdish Music performances, by Haroun (Syrian seeking asylum living in Whiteabbey) at community events • Eid ul Fitr activity planned in schools following Ramadan 	
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PART A

			13 workshops 330 participants	
2023-24	Our Children and Young People	Our Children and Young People: Positive attitudinal change towards people from different religious and ethnic backgrounds.	<p>Youth Voice: Engagement with Antrim and Newtownabbey Youth Voice, to include; survey of young people on Good Relations issues, mapping of existing facilities/ resources, dialogue initiatives specific to the issues identified by young people. 22 Young People recruited to Antrim and Newtownabbey Youth Voice.</p> <p>Youth Voice Partnership Board: The Youth Voice Partnership Board is made up of key stakeholders who support Youth Voice, membership includes; Antrim and Newtownabbey Borough Council, Education Authority Youth Service, Police Service of Northern Ireland, Apex Housing, Impact Network NI, Children and Young Peoples Strategic Partnership, Northern Ireland Housing Executive, Clanmill Housing, and Translink. (9 participants) 7 x meetings.</p>	Yes
2023-24	Our Shared Space	Our Shared Community: Increased use of shared space	Schools Engagement: Engaging with school partnerships across the Borough, to promote collaborative working between schools across sectors (Controlled, Maintained, Special, Integrated), promote Good Relations, and contribute to an increased sense of shared space.	Yes

PART A

			<p>The Programme built on the established Antrim and Randallstown Moving Forward Together (MFT) school's partnership, and Newtownabbey school's partnership NEST.</p> <p>MFT: Partnership Meeting - 35 attendees MFT Choir - 70 children and their parents (attending). The MFT choir is made up of representatives of 6 of our partnership schools.</p> <p>Wreath workshops - 40 parents from partnership nurseries participated.</p> <p>SLN – one Coordinator planning day, 7 people attended to discuss 2024 plan.</p> <p>NEST Partnership:</p> <ul style="list-style-type: none"> • Sept 12th – NEST Partnership meeting. Attended by 18 school leaders from 17 local schools in Theatre at the Mill. • Support meetings for P3 school staff to support the establishment of a new school partnership – 5 meetings (Carnmoney PS & SMOTH PS). • Support and planning meetings with school leaders from Gaelscoil Éanna and Ballyhenry PS to support the development of another new school partnership – 3 meetings. • Oct 19th – Early Years & Foundation Stage Shared Learning Network. 17 teachers from 15 local nursery and primary schools – 1 full day workshop. 	
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PART A

			<ul style="list-style-type: none"> • Nov 14th – NEST Partnership meeting. Attended by 10 school leaders from 10 local schools in Theatre at the Mill. • Nov 20th – Follow up training session on dealing with controversial issues with staff from Hill Croft School. 3-hour training session with approx. 100 school staff. 	
2023-24	Our Shared Space	Our Shared Community: Increased use of shared space	<p>Shared events: The delivery of a series of Good Relations Events during Good Relations Week to promote better understanding of others. Programme activity may include delivery at other seasonal times such as half term Halloween, Christmas, half term February.</p> <p>Grange Fun Day: Facilitation of an African Drumming workshop at the Grange Fun day in Ballyclare, aiming to broaden the participants understanding of global cultures and create an opportunity to engage with people from ethnic backgrounds different from their own. 100 participants.</p> <p>Movie Screenings: A series of movies were screened around Good Relations week to promote Good Relations, the movie shown were;</p> <ul style="list-style-type: none"> • Hidden Figures - The story of a team of female African-American mathematicians who served a vital role in NASA during the early years of the U.S. space program 	Yes

PART A

			<ul style="list-style-type: none"> • Encanto - A Colombian teenage girl has to face the frustration of being the only member of her family without magical powers. • Song of the Sea - Ben, a young Irish boy, and his little sister Saoirse, a girl who can turn into a seal, go on an adventure to free the fairies and save the spirit world. • Belfast - A young boy and his working-class Belfast family experience the tumultuous late 1960s. <p>88 participants.</p> <p>Good Relations Week – Staff Lunch and Learn Event brought staff together at Antrim Civic Centre and Mossley Mill to learn about Good Relations delivery and build cross sectional collaboration and awareness of Good Relations. 40 participants.</p> <p>Good Relations Week – African Drumming and Storytelling workshop in partnership with Libraries NI. Delivered by Arts Ekta participants took part in an African Drumming workshop followed by African Storytelling. Feedback was very positive and OBA questionnaires circulated to attendees. 31 participants.</p> <p>Great Glengormley Get together – Afghan Art and Music workshops delivered by Beyond Skin, alongside Good Relations Officers attendance with the Policing and</p>	
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PART A

			<p>Community Safety Partnership via an information stall to raise awareness of personal safety, hate crime and good relations. 1000 participants.</p> <p>Movie Screenings: Coco The film Coco was screened at two locations over Halloween half term. The screening was aimed at providing an opportunity for families to participate in the Mexican holiday 'Day of the Dead', showcasing a global culture during the Halloween festival that we acknowledge locally. The screening was primarily attended by families with young children and adults were invited to complete OBA questionnaire at the event. 60 participants.</p>	
2023/24	Our Safe Community	Reduce the prevalence of hate crime and intimidation.	<p>Local Government Partnership on Travellers Issues: To engage with and support the Local Government Partnership on Traveller Issues, which includes; an annual membership fee, and hosting of one meeting per year of the partnership.</p> <p>The partnership consists of Elected Members and Officers from all 11 councils. 2 x meetings attended</p>	Yes
2023/24	Our Cultural Expression	Cultural diversity is celebrated.	Inclusive Summer Programme: Delivery of Good Relations programming to children, young people and families living with disabilities. Delivered in collaboration with Antrim and Newtownabbey Borough	Yes

PART A

			<p>Council's Accessibility and Inclusion Officer. 50 participants.</p> <p>Irish Language Week: delivery of a series of events showcasing the Irish Language during Irish Language Week. Programme overview - delivery of a series of events showcasing the Irish Language during Irish Language Festival in March 2024. Two Irish Language festivals were held, one in Crumlin and one in Glengormley, delivered in partnership with local Irish Medium groups and Libraries NI. The programme aimed to provide opportunities for people to engage with the Irish language at various levels and targeted children, adults and families. Workshops were; Children's beginner workshop, Irish language Storytelling, adult beginners workshop, local place names, Cupla Focal, and music. 40 participants</p> <p>Ulster Scots Leid Week: delivery of a series of events showcasing the Ulster Scots Language during Ulster Scots Leid Week. 2 x Ulster Scots Walking tours and talks held, 30 participants. 1 x Lambeg workshop 15 participants 1 x history workshop 5 participants</p> <p>Cultural Heritage Programme: To deliver an engaging programme exploring life in Northern Ireland, our past, our present,</p>	
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PART A

			<p>who lives here and visiting some of our local historical highlights.</p> <p>Activity will endeavour to increase the percentage of participants who feel that their cultural identity is respected.</p>	
2023/24	Our Cultural Expression	Cultural diversity is celebrated.	<p>The Herstory Education Trust partnered with the National Museums NI and the Republic of Ireland's Department of Foreign Affairs Reconciliation Fund to create the Peace Heroines Exhibition. The exhibition was created to mark the 25th anniversary of the Good Friday Agreement with the hope of inspiring and empowering others to take an active role in healing from the past and in creating a peaceful society for everyone. The exhibition presents a diverse range of opinions, identities and experiences, and is not intended to present a consensus of the past. Instead it presents a range of examples of peacebuilding both locally and from around the world, and was created to explore the essential role of women, individuals and collectives who operated from grassroots to government levels.</p> <p>The Peace Heroine Exhibition was on display at The Museum at the Mill from 20th December 2023 until 27th January 2024. A launch event was held on 9th January 2024 attended by the Mayor and Deputy Mayor, with guest speakers Eileen Weir and Anne Carr talking about their role in in</p>	Yes

PART A

			<p>grass roots peacebuilding and in the creation of the exhibition. Approximately 40 people were in attendance.</p> <p>To accompany the exhibition a 3 hour creative arts workshop was delivered locally at Mossley Mill, the workshop utilised creative writing to explore peacebuilding from a personal and community perspective. 15 people attended the workshop.</p> <p>Showcasing of the Peace Heroines Exhibition from 20 Dec 2023 to 27 Jan 2024 in The Museum at the Mill.</p> <p>Launch event held on 9th Jan 2024 – 40 participants.</p> <p>1 x 3 hour creative writing workshop - 15 participants.</p>	
2023/24	Our Cultural Expression	Cultural diversity is celebrated.	<p>Historical commemorations: the delivery of events to commemorate key historical moments, to include; Holocaust Memorial, Kings Coronation.</p> <p>Kings Coronation concerts held at Loughshore and Antrim Castle Gardens. Kings Coronation school's engagement through distribution of wildflower seeds and trowels.</p> <p>Activity aims to create an increase in the percentage of participants who feel a</p>	Yes

PART A

			<p>sense of belonging to their neighbourhood.</p> <p>Holocaust Memorial Day Event held on Saturday 22nd January with a presentation from Dermot Lavery DoubleBand Films on 'Teddy's Story – from Belfast to Dachau'. Teddy Dixon was a Belfast man with American citizenship who served in the US Army, and was part of the liberation of the concentration camp Dachau.</p> <p>The Polish Consulate and the Kings Deputy Lieutenant for Co Antrim Mr Edward Montgomery MBE attended the event. The presentation was followed by a civic memorial service at the Holocaust Memorial housed at Monkstown Jubilee Centre. 60 attendees</p>	
2023/24	<p>Our Children and Young People. Our Shared Community. Our Safe Community. Our Cultural Expression.</p>	<p>T:BUC Key Priority and Outcome identified by applicant, with an effort to ensure balance across the outcomes where possible.</p>	<p>Grant Aid: Good Relations Grant Aid will be available for constituted groups within the Borough for the delivery of local Good Relations programmes. This will be advertised via ANBC social media, email communications and outreach grant workshops. Groups can apply for up to a maximum of £2,500, while funds last.</p> <p>8 Good Relations Grants Awarded. £17,000 Awarded 500 Participants</p>	Yes

PART A

<p>2023/2024</p>	<p>Funding for the Borough Special Schools to facilitate Summer Schemes</p>	<p>Funding has been offered to the 5 Special Schools within the Borough to run summer schemes at their schools.</p> <p>Funding is up to £5000 per school.</p>	<p>Ensuring greater accessibility for all.</p> <p>We received submissions from 5 of the 5 Special Schools in the Borough and funding was allocated to all of them.</p>	<p>Yes</p>
<p>2023/2024</p>	<p>Inclusive Summer Schemes</p>	<p>Inclusive Summer Schemes at the:</p> <ul style="list-style-type: none"> - Lilian Bland, 1 Week - Antrim Forum, 1 Week - Crumlin Leisure Centre, 1 Week <p>Up to 20 children per scheme, all children have complex disabilities or medical needs which require personal care such as toileting, feeding and medical requirements.</p> <p>Scheme run in partnership with the Mae Murray Foundation.</p>	<p>Ensuring greater accessibility and promoting inclusion and participation of children with more complex disabilities and or medical needs.</p>	<p>Yes</p>
<p>2023/2024</p>	<p>Website, Alternative formats, Council Literature Provision</p>	<p>Ensuring that we provide Council communications in formats accessible to everyone.</p> <p>This includes:</p> <ul style="list-style-type: none"> - Reach Desk (formerly Browsealoud) and Text help services - Opportunity for any Council publication to be provided in 	<p>Ensuring greater accessibility for all.</p>	<p>Yes</p>

PART A

		<p>alternative formats/ language upon request</p> <ul style="list-style-type: none"> - Borough Life provided in alternative formats such as braille, daisy, large print and audio - 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 - Evaluation of accessibility of Councils corporate website carried out and recommendations implemented 		
2023/2024	Disability Sport NI Programme, Hubs and Inclusive Sport Equipment and Bikes	<p>Providing accessible sports equipment such as bikes, sports wheelchairs and tandem bikes.</p> <p>Other items include accessible games such as archery and boccia</p>	Ensuring greater accessibility for all and promoting inclusion and participation of those with and without disability enjoying sport and leisure together.	Yes
2023/2024	Council is committed to the following Charters:	To pledge our support as a Council we have signed the White Ribbon NI Charter which stands to protect women from acts of violence. In addition	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes

PART A

	<ul style="list-style-type: none"> • White Ribbon • Woman's Night Safety Charter • BDA BSL & ISL Deaf Charter 	<p>Council have signed up to the Woman's Night Safety Charter promoting a safe night time Borough for woman.</p> <p>We have also signed the British Deaf Association Deaf Charter, this sets out our commitment to become a Deaf Friendly Council.</p>		
2023/2024	<p>Inclusive Council Events</p> <ul style="list-style-type: none"> • Irish Language Event • Summer Events • Halloween Events • Christmas Events • Christmas Theatre Shows • International Woman's Day Event • Inclusive Enchanted Winter Garden 	<p>Sign Language provision, Signed performances, AccessoLoo (Inclusive toilet provision) and event accessibility.</p>	<p>Accessibility for all Section 75 categories ensured through careful and considered planning.</p>	<p>Yes</p>

PART A

2023/2024	Awareness Raising Activities for the Deaf Community	<p>To celebrate the deaf community and raise awareness a week of events were delivered for the Sign Language Week. These included:</p> <ul style="list-style-type: none"> • A Mayoral Signed Video • Eat, Meet and Collaborate Event • Family Fun Day in partnership with Mayor's Charity Action Deaf Youth • A series of Signed Tours • Staff and Elected Member Sign Language Awareness Training (BSL/ISL) • Signed Social Media videos 	Ensuring greater accessibility for all and promoting inclusion and participation of the deaf community.	Yes
2023/2024	Equality and Disability Awareness Dates	To promote the importance of key disability awareness we compile social media posts and activity on our Council social media page.	Ensuring greater accessibility for all.	Yes
2023/2024	Funding Application to the Sign Language Partnership Group Department for Communities	<p>Pilot BSL Sign Language Level 1 Course for Council Staff, Elected Members and Residents.</p> <p>30 Places in Total Total Funding £9150 per project.</p>	Ensuring greater accessibility for all and promoting inclusion and participation of the deaf community.	Yes
2023/2024	DFC Access and Inclusion Funded Projects	Sensory Gardens have been created at Hazelbank Park and Ballyclare Memorial Park. These parks are designed specifically to focus on sensory	Ensuring greater accessibility for all.	Yes

PART A

	Parks and Open Spaces - Sensory Gardens	experience and are suitable for people of all interests, ages and abilities. Total funding of £65,000 for these projects.		
2023/2024	DFC Access and Inclusion Funded Projects Parks and Open Spaces – Accessible Play Equipment	Improvements to the Council Play Park Provision across the Borough. Addition of 10 accessible swing seats in various play park locations across the Borough. Total funding of £8,186.88.	Ensuring greater accessibility for all.	Yes
2023/2024	DFC Access and Inclusion Funded Projects Parks and Open Spaces – Changing Places Facility Pod	Upgrade to Antrim Sensory Garden to include the addition of a Changing Places Pod onsite. Total funding of £40,000.	Ensuring greater accessibility for all.	Yes
2023/2024	Upgrade and investment on Accessible Fitness Equipment	As part of the upgrade of accessible fitness equipment the following pieces of equipment were purchased to enhance the service:	Ensuring greater accessibility for all.	Yes

PART A

	Leisure Centres	<p>Antrim Forum – 15 pieces at the total cost of £37,367.40.</p> <p>Sixmile Leisure Centre – 1 piece at the total cost of £1,420.</p> <p>Valley Leisure Centre – 2 pieces at the total cost of £1,500.</p> <p>Ballyearl Leisure Centre – 2 pieces at the total cost of £1,500.</p>		
2023/2024	Creation of Sensory Room at Valley Leisure Centre	<p>To create a Sensory room at the Valley Leisure Centre featuring interactive equipment to stimulate the senses and create a peaceful space for relaxation.</p> <p>Total cost for the project is £5,800.</p> <p>Further sensory rooms are planned for Sixmile Leisure Centre and Antrim Forum Leisure Centre with a budget of £5000 each.</p>	Ensuring greater accessibility for all.	Yes
2023/2024	Capital Projects Accessibility upgrades	<p>Crematorium project – Changing Places and 13 parking spaces.</p> <p>Total cost for the project is £29,433.</p> <p>Antrim Forum – 2 wheelchair accessible shower rooms in the changing village and wheelchair lift in the gym.</p> <p>Total cost for the project is £20,000.</p> <p>Riverfront Regeneration Antrim Boardwalk – Wheelchair lift installed and accessibility ramp to building from the boardwalk.</p>	Ensuring greater accessibility for all.	Yes

PART A

		<p>Total cost for the project is £72,000.</p> <p>Antrim Boardwalk Extension – Enabling works for access ramp install and new stairs fitted with hi-visibility stair nosing's to assist those who are partially sighted.</p> <p>Total cost for the project is £500.</p>		
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PART A

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2023-24 (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	COMPLETED ACTION
1.2 Deliver Good Relations (GR) information in Corporate induction training	HR Good Relations Officers	COMPLETED ACTION
2. Ensure all new and revised policies are screened (All Section 75 categories)		
2.1 Requirement to screen all policies (Bi-annual reminders)	Directors Heads of Service Customer Accessibility Officer	COMPLETED ACTION
2.2 Policy Screening reported to Committees. Summary to P&G (Quarterly)	Customer Accessibility Officer	COMPLETED ACTION
2.3 Equality duties to be included in all revised job descriptions	HR	COMPLETED ACTION

PART A

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	COMPLETED ACTION
3.2 Re-surveying staff to include all section 75 categories	HR Customer Accessibility Officer	COMPLETED ACTION
4. All residents may not have equal access to information on services, courses and events (All Section 75 categories)		
4.1 Review advertising arrangements to ensure appropriate distribution/ communication of relevant service information. Also issue specific publications e.g. for people with disabilities and ethnic groups	Media and Marketing Customer Accessibility Officer	COMPLETED ACTION
4.2 Develop the website to ensure it is accessible to people with disabilities and those who do not have English as their first language	Digital Marketing Manager Customer Accessibility Officer	COMPLETED ACTION
4.3 Ensure that alternative methods are readily available for all online services	All services Customer Accessibility Officer	COMPLETED ACTION

PART A

4.4 Use Pictorial information as much as possible and provide text in range of languages when necessary	All services Customer Accessibility Officer	COMPLETED ACTION
4.5 Develop and deliver a communication plan to promote equality & diversity, internally and externally	Head of Communications and Customer Services	COMPLETED ACTION
5. Lack of knowledge around different cultures		
5.1 Roll out of the GR action plan to address issues identified by the GR audit	Good Relations Officers Diversity Champions	COMPLETED ACTION

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	COMPLETED ACTION
6.2 Seek assistance from local community to identify minority ethnic groups present in the area	Good Relations Officers Diversity Champion Councillors	COMPLETED ACTION

PART A

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

PART A

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

PART A

<p>11.2 Formulate a series of programmes and activities based on the survey results and signpost where applicable to existing programmes</p>	<p>Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer GIS Officer</p>	<p>COMPLETED ACTION</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>COMPLETED ACTION</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>COMPLETED ACTION</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>COMPLETED ACTION</p>

PART A

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

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2023-24 reporting period? *(tick one box only)*

Yes

No (go to Q.4)

Not applicable (go to Q.4)

Please provide any details and examples:

Click or tap here to enter text.

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:

Click or tap here to enter text.

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):*

Click or tap here to enter text.

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

Click or tap here to enter text.

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

PART A

Click or tap here to enter text.

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

Click or tap here to enter text.

Other (*please specify and give details*):

Click or tap here to enter text.

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 2023-24 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:

Click or tap here to enter text.

PART A

5 Were the Section 75 statutory duties integrated within performance plans during the 2023-24 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:

Click or tap here to enter text.

6 In the 2023-24 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 corporate plan
- No, the organisation's planning cycle does not coincide with this 2023-24 report
- Not applicable

Please provide any details and examples:

Click or tap here to enter text.

Equality action plans/measures

7 Within the 2023-24 reporting period, please indicate the **number** of:

Actions completed:

27

Actions ongoing:

0

Actions to commence:

0

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 2023-24 reporting period (*points not identified in an appended plan*):

N/A

9 In reviewing progress on the equality action plan/action measures during the 2023-24 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 2023-24 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 2023-24 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 by email with an opportunity to opt in/out of the consultation

Internet discussions

PART A

Telephone consultations

Other (*please specify*): Click or tap here to enter text.

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 2023-24 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 2023-24 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)**

PART A

[\[https://antrimandnewtownabbey.gov.uk/council/equality/policy-screening/\]](https://antrimandnewtownabbey.gov.uk/council/equality/policy-screening/)

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

13

- 16** Please provide the **number of assessments** that were consulted upon during 2023-24:

Click or tap here to enter text. Policy consultations conducted with **screening** assessment presented.

1 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:

Draft Equality Scheme and Action Plan

- 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 2023-24 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 2023-24 reporting period? *(tick one box only)*

Yes

No, already taken place

No, scheduled to take place at a later date

Not applicable

Please provide any details:

N/A

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

PART A

Yes

No

Not applicable

Please provide any details and examples:

N/A

- 22** Please provide any details or examples of where the monitoring of policies, during the 2023-24 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 2023-24, and the extent to which they met the training objectives in the Equality Scheme.

- Mental Health Awareness Training
- Section 75 Screening Training
- Safe Place Awareness

- Safeguarding Adults and Children
- JAM Card Training
- Autism Impact Award 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 (outlined in Q.24) were rolled out within 2023/24, and provided staff and elected members with an improved knowledge skill base.

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

- 26** Please list **any examples** of where monitoring during 2023-24, 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 2023-24?

Insert number here: 0

Please provide any details of each complaint raised and outcome:

N/A

Section 3: Looking Forward

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

The draft Equality Scheme and associated action plan has been reviewed, consulted upon and designed.

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

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

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

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

Click or tap here to enter text.

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:

13	7	2
Fully achieved	Partially achieved	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	-	-	-

PART B

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

	Training Action Measures	Outputs	Outcome / Impact
1	Develop a disability positive Arts and Culture events programme	<p>By implementing the following:</p> <ul style="list-style-type: none"> • Inclusive art and craft classes and programmes for those with disabilities (including those with disabilities) • Promoting tailored tours and arts and culture facilities for those with specific needs • Promoting the inclusive theatre programme 	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.
2	Support work experience and pathways to employment opportunities for disabled people	Human Resources liaise with Accessibility and Inclusion Officer to support work experience and employment opportunities for those with disabilities	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.
3	Continue to ensure that customer satisfaction surveys are carried out that allow for a review of findings by disability	Customer Services Manager ensures that this is incorporated into the consultation/ survey work	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

PART B

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

	Communications Action Measures	Outputs	Outcome / Impact
1	N/A	N/A	N/A
2	N/A	N/A	N/A

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Create Art Exhibitions featuring work specifically by disabled people	Art Exhibitions sought from people with disabilities including mental ill health. Exhibitions featured have been: Action Mental Health, Brain Injury Matters, Dementia NI and Creative Voices Autism.	Promoting positive attitudes towards disabled people and encouraging participation in Public Life.

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

PART B

1	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
2	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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	Click or tap here to enter text.			
2	Click or tap here to enter text.			
	Click or tap here to enter text.			

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

	Action Measures not met	Reasons
1	Work towards being a Disability confident organisation Promote the work Council are already undertaking in relation to: • Inclusive and accessible recruitment • Communicating vacancies • Offering an	Due to review of terms and conditions being prioritised this hasn't yet been progressed. This will be prioritised in late 2024/25.

PART B

	interview to disabled people • Providing reasonable adjustments • Supporting existing employees To achieve Disability Confident accreditation. This will outwardly communicate Council's commitment to support the recruitment and support of disabled people and those with Mental Ill Health	
2	Review Disability Action Plan for Antrim and Newtownabbey Borough Council Not due until March 2025	Click or tap here to enter text.

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

(a) Qualitative

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

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

(b) Quantitative

Click or tap here to enter text.

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

- made any **revisions** to your plan during the reporting period or

PART B

▪ taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

No.

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	N/A	Click or tap here to enter text.	Click or tap here to enter text.
2	N/A	Click or tap here to enter text.	Click or tap here to enter text.

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.



Collaborating with our Deaf Community



Funding of Summer Schemes 2023

 Antrim and Newtownabbey Borough
August 11 · 🌐

We had lots of fun in Crumlin for the final week of this years' Inclusive Summer Schemes! 🎉

The children enjoyed getting involved in a range of activities including a visit from:

- 🎭 Takeaway Theatre
- 🐾 Petting Farm
- 🌟 Sensory Play
- 🚲 Bubble Bike

They also had a great time playing inclusive games and biking!

The scheme was delivered in partnership with the Mae Murray Foundation, who provided personal care to children with complex disabilities and medical needs, which enabled all the children to attend independently.

If you are interested in knowing more about the inclusive services the council provides contact ellen.boyd@antrimandnewtownabbey.gov.uk

Mae Murray Foundation Sensory Kids Disability Sport NI Makaton Mondays #InclusiveBorough #UKActive



Inclusive Summer Schemes 2023

