

# Antrim and Newtownabbey Borough Council



## Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2016-17

### Contact:

<ul style="list-style-type: none"><li>Section 75 of the NI Act 1998 and Equality Scheme</li></ul>	Name: Lisa Hall (Customer Services Manager) 50 Stiles Way Antrim BT42 2DA Telephone: 028 9034 0031 Direct Line Email: <a href="mailto:lisa.hall@antrimandnewtownabbey.gov.uk">lisa.hall@antrimandnewtownabbey.gov.uk</a>
<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As above: Yes

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

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

### Signature:



**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 2016 and March 2017**

## **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 2016-17, 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.*

A new audit for Antrim and Newtownabbey was being conducted during 2016 -17 and identifying the need for increased service delivery around children and young people and safe community as their top priorities. As a result, a number of service delivery measures were implemented during the period April 2016 to March 2017 around the theme of Our Children and Young People as identified in the Together Building A United Community Strategy. These included the following projects helping to promote equality, good relations and diversity among young people:

#### **Summer Intervention**

The Good Relations Service rolled out a grant intervention scheme targeted at young people at risk of sectarian violence during the summer period. A total of £13,466.70 was awarded across 4 different geographical areas with an estimated 1,959 young people taking part in the programme.

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### **BEAT Programme**

The Good Relations Service in conjunction with the Policing Community Safety Partnership developed a targeted intervention programme across 7 different geographical areas with 224 detached young people engaged in a programme of activities including targeted education sessions around good relations. The sessions included information on Global Education including arts & crafts and dance, GR and Basketball workshops with the Peace Players International NI and Disability Sports.

### **Youth at Risk Programme**

Following on from the BEAT programme a number of areas were identified for a more intense targeted programme of intervention with young people at risk of anti-social and sectarian behaviours. The project took place across 3 different geographical areas and engaged with 98 young people.

### **Youth Cultural Awareness Programme**

The Good Relations service sought to outreach to young people in mainstream activities who may not ordinarily have the opportunity to engage with people from other cultures. The Council worked with eight local community and council based summer schemes to ensure that cultural awareness sessions were part of their mainstream programming. This project provided outreach to approximately 95 young people.

### **European Education Programme**

The Good Relations service worked with partners from across Europe including Belgium, Estonia, Germany, Italy, Republic of Ireland and Spain to secure funding to develop a two-year educational programme entitled "All Quiet on the Western Front". The project is part sponsored by the Federal Government of Belgium around the commemoration of

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World War I and the concept of European Citizenship in the present day. A robust recruitment process was put in place with information on the project sent to post primary schools, colleges and universities, community and youth groups in the Antrim and Newtownabbey area and beyond as a public call inviting young people to apply to take part in the project, five young were selected to take part in the project with thirty-five other young people from across Europe. They had the opportunity to visit key sites around World I, critically examine the concept of remembrance within their own countries and debate some issues pertinent across Europe today including the issue of immigration.

### **Bee Safe Programme**

The Bee Safe Programme is focused on Primary 7 pupils and is designed to provide safety awareness around issues relating to their safety and transition into a larger school environment with additional peer pressure. A number of short 15 minute workshops on key themes take place including road safety, drug and alcohol awareness and others. The Good Relations Officers organise a session around understanding diversity. In 2016 this project was delivered to 1,066 pupils from Antrim and Newtownabbey schools.

### **Community Relations in Schools Programme**

This is an ongoing development programme with local communities and schools with the Council Utilising Community Relations in Schools (CRIS) as the delivery agent for this programme.

Increased opportunities for shared learning and increased awareness of 'others'

Adults:

- Engage in meaningful dialogue around themes of sectarianism, racism, identity based-hate, faith, and shared history/ shared future.

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- Grow in confidence to participate with in group work settings and maintain an active role within their own communities.
- Engage in meaningful inter- community and multi-identity relationship building activities that will build a legacy of friendship and togetherness.

Children engage in a curriculum linked diversity programme that encourages them to explore all aspects of identity with a focus on similarities and differences.

The Programme included a multi-ability focus promoting understanding and comfort with people with differing learning and physical needs.

Seven schools self-selected to be part of the original CRIS Programme which has organically grown and developed into the involvement of the 18 schools. CRIS is also being supported by the Department of Foreign Affairs to deliver training and support to the newly joined schools.

Intergenerational Good Relations Programme Steeple Nursery School & St Joseph's Nursery Schools Antrim and Whitehouse Primary School & St James PS Newtownabbey

Buddy Up Programme Mossgrove Primary School, Glengormley Integrated Primary School and St Bernard's Primary School.

### **Good Relations Subgroups**

The Council has agreed to the establishment of a number of elected member's subgroups focused around the Together Building a United Community themes. The Council has established one subgroup with the sole theme Our Children and Young People to look at the effectiveness of service delivery and good relations in this area.

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- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2016-17 (*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 2015-17**

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 Develop a training programme for staff and members.	By March 2016	HR and Equality, Diversity and Policy Manager	<p>Dignity and Respect at Work Training/Promoting a Positive Working Environment commenced July 2016 and is being rolled out across the Council. Key operational sites were prioritised first for the training.</p> <p>An Elected Members Training Programme was developed in April 2016 and is being implemented on an ongoing basis.</p> <p>Corporate Training Plan in place. Safeguarding training provided for all staff. I Manage and I Supervise programmes developed. Member Development programme in place – working towards Charter Plus.</p>

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		<p>1.2 Include Good Relations information in Corporate Induction training.</p>	<p>By March 2016</p>	<p>Training and Development and Good Relations</p>	<p>Corporate Induction is ongoing for new employees which includes Good Relations information in the Code of Conduct section. The Induction Programme will be reviewed by March 2017 to include a video or web content on Good Relations.</p> <p>Good relations incorporated into Corporate Induction.</p>
		<p>1.3 Examine possibility of reviewing Code of Conduct with staff biennially (possibly online).</p>	<p>By March 2016</p>	<p>HR</p>	<p>A Code of Conduct eLearning module is now available on the LGSC LMS System for staff to access as a refresher. This is supporting the earlier all staff role out of Code of Conduct training. The rolling out of an Employee App in 2017 will make access for all staff to this training resource easier.</p>

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					Training carried out in 2015/16. Refresher training will be considered in 2018/19.
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 as possible	2.1 Managers to be reminded of the requirement to screen all policies.	With immediate effect	Directors and Equality, Diversity and Policy Manager	<p>Heads of Service and Managers have been reminded.</p> <p>Every quarter a screening email reminder will be sent to Directors, Heads of Service and Managers.</p> <p>Training is to be provided by October 2016 to Heads of Service and Managers.</p> <p>Training has been provided over 2 sessions. Further mop-up sessions are planned in September 2017.</p>
		2.2 Policy screening form to be available on intranet.	With immediate effect	Equality, Diversity and Policy Manager	<p>The form is now available on staff intranet.</p> <p>Completed.</p>

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		2.3 Equality duties to be included in all revised job descriptions.	Ongoing	HR	Completed.  Equality duties included in all revised job descriptions.
3. Lack of monitoring information  (All Section 75 categories)	To have more comprehensive data available	3.1 Each service to consider what data they need, what they hold and identify gaps in in information.	By March 2016	All services	Monitoring forms held in relation to grant aid across the Community Development section across the Section 75 categories.  Customer Accessibility Officer to work with other departments in 2016/17 to establish more data. This work will inform actions identified in the Council's Corporate Improvement Plan.
		3.2 Examine the possibility of re-surveying staff to include additional aspects of Section 75.	By March 2016	HR	To be completed by March 2017 when staff restructuring should be completed.  Equality Commission consulted about the proposal to resurvey staff.

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					Questionnaire to be developed.
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 March 2016	Marketing and PR	<p>Ongoing. Publications can be provided in a different format on request, including braille, large print, Daisy or other languages.</p> <p>For example, advertising arrangements for Planning took account of Equality issues. Planning adverts are placed in local press and are published on our website. Planning kiosks have been made available in Mossley Mill and Antrim Civic Centre for the public to view planning applications and adverts as and when required.</p> <p>One to one assistance to customers is offered across both sites by arrangement for a range of services. E.g. planning, environmental health, building control</p>

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		4.2 Ensure that website is accessible to people with disabilities and those who do not have English as their first language.	By March 2016	Marketing and PR	Browse Aloud and Google Translate have been provided on the new Council website.
		4.3 Ensure that alternative methods are readily available for all online services.	By March 2016	All services	Assistance is offered on request to groups who have difficulty with the online grants programme. Advice sessions took place.  Building Regulations Notices and Regularisation types of applications as well as Property certificates can be submitted online through the Council website as well as via paper applications or in person with one to one assistance.
		4.4 Use pictorial information as much as possible but provide text in range of languages when necessary.	By March 2016	All services	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.

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					<p>Publications can also be provided in a different format on request, including braille, large print and daisy.</p> <p>Digital format is also available for key publications on the Issue platform.</p>
<p>5. Flags flown from Council premises  (Religious Belief, Political Opinion)</p>	<p>To have an agreed policy for ANBC on the flying of flags on Council premises</p>	<p>5.1 Collate information on existing policies</p>	<p>By December 2015</p>	<p>Equality, Diversity and Policy Manager</p>	<p>Information has been collated on existing policies.</p>
		<p>5.2 Council to review policy</p>	<p>By September 2016</p>	<p>CE/DOD</p>	<p>Work commenced in April 2016 for review.</p> <p>Section 75 Policy Screening Exercise completed. Maintaining the current policies which are reflective of local circumstances will have a lesser effect on good relations than changing the</p>

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					legacy policies would have.
6. Flags flown in the community (Religious Belief, Political Opinion)	To have an agreed Council approach to deal with "hard issues" under a Good Relations Strategy.	6.1 Use Te-care to provide information on calls received regarding flags across the Council.	Te Care system to be set up by April 2015	Customer Services	Customer Service Assistants utilising Te-Care for logging of any flag related customer enquiries/ complaints. This can then be reported upon as and when required.
		6.2 Develop a standard Council-wide response to queries regarding flags (e.g. queries relating to flags on lamp posts, within areas of the Borough) for customer service team.	By May 2015	Good Relations	A Council wide response has been implemented since June 2015. A record of the number of complaints received is also recorded through the Customer Services Teams in Antrim and Newtownabbey.
		6.3 Good Relations Strategy working group to consider, taking account of approaches in Antrim and Newtownabbey	By March 2016	Good Relations	The Council is currently consulting on a new Good Relations Strategy and Action Plan and a Peace IV strategy for the Antrim and Newtownabbey area. Three Elected Members Good Relations Subgroups had been established

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					<p>around the Government priority themes identified in the Together Building A United Community Strategy including Children and Young People, Shared Community and Cultural Expression. GR Action Plan completed for 2016/17 and GR Strategy 2017/18 currently being developed.</p> <p>Good Relations Working Group to meet on a quarterly basis from September 2017.</p>
<p>7. Lack of contact with minority ethnic groups  (Religious Belief, Political Opinion)</p>	<p>Establish contact with minority ethnic groups to identify needs and gaps in service provision</p>	<p>7.1 Approach Belfast based minority ethnic groups to try to identify groups/individuals based in Antrim and Newtownabbey</p>	<p>By March 2016</p>	<p>Equality, Diversity and Policy Manager</p>	<p>Customer Accessibility Officer will be pursuing this in 2016/17. To date there are no established ethnic minority groups in the area but other regional networks are available.</p>
		<p>7.2 Seek assistance from local community to identify minority ethnic groups present in the area</p>	<p>By March 2016</p>	<p>Good Relations</p>	<p>There is ongoing communication with the PSNI and local community groups especially the</p>

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					<p>Community Relations Forum who operate a Hate Crime referral scheme in conjunction with the PSNI locally. This provides support to local victims of hate crime including racially motivated attacks. The Customer Accessibility Officer will be pursuing this with GR in 2016/17.</p> <p>Ongoing.</p>
		<p>7.3 Continuing support through annual good relations action plan for programme of activities to support the development of positive community and race relations including information/ events around different religions and faith groups.</p>		<p>Good Relations</p>	<p>The Council continues to support an annual programme of activities providing education around other cultures, races and religions. In 2015 they provided an extensive youth cultural awareness programme through Council and community summer schemes, the BEAT (Be Educated, Be Active, Be Together) programme and to Primary 7 age children from across the borough at the annual Bee</p>

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					<p>Safe event. They continue to provide support for cultural awareness activities at mainstream Council events including Culture Night Glengormley and the Dragon Boat Festival, as well as running mainstream events focused around race awareness and cultural identity during key dates such as Community Relations Week and Holocaust Memorial Day.</p> <p>Ongoing.</p>
8. Under representation of disabled people in workforce (disability)	To ensure that disabled people are given opportunities to be employed	8.1 Offer a guaranteed interview scheme for applicants with a disability who meet the essential criteria for a post.	By March 2016	HR	<p>Agreed and applied through Recruitment and Selection process.</p> <p>Guaranteed interview for applicants with a disability who meet the essential criteria for a post.</p>

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<p>9. Work experience/work placements (Age, disability)</p>	<p>To ensure that work experience/work placements are of benefit to the individual and the organisation</p>	<p>9.1 Develop a framework which can be used when planning and agreeing work experience and placements to identify expectations and learning outcomes</p>	<p>By March 2016</p>	<p>HR</p>	<p>Several successful placements have already taken place. A framework for work experience has been established.</p> <p>Process in place to gather personal information, education to date, expectations from placement, areas of interest etc. Youth Development Programme created in March 17, rolled out July. Work ongoing with placement providers e.g. USEL to support placements for the disabled.</p>
<p>10. Lack of activities for older young people which can lead to anti-social behaviour (Age)</p>	<p>To ensure that older young people can engage with activities which take them away for anti-social behaviour</p>	<p>10.1 Transform contested space to shared space at the Valley Park through a capital build programme and ongoing community engagement</p>	<p>By August 2015</p>	<p>Good Relations, Project Development and Sport and Play Development</p>	<p>The redevelopment of the Valley Park has been completed with the official opening of V36 taking place in September 2015. There is now an official entrance to the park from the Longlands area, providing easy access to the Valley Park for both communities. The action</p>

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				<p>undertaken has helped to physically reimagine this area and address what was identified as a barrier under the Peace Walls programme. The Council's Good Relations programme is continuing to commission a two-year study by the University of Ulster to monitor the use of the park overtime and ensure it remains a safe shared space.</p> <p>Continue to engage in an annual programme of events in this area for example, BEAT and Youth Zone.</p> <p>V36 shared Space opened in 2015 and a series of programmes such as the couch to 5k and sports specific programmes run to increase participation in this group. Groups who use the site are supported and</p>
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					<p>linkages with PSNI developed.</p> <p>Report completed in May 2016 'Shared Spaces transitional study interim report' was positive.</p>
		<p>10.2 Transform contested space to shared space at Lilian Bland Park through a capital build programme and ongoing community engagement</p>	<p>By August 2015</p>	<p>Good Relations, Project Development and Sport and Play Development</p>	<p>The revamped Lilian Bland Park and Glengormley Pavilion was officially reopened in September 2015 following extensive consultations with the local community, residents, young people and users to make the best use of this space for a wide variety of users. An annual programme of events including Brighter Nights, Culture Night, Party in the Park and Halloween continues to be planned in conjunction with the local community to continue to promote the use of the park as a safe shared space. Communication with local groups in the</p>

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				<p>area particularly those focused on youth continues as a way of monitoring tensions in the area and developing suitable interventions where appropriate.</p> <p>A reduction in antisocial behaviour has been identified by PSNI and is seen to be associated with the ongoing positive work to promote events and activities in the local Glengormley area.</p> <p>As Above-Also Brighter Nights in Lilian Bland Park</p> <p>Number of programmes developed at location, including Brighter Nights programme, free family programme weekly through summer months 6.30pm to 8.30pm. Development of Play park is progressing with consultation currently.</p>
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		<p>10.3 Continued support given to youth leadership programmes and detached youth work funded through the PCSP.</p>	<p>By March 2016</p>	<p>PCSP</p>	<p>GR input into PCSP Summer Intervention Programmes including BEAT (Be Educated, Be Active, Be Together)</p> <p>High quality coaches sourced and provided for programmes</p> <p>Range of programmes developed at Crumlin including</p> <p>Youth Zone Programme, monthly Saturday evenings and also:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Beat programme</li> <li><input type="checkbox"/> Tydes &amp; Bytes programme</li> <li><input type="checkbox"/> Saturday evening August</li> </ul> <p>Ongoing through Action Plan.</p>
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<p>11. Older people (50+) all categorised as one group  (Age)</p>	<p>To ensure that activities are provided for the 50+ which suit the range of abilities and interests</p>	<p>11.1 Survey 50+ group to identify what would be of interest</p>	<p>By March 2015</p>	<p>Leisure and Culture, Sport and Play Development</p>	<p>Face to face consultation taken place through the active communities programme and programmes adjusted and developed accordingly.</p> <p>Consultation with user groups and pilot woodcarving programme run in Lillian bland park (full programme to be run in September) and park walk to start at the V36 on 12 August</p> <p>Introduction of Boccia, Pickleball, Archery to activities sessions and free swimming to over 50+ across the Borough from November 2016. Full range approved by Council.</p>
<p>12. Older people and those with disabilities may not be able to</p>	<p>To ensure that older people and those with disabilities are</p>	<p>12.1 Identify what can be done by Council staff to assist e.g. to have information available on charities which could assist</p>	<p>By June 2015</p>	<p>Waste Management</p>	<p>Customer Services Assistants and Business Support staff advise callers of a range of options as to how bulky waste can be</p>

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place items for bulky collection  (age, disability)	able to dispose of bulky items				collected. Friends/ Family/ social workers/ carers are advised to be contacted to assist residents with presenting items as Council staff are unable to enter residents' properties.
13. Older people and those with disabilities may not be aware of the assisted lift scheme  (age, disability)	Promote assisted lift scheme	13.1 Information on website and in Council magazine	By July 2015	Waste Management and Marketing and PR	An article advising residents of the scheme will be published in the October 2016 edition of Borough Life.
14. Assisted lift policy requires letter to confirm medical condition  (age, disability)	To remove the requirement that a doctor's letter is required which may cost £25	14.1 Review policy to accept confirmation from social services/care managers	By June 2015	Waste Management	It is now easier for residents to qualify for the Assisted Lift Service. The assisted collection form was amended in February 2016. Applicants no longer need a doctors line, a carers note is sufficient. This change is to be published in the October Issue of the

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					Council's resident's magazine Borough Life.
15. Concessions may be applied inconsistently (age, disability, carers)	To ensure that concession rates are applied consistently with a clear rationale	15.1 Review concession rates across service areas in the new Council. Agree circumstances will attract a concession and what evidence is required	Pricing Policy agreed by April 2015	Culture and Leisure	A pricing review is planned for 2016/17.  New Leisure Policy planned for introduction in September 2017 reflecting new policy currently.
16. 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	16.1 Training for staff and Elected Members	As part of overall training programme	Training and Development	This will be actioned in 2016/17.  Potential to source training by 31 March 2018.
		Request that Good Relations training in schools is widened to include sexual orientation and transgender	By March 2016	Good Relations	Schools programme includes information on diversity and difference pitched at an appropriate level for school children taking part in the CRIS (Community Relations in Schools) programme.

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					Undertaken with the schools involved in CRIS programme.
17. Arrangements are not in place to meet the needs of transgender individuals  (Gender)	To have clear arrangements in place	17.1 Develop a guidance note for front line staff to help them support transgender people using facilities	By March 2016	HR, Culture and Leisure	<p>Guidance is now available from the HR Team.</p> <p>Research and work ongoing to develop a guidance note.</p> <p>Transgender Awareness training previously provided for staff.</p> <p>New Leisure facilities being designed with transgender consideration at design stage.</p> <p>A number of staffing arrangements have been put in place to accommodate this Leisure staffing need at various locations.</p>
		17.2 Develop guidance for staff including dealing with staff who are undergoing gender realignment	By March 2016	HR	<p>Guidance is now available from the HR Team.</p> <p>Research and work ongoing to develop a</p>

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					guidance note for staff undergoing gender reassignment.
18. Antrim Forum Fitness Suite has individual showers for females but not males  (Gender)	Ensure that males also have individual showers available	18.1 Incorporate into maintenance and replacement schedule	By March 2016	Leisure/ Property services	This is to be progressed 2016/17.  Leisure Centres' Manager is progressing this.  Upgrade to shower provision planned in Work programme.
19. Although most sporting and leisure activities are available regardless of gender this is not the case for Women's Rugby  (Gender)	To provide women with the opportunity to play rugby recreationally and at club level	19.1 Work with Ulster Rugby to promote Women's Rugby	By March 2016	Sport and Play Development	Due to the change in structure in Ulster Rugby the resources are not there to follow up on this programme. However, women specific programmes have been developed and programmes targeting customer bases where the majority of attendees are women have been promoted and these include:  <ul style="list-style-type: none"> <li>• Couch to 5k programme</li> </ul>

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					<ul style="list-style-type: none"><li>• Women's try a tri-introductory triathlon programme</li></ul> Actively promoting local ladies dodgeball club in conjunction with the National Governing Body.  If Ulster Rugby resources become available Women's Rugby will be progressed.  Representative sides from Ulster women's rugby using V36 as training facility and used for a photoshoot. rugby included in all multisport programme where girls are given the opportunity to play the sport. Kiwi rugby programme run at v36 and sign posted to local clubs. Limited support from ulster rugby because of reduction in development officers.
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<p>20. Men are less likely to engage in cultural events (Gender)</p>	<p>To increase the number of men participating in cultural events</p>	<p>20.1 Provide positive programme interventions</p>	<p>By March 2016</p>	<p>Culture</p>	<p>“Men in Sheds” project commenced May 2015 on a pop up basis in Newtownabbey. This project aims to get local men involved in activities and share common interests in repairs.</p>
<p>21. Difficulties for people with disabilities in participating in Council events (disability)</p>	<p>Increase the number of disabled people participating</p>	<p>21.1 Provide priority spaces for those with disabilities at events such as Christmas switch-ons</p>	<p>By March 2016</p>	<p>Community Services</p>	<p>Appropriate measures to be established for Christmas 2016.</p> <p>All Sports and Development programmes are all inclusive and schemes include children with disability.</p> <p>Special arrangements for children with disabilities have been put in place so children attending summer programmes (carers on site whilst the children are here) or specifically assigned leaders to accompany children with special needs.</p>

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		21.2 Increase number of places for children with disabilities on summer schemes	By September 2015	Community Services	<p>In June 2016 it funding was approved for one to one carer support for children with disabilities attending Summer Schemes 2016. This has been taken up on 'Buddy' basis and there has been positive feedback on the new arrangements. In 2016/2017 there will be more focus on raising awareness of the opportunities for those with disabilities to participate in Council events.</p> <p>Community Planning Partnership is also exploring and agree how the provision of Summer Schemes be best delivered across the Borough.</p>
22. Difficulties for people with disabilities in accessing Council facilities	To take necessary action to improve accessibility for	22.1 Develop a programme of accessibility audits across Council facilities	By March 2016	Premises Officer	<p>Significant works have taken place in recent years and further access audits for Council buildings will be undertaken over the next 24 months.</p>

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(disability)	a wide range of disabilities				<p>90% of all building across the Borough have a completed access audit completed within the last 9 months. Remainder of very small buildings will be complete by October 2017.</p> <p>Automatic doors installed throughout the building accessing the main halls and rooms and activity areas.</p>
		22.2 Prioritise actions arising from audits and identify budget required	By September 2016	Premises Officer	<p>All future works and projects will incorporate access measures where possible.</p> <p>Work is ongoing to consider the suggested actions from the audits and prioritise those based on need and available budgets. The plan will be developed by end of November 2017 to allow a bid for required budgets.</p>

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					<p>Changing place facilities in planning stages at Valley Leisure Centre and Antrim Forum to increase accessibility for Play parks, Swimming Pools and indoor sports. Planned provisionally for 2018.</p> <p>Para triathlon group started who use the pool and the V36 Park for monthly training sessions. Storage of equipment for these groups being developed in line with the DSNi Sports Hub currently under development.</p> <p>New partnerships arrangement developed with Disability Sport to increase specific equipment on two Council Leisure Centres, to increase potential to grow programme activities.</p>
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<p>23. Action required to make Council facilities and events more accessible to people with Autism  (disability)</p>	<p>To have provision in leisure centres and theatres to make visits more enjoyable for people with Autism</p>	<p>23.1 To liaise with Autism NI to identify specific actions</p>	<p>By March 2016</p>	<p>Arts, Culture and Leisure</p>	<p>Our relaxed performance is open to all, but is adapted to accommodate people who may have sensory or learning issues. These can include (but are not limited to) autism spectrum disorders, sensory processing disorders, Down's syndrome and learning difficulties. The relaxed performance is suitable for children and adults and will feature adapted lighting and lowered sound levels. Audience members will be free to talk and move around the auditorium if they wish, we also have an open door policy so patrons can make use of the quiet room provided as they please. Other facilities include free car parking, accessible seating, accessible bathroom</p>
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					<p>facilities on all levels and a hearing loop system.</p> <p>Due to high demand we are provided two relaxed performances' this year for our panto in the courtyard theatre.</p> <p>Autism football club supported. Second club being investigated and specific autism training to be included in coach education programme</p> <p>Autistic soccer club (Newtownabbey Strikers) booked in the main hall on a weekly basis. Support given to this club since its formation in 2014.</p>
24. People with disabilities and their carers may not be aware of	Promote clinical lift scheme	24.1 Information on website and in Council magazine	By July 2015	Waste Management and	An article advising residents of the scheme will be published in the October

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<p>additional bin collection service for waste -clinical lift  (disability, carers)</p>				<p>Marketing and PR</p>	<p>2016 edition of Borough Life.</p>
<p>25. If bins are not placed back correctly after emptying they may be obstacles  (disability, carers)</p>	<p>To ensure that bins do not block the foot path after they are emptied</p>	<p>25.1 Ongoing Training within refuse teams.</p>	<p>By June 2015</p>	<p>Waste Management</p>	<p>Training has been carried out with all staff.  Completed.</p>
<p>26. There are a number of specialist clubs for a range of disabilities but more could be done to integrate those</p>	<p>To integrate those with and without disabilities</p>	<p>26.1 Provide a course for clubs on including people with disability</p>	<p>By March 2016</p>	<p>Sport and Play Development</p>	<p>In partnership with Disability Sport NI the UK disability inclusion training for clubs with an attendance of over 20 from local clubs on 27<sup>th</sup> January. Actively promoting links between clubs to form joint interest partnerships as the Clare</p>

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<p>with and without disabilities  (disability, carers)</p>					<p>Hares special needs rugby team, a partnership between Ballyclare Rugby Football Club and the racers Special Olympic Club. Links into the club mark accreditation programme and framework.</p> <p>Disability Inclusion Training run by DSNI included in coach education programme and to be included annually. Over 14 in attendance at course.</p> <p>Para triathlon group started who use the pool and the V36 Park for monthly training sessions. Storage of equipment for these groups being developed in line with the DSNI Sports Hub currently under development.</p>
<p>27. Parental Leave</p>	<p>To ensure the Parental Leave Policy reflects</p>	<p>27.1 Review and update policy</p>	<p>By April 2015</p>	<p>HR</p>	<p>A working group with Trade Unions has just been re-established and draft</p>

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(Carers)	the shared parental leave arrangements effective from 5 April 2015				policy has been prepared and will be reviewed with Trade Unions by December 2016.  Completed. The Policy Development and Review Working Group met in December 2016 to revise Parental Leave Policy. This was updated and agreed in line with legislative requirements. Policy implemented.
28. Difficulties for one parent families when bringing children swimming due to parent to child ratios  (Carers)	To ensure there is clarity on how to apply ratios, particularly if children are in two different age groups	28.1 Review and update policy	By June 2015	Leisure Services	Ongoing.  Safety Policy requires provision for one adult and two children under the age of 8 years for safety of users.
29. Homework and Hockey club run in conjunction with	To ensure that this is extended to other sports	29.1 Explore options in conjunction with partner organisations	By March 2017	Sport and Play Development	Programme is currently running and has expanded into rugby and homework programme at V36 which

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<p>Ulster Hockey and UUJ  (Carers)</p>					<p>will be relaunched in October as a multisport and homework club.</p> <p>Programme run in 2016 not run in 2017 because of resources and lack of ulster hockey support but hoped to be run in 2018</p> <p>Satellite group from Mossley Hockey Club have used the newly refurbished Hockey pitch but as yet are unwilling to base a team here. Ladies group have used the pitch on several occasions whenever space unavailable on Mossley synthetic pitch.</p>
<p>30. Access to Open Space  (Disability)</p>	<p>To ensure that people with ambulatory problems can access more open spaces</p>	<p>30.1 Identify which areas are accessible and develop signage in Parks to indicate</p>	<p>March 2016</p>	<p>Parks and Cemeteries</p>	<p>Ongoing. Customer Accessibility Officer to action with Parks and Cemeteries in 2016/17.</p> <p>Signage review in progress. Some modifications made to present. Full review planned by Summer 2018</p>

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					to identify any outstanding areas to be addressed.
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**3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2016-17 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 2016-17 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:

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2016-17 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:

In the 2016-17 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

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- 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:

29

Actions ongoing:

20

Actions to commence:

0

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 2016-17 reporting period (*points not identified in an appended plan*):

N/A

**9** In reviewing progress on the equality action plan/action measures during the 2016-17 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

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- 11** Please provide any **details and examples of good practice** in consultation during the 2016-17 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 2016-17 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

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 2016-17 reporting period? (*tick one box only*)

- Yes       No       Not applicable

Please provide any details and examples:

We launched a new consultation Hub on our website called Citizen Space this has helped to increase awareness and is a powerful, adaptable system for creating online consultations.

- 14** Was the consultation list reviewed during the 2016-17 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*):

49
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**16** Please provide the **number of assessments** that were consulted upon during 2016-17:

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

**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 2016-17 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 2016-17 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 2016-17 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 2016-17, and the extent to which they met the training objectives in the Equality Scheme.

**There will be a major focus on Training as the Council staff restructuring nears completion in December 2017.**

- 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:

**Dignity and Respect at Work Training/Promoting a Positive Working Environment commenced July 2016 and is being rolled out across the Council.**

**An Elected Members Training Programme was developed in April 2016 and is being implemented on an ongoing basis.**

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

- 26 Please list **any examples** of where monitoring during 2016-17, 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 2016-17?

Insert number here:

0
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Please provide any details of each complaint raised and outcome:

n/a

### **Section 3: Looking Forward**

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

**We are currently consulting on our new draft Equality Action Plan. Please see link below:**

**<https://consultations.antrimandnewtownabbey.gov.uk/organisation-development/draft-equality-action-plan-2017-2021/>**

- 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)*

- 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:**

**4**

Fully achieved

**10**

Partially achieved

**0**

Not achieved

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

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

Level	Public Life Action Measures	Outputs <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
National <sup>iii</sup>	-	-	-
Regional <sup>iv</sup>	-	-	-
Local <sup>v</sup>	Delivery of Disability Sports awareness during Summer BEAT Programme.	Approximately 100 young people engaged in Disability Sports Awareness.	Promoting positive attitudes towards disabled people: Young people given the opportunity to experience disability sports i.e. Jingle ball & Boccia etc.

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

	Training Action Measures	Outputs	Outcome / Impact
1	Attendance of Diversity Champions at Local Government Staff Commission training and networking events.	Attendance at events.	Sharing of good practice between diversity champions. Raising awareness.
2	-	-	-

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	Attendance of Diversity Champions at Local Government Staff Commission training and networking events.	Attendance at events.	Sharing of good practice between diversity champions. Raising awareness.
2	Delivery of diversity workshop at Bee Safe event.	Number of Sessions delivered. Number of pupils in attendance.	Promoting positive attitudes towards disabled people: P7 pupils more aware of people with disabilities and the need be inclusive.

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

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	Encourage others Action Measures	Outputs	Outcome / Impact
1	Deliver of Disability Sports Awareness during Summer BEAT programme.	Approximately 100 young people engaged in Disability Sports Awareness.	Promoting positive attitudes towards disabled people: Young people given the opportunity to experience disability sports i.e. jingle ball, boccia etc.
2	Any sports events specifically for people with disabilities or learning events signposted to appropriate groups.	May 2015	Promoting positive attitudes towards disabled people: young people gain a greater awareness of playing sport with a different ability.

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	Involve Social Enterprises in recycling initiatives.	Set up arrangements by March 2016.	Promoting positive attitudes towards disabled people and encouraging them to participate in public life.

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

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
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1	Increase in participation level of disabled persons in work experience and placements.	Participation levels of disabled persons for work experience/ placements.  Feedback from attendance at career talks for those with disabilities.	Actively promote positive attitudes towards disabled people in the work place. Encourage participation by disabled people in public life through giving them on the job work experience placements.	Several placements have been completed however this is an ongoing action at present.
2	Attendance of Diversity Champions at Local Government Staff Commission training and networking events.	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.
3	Any sports events specifically for people with different abilities or learning events signposted to appropriate groups.	Increase participation levels of different abilities for sport events.	Promoting positive attitudes towards disabled people: Young people gain a greater awareness of playing sport with a different ability.	There has been great work achieved to increase the participation of different abilities however this will be an ongoing action on the plan.
4	Ensure that Council facilities are as accessible as possible.	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

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				the Council facilities consistent in accessibility.
5	Grant recipients asked in grant aid applications about how they will make their activities inclusive and to report after the fact on the achievement of same.	Answers scored against matrix. Social inclusion question on monitoring form which needs completed.	Promoting positive attitudes towards disabled people and encouraging them to participate in public life: Increased awareness amongst community groups that they are required to ensure their events are inclusive and put measures in to ensure this happens.	This has been actioned on some grant aid applications and to be actioned on others ongoing.
6	Review Disability Action Plan for Antrim & Newtownabbey Borough Council	DAP to be reviewed by August 2016 and new DAP for 2016 – 2017 to be drafted.  Audit of Inequalities Working Group.	Promoting positive attitudes towards disabled people and encouraging them to participate in public life.	Work has begun to set up our new audit of inequalities working group (AIWG). Through our group actions for the next reporting year 2016- 2017 will be set. The new plan will be forwarded to the Equality Commission when completed.

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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		
2		

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.**

(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?

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**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

**We have just finished our consultation for the new draft Disability Action Plan (DAP) and are reviewing this and will make changes based on the consultation feedback received. The new plan will be sent through to the Equality Commission as soon as it is ratified at Council.**

<sup>i</sup> **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.

<sup>ii</sup> **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.

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

<sup>iv</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

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

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