

## Antrim and Newtownabbey Borough Council EQUALITY ACTION PLAN 2017-2021

Identified inequality	Objective (goals, intended impact)	Action (steps to achieve objective)	Measured by/ PI/Timescale	Responsibility
1. Staff training (All Section 75 categories)	To improve staff awareness and skills	1.1 Deliver training ongoing for staff and members	Ongoing To 2021	HR Customer Accessibility Officer
		1.2 Deliver Good Relations (GR) information in Corporate Induction training	Ongoing	HR Good Relations Officers
2. Ensure all new and revised policies are screened (All Section 75 categories)	To meet statutory obligations and ensure that any equality implications of policies are addressed at as early in the policy development process.	2.1 Requirement to screen all policies. (Bi-annual reminders)	Every 6 Months commencing 1 April 2017  Ongoing Action	Directors Heads of Service Customer Accessibility Officer
		2.2 Policy screening reported to Committees. Summary to P&G (Quarterly)	By February 2018	Customer Accessibility Officer
		2.3 Equality duties to be included in all revised job descriptions	Ongoing	HR

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3. Collate relevant monitoring information (All Section 75 categories)	To have relevant comprehensive data available	3.1 Each service to consider data required to identify any gaps in service provision.	Ongoing	All services
		3.2 Re-surveying staff to include all Section 75 categories.	By March 2018	HR Customer Accessibility Officer
4. All residents may not have equal access to information on services, courses and events (All Section 75 categories)	To ensure that information on services, courses and events is available to all	4.1 Review advertising arrangements to ensure appropriate distribution/communication of relevant service information. Also issue specific publications e.g. for people with disabilities and ethnic groups	By January 2019	Media and Marketing Customer Accessibility Officer
		4.2 Develop the website to ensure it is accessible to people with disabilities and those who do not have English as their first language	Ongoing	Media and Marketing Customer Accessibility Officer
		4.3 Ensure that alternative methods are readily available for all online services	Ongoing	All services Customer Accessibility Officer

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		4.4 Use pictorial information as much as possible and provide text in range of languages when necessary	Ongoing	All services Customer Accessibility Officer
		4.5 Develop and deliver a communication plan to promote equality & diversity, internally and externally.	Dec 2017	Head of Communications & Customer Services
5. Lack of knowledge around different cultures	Increase knowledge of different cultures	5.1 Roll out of the GR action plan to address issues identified by the GR audit.	Ongoing Action  Reported Quarterly July 2017 October 2017 January 2018 May 2018	Good Relations Officers Diversity Champions

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6. Establish any issue with minority ethnic groups regarding access to services	Develop contacts with minority ethnic groups to identify needs and gaps in service provision	6.1 Work with Belfast based minority ethnic groups to identify groups/individuals based in Antrim and Newtownabbey	By June 2017	Good Relations Officers Diversity Champion Councillors
		6.2 Seek assistance from local community to identify minority ethnic groups present in the area	Ongoing Action	Good Relations Officers Diversity Champion Councillors
		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.	Ongoing Action  Annually	Good Relations Officers
7. Under representation of disabled people in workforce (disability)	To ensure that disabled people are given opportunities to be employed	7.1 Offer a guaranteed interview scheme for applicants with a disability who meet the essential criteria for a post	Ongoing	HR

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8. Accessibility to Council Services (Age, disability)	Ensure that disabled people have access to all council services including events	8.1 Reserve space at events for disabled people and the provision of 'Sign Language'	Ongoing	Customer Accessibility Officer
9. Work experience/work placements (Age, disability)	To ensure that work experience/ work placements are of benefit to the individual and the organisation	9.1 Improve the framework which can be used when planning and agreeing work experience and placements to identify expectations and learning outcomes	By June 2018	HR
10. Lack of activities for older young people which can lead to anti-social behaviour (Age)	To ensure that older young people can engage with activities which take them away for anti-social behaviour	10.1 Create shared space at various council locations including: Skateboard Park at V36, 3G pitch at Antrim Grammar/Parkhall and develop Crumlin Glen as a community asset.	By March 2021	Good Relations Officers Project Development Sport and Play Development Officer Peace IV Co-Ordinator Arts and Culture

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11. Older people (50+) all categorised as one group	To ensure that activities are provided for age categories 50+ and beyond which suit the range of abilities and interests	11.1 Survey age categories 50+ and beyond to identify what would be of interest to the newly categorised age groups	By March 2018	Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer
		11.2 Formulate a series of programmes and activities based on the survey results and signpost were applicable to existing programmes	By March 2018	Sport and Play Development Officer Arts and Culture Customer Services Officer Customer Accessibility Officer
12. Concessions may be applied inconsistently (age, disability, carers)	To ensure that concession rates are applied consistently with a clear rationale	12.1 Review concession rates across service areas in the new Council- overarching policy to be agreed. Agree what circumstances will attract a concession and what evidence is required	By March 2021	Arts and Culture Leisure Community Development

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13. Lack of support for LGBT people in the area (Sexual orientation and gender)	To improve the perception of Antrim & Newtownabbey as a safe place for LGBT people	13.1 Training for staff and Elected Members	As part of overall training programme  Ongoing	HR Customer Accessibility Officer
14. Antrim Forum Fitness Suite has individual showers for females and not males (Gender)	Ensure that males also have individual showers available	14.1 Incorporate capital provision into maintenance and replacement schedule	By March 2018	Leisure Property services
15. Difficulty for people with disabilities in accessing council services	Remove barriers to accessing services	15.1 Work with partners to ensure access to summer scheme provision for children with disabilities across the Borough	By August 2017  Annually Thereafter  Ongoing Action	Community Services Customer Accessibility Officer Sport and Play Development Officer Leisure Health and Safety Officer
		15.2 Deliver Disability Action Plan	2017-2020	Customer Accessibility Officer Officers as per DAP