



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

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Documents published relating to our Equality Scheme can be found at:	https://antrimandnewtownabbey.gov.uk/council/equality/
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This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2024 and March 2025

PART A

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 2024-25, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

Date	Key policy/ Service delivery development (theme & Programme)	Improvement Achieved (what did we do)	Outcome Achieved (is anyone better off?)	Did this promote equality of opportunity and Good Relations?
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<p>2024/25</p>	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme - Children and Young People.</p>	<p>Activity endeavoured to increase the number of participants who are more favourable towards people from different religious and cultural traditions and backgrounds.</p> <p><u>School Holiday Scheme:</u></p> <p>Good Relations content provided within the BEAT Summer Intervention Programme, delivered in partnership with Antrim and Newtownabbey Policing and Community Safety Partnership (PCSP). The programme seeks to tackle and negate an increase in ASB by providing a range of activities which will educate, build relationships with</p>	<p>Targeted Outcomes:</p> <p><u>School Holiday Scheme:</u></p> <p>BEAT Delivery -</p> <p>7 areas delivered in</p> <p>7 local groups identified</p> <p>182 participants engaged in programme</p> <p>94% participants likely to change behaviour following engagement</p> <p>94% of participants with an increased knowledge and understanding of ASB</p> <p>64% participants more likely to engage with PSNI following event</p> <p><u>Festive Friends:</u></p> <p>Feedback was very positive from both teachers and pupils.</p> <p>Number of Participants – 340</p> <p>Number of Workshops – 16</p> <p>Duration of workshop – 45 mins</p> <p>Participant feedback –</p>	<p>Yes</p>
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		<p>statutory agencies; provide an opportunity to try new activities and be exposed to groups, clubs and businesses which are available locally following on from organised intervention.</p> <p><u>Festive Friends:</u></p> <p>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.</p> <p>The programme design was around dates in the calendar celebrated by different</p>	<p>"that was so much fun/ Can you come back tomorrow"</p> <p>"I really enjoyed the music and writing in Arabic"</p> <p>"this is the best day eveeeeer ! (shouts)</p> <p>Many teachers said it was the first time some students with autism/ADHD or similar had engaged fully in a diversity learning activity. Arts/Crafts seem to work very well. More of that and less music.</p> <p><u>Pupil Programme:</u></p> <p>The schools continue to give positive feedback and continually seek further support from CRIS to build on the good work that they have done together to date. Feedback from the children is also very positive.</p> <p>All children who completed the P3 programme completed the pre and post survey questionnaire and responses have been compiled</p>	
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		<p>cultures. Activities celebrated the Persian Nowruz Spring Festival at Castle Tower Primary School with Primary 6 and 7 Pupils.</p> <p><u>Pupil Programme:</u></p> <p>Delivered by Community Relations in School (CRIS)</p> <p>Delivery of 1 X full 5-week Good Relations pupil programme (Celebrating Diversity) with P3 pupils from St Mary's on the Hill and Carnmoney Primary Schools (November-December 2024). 2 classes total – 49 children and 4 staff members.</p> <p>Delivery of 1 X full 5-week Good Relations pupil programme (Celebrating Diversity) with P3 pupils from St Mary's on the Hill and Carnmoney Primary</p>	<p>into the accompanying spreadsheet.</p> <p>The two schools who took part in the P3 programme are also planning on completed P7 programmes to build on their partnership work. They are also planning further activity that their P3 children can do together outside of our facilitated programme.</p> <p>Feedback from children includes:</p> <p>“We learned about identity - about who we are and what makes us special;”</p> <p>“We learned about diversity and made a diversi-tree - diversity means we're all different;”</p> <p>“Empathy - ask how people are just in case even if they're happy looking on the outside.”</p> <p><u>Youth Voice:</u></p> <p>OCN Level 2 Advocacy and Representation commenced, delivered by EA.</p>	
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		<p>Schools (November-December 2024). 2 classes total – 49 children and 4 staff members.</p> <p><u>Youth Voice:</u></p> <p>Antrim and Newtownabbey Youth Voice is a participation structure aimed at ensuring the voice of young people is involved in local decision making and is delivered in partnership with the Education Authority.</p> <p>31 x 2-hour sessions</p> <p>15 young people recruited to date</p>	<p>Engagement with EA Regional Assessment of Need, Local Advisory Group (LAG).</p> <p>Development of Social Media Recruitment Campaign.</p> <p>Continued development of new Youth Voice Members.</p> <p>Presentation on Youth Voice to Community Development Committee 10th March attendance at Local Advisory Group meeting.</p> <p>Drafting and submission of proposal for visit to Bristol Youth Council for consideration.</p>	
2024/25	District Council Good Relations Programme.	Activity endeavoured to increase the percentage of participants who feel	Targeted Outcomes: Activity endeavoured to increase the percentage of participants	Yes

	<p>T: BUC Theme - Our Shared Community.</p> <ul style="list-style-type: none"> • Shared Schools Programme • Shared events • Good Relations Women in Leadership Programme 	<p>likely to attend an event in an area associated with another community.</p> <p><u>Shared Schools Programme:</u></p> <p>Supporting the ongoing development and delivery of two large school partnerships; MFT and NEST.</p> <p>Moving Forward Together (MFT) Partnership: The Programme will build on the established Antrim and Randalstown Moving Forward Together school's partnership, providing support to bring children and their families and school staff together to continue developing a greater sharing and understanding of peace building and Good Relations.</p>	<p>who feel likely to attend an event in an area associated with another community.</p> <p><u>Schools Engagement:</u> 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.</p> <p>MFT: The programme ran successfully, achieving its aims of cross sector collaboration, planning, and professional development. The sessions were productive and positively received, with strong engagement from all participants. The inclusion of focused days on Maths, Literacy, and Wellbeing ensured that content was relevant and meaningful.</p> <p>Participants included teachers, school leaders, community representatives, and members of the SLN group. In total, 35 people attended the partnership meetings, and 7 attended the SLN</p>	
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		<p>NEST: The Newtownabbey school's partnership NEST will also be supported, developing the school's partnership by helping to deliver a consistent positive community relations message and ethos by working with teachers, children and parents. Delivery linked to the Good Relations Pupil Programme.</p> <p><u>Shared events:</u></p> <p>The delivery of a series of Good Relations Events to promote better understanding of others. Activity during this period was for Good Relations Week where the following events took place;</p>	<p>planning session. The events promoted inclusivity and collaboration across different sectors.</p> <p>Newtownabbey Empowering Schools Together (NEST) Partnership: developing the school's partnership by helping to deliver a consistent positive community relations message and ethos by working with teachers, children and parents. Delivery linked to the Good Relations Pupil Programme.</p> <p>13 x 1-1 support meetings</p> <p>4 Further NEST Partnership meetings</p> <p>Total 19 school leaders from 17 schools represented.</p> <p>21 x one-to-one support meetings with school leaders</p> <p>All NEST schools have engaged in NEST programme activity across the year. Feedback is consistently positive.</p> <p><u>Shared Events:</u></p>	
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		<p><u>Diverse Kulture NI Event:</u></p> <p>Delivery of a multi-cultural Mother's Day event in partnership with Diverse Kulture NI, an African migrant community group engaged with local residents and African migrants working in the Borough. The event included traditional African and Irish music and dance alongside modern music. The event brought people together from the African and traditional local communities.</p> <p>Duke of Edinburgh Bursary Programme:</p> <p>Good Relations Workshop within the Duke of Edinburgh Bursary Scheme to promote greater understanding of diversity and inclusion.</p>	<p>Diverse Kulture NI Event: 1 x multi-cultural event</p> <p>90 participants</p> <p>Of those surveyed;</p> <p>97% of participants indicated that they had increased their knowledge of cultural traditions/backgrounds.</p> <p>75% of participants indicated that their attitude towards people from a different religious background had changed.</p> <p>81% of participants indicated that their attitude towards people from a different ethnic background had changed.</p> <p>100% felt the event helped to bring people from different backgrounds together</p> <p>100% would recommend the event to others</p> <p>Duke of Edinburgh Bursary Programme:</p> <p>1 x 2 hour session</p> <p>19 participants</p>	
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		<p>Good Relations Week: The delivery of a series of Good Relations Events to promote better understanding of others. Activity during this period was for Good Relations Week.</p> <p>Antrim and Newtownabbey Borough Council Staff 'Lets Connect Events' at Mossley Mill, and Antrim Civic Centre. The focus of the events were sharing food and recipes, staff submitted a collection of family favourite recipes with narrative on the background and history of the recipe highlighting the diverse tastes and origins of some of the foods we eat. The events also included music and dance from Eritrea through Beyond Skin,</p>	<p>Good Relations Week: Antrim and Newtownabbey Borough Council Staff Lets Connect Events: 2 x 2 hour workshops 26 participants</p> <p>Razieh Art Workshop and exhibition at Antrim Library: 1 x 2 hour workshop 16 participants</p> <p>Hindi music and storytelling workshop at Rathcoole library: 1 x 1 hour workshop 8 participants</p> <p>1 x 1 hour workshop 14 participants</p> <p>Let Connect Football Championship at V36: 1 x 4-hour event 70 participants</p> <p>Introductions to Peace Workshop at Mossley Mill: 1 x 3 hour workshop 8 participants</p> <p>Women in Leadership Programme: There have been 8 main group sessions held with over 60</p>	
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		<p>linking in with the Eritrean New Year celebrations and providing participants with an opportunity to learn about a culture different from their own.</p> <p>Razieh Art Workshop and exhibition at Antrim Library. Razieh is an artist who has made Antrim her home after having fled Afghanistan. Razieh facilitated an engaging art workshop alongside displaying her artwork throughout the month of September. The workshop was oversubscribed and as such an additional workshop was scheduled for Oct. Hindi music and storytelling workshop at Rathcoole library</p>	<p>individual and smaller group sessions taking place in addition to this.</p> <p>48 participants Feedback has been wholly positive from all women participants especially in relation to the 1:1 mentoring and their individual assessment and training plans.</p> <p>The women have requested more elements in relation to mentoring and real-world leadership as part of their ongoing development into 25/26 stages of their Programme. To support this a Leadership Café is being arranged for September 2025 with key local women from a wide range of diverse backgrounds to present and engage with the women in a speed dating and casual café style format.</p>	
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		<p>Arabic music and storytelling workshop at Crumlin library</p> <p>Let's Connect Football Championship at V36</p> <p>Introductions to Peace Workshop at Mossley Mill</p> <p><u>Women in Leadership Programme:</u></p> <p>The aim of the Women in Leadership Programme is to support women to develop their confidence and leadership capabilities. This will allow women to enhance their own skillset with progression options for their development as they apply their learnings to their daily work and personal lives.</p>		
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<p>2024/25</p>	<p>District Council Good Relations Programme. T:BUC Theme – Our Safe Community.</p> <ul style="list-style-type: none"> • Epilogues Programme • Ethnic Minority Engagement 	<p>The programme endeavored to increase the percentage of participants who see town centres as safe and welcoming places for people from all walks of life.</p> <p><u>Epilogues Programme:</u> A multimedia workshop-based education programme, exploring the underlying causes of conflict. 1 x epilogues taster session 12 x participants</p> <p><u>Ethnic Minority Engagement:</u> Local Government Partnership on Travelers Issues – To engage with and support the Local Government Partnership on Traveller Issues, which includes an annual membership fee, and hosting of one</p>	<p>Targeted Outcomes:</p> <p>Epilogues Programme: A multimedia workshop-based education programme, exploring the underlying causes of conflict.</p> <p>Epilogues Taster Session: Delivery of a taster session of the Epilogues Programme to give an overview of the programme with a view to promotion and recruitment.</p> <p><u>Ethnic Minority Engagement: Local Government Partnership on Travelers Issues –</u></p> <p>LGPTI meetings:</p> <p>26/04/24 Partnership meeting – 10 participants</p> <p>23/08/24 - 11 participants</p> <p>25th October 2024</p> <p>7 participants</p> <p>31st January 2025</p> <p>7 attendees</p> <p>Executive Committee Meetings: 28/05/24 meeting with NIHE and TEO Race Equality Unit – 11 participants</p>	
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		<p>meeting per year of the partnership.</p> <p>The Good Relations Coordinator sits on the Local Government Partnership on Travelers Issues, and the Executive Committee of the Partnership.</p>	04/04/24 - 7 participants	
2024/25	<p>District Council Good Relations Programme. Our Cultural Expression:</p> <ul style="list-style-type: none"> • Cultural Awareness Programme • Historical Commemorations Programme 	<p>The programme endeavored to increase the percentage of participants who feel that their cultural identity is respected.</p> <p>Introductions to Peace Workshop: delivered through a series of 3 workshops offering participants a soft introduction to good relations and peacebuilding work. The sessions aimed to engage groups and individuals who did not have much experience or knowledge of this subject, as well as those wishing to refresh their knowledge. The first</p>	<p>Targeted Outcomes:</p> <p><u>Introductions to Peace Workshop:</u></p> <p>3 x 3-hour workshop 37 participants</p> <p><u>Seachtain Na Gaeilge:</u></p> <p>3 x 1 hour Children's Library workshop 1 x 1-hour Irish language taster session 1 x 2.5-hour School Partnership event 1 x 1 hour Conversation and Music Circle 2 x 1.5 hour Online Irish Language workshop</p>	Yes

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		<p>workshop 'The Past' took place during Good Relations Week, followed by workshop 2 'The Present, and workshop 3 'The Future' in October and November 2024.</p> <p><u>Seachtain na Gaeilge 2025:</u> Delivered in March 2025, the programme focused on promoting the Irish language through a range of activities, including classes, workshops, conversation circles, and taster sessions. The celebrations also featured cultural events showcasing traditional music, dance, storytelling, and drama performances. Community engagement was at the heart of the initiative, with schools, community groups, and local organisations coming together to foster inclusivity and</p>	<p>1 x 3-hour Irish language Drama, Dancing Event</p> <p>Overall Participants: 358</p> <p><u>Ulster Scots Leid Week:</u> 1 x 3-hour Whitehouse Walking Tour and workshop 1 x 3-hour Antrim Walking Tour and workshop 1 x 1 hour library language workshop 2 x 1-hour literary workshops at Sentry Hill 45 participants</p> <p><u>Holocaust Memorial Service:</u> Theatre at the Mill event- 83 attendees School event – 120 attendees</p> <p><u>Holocaust Memorial Programme:</u> Delivered by Impact Network NI, programming commenced in January 2025 with an international visit to Poland in March 2025. Participants - 15 Workshops – 15</p> <p>All participants as per evaluations and VLOG said that the programme was excellent in all aspects and it was great to have cross-party support for the</p>	
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		<p>welcome everyone to participate in and celebrate Irish language and culture.</p> <p><u>Ulster Scots Leid Week 2024:</u> Delivery of a series of Ulster Scots themed walking tours, and literary workshops to promote engagement with and understanding of the Ulster Scots language and culture.</p> <p><u>Historical Commemorations Programme:</u> Holocaust Memorial Service: Delivery of Antrim and Newtownabbey Borough Council's Holocaust memorial service 21st January 2025 through engagement with the Holocaust Memorial Day Trust. Lu Lawrence, daughter of Holocaust survivor Zigi Shiper, delivered the keynote speech at the event as</p>	<p>continuation of this programme alongside others which enable participants to learn reflectively.</p> <p>Feedback: I believe this programme has gave me the confidence to be able to address anti-semitic views and challenge the young people I work with on this. I do think it is important to learn about the Holocaust, from this I hope to deliver a workshop and overview of my learning to my staff team and start to incorporate the learning into single identity, good relations and diversity programmes.</p> <p>I really enjoyed learning throughout the whole programme. I felt I gained a lot of knowledge in which I will be able to incorporate into my practice and youth groups. I really enjoyed meeting a diverse group of people and learning from them also. Going to the concentration camps helped open my eyes to such a horrendous time in history and challenged my thoughts around the situation and what I can do to help change mindsets</p>	
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		<p>well as presenting to Antrim Grammar School and Parkhall Integrated College.</p> <p><u>Holocaust Memorial Programme:</u> Delivered by Impact Network NI, programming commenced in January 2025 with an international visit to Poland in March 2025. This project will have two elements: 1)Facilitated workshops for participants 2)Visit to the former Nazi concentration camp Auschwitz-Birkenau in Poland This project will address issues around sectarianism and racism and can be used as a tool for engagement and learning. It will bring an innovative and alternative perspective to inform people about sectarianism and racism.</p>	<p>and inform other people about what happened there.</p> <p><u>Somme Pilgrimage:</u> Participants: 10 Workshops: 1 x 1 hour International visit: 29th June – 2nd July 2024 International locations: 22</p>	
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		<p><u>Somme Pilgrimage:</u> Delivery of Council's annual pilgrimage to the Somme to commemorate the Battle of the Somme 2024. Delivery included;</p> <ul style="list-style-type: none"> • Programme planning • Workshop and itinerary development • Engagement with local historian and tour facilitator • Delivery of pre pilgrimage workshop • Facilitation of the pilgrimage to Belgium and France • Engagement with Elected Members 		
2024/25	<p>District Council Good Relations Programme.</p> <p>T:BUC Theme –</p> <p>Our Children and Young People</p> <p>Our Shared Community</p> <p>Our Safe Community</p> <p>Our Cultural Expression.</p>	<p>The programme endeavours to increase the percentage of participants who feel that their knowledge and understanding of different cultural traditions and backgrounds has increased.</p>	<p>Grant Programmes delivered:</p> <p><u>Gamechangers:</u></p> <p>A youth led programme bringing together young people from Monkstown Boxing Club, Lagmore Youth Project and Holy Trinity Youth Centre, Belfast. Participants from diverse and divided</p>	

	<ul style="list-style-type: none"> • Good Relations Grant Scheme • Good Relations Capacity Building Programme 	<p><u>Good Relations Grant Aid Programme</u></p> <p>T: BUC Key Priority and Outcome identified by applicant, with balance across the outcomes ensured by GRO's through an even budget allocation to Priorities.</p> <p>8 of Grants awarded to the value of £16,000.</p> <p>Grant Programmes delivered:</p> <ul style="list-style-type: none"> • Monkstown Boxing Club <p><u>Good Relations Capacity Building Programme:</u></p> <p>To improve participants understanding of the Historical, Political and Cultural significance of the year 1690, with a focus on the events surrounding the Battle of the Boyne, through</p>	<p>communities came together to build meaningful relationships, promote cultural understanding, and challenge prejudice and sectarianism. The programme was designed to foster good relations through inclusive and engaging activities that encouraged respect, empathy, and collaboration across social and cultural divides. Gamechangers included:</p> <p>15 sessions including team-building activities, sports sessions, youth-led workshops, cultural identity discussions, and good relations dialogues. These were further enriched by cultural exchange events, including diversity nights celebrating the traditions of different communities.</p> <p>1 Residential involving outdoor activities to further group bonding</p> <p>Participants commented 'It taught me some more information about religions'</p>	
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		<p>learning, community dialogue, and cultural expression.</p>	<p>'It helped me make new friends from different communities'</p> <p>'It was good to bring Protestants & Catholics together'</p> <p>'Everyone got on so well and bonded with people they would normally not speak to'</p> <p><u>The Future Generation Project</u> Focused on developing the youth of the Monkstown and Newtownabbey areas</p> <p>into skilled musicians while fostering their confidence, self-esteem, and cultural awareness. Through fluting and drumming classes, participants learned a variety of techniques associated with Ulster-Scots traditional arts and culture. The classes provided a deeper understanding of their heritage and traditions, helping to build</p> <p>their knowledge of and connection to the surrounding community. In addition to musical development, the project emphasizes promoting positive cultural expression and fostering good relations within the local</p>	
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			<p>area by encouraging mutual respect and understanding.</p> <p>6 Drumming Workshops</p> <p>6 Fluting Workshops</p> <p>3 Ulster Scots Cultural Understanding Workshops</p> <p><u>Women Across Borders:</u></p> <p>A cross-border initiative involving women from Rathcoole and surrounding areas. The project aimed to build capacities at a local level, increase participants sense of community belonging, promote peaceful coexistence, and facilitate dialogue in a communities affected by division and conflict. Women Across Borders included:</p> <p>2 Good Relations & Reconciliation workshops: Discussion on division and conflict. Exploring the impact of new and 'other' communities. Dr Satyavir Singhal and Arvind Jain facilitated a session the history of the building (Carlise Memorial Church) and the impact of the troubles, Indian migration, Indian culture and the diverse</p>	
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			<p>population of India with time spent in the Indian temple.</p> <p>1 Overnight Dublin Residential: Boyne Centre visit to understand the history, Grange Gorman – British military cemetery, Arbour Hill – Military cemetery, Glasnevin Cemetery - Stories of those who shaped our nation's history & some of the key moments & events in modern Irish history and Collins Barricks.</p> <p>1 Reflective Practice Session: Exploring the impact and benefits of the historic sites visit for the participants, specifically focusing on their learning outcomes and overall experience.</p> <p>A participant commented 'I had the most amazing day today at the Indian Community Centre Belfast. I personally, was really blown away with their culture, beliefs and the history of the Indian community coming to Northern Ireland was a very interesting topic. Even their religious beliefs struck me to the core and has really opened my</p>	
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			<p>eyes and I want to explore it more.'</p> <p><u>CRIS-Newtonabbey Empowering Schools Together (NEST) Good Relations Through Sports:</u> A multi-sector collaborative education partnership based in the Newtonabbey community. NEST currently consists of 21 nursery, primary, post-primary and special schools, and remains an invitational initiative, open to all schools in the Newtonabbey locality. The project engaged with children, school staff and school leaders - to leverage and compliment the ongoing Good Relations work that the NEST partnership is currently focussed on. The project hosted a one-day sports and Good Relations 'festival-style' event, bringing together up to 21 local schools for a day of fun, sports activities and team challenges. As well as hosting multi-sports activities, where children and school staff can compete and together, we will also use the opportunity of</p>	
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			<p>having such a diverse group of young people from right across the Newtownabbey community together – to explore Good Relations issues through the delivery of dialogue-based activities.</p> <p><u>Good Relations Capacity Building Programme:</u></p> <p><u>Historical Education</u></p> <ul style="list-style-type: none"> • Exploring the events of 1690 including the Williamite – Jacobite War and the Battle of the Boyne. • Understanding the broader European context of Religious and Political Conflict. <p><u>Cultural Heritage and Identity</u></p> <ul style="list-style-type: none"> • Examining how 1690 shaped modern identities in Ireland, Northern Ireland and Great Britain. • Discussing the Cultural Narratives and Symbolism 	
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			<p>that emerged from the Conflict.</p> <p><u>Critical Thinking and Dialogue</u></p> <ul style="list-style-type: none"> • Encouraging respectful discussion around contested histories and their impact today. <p>Promoting Reconciliation and Mutual Understanding in divided Communities.</p> <p>The Course: "The Course helped me gain a clearer and deeper understanding of the events surrounding 1690"</p> <p>"The Course expanded my perspective and challenged my assumptions"</p> <p>"A Compelling and Thought-Provoking Course"</p> <p>"The Course showed how contested histories shape present day debates around identity, memory and justice, making the</p>	
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			<p>past feel powerfully relevant today"</p> <p>"I now understand how events from the past continue to influence identities and political narratives in the 21st Century"</p> <p>The Facilitator "The Facilitator was knowledgeable, engaging and created a respectful and inclusive learning environment"</p> <p>The Accommodation</p> <p>"The Accommodation was comfortable and conveniently located"</p> <p>General Comment</p> <p>"The course was professionally delivered, intellectually rewarding and provided a great opportunity for learning, reflection and networking in a supportive setting."</p>	
2024/25	<p>Refugee Integration Funding:</p> <ul style="list-style-type: none"> • Integration Activity • Language Line 	<p>Refugee Integration Funding:</p> <p>Integration Activity</p>	<p>Refugee Integration Funding:</p> <p><u>Integration Activity:</u></p> <p>Conversation Cafes and Community Welcome Hubs:</p>	

	<ul style="list-style-type: none"> • Translink Travel Cards • Workshops & Training for community practitioners and volunteers • Hate Crime Event • Football Programme • Women's only swim programme 	<p><u>Language Line:</u></p> <p>Language Line is a translation service that supports people to access services. Language Line has been vital in dealing with the increasing demand in recent years across general service provision and anti-poverty measures such as Social Supermarket.</p> <p><u>Translink Travel Passes:</u></p> <p>Provision of free travel cards to newcomers (refugees and individuals seeking asylum) to address barriers to accessing travel due to cost and lack of connectivity when traveling across the Borough.</p>	<p>Glengormley Conversation Café: Thursday 7-9pm (12 sessions January-March) and Tuesday 11am -1pm (6 sessions January – March) 16 participants per session on average. Sessions consist of conversation and support with English language development. Sport, exercise and recreational activity to support community integration, personal and social wellbeing. Local volunteers facilitate this activity to refugees, asylum seekers and migrants who reside locally. Total engagements: 288</p> <p>Whiteabbey Welcome Sessions: Wednesday 10.30am-12.30pm (12 sessions January-March) 15 participants per session on average. Sessions consist of conversation and support with English language development through workshops and interactive activities. Provision of food, household necessities, bicycles and repairs. Local volunteers facilitate this activity to</p>	
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		<p><u>Volunteer Clinics:</u> Capacity building and support for local volunteers to engage with newcomers to the Borough, addressing integration and access barriers.</p> <p><u>Workshops & Training for community practitioners and volunteers:</u> A series of training workshops were delivered to support and upskill community practitioners and volunteers working across the borough in relation to refugee integration.</p> <p><u>Hate Crime Event:</u> Delivery of a hate crime engagement and awareness event in partnership with the</p>	<p>refugees, asylum seekers and migrants who reside locally.</p> <p>Total engagements: 180</p> <p>Glenabbey Welcome Church: Glenabbey Church is one of 75 Welcome Churches in NI and one of 9 Welcome Plus. They receive referrals from statutory and voluntary organisations and other churches in the network as newcomers arrive in the area.</p> <p>Glenabbey Volunteer co-ordinator, and 12 Volunteers conduct home visits to families and individuals. Each one receives a Welcome Box and an offer of help to navigate services and supports within the local community. Some require short term support and others we have befriended for over 2 years. These include people seeking asylum, refugees and unaccompanied minors.</p>	
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		<p>PSNI and PCSP. Attendees included PSNI, local support organisations, and individuals affected by recent hate crime in the Antrim and Newtownabbey area.</p> <p><u>Football Programme:</u></p> <p>Delivery of a football programme to asylum seeker individuals living locally, in partnership with the Irish Football Association (IFA),</p> <p><u>Women's only swim programme:</u></p> <p>Delivery of 10 women's only swim sessions in the Antrim Forum Leisure Centre to women who live and work within Antrim and Newtownabbey area.</p>	<p>To date around 40+ individuals and families have been supported through this approach.</p> <p>Support has been provided with household furnishings, transport, shopping, registration at health centres and dentists, helping to get children registered at schools, accessing foodbanks, linking families to SureStart, family support projects and youth services. Also, volunteering opportunities, hospital visits, sourcing bicycles, travel cards, clothing and, of course, offering friendship.</p> <p>English Conversation Café and Women's craft mornings:</p> <p>Wednesdays 3pm -4.30pm (12 sessions January -March) A multicultural family café provides tea, coffee and treats and enables newcomers to practice their English or provide help with children's homework. Around 30-40 people attend on an average week. Tuesdays 10am (twice per month) - Women's craft group gives a space to relax and enjoy</p>	
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		<p>The programme was promoted within local women's groups and groups supporting female refugees and asylum seekers.</p> <p><u>Leisure access:</u> Providing access to Councils leisure services to help promote positive health and wellbeing to newcomers, as well as promoting integration within leisure services.</p> <p><u>ESOL English Language Programme:</u> Delivery of English language programmes to speakers of other languages through the ESOL (English for Speakers of Other Languages). The programme aims to</p>	<p>craft together. Around 10 people attend on an average week.</p> <p>Men's Walking Group: Mondays 10am-1pm (twice per month) – Men from the local hotel are supported to go out into green spaces to see around the borough and beyond, practice English on the hoof and enable friendships to develop Glenabbey work in connection with other churches to signpost families for care and support, for example Afghan families to Antrim Baptist, to Whiteabbey Presbyterian for assistance from Storehouse and help with securing jobs for a number of men with refugee status at Hendersons.</p> <p>Family Trips: Glenabbey have brought groups to the Ulster Folk Museum, a trip to the Zoo and the provision of free tickets to the Christmas Trail at Antrim Castle Gardens.</p> <p>The men in the walking group have also benefited with the</p>	
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PART A

		<p>enhance ESOL provision within the Borough, build Volunteer capacity, and provide accreditation opportunities to help newcomers integrate into the community, improve their English language skills and in some cases access employment opportunities.</p>	<p>provision of hospitality and even a visit to Mayor and a personal tour of the council chamber. This was excellent in making them feel welcome. Funding has also enabled the purchase of coats to support the walking group.</p> <p>Total number of engagements: 540 minimum.</p> <p>Antrim Baptist Conversation Café: Tuesday mornings (12 sessions January -March) 25 learners. Provide four classes at different levels - absolute beginner, beginner, intermediate and advanced. Sessions consist of English language development, and they also provide a small crèche each week for the children of learners. Participants come from an increasingly diverse range of countries and ethnic backgrounds. Largest groupings are from Syria, Afghanistan, Ukraine, and more recently China. Also have learners from Iran, Italy, Lithuania, Hungary, Poland, Sudan, Eritrea, Romania, Pakistan</p>	
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PART A

			<p>and the Philippines. Over the course of the term, three Saturday afternoon social events took place, with up to 30 learners with their families coming for games, refreshments and conversation. Local volunteers facilitate this activity to refugees, asylum seekers and migrants who reside locally.</p> <p>Total engagements: 330</p> <p><u>Language Line:</u></p> <p>During 2024-25, CAAN has supported 398 clients from 52 nationalities who have required interpretation. The breakdown of nationalities can be seen below:</p> <ul style="list-style-type: none">• European - 148• Asian – 39• Middle Eastern - 112• African - 88• South American – 11 <p>Repeat engagement and follow-up advice and support is often required, with 398 clients</p>	
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PART A

			<p>contacting CAAN 2,013 times during the past 12 months; an average of 5 visits per client. Interpretation is needed for most of these clients to provide them with a quality service.</p> <p>Enquiries - The enquiries from the 398 clients are wide ranging as can be seen below:</p> <p>Crisis Intervention / Charitable Support 266</p> <p>Universal Credit 169</p> <p>Welfare Benefits 168</p> <p>Housing 70</p> <p>Immigration / Legal 81</p> <p>Employment 30</p> <p>Finance 22</p> <p>Education 15</p> <p>Signposting / Other 77</p> <p><u>Translink Travel Passes:</u></p> <p>279 x unlimited one month Adult Metro Travel Cards zone 1</p>	
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PART A

			<p>25 x unlimited one month Adult Metro Travel Cards zone 2</p> <p><u>Volunteer Clinics:</u></p> <p>Delivery of 5 volunteer clinics to newcomers within the Borough to support build skills and confidence through volunteering locally and engaging with the wider community.</p> <p>Total engagements: 100 approx.</p> <p><u>Workshops & Training for community practitioners and volunteers:</u></p> <p>Understanding Refugee Rights and the Asylum Process:</p> <p>An introduction session for people supporting refugees and asylum seekers to help understand the relevant terminology, the asylum process, rights and entitlements, the role of different agencies and organisations and how you can help people seeking protection to settle into communities. Delivered by Law Centre NI.</p> <p>Attendees: 15</p>	
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PART A

			<p>Trauma Informed approach and response training:</p> <p>Bespoke one-day training designed for Antrim and Newtownabbey Borough Council using a methodological framework based on Traumatic Stress, Neuroscience, and Rights-based theory, supported by experiential learning, applicable to everyday practice. Delivered by Denise Wright.</p> <p>The core aims and objectives of the training will provide:</p> <ul style="list-style-type: none">• A foundational understanding of psychological trauma: What is trauma, and how do traumatic and chronic stress present and impact those seeking international protection?• A foundational understanding of vicarious trauma.• A foundational understanding of how to respond to others who have experienced chronic and traumatic stress by exploring a rights-based, trauma-informed approach to practice.	
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PART A

			<ul style="list-style-type: none"> • Exploring holistic practical and therapeutic resources and tools to apply to practice. <p>Attendees: 15</p> <p>Level One: Adverse Childhood Experiences (ACE) Awareness Training:</p> <p>In connection with the Safeguarding Board for Northern Ireland to raise awareness of the potential impact of ACEs on individuals and communities.</p> <p>Participants developed awareness of:</p> <ul style="list-style-type: none"> • ACEs and their potential impact for children and adults across the lifespan • The potential impact of trauma and ACEs on the brain and possible subsequent behaviour • The use of an ACE/trauma sensitive lens • The importance of preventing and mitigating ACEs • Appropriate pathways to which staff, volunteers, and 	
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PART A

			<p>service users can be signposted to support their wellbeing</p> <p>Attendees: 15</p> <p><u>Level Two: Developing a Trauma Sensitive Approach to Practice:</u></p> <p>In connection with the Safeguarding Board for Northern Ireland builds on learning from ACE awareness training and develop skills that promote a trauma sensitive response.</p> <p>Participants developed skills to:</p> <ul style="list-style-type: none"> • State key objectives of ACE and trauma sensitive training • Enhance their skills and confidence to use a trauma sensitive LENS in order to support and develop resilience for those they work with • Identify the impact of secondary and vicarious trauma • Identify ways in which they can support the health and wellbeing of all staff, including volunteers 	
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PART A

			<p>Attendees: 15</p> <p><u>Cultural Awareness Training:</u></p> <p>Cultural Awareness training with Dr Poppy Boyd, from the Language Centre at Queen's University Belfast. The training workshop covered:</p> <ul style="list-style-type: none">• What is culture / where does it come from / how do we acquire it, and how can we define it?• Bias and Unconscious Bias• Why do we need cultural awareness? cultural norms and "the Other"• Micro-aggressions• Culture shock from refugee and asylum seeker perspective<ul style="list-style-type: none">○ Holistic experience of the newcomer○ Uncertainty○ Societal discrimination○ Prejudice and media narratives	
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PART A

			<ul style="list-style-type: none"> • Communicating effectively: <ul style="list-style-type: none"> ○ Working with an interpreter ○ Gender, faith, communicative preference ○ How it works, and how we can improve our communication across cultural and linguistic barriers <p>Attendees: 20</p> <p><u>Hate Crime Event:</u></p> <p>Delivery of a hate crime engagement and awareness event in partnership with the PSNI and PCSP. Attendees included PSNI, local support organisations, and individuals affected by recent hate crime in the Antrim and Newtownabbey area.</p> <p>65 participants.</p> <p><u>Football Programme:</u></p> <p>Delivery of a football programme to asylum seeker individuals living locally, in partnership with the Irish Football Association (IFA),</p>	
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PART A

			<p>engaging over 50 refugees throughout March – Dec 2024. The programme provided a fun and inclusive football environment to help foster well-being and community integration among refugees and asylum seekers at the Chimney Corner Hotel. It was run in partnership with the IFA Foundation and Antrim and Newtownabbey Council.</p> <p>Number of participants 50</p> <p><u>Women’s only swim programme:</u></p> <p>Delivery of 10 women's only swim sessions in the Antrim Forum Leisure Centre to women who live and work within Antrim and Newtownabbey area. The programme was promoted within local women’s groups and groups supporting female refugees and asylum seekers.</p> <p>Total engagements: 100</p> <p><u>Leisure access:</u></p> <p>Provision of leisure memberships to Councils leisure facilities,</p> <p>42 x 3-month Asylum Memberships</p>	
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PART A

			<p>12 x 12-month Refugee Memberships</p> <p><u>ESOL English Language Programme:</u></p> <p>Outputs:</p> <p>Face to face ESOL programming</p> <ul style="list-style-type: none"> • Weekly 2-hour sessions over 10 weeks x 10 classes. • 120 participants <p>Online and blended learning, structured online classes</p> <p>Capacity building with volunteers</p> <ul style="list-style-type: none"> • 10-hour Volunteer Induction and Training Programme. • 25 participants <p>Learning resources & management</p>	
2024/25	Funding for the Borough Special Schools to	Funding has been offered to the 5 Special Schools within the Borough to run summer	Ensuring greater accessibility for all.	Yes

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	facilitate Summer Schemes	schemes at their schools. Funding is up to £5000 per school.	We received submissions from 5 of the 5 Special Schools in the Borough and funding was allocated to all of them.	
2024/25	Inclusive Summer Schemes	Inclusive Summer Schemes at the: <ul style="list-style-type: none"> - Lillian 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>	Ensuring greater accessibility and promoting inclusion and participation of children with more complex disabilities and or medical needs.	Yes

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2024/25	Website, Alternative formats, Council Literature Provision	<p>Ensuring that we provide Council communications in formats accessible to everyone.</p> <p>This includes:</p> <ul style="list-style-type: none"> - Reach Desk (formerly Browsealoud) and Text help services - Opportunity for any Council publication to be provided in alternative formats/ language upon request - 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 	Ensuring greater accessibility for all.	Yes
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PART A

		includes dedicated accessibility section - Evaluation of accessibility of Councils corporate website carried out and recommendations implemented		
2024/25	Disability Sport NI Programme, Hubs and Inclusive Sport Equipment and Bikes	Providing accessible sports equipment such as bikes, sports wheelchairs and tandem bikes. Other items include accessible games such as archery and boccia	Ensuring greater accessibility for all and promoting inclusion and participation of those with and without disability enjoying sport and leisure together.	Yes
	Council is committed to the following Charters: • White Ribbon • Woman's Night Safety Charter • BDA BSL & ISL Deaf Charter	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, Council have signed up to the Woman's Night Safety Charter promoting a safe nighttime Borough for woman.	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes

PART A

		We have also signed the British Deaf Association Deaf Charter; this sets out our commitment to become a Deaf Friendly Council.		
2024/25	<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 	Sign Language provision, Signed performances, AccessoLoo (Inclusive toilet provision) and event accessibility.	Accessibility for all Section 75 categories ensured through careful and considered planning.	Yes
2024/25	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
2024/25	Funding Application to the Sign Language Partnership Group	BSL Sign Language Level 1 and Level 2 Course for Council	Ensuring greater accessibility for all and promoting inclusion and participation of the deaf community.	Yes

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	Department for Communities	Staff, Elected Members and Residents. 30 Places in Total Total Funding £10,183.		
2024/25	Upgrade and investment on Accessible Fitness Equipment Leisure Centres		Ensuring greater accessibility for all.	Yes
2024/25	Creation of Sensory Room at Antrim Forum and Crumlin Leisure Centres		Ensuring greater accessibility for all.	Yes
2024/25	Capital Projects Accessibility upgrades	<u>Mallusk & Steeple Play Parks</u> Steeple Play Park: <ul style="list-style-type: none"> • double wheelchair accessible swing: £4,630 • wheelchair accessible inclusive sunken trampoline: £4,430 Mallusk Play Park:	Ensuring greater accessibility for all.	Yes

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		<ul style="list-style-type: none"> • wheelchair accessible inclusive roundabout: £6,293 • wheelchair swing: £16,576 • picnic tables x2: £3,875 • DDA compliant pedestrian path: £16,116 • 2no. DDA car parking spaces: £500 <p>Total funding of £52,420 for these projects</p> <p><u>Antrim Courthouse Refurbishment</u></p> <ul style="list-style-type: none"> • DDA compliant counter £44,500 approx. <p><u>Development of Office Spaces Antrim</u></p> <ul style="list-style-type: none"> • Lift installed & automatic doors to main areas. Circa £100K 		
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PART A

		<p><u>Environmental improvement schemes</u> <u>EIS / Doagh Square / Oriel Court</u></p> <ul style="list-style-type: none">• Refurbishment of square for all able and disabled users. Circa £100K <p><u>Environmental improvement schemes</u> <u>EIS / Doagh Play Park / Anderson Pk</u></p> <ul style="list-style-type: none">• Multiple new paths created within the woodland area and surrounding the play pitch, creating new walks for able and disabled users. Circa £90K <p><u>Environmental improvement schemes</u> <u>EIS / Burnside</u></p> <ul style="list-style-type: none">• Multiple new paths created within the woodland area creating expansive		
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PART A

		<p>new walks for able and disabled users.</p> <ul style="list-style-type: none">• Circa £150K <p><u>Sixmilewater Bridge Replacement</u></p> <ul style="list-style-type: none">• 3M wide DDA compliant <p>Total Cost estimate: £320,000</p>		
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2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2024-25 (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

3. Collate relevant monitoring information (All Section 75 categories)

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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

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<p>6.3 Continuing support through annual good relations action plan for programme of activities to support the development of positive community and race relations including information/ events around different religions and faith groups</p>	<p>Good Relations Officers</p>	<p>COMPLETED ACTION</p>
<p>7. Under representation of disabled people in workforce (disability)</p>		
<p>7.1 Offer a guaranteed interview scheme for applicants with a disability who meet the essential criteria for a post</p>	<p>HR</p>	<p>COMPLETED ACTION</p>
<p>8. Accessibility to Council Services (Age, disability)</p>		
<p>8.1 Reserve space at events for disabled people and the provision of 'Sign Language'</p>	<p>Customer Accessibility Officer</p>	<p>COMPLETED ACTION</p>
<p>9. Work experience/ work placements (Age, disability)</p>		
<p>9.1 Improve the framework which can be used when planning and agreeing work</p>	<p>HR</p>	<p>COMPLETED ACTION</p>

PART A

experience and placements to identify expectations and learning outcomes		
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
11.2 Formulate a series of programmes and activities based on the survey results and signpost where applicable to existing programmes	Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer GIS Officer	COMPLETED ACTION

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12. Concessions may be applied inconsistently (age, disability, carers)		
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	Arts and Culture Leisure Community Development	COMPLETED ACTION
13. Lack of support for LGBT people in the area (Sexual orientation and gender)		
13.1 Training for staff and elected members	HR Customer Accessibility Officer	COMPLETED ACTION
14. Antrim Forum Fitness Suite has individual showers for females and not for males (Gender)		
14.1 Incorporate capital provision into maintenance and replacement schedule	Leisure Property services	COMPLETED ACTION
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	COMPLETED ACTION

PART A

	Leisure Health and Safety Officer	
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 2024-25 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 2024-25 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.

5 Were the Section 75 statutory duties integrated within performance plans during the 2024-25 reporting period? (*tick one box only*)

PART A

- 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 2024-25 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 2024-25 report
- Not applicable

Please provide any details and examples:

[Click or tap here to enter text.](#)

Equality action plans/measures

7 Within the 2024-25 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*):

Click or tap here to enter text.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2024-25 reporting period (*points not identified in an appended plan*):

N/A

9 In reviewing progress on the equality action plan/action measures during the 2024-25 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 2024-25 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 2024-25 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

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 2024-25 reporting period? (*tick one box only*)

Yes

No

Not applicable

Please provide any details and examples:

Click or tap here to enter text.

14 Was the consultation list reviewed during the 2024-25 reporting period? (*tick one box only*)

Yes

No

Not applicable – no commitment to review

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

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

PART A

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 2024-25:

1 Policy consultations conducted with **screening** assessment presented.

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

0 Consultations for an **EQIA** alone.

17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

Draft Corporate Plan 2024 -2030

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 2024-25 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 2024-25 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

PART A

No

Not applicable

Please provide any details and examples:

Click or tap here to enter text.

- 22** Please provide any details or examples of where the monitoring of policies, during the 2024-25 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 2024-25, 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
- BSL Sign Language 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 2024/25 and provided staff and elected members with an improved knowledge skill base. [Click or tap here to enter text.](#)

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

- 26** Please list **any examples** of where monitoring during 2024-25, 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 2024-25?

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 Equality Scheme and action plan is due to be reviewed on or before April 2026.

- 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 re-communicating the importance of screening and consultation with section 75 groups to ensure awareness of local government obligations.

- 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:

19	1	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	Corporate Induction (Equality, Diversity and Inclusion)	Quarterly training	Employees aware of their obligations regarding equality, diversity and inclusion.
2	BSL LEVEL 1 & 2 Pilot Training (Employee, Elected Members and Residents) DFC Funding	Funded course	Greater awareness of sign language and promotes inclusion in the Borough.
3	iLearn Employee Learning Platform	Range of courses such as: <ul style="list-style-type: none"> • An Introduction to Neurodiversity • Being Aware of Your Unconscious Bias • Disability Awareness • The Importance of Equality, Diversity and Inclusion • Dignity at Work 	Employees received bespoke training on a range of topics to support their awareness of equality, diversity and inclusion.

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

	Communications Action Measures	Outputs	Outcome / Impact

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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	Provide Equality and Disability Training for all Council Elected Members and Employees	Training programme	Training encouraged a greater understanding of disability and in particular statutory duties.

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	<p>Challenge barriers which disabled people face in accessing Council venues, events and services</p> <ul style="list-style-type: none"> Continue to review the Access Audit and upgrade and improve accessibility in Council venues 	<p>Council events are specially tailored to be inclusive of the needs of all our Borough residents. There are several ways we do this:</p> <ul style="list-style-type: none"> Pre-Event information detailing car-parking 	<p>Creates greater inclusion for the Borough by ensuring these accessibility requirements are in place.</p>

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	<ul style="list-style-type: none"> • Continue to embed inclusion for disabled people at all Council events • Continue to tailor our Council services to meet the needs of those with a disability • Continue to upgrade and improve our play parks and open spaces in the Borough to ensure all needs of those with a disability are met • Provide additional mobility aids at suitable locations to ensure that disabled people can have greater personal mobility 	<p>arrangements and map of event</p> <ul style="list-style-type: none"> • Accessible viewing area for children and adults with a disability or anxiety • Sign Language Provision • Accessible event layout • Mobile Changing Places facility • Quiet Room • Sensory Room • Specific Inclusive Events • Mobility support • Bespoke Staff Training 	
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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	Achieve Dementia Friendly Status for Council venues and facilities by implementing:	Dementia Choir "The Forget me -notes" group sessions ongoing every Friday	Achievement of this action will promote a greater awareness of the needs of residents who have Dementia	Being actioned as part of the Age Friendly work which required consultation and engagement with the

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<ul style="list-style-type: none"> •Staff Training establish Dementia Champions •Internal building audits to ensure Dementia Friendly •Dementia awareness and support events •Run focus groups in our community centres/ council offices •Run craft/ colouring classes for those with Dementia •Create Dementia Friendly area in some of our parks and open spaces with bright coloured flowers calming to those with Dementia colour, smells and textures are important to those with Dementia. Things like lilac, mint, lavender or pine might be good for people with sight loss too •Designate Dementia Friendly seating near entrance/exit •Support of staff who are Carers •In partnership with PCSP run safety sessions to help promote personal safety 	<p>at 10.30am in The Courtyard Theatre, Ballyearl</p> <p>Age Friendly team developing an Age Friendly Strategy which will focus on Dementia Friendly activities. This strategy is being co-produced with residents and other stakeholders of the Borough.</p>	<p>and their Carers. Putting into place adjustments to Council services will create a greater understanding and improved accessibility.</p>	<p>residents of the Borough and stakeholders</p>
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	<ul style="list-style-type: none"> •Promote the services Council offers such as assisted bin lifts, energy efficient grants, home safety assessments and home heating support •Form a Dementia Choir 			
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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	<p>Work towards being a Disability confident organisation</p> <ul style="list-style-type: none"> • Promote the work Council are already undertaking in relation to: • Inclusive and accessible recruitment • Communicating vacancies • Offering an interview to disabled people • Providing reasonable adjustments • Supporting existing employees <p>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</p>	<p>Due to review of terms and conditions being prioritised this hasn't yet been progressed. This will be prioritised in 2026 as part of the newly developed Disability Action Plan (DAP)</p>

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2	Review Disability Action Plan for Antrim and Newtownabbey Borough Council Not due until March 2025	Not due until March 2026
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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

Council utilise the NISRA portal and localised data from consultations/ surveys.

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

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

No.

If yes please outline below:

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	Revised/Additional Action Measures	Performance Indicator	Timescale
1	N/A	N/A	N/A
2	N/A	N/A	N/A

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.

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- i **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.
 - ii **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.
 - iii **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments
 - iv **Regional**: Situations where people can influence policy decision making at a middle impact level
 - v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.



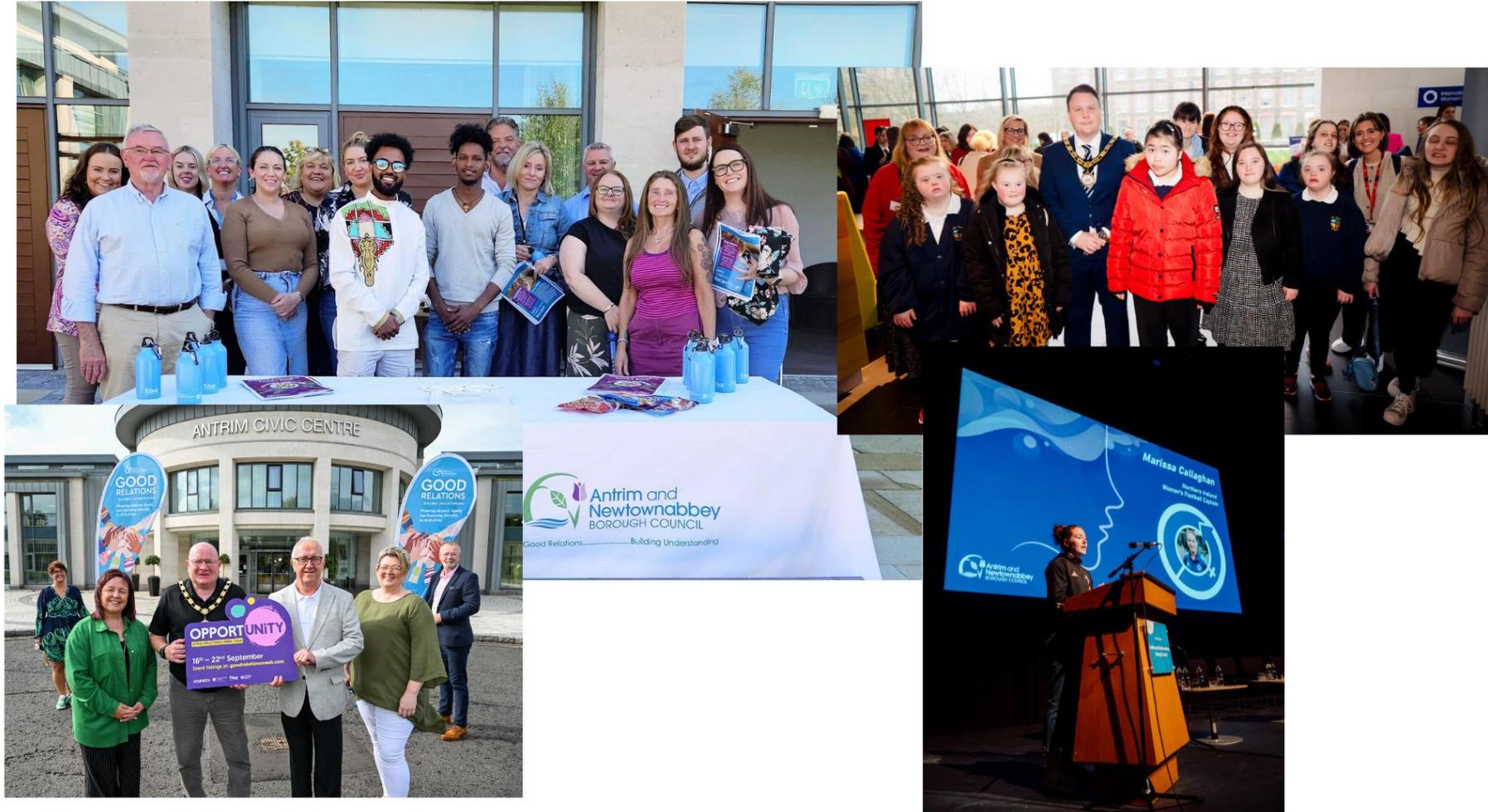
Inclusive Summer Schemes 2024



SEN Summer Scheme Funding 2024



BSL Level 1&2 DFC Funded Course Graduates



Good Relations & International Womens Day