

<b>Title of Report:</b>	<b>Section 75 Annual Progress Report to Equality Commission for NI</b>
<b>Committee Report Submitted To:</b>	<b>Corporate Policy and Resources Committee</b>
<b>Date of Meeting:</b>	<b>1<sup>st</sup> August 2023</b>
<b>For Decision or For Information</b>	<b>For Decision</b>

<b>Linkage to Council Strategy (2019-23)</b>	
Strategic Theme	Leader and Champion
Outcome	Establish key relationships with strategic partners to deliver our vision for this Council area
Lead Officer	Head of Policy and Community Planning

<b>Budgetary Considerations</b>	
Cost of Proposal	
Included in Current Year Estimates	<b>YES/NO</b>
Capital/Revenue	
Code	
Staffing Costs	

<b>Legal Considerations</b>	
Input of Legal Services Required	<b>NO</b>
Legal Opinion Obtained	<b>NO</b>

<b>Screening Requirements</b>	Required for new or revised Policies, Plans, Strategies or Service Delivery Proposals.		
Section 75 Screening	Screening Completed:	Yes/No	Date:
	EQIA Required and Completed:	Yes/No	Date:
Rural Needs Assessment (RNA)	Screening Completed	Yes/No	Date:
	RNA Required and Completed:	Yes/No	Date:
Data Protection Impact Assessment (DPIA)	Screening Completed:	Yes/No	Date:
	DPIA Required and Completed:	Yes/No	Date:

## **1.0 Introduction**

- 1.1 Under Section 75 of the Northern Ireland Act 1998 (and included as a commitment in the Council's Equality Scheme) is a requirement that the Council provide an annual report to the Equality Commission for NI on progress in meeting our obligations under the equality and good relations duties.
- 1.2 The report also requires the Council to report on how it is fulfilling its statutory duties under Section 49A of the Disability Discrimination Act 1995 by reporting on progress made on the commitments included in the Council's Disability Action Plan.

## **2.0 Annual Progress Report 2022/23**

- 2.1 A copy of the Annual Progress Report for 2022/23 is attached for your information.
- 2.2 The format of the report is based on a template provided by the Equality Commission and the report always covers the previous financial year. The period of time this report deals with therefore is from 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023.
- 2.3 Part A of the report relates to the Section 75 Equality and Good Relations duties and covers outcomes, impacts and good practice in relation to these areas of work, along with progress on the Council's Equality Action Plan, consultations undertaken, screening and Equality Impact Assessments undertaken, monitoring arrangements, training and complaints made in relation to equality and good relations issues.
- 2.4 Part B outlines actions achieved, partially achieved or not achieved in relation to the Council's Disability Action Plan.

## **3.0 Recommendation**

**It is recommended** that Council approves the submission of the Annual Progress Report 2022/23 to the Equality Commission NI.

**Causeway Coast and Glens Borough Council**



**Causeway  
Coast & Glens  
Borough Council**

**Public Authority Statutory Equality and Good Relations Duties  
Annual Progress Report 2022-23**

**Contact:**

<ul style="list-style-type: none"><li>Section 75 of the NI Act 1998 and Equality Scheme</li></ul>	Name: Elizabeth Beattie Telephone: 028 777 60318 Email: Elizabeth.beattie@causewaycoastandglens.gov.uk
<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As above <input checked="" type="checkbox"/> (double click to open) Name: Telephone: Email:

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

[www.causewaycoastandglens.gov.uk](http://www.causewaycoastandglens.gov.uk)

**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 2022 and March 2023**

## **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 2022-23, 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.*

Causeway Coast and Glens aspires to improve the quality of life for our citizens and visitors. In order to achieve this aspiration we partner with statutory, voluntary and community champions and advocates to improve service delivery, advance equality initiatives and encourage diverse solutions through collaboration and cooperation.

The reporting period has seen an increase in the diversity of our citizens, alongside variable economic challenges which will continue to be unpredictable in the year ahead, yet in this environment equality must be a cornerstone for the future and inclusion, accessibility and acceptance part of the building blocks.

That is why our 4 key priority areas were to:

- Design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities in Causeway Coast and Glens Borough Council
- Raise awareness of equalities issues and tackle prejudices, both internally and externally
- Attract, recruit, retain and progress a diverse range of employees in a culture which celebrates diversity and inclusion
- Provide a working environment where employees are treated with fairness, dignity and respect

This annual report therefore builds on the work in previous years, and highlights some of Councils successes within each of these priority areas. For example:

- Continuing efforts to co-design services via active involvement with S75 groups through Councils Equality Forum, specific consultation exercises, community and good relations initiatives, collaboration and stakeholder engagement. (For example Autism Action Plan, Pupil Voice event)
- Projects in partnership with the community, local businesses, governmental departments and funders continued to thrive via the Statutory Cohesion Group.

PART A

- Council continued its inclusive access approach in relation to major events delivered both on the ground and virtually.
- Development of accessible projects within sport and recreation to encourage and facilitate access and inclusion.
- Continued operation of the Council's Equality Forum with representation from a range of Section 75 groups.
- Continued provision of training and awareness raising programmes for Council staff on a range of Section 75 issues.
- Phased provision of additional inclusive facilities such as accessible changing facilities.

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- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2022-23 (or append the plan with progress/examples identified).

**Equality Action Plan – Priority 1**

**Design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities in Causeway Coast and Glens Borough Council**

Improved access to services & Improved digital communications	
Action title	Action
Increased Promotion of Sign Video (Disability / Inclusion)	During the reporting period the SignVideo provision in Council was further promoted to provide a voice for individuals by including its extension into the Autism Action Plan.
Disability Hate Crime Animation	PCSP worked in partnership with Mencap, Autism NI, Causeway Neurodiversity, Disability Action, PSNI, Causeway Coast and Glens Borough Council, Education Authority and the Disability Hate crime advocacy service to develop an animation to help people with disabilities feel and stay safe, aimed at young people in post primary schools. Links to the animation can be found on: Vimeo - <a href="https://vimeo.com/811246149">https://vimeo.com/811246149</a> Youtube - <a href="https://youtu.be/MFb3cjqAqN4">https://youtu.be/MFb3cjqAqN4</a>
Neighbourhood watch Newsletter	PCSP included awareness raising information within the neighbourhood watch newsletter which is circulated through its networks. Articles included: <ul style="list-style-type: none"> <li>• British Sign Language 999 for reporting crime</li> <li>• The Herbert Protocol – helping to trace missing people with dementia.</li> </ul>
Easy Read (Disability /Race/ Inclusion)	Council's emphasis on communication over the reporting period has increased the number of Easy Read documents developed. This has supported increased communication with a wide range of individuals for example those who have a learning disability; or whose first language is not English etc.

Digital Youth	<p>Young Enterprise NI for the delivery of a Digital Youth Schools Programme in post-primary schools borough-wide</p> <p>13 Post Primary Schools Recruited. 1 Digital Showcase event delivered. 1,185 pupils from local post-primary schools given an insight into the NI digital sector, shown the value of entrepreneurial skills as well as learning how non-digital businesses utilise digital skills.</p>
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Improved accessibility and inclusive service provision	
Action Area & Title	Action
Inclusive Cycling Equipment (Age / Disability / Inclusion)	Additional accessible cycles, were purchased through the Covid Recovery & Revitalise Programme.
Mobile accessible changing facilities (Age / Disability / Inclusion)	Council is in the process of fitting out 2 mobile accessible changing facilities, which will be cited across the borough to support inclusion at events, areas of tourism and general use.
Inclusive swimming sessions (Disability / Inclusion / Equality)	<p>Inclusive swimming sessions were provided in:</p> <p>The Joey Dunlop Centre in conjunction with groups such as Causeway Neurodiversity who reached out to participants.</p> <p>Coleraine Leisure Centre in conjunction with local schools.</p>
Environmental Community events/projects /activities:	The Livesmart Community Environmental Grant Programme was delivered in 2022-23. The purpose of the grant programme was to provide small grants up to a maximum of £500 to local community and voluntary organisations.

<p>LiveSmart Community Environmental Grant Programme (All)</p>	<p>The grants gave financial assistance to allow groups and organisations to:</p> <ul style="list-style-type: none"> <li>(1) improve the general cleanliness in their local area, particularly in respect of litter</li> <li>(2) promote recycling, reuse and waste reduction</li> <li>(3) look at ways of reducing carbon footprint by taking simple, practical actions such as planting</li> </ul> <p>Funding awarded to 12 groups based across the four legacy areas with participation from a range of groups (e.g. Community Associations, Environmental Groups, Scout Groups, Sports Clubs) and ages.</p>
<p>LitterSmart (All)</p>	<p>Council adopted a Litter Strategy with accompanying Action Plan. Strategy covers the period 2022 to 2026.</p>
<p><u>PlasticSmart</u> (All)</p>	<p>Partnered with NI Water. Promotion of local ‘H2O on the Go’ (water refill stations) on NI Water website. 13 premises signed up to initiative in Garvagh.</p>
<p>ClothesSmart (All)</p>	<p>Clothing Appeal organised in conjunction with European Week for Waste Reduction. 600kg of winter clothing collected and distributed via local charity shops.</p>
<p>FoodSmart (All)</p>	<p>Assisted in the set-up of new community fridges in Ballycastle, Ballymoney and Bushmills. This is in addition to the three community fridges (Cloughmills, Dungiven and Magilligan) already operating in the borough.</p> <p>The community fridges are run by volunteers and can be accessed by anyone with the aim of ensuring that food destined for landfill is not wasted but is used within local communities.</p>
<p>ShareSmart (All)</p>	<p>As part of the ShareSmart initiative council provides household recycling centres as collection points for unwanted hand tools and sewing machines. This is to support a partnership with Tools</p>



<p>ShopSmart – Fiver Fest (All)</p>	<p>for Solidarity who supply equipment to community-based business support projects across Africa.</p> <p>In 2022-23, 14 sewing machines were donated to self-help projects in Uganda to benefit people of mixed race, age, physically able and disabled. The sewing machines are a means to learn new skills and generate an income for families and the wider community.</p> <p>The Fiver Fest initiative took place in Limavady, involving 7 businesses. Fiver Fest promotes sustainable shopping, supporting local retailers.</p> <p>Fiver Fest is a free to join campaign, devised and run by Totally Locally, a grass roots High Street organisation that has been helping businesses and High Streets to help themselves since 2010.</p> <p>Fiver Fest aims to reduce environmental impact by shopping local and supports the ShopSmart campaign.</p> <p>ShopSmart aims to reduce carbon footprint by encouraging us all to spend part of our weekly budget with our local independent retailers.</p>
<p>Limavady Community Development Initiative (All)</p>	<p>The Limavady Community Development Initiative has been given financial and practical partnering support to work with special needs workers and individuals who have learning difficulties. These employees receive training and work experience in Council supported recycling and reuse projects on an ongoing basis.</p> <p>Environmental Resource Officers, liaising with both LCDI staff, repeated a successful scheme for the collection and redistribution of second-hand toys to families in need at Christmas 2022. A toy collection point was located at Limavady household recycling centre.</p>
<p>Disability access (Disability)</p>	<p>Disability access to “TextSpeak” leaflets on recycling information via the ‘Bins and Recycling’ web page are available for those who have visual impairments.</p>
<p>Reuse (Young People)</p>	<p>Linked up with Western Health &amp; Social Care Trust (WHST) Family Response Service. Project involved the upcycling of unwanted bicycles collected at Dungiven and Limavady household recycling centres. This new project involved young people</p>

<p>Inclusive Cycling Sessions (Age / Disability / Inclusion)</p>	<p>learning about bicycle maintenance, road safety, the mechanics of bicycles, the environment and the importance of recycling.</p> <p>Inclusive cycling sessions continued at the Joey Dunlop Leisure Centre in Ballymoney where participants enjoyed full use of a range of specialist cycling equipment available through the Disability Hub originally developed in conjunction with Disability Sport NI.</p>
<p>Other Relevant Activities (Age / Disability / Inclusion / Equality)</p>	<p>Energy Efficiency actions:</p> <p>A total of 362 referrals were made to NISEP (Northern Ireland Sustainable Energy Programme) of which 278 were for homeowners requiring insulation and 84 for homeowners requiring Heating.</p> <p>A total of 3448 enquiries were received by our Energy Efficiency Advisors with 988 households sign posted to fuel poverty services and 854 households provided with 1-1 support.</p> <p>596 referrals were dealt with by the Affordable Warmth team of which 260 were referred to Northern Ireland Housing Executive.</p> <p>We also continue to fund and promote, in conjunction with Limavady Community Development Initiative (LCDI), the Causeway Coast and Glens Borough Council fuel stamp scheme which is run across the Borough and is targeted at low-income households to help combat Fuel Poverty.</p> <p>770 keep warm packs were distributed to 349 persons aged over 65 years, 149 to families with dependants, 136 to persons with a long-term health condition, 79 to those with a disability, 1 to pregnant women, 50 to persons who were homeless and 6 to refugees or asylum seekers.</p> <p>6 sew energy efficient groups facilitated by loaning 20 sewing machines to a range of community groups across the Borough.</p> <p>Distributed 300 energy efficient lights bulbs, 25 draught excluder brushes for doors, 20 draught excluding strip packs 6 hot water tank jackets.</p>

Home Safety Visits (All)	<p>Home Safety actions:</p> <p>264 home safety visits were completed, and equipment given out to those in the over 65 age group.</p> <p>25 home safety virtual visits were completed, and equipment given to vulnerable clients under the age of 65.</p> <p>314 home safety equipment deliveries were made to families with a child under 5 years old. An additional 82 clients had an under 5 home safety visit completed within the home in the Limavady and surrounding areas.</p>
Benchmarking (Accessibility / Inclusion / Equality)	<p>Council continued to participate in APSE led National Performance Benchmarking Network where it was reviewed against over 140 Performance Indicators across 12 Service areas, ranging from street cleansing and waste collection to leisure centre usage and accessibility etc.</p>

Design commission and deliver accessibility, inclusive and responsive services	
Action title	Action
Social Inclusion Grant Programme (All / Inclusion)	<p>The Annual Social Inclusion Grant Programme supported voluntary groups to keep connected with and provide activities for people who are socially isolated. 10 grants were awarded to a value of £5,000 and of these 4 were older peoples projects, including home visits, delivery of meals, outings and tea dances and various recreational activities. A further 3 of the projects specifically benefitted people with a physical disability, including golf tuition for 20 people with a visual impairment provided by NI Blind Golf, production of a weekly audio CD of local news by Coleraine and District Talking News which benefitted 80 people with a visual impairment and delivery of equestrian opportunities for 250 people with a disability through Riding for the Disabled. (part DfC funded; part Council)</p>
Warm Welcome Spaces initiative (Older people)	<p>A Warm Spaces initiative where funding and guidance was provided to community and voluntary organisations that wished to deliver a warm space over the winter months. Information about cost of living support services and energy efficiency was delivered through the projects. The Warm Space projects were located across the borough and provided a space to connect with others, to participate in activities, and to receive</p>

<p>Access to Food Grant Programme (All / Inclusion)</p>	<p>a cup of tea or a hot meal. Approximately 900 people benefitted, the majority of whom were older and vulnerable people.</p> <p>Access to Food Grant Programme that provided grants to voluntary organisations for emergency food and essential supplies for people who were experiencing financial difficulties as a result of the pandemic. 15 organisations received grants to a value of £28,195; two of these projects specifically benefitted older people and one project supported people with a disability. The other projects supported a range of beneficiaries including children and young people, carers and lone parent households. (DfC funded)</p>
<p>Reconnect Programme (All / Inclusion)</p>	<p>Reconnect Programme funded by Council and delivered by Northern Area Community Network to help communities reconnect and support emotional wellbeing. Nine of the projects were targeted at children and young people and benefitted 389 people. Eight of the projects were for older people and 274 older people benefitted from a range of activities and classes including craft, music, storytelling, walking and chair yoga, One project, a canine therapy initiative, supported 32 people with a disability. (DfC funded)</p>
<p>Sustainable Food Grant Programme (All / Inclusion)</p>	<p>Sustainable Food Grant Programme where 36 projects were funded to a value of £78,667. Three of the projects were specifically for older people; eight of the projects were related to 'grow your own' and food and nutrition education for children and young people; and three projects were specifically for people with a disability and these involved community gardening and cooking on a budget projects. (DfC funded)</p>
<p>Fuel Support Scheme (All / Inclusion)</p>	<p>Delivered a direct fuel support (electric or gas top up and oil delivery), in partnership with Community Advice Causeway and LCDI, to people who were experiencing financial difficulties as a result of the pandemic. 136 households received support – 57.4% of recipients had a disability or long term health condition; 34% of recipients were lone parent households. (DfC funding)</p>
<p>Inclusive Events: Ballymoney Spring Fair Event (All: Inclusion)</p>	<p>8<sup>th</sup> &amp; 9<sup>th</sup> April Designated quiet time session from 11am until 12noon to include petting farm, archery, arts/crafts and Bush craft activities. Accessaloo is positioned at Seymour Street Car Park from 11am – 4pm. Disabled Toilet facilities in Ballymoney Town Hall Limited disabled parking in all town centre car parks.</p>

<p>Rathlin Sound Maritime Festival (All: Inclusion)</p>	<p>27<sup>th</sup> May – 5<sup>th</sup> June                  Disabled Toilets: Accessoloo in attendance over the bank holiday weekend – Saturday 28<sup>th</sup> and Sunday 29<sup>th</sup> from 10am to 5pm each day.                  Limited disabled parking provision in the Marina car park and at the seafront Ballycastle.                  Designated Quiet Time for children with additional needs Saturday and Sunday 11.am – 12pm. This included arts/crafts, Viking displays, tall ship, marine display, treasure hunt and large inflatable kites.</p>
<p>Ould Lammas Fair (All: Inclusion)</p>	<p>27<sup>th</sup> – 30<sup>th</sup> August                  Quiet Time is Monday 11am – 12 noon. This includes Animal Petting Farm, North Coast Alpacas and Circus skills workshops to accommodate children with disabilities before the main crowds arrive. Silent fun fair ride providers will be available from 6pm until 7pm on Friday 26<sup>th</sup> August to accommodate children with disabilities.                   Riding for the Disabled (RDA) Pony Rides suitable for many special needs children, but not for wheelchair bound children as they don't have a winch to hoist a child on to the horse. (These will be departing from the Agricultural Zone in Fairhill St. which is a 15-20 mins walk from the seafront. A slight walk but essential to be contained within the Agricultural Zone for Health and Safety purposes).                  Riding for the Disabled (RDA) offer specially designed and adapted Pony and Trap Rides for wheelchair users.                  Disabled Toilets: Accessoloo at Marina Carpark Sunday 26<sup>th</sup> August 5pm to 10pm: Monday 27<sup>th</sup> August 8am to 10pm and Tuesday 28<sup>th</sup> August 8am to 9pm.                  Disabled Parking: Limited disabled parking at Marina Car Park and Market Street and also redirect to Park and Ride as all buses wheelchair accessible.                  Mobility Scooters and Wheelchairs: Available to hire from Shop Mobility at Seafront. Bookable in advance on 07934190242 (Monday only).</p>
<p>Salmon &amp; Whiskey Festival (All: Inclusion)</p>	<p>16<sup>th</sup> October                  Designated Quiet Time: In Millenium Park on Sunday 16<sup>th</sup> October only from 11am to 12pm featuring Binevenagh Adventures Bush Craft.                  Disabled Toilets: 1 Disabled portable toilet Main Street Car Park, Bushmills                  Accessoloo: Available from 11am-6pm on Sunday, located in the carpark off Main Street Bushmills.                  Disabled Parking: Limited disabled parking (4 spaces) available in Dundarave Carpark. Disabled parking available at the Distillery (7</p>

	<p>spaces) and disabled parking (4 spaces) created by Council adjacent to the Post Office at the Diamond.</p>
<p>Halloween (All: Inclusion)</p>	<p>Ballymoney 27th October, Limavady 28th October, Coleraine 29th October, Ballycastle 31st October.</p> <p>Quiet Time for people with additional needs was provided in Ballymoney, Limavady, Coleraine and Ballycastle 5.30pm – 6.30pm. This varied in each town but included magician, balloon modeller, arts and crafts, wall of terror and creepy animals.</p> <p>Provision of Accessoloo - disabled toilets (with hoist and attendant) at Ballymoney and Limavady.</p> <p>Disabled parking is provided at each event site, pre-bookable through VIC. Coleraine also had a Park and Ride with all fully accessible buses.</p>
<p>Christmas Virtual Events (All: Inclusion)</p>	<p>Ballymoney 17<sup>th</sup> November, Limavady 19<sup>th</sup> November, Ballycastle 24<sup>th</sup> November, Garvagh 25<sup>th</sup> November, Dungiven 26<sup>th</sup> November, Portstewart 26<sup>th</sup> November, Garvagh 28<sup>th</sup> November, Portrush 2<sup>nd</sup> December, Kilrea 3<sup>rd</sup> December</p> <p>Quiet Christmas provision for children with additional needs in Ballymoney Town Hall, 17th Nov 3pm-5pm; Limavady Roe Valley Arts Centre 19th Nov 10am-12pm; Ballycastle Sheskburn House 24th Nov 3pm – 5pm and in Coleraine Town Hall 25th Nov 3-5pm.</p> <p>Provision of Accessoloo - disabled toilets at Coleraine, Ballymoney and Ballycastle. Limavady has a large disabled toilet within the RVACC.</p> <p>Disabled parking is provided in all town centre carparks.</p>
<p>Sports Activity Courses (All: Inclusion / Equality)</p>	<p>Different Ball, Same Goal      Good Relations project for post primary schools throughout Causeway to demonstrate different sporting cultures; sports included Football, Gaelic Football and Rugby from 12 participating post primary schools</p> <p>Number of Participants: 378</p> <p>Causeway Healthy Kids project      Primary School programme encouraging children to make healthy life choices (mental health &amp; wellbeing, physical activity, and nutrition elements); the project was delivered within schools in socially deprived areas of the Borough (partnership with the Northern Trust, PHA, NHLP and GG&amp;GBC) 24 schools took part</p> <p>Number of Participants: 720</p> <p>Inclusive Summer Scheme      1<sup>st</sup> ever council operated 3-day inclusive summer scheme at JDLC with partnership from Mae Murray Foundation. Various activities, music, arts and crafts delivered across 3-</p>

	<p>day scheme Number of Participants: 16</p> <p>Inclusive Family Events      4 inclusive family events including sensory play, sports, games and inclusive cycling ran across borough in 2022-23. Easter and Halloween at JDLC, Summer events at Roe Mill Limavady and Flowerfield. Number of Participants: 300</p> <p>Social Badminton      Social Badminton project for adults to stimulate mental health along with improved flexibility, physical agility, maintenance of bone density, improvements in balance, improvement of lung capacity for smokers and weight loss which supports reduced risk of Type 2 Diabetes Number of Participants: 75</p> <p>Rampage Project      Exercise Programme to prepare participants for the ultra-challenging Rampage Assault Course); the project was delivered for young adults within socially deprived Neighbourhood renewal areas (partnership with the Northern Trust, PHA, NHLP and CG&amp;GBC) Number of Participants: 30</p> <p>Mindfulness and Wellbeing Group      Individuals from Greysteel, Ballykelly, Dungiven and Limavady, walked for health. The Mindfulness Walk was delivered in discussion format with mindful reflections whilst walking through Roe Valley Country Park Number of Participants: 30</p> <p>Inclusive borough-wide wellbeing and fitness group To promote fitness, healthy lifestyle and interaction to a pan community participant range, successful programmes run in rural areas such as Glack in conjunction with St Finloughs PS and Drumsurn in partnership with local GAA Group who provided free access to facilities. Provided Fitness Health checks for Roe Valley Residents association surrounding Lifestyle choice, Wellbeing education and support signposting Number of Participants: 70</p> <p>Positive Ageing Month      Month-long October campaign of events, activities and programmes promoting positive ageing in Causeway Coast &amp; Glens area. Programme of over 100+ events borough-wide, developed with partners in Positive Ageing Month working group. Number of Participants: 1000+</p> <p>CC&amp;G Macmillan Move More Project enabled people in the Borough to be physically active throughout their cancer journey, improving both</p>
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	<p>clinical and quality of life outcomes, including preventing and managing treatment side effects, reducing the risk of recurrence and disease progression in some cancers. Included on-ward referrals, when identified. Number of Participants: 137</p> <p>CC&amp;G Macmillan Move More Regional Events In conjunction with Derry City &amp; Strabane Move More team. Two organised group walks occurred at Portballintrae and Derry/Londonderry, followed by refreshments at Portballintrae Village Hall and the Guild Hall Derry/Londonderry. Number of Participants: 112</p> <p>CC&amp;G Macmillan Move More Feel-Good Gardening Initiative The gardening workshops provided physical and psychological support for people living with or affected by cancer and their families. Number of Participants: 154</p> <p>Summer Recreation Programme 2022 6 weeks of Sports Camps throughout Causeway; 27 Camps delivered Number of Participants: 1,195</p> <p>Get Active Stay Active programme 20-week Autumn &amp; Spring Programme in football, table tennis and ball skills, supporting young children to try a sport. Number of Participants: 80</p> <p>After Schools programme 15 weeks coaching of various sports in 24 schools throughout the school calendar year. Number of Participants: 2500</p> <p>Shared Education Schools programme Held five shared education sessions involving seven schools using sport as a medium to bring communities together and create new friendships between schools and pupils. Number of Participants: 190</p> <p>Easter Recreation Programme 2022 3 days of sports camps in various sports throughout the borough in partnership with national governing bodies and local clubs. Number of Participants: 355</p> <p>Friendship Football League Community football league with 12 teams from throughout Causeway participating over 20 Friday nights Number of Participants: 144</p>
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	<p>NGB Partnership Summer Recreation Programme 2022 5 Summer Sports Camps delivered in partnership with NGB's: British Gymnastics, Netball NI, Irish Football Association and Swim Ulster Number of Participants: 320</p> <p>Rise Gymnastics British Gymnastics new 'Rise' programme for 5 to 11 years was delivered in partnership with Council at: Coleraine Leisure Centre, Dungiven Sports Centre and Roe Valley Leisure Centre. Number of Participants: 100</p> <p>Causeway Elite Athlete Scheme Council's Elite Athlete Scheme to support talented performers went 'live' with a new online application system from January 2023. Number of Participants: 14</p> <p>Causeway Primary School Hockey Blitzes In partnership with Ulster Hockey 4 monthly primary school hockey blitzes were held for boys and girls in the Borough. The event attracted 20 primary schools. Number of Participants: 200</p> <p>Coach Education Coach Education courses hosted in Causeway Coast and Glens from: Irish Football Association, Ulster Badminton and Sport NI (Safeguarding Children and Young People) Number of Participants: 48</p>
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### **Equality Action Plan – Priority 2**

**Raise awareness of equalities issues and tackle prejudices, both internally and externally**

Raise awareness internally	
Action title	Action
Equality Awareness Programme (Inclusion / Equality)	Throughout the reporting period a planned Equality engagement process supported staff and elected members to further understand Equality and tackle prejudices via articles in the staff news. In addition ad hoc specific emails to managers were distributed when key diversity changes occurred.
Increased staff awareness regarding health and wellbeing.	During the reporting period articles were included in the staff news to support staff and elected members and increase awareness regarding a variety of health and wellbeing initiatives. This promoted inclusion and equality across all Section 75 groups.

Raise awareness externally	
Action title	Action
Community development training sessions (All: Inclusion / Equality)	Community Development ran a support programme for community groups which included training sessions on accessibility and equality.
Exploring Cultural Diversity Programme (All: Inclusion / Equality)	A refugee event was held to facilitate the meeting of refugees with statutory and community agencies
Good Relations Initiatives (All: Inclusion / Equality)	<p>During the reporting period the following initiatives ran to raise awareness and encourage inclusion:</p> <p>Pupil Voice event Pupils from 12 post primary schools spoke directly with elected members about issues which matter to them. This event focused on the promotion of the voice of young people, exploring sensitive and controversial issues.</p> <p>Cultural Diversity project in primary schools across the borough: presentations by individuals from various cultures now resident in CCGBC.</p> <p>Shared Education joint Sports Day with Armoy/ Straidbilly schools</p> <p>“Shared Music of Dalriada”. This project brought elder musicians and dance tutors together with young musicians, singers and dancers from mixed backgrounds to explore the east/west connections through music, song and dance.</p> <p>Intergenerational ESOL (English for speakers of other languages) classes took place in Roe Valley Arts Centre. Both parents and children from Ukraine development their English speaking, writing and listening skills.</p> <p>“ Getting to know NI” training sessions for Asylum Seekers.</p>

	<p>Cultural Competency training for statutory &amp; community organisations providing services and support to Asylum seekers and Refugees recently arrived in CCGBC</p> <p>Participatory Budgeting project in Bushmills to build cohesion in the town: specifically targeted residents of all ages. Successful bids saw intergenerational working on projects to enhance the local area.</p> <p>Arts-based workshops for children &amp; young people recently arrived in Ballymoney area (while parents attended ESOL classes).</p> <p>Kite-making workshop (therapeutic) for recently arrived Ukrainian refugees: adults &amp; their families. Working intergenerationally, both adults and children explored kite making and the culture adjoining them.</p> <p>“Surviving the Holocaust”. Event with Dr Martin Stern MBE. As well as learning about the past, the event provided the opportunity to reflect on how such atrocities continue to shape our lives.</p> <p>Halloween/ Samhain open days: included film screenings, family events, and workshops.</p> <p>Events for Leid Week. (Ulster Scots) &amp; Seachtain na Gaeilge (Irish Language Week/ St Patrick’s Day). Events celebrating the language, music &amp; dance of the two main traditions in NI.</p> <p>Hear Here. Collaborative working group with representatives from both sides of the community working together to stage projects that will build capacity around all sections of the community.</p> <p>Royal Connections project: community members exploring local connections to both British &amp; Irish royalty. New heritage trail explores Causeway Coast and Glens’ royal connections.</p> <p>Coleraine Bomb Memorial – worked with families of victims, installed plaque, secured oral histories, worked towards a permanent memorial and a Council policy on Memorials.</p> <p>Statutory Cohesion Group: monthly collaboration with other Statutory organisations to prepare for and respond to issues that may contribute to the rise in tensions within local communities (political/ cultural/ racial) inc bonfires. Series of workshops also delivered for participating organisations.</p>
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<p>Civic Hosting Events (All: Inclusion / Equality)</p>	<p>Cultural cookery project: online cookery course exploring food from different cultures.</p> <p>Cultural Diversity project: in primary schools across the borough: presentations by individuals from various cultures now resident in CCGBC.</p> <p>Refugee/ Asylum Seekers Information events x 3. Refugee/ Asylum Seekers Welcome Pack &amp; website content (with CD)</p> <p>Research for “A World of Stories” exhibition, exploring the experiences of those from around the world who have settled in the CCGBC, told in their own words. Working with over 20 people who come from different countries and helping them tell their journey. These stories were then translated and exhibited to build capacity around multi-cultural living here in Causeway Coast and Glens.</p> <p>Chinese Cultural Awareness cultural workshops on Chinese cultural and food – 4 week program exploring the culture of China including its history and food.</p> <p>In the reporting period the Mayor during his term in office, hosted various events for Irish Language Week; Ulster Scots, Christians against poverty; Ballymoney Special Olympic Swimming Team; NI Special Pool Competition Winners and Coleraine Judo Club Visually Impaired Section. The Mayor also met with Ukrainian evacuees; school and youth groups such as the Girls Brigade; older people groups such as Boveedy Spring Well club; women’s groups such as Garvagh Womens Institute; and celebrated 3 70<sup>th</sup> wedding anniversaries.</p>
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<p>Increased equality in communication methods both internally and externally</p>	
<p>Action title</p>	<p>Action</p>
<p>Workshop on Accessibility in Community Buildings for community</p>	<p>The workshop aimed to increase awareness and consider ways to make community facilities and programmes more inviting and inclusive. Presentations from Autism NI, Hands That Talk, Alzheimers Society and DeafBlind UK with 10 people attending from 8 organisations that operated community facilities.</p>

centre providers	
Town Centre Forums were set up (All: Inclusion / Equality)	The Town Centre Team Forum continued to connect and consult with members of the community, business and representatives in Portrush, Portstewart and Ballymoney.

Improved equality on-line	
Action title	Action
Pre-visit video (All: Inclusion / Equality)	A Pre-visit video of the Joey Dunlop Leisure centre is at planning stage. Its aim is to improve on-line equality and prepare customers regarding what to expect pre-visit, in line with the Autism Action Plan.
Inclusive meetings (All: Inclusion / Equality)	Hybrid meeting formats continued throughout the reporting period supporting individuals to attend meetings without coming in person.

### **Equality Action Plan – Priority 3**

**Attract, recruit, retain and progress a diverse range of employees in a culture which celebrates diversity and inclusion**

Attract, recruit, retain and progress a diverse range of employees in a culture which celebrates diversity and inclusion	
Action title	Action
Awareness information (All: Inclusion / Equality)	The staff news sheet included regular articles in its Equality Update section. All Section 75 groups were included which supported staff understanding of various topics, conditions and individuals needs both in work and everyday settings.
Supportive emails and tips (All: Inclusion / Equality)	Staff mental well-being and inclusiveness is encouraged via tips, emails and lunch-time virtual exercises classes for all abilities. Information is provided for those with caring responsibilities,

	<p>regarding mental health and supportive initiatives linked to encouraging and supporting dignity and respect at work.</p> <p>99 individuals attended Resilience training.  32 individuals attended Domestic Violence Awareness training  102 individuals attended Managing Anxiety training.  219 individuals attended Returning to Work (during/after COVID-19) training</p>
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#### **Equality Action Plan – Priority 4**

**Provide a working environment where employees are treated with fairness, dignity and respect**

Staff Education regarding diversity and inclusion	
Action title	Action
Corporate Training	<p>During the reporting period 235 members of staff attended Disability Awareness &amp; Inclusion training.</p> <p>60 individuals attended customer services training.  234 individuals attended Dignity &amp; Respect at Work training.  92 individuals attended Mental Health Awareness training.</p>

#### **Labour Market Partnership**

The Labour Market Partnership is a new, DfC funded programme established to help address challenges in the local labour market. We provide support for those who are unemployed, economically inactive, under-employed and anyone who needs to upskill. The Labour Market Partnership also provides support for local employers helping them to secure and retain staff. We work collaboratively with a number of departments within Council, notably Economic Development, Community Development and the funding unit. We also work closely with a range of external statutory and non-statutory bodies. The Labour Market Partnership aims to promote inclusion and equality in all programmes that we deliver. In 2022/23 our action plan included programmes that impacted several Section 75 groups. These programmes have been summarised below.

2022/23 Labour Market Partnership Actions	
Action title	Action
Work Ready – Inclusion (All)	The work ready programme provided tailored support and training in areas including CV writing, interview skills, and personal development. The programme, which was delivered by Northern Regional College and North West Regional College was open to all residents in the Causeway Coast and Glens Area who were over the age of 18, currently unemployed and with a legal right to work in the UK. Participants were both male and females of different ages and backgrounds and a number of those had caring responsibilities for young children or other family members.
Business Start Up and Seed Fund – Inclusion (All)	The Business Start Up and Seed Fund provided support and mentoring to assist individuals setting up a new business. Participants also had the opportunity to apply for a bursary of up to £1,000 for essential items required to get their business started. This programme was open to all residents in the Causeway Coast and Glens Area, over the age of 18, who were unemployed or under employed and had a legal right to work in the UK. Participants on the programme included male and females of various ages and from different backgrounds. Several of participants on this programme had dependents and this was the primary motivation for starting their business – to facilitate flexible employment that worked around their caring responsibilities. Several participants on this programme were also from ethnic minority backgrounds.
Pathways – Inclusion (All)	<p style="text-align: center;">▼</p> <p>The Pathways programme involved us engaging with those furthest from the labour market to help them begin their journey towards training and/or employment. A six-week ‘Let’s Get Cooking’ course was delivered in six areas of high deprivation throughout the Borough – all areas ranked within the top 20% most deprived in the most recent Multiple Deprivation Survey. Participants on the programme had the opportunity to learn about nutrition, healthy cooking, and budgeting. They also all undertook their Level One food hygiene training and received employment support. The Pathways programme was open to anyone over the age of 18, living in the Causeway Coast and Glens area with a legal right to work in the UK, but who was not currently in employment. Participants included both male and females of different ages and religious/political backgrounds. Quite a lot of participants were not working specifically because they had dependents. Many stated that although they couldn’t</p>

<p>Retrain Plus – Inclusion (All)</p>	<p>afford to currently work because of the cost of childcare, that they were keen to upskill and get work ready. Several participants were also long-term unemployed because of health reasons. Furthermore, there were a number of elderly participants on this programme who stated that they would like to get back into work to help supplement their current income.</p> <p>The Retrain Plus programme involved delivery of two employment academies: one transport and one Chef. In total 44 individuals took part in the programme. Participants ranged in age and community background and included both male and females. A number of participants had dependents and one came from an ethnic minority background. Both academies were open to residents within the Causeway Coast and Glens area who were over the age of 18, currently unemployed, under-employed or at risk of redundancy. All participants also required a legal right to work in the UK.</p>
<p>Personal Learning Account Fund – Inclusion (All)</p>	<p>The Personal Learning Account Fund provided funding for training that promoted individual’s employment prospects. The fund was open to both those working and not working. Again, participants needed to be over the age of 18, resident within the Causeway Coast and Glen’s area with a legal right to work in the UK. The aim of this fund was to remove the financial barrier preventing many individuals from upskilling. As well as helping participants to find work, the fund also promoted career progression. We welcomed flexible, innovative approaches to learning under this fund. Thus, as well as removing financial barriers the programme also helped to reduce barriers such as a lack of childcare and travel etc. Applicants to the fund included male and females of various ages. Monitoring for this programme is ongoing to determine further information but those from ethnic minority backgrounds were among the applicants.</p>
<p>LMP Events – Inclusion (All)</p>	<p>Over the last year we have organised our own events and worked collaboratively with our partners to fund, plan and support other events. These are summarised below.</p>
<p>Age Friendly Events – Inclusion (Elderly)</p>	<p>Throughout October 2022 we organised and delivered a series of events celebrating Age Friendly month, in conjunction with Council’s Age Friendly co-ordinator. These events were held throughout the Borough and aimed to promote employment and training opportunities among those aged 50+.</p>



<p>Career Events for Young People – Inclusion (Young People)</p>	<p>This year we have also supported several events aimed specifically at young people. One example was the Careers Convention held in Ulster University, Coleraine in March 2023. This was attended by over 1,000 young people and included a mix of male and females from different community backgrounds.</p>
<p>Women’s Event – Inclusion (Women)</p>	<p>In celebration of International Women’s Day, on the 8<sup>th</sup> March we co-hosted the ‘Making a Difference Conference’ together with Enterprise Causeway, Ulster University and Causeway Chamber. As well as celebrating the achievements of women from all backgrounds the event also highlighted the ongoing work required to promote true inclusion and equality for all women and girls. The event was attended by over 200 women of all ages and from a range of backgrounds.</p>
<p>Job Fairs – Inclusion (All)</p>	<p>Together with the local Jobs and Benefits Offices over the last year we have supported and funded ten job fairs throughout the Borough. These job fairs are open to all individuals aged 16+ and include attendees of all ages, from varying backgrounds including ethnic minorities. Several support organisations attend to ensure that the needs of disabled residents are supported. Furthermore, we have funded Sign language interpreters to ensure that communication barriers are removed for the Deaf community.</p>
<p>Recruitment</p>	<p>Over the last year we have adopted a range of methods to recruit for our programmes. Digital marketing on the Council website and social media accounts have allowed us to engage with a variety of target audiences however we are mindful that not everyone has access to this information. Accordingly, we have also adopted more traditional methods such as posters and flyers. Moreover, we have linked with relevant partners to assist with recruitment particularly among those hardest to reach. This has included working with the local Jobs and Benefits Offices, the community and voluntary sector and other departments within Council.</p>
<p>Communication</p>	<p>One thing we have been keen to promote in all our programmes is a degree of flexibility where possible. Conscious of the different barriers facing participants we have ourselves adopted a flexible approach and encouraged our contractors to do so as much as possible. A few examples are highlighted below:</p>

Conclusion	<p>Both AM and PM workshops, events and training – this approach has enabled those with dependents to participate in our programmes.</p> <p>Online Sessions – This approach has been welcomed by participants with dependents but also by those with health issues who sometimes find it difficult to attend in person. It has also addressed a lack of sufficient transport, particularly in rural areas.</p> <p>Face to face sessions – Mindful that not everyone likes to attend online or has the skills or internet access to do so, it has also been important for us to offer events and sessions face to face.</p> <p>Inclusion and Equality is fundamental to the entire LMP programme. Over the course of the last year, we have welcomed the opportunity to work with and support those of all ages and backgrounds. Our 2023/24 Action Plan includes a number of targeted interventions for different Section 75 groups including young people and those with a disability.</p>
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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 2022-23 reporting period? *(tick one box only)*

Yes       No (go to Q.4)       Not applicable (go to Q.4)

Please provide any details and examples:

On-going review of screening practices supported by guidance on carrying out screening exercises. Increased information has been presented in alternative formats such as Easy Read or through the ability of staff to use simple Makaton signage. Documentation is presented in an accessible format to support screen readers.

**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:

Understanding of consultation processes and accessible communication will support more individuals to be part of decision making processes and will empower them to voice their opinions.

PART A

Links with community groups and Council forums supports both co-production and consultation measures and in turn service provision which meets the needs of citizens.

Improved data and data signposting has supported more detailed and relevant screening exercises.

**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):*
- Equality screenings supported the improvement of services to meet the needs of individuals linked to various Section 75 groupings. This has been reflected in feedback from residents.
- 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):*
- The identification of barriers to information for some sections has resulted in an increase of Easy Read documents to improve Councils accessible provision which will continue in the next reporting period.
- 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 2022-23 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:

All Council job descriptions contain a clear obligation placed on staff to comply with and actively promote the Council's policies and procedures relating to equality and diversity.

5 Were the Section 75 statutory duties integrated within performance plans during the 2022-23 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:

6 In the 2022-23 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2021-22 report
- Not applicable

Please provide any details and examples:

Action Plans from the Every Customer Counts assessment were incorporated into annual business improvement planning. Equality measures were included in Business Plans, departmental objectives and corporate plan.

### Equality action plans/measures

7 Within the 2022-23 reporting period, please indicate the **number** of:

Actions completed:  Actions ongoing:  Actions to commence:

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

Examples of actions which are on-going include:

- Digital transformation.
- Continuously communicate with and train staff on equality and diversity.
- Continue to progress Every Customer Counts Initiative.
- Continue to equality screen all new policies.
- Improve monitoring data.
- Engage with staff from S75 groups regarding equality initiatives and best practice.
- Review and report on issues regarding progress.
- Continuously incorporate equality and diversity into all aspects of the council's business processes.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2022-23 reporting period (*points not identified in an appended plan*):

None.

9 In reviewing progress on the equality action plan/action measures during the 2022-23 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 2022-23 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:

- Production of increased Easy Read versions of documents, peer reviewed in conjunction with the Cedar Foundation and Mencap.
- The Equality Forum continues to work as a consultation medium. Consultation methods included face-to-face meetings or focus groups.
- Many programmes and services reverted to a face-to-face format as a proactive measure to support individuals and groups in our community. This was done in consultation and partnership with community groups, local businesses and representative groups for various Section 75 areas.
- The Mayor and Diversity Champion raised the profile of various equality actions and campaigns and encouraged consultation involvement through video messages.

12 In the 2022-23 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)*: Animations to educate and support learning and feedback.

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:

PART A

The consultations undertaken were open to all S75 categories. No monitoring information was gathered in relation to method uptake by particular S75 categories.

- 13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2022-23 reporting period? *(tick one box only)*

Yes       No       Not applicable

Please provide any details and examples:

Emails, tweets and Facebook messages were sent to equality consultees and community groups within the Council area and flyers/postcards handed out at Council workshops and events to encourage participation in equality either as a consultee or as part of the Councils equality forum.

- 14 Was the consultation list reviewed during the 2022-23 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)**

**[Equality, Diversity and the Disability Duties - Causeway Coast & Glens Borough Council](#)**

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

16
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- 16 Please provide the **number of assessments** that were consulted upon during 2022-23:

15	Policy consultations conducted with <b>screening</b> assessment presented.
1	Policy consultations conducted <b>with an equality impact assessment (EQIA)</b> presented.
	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:

- EQIA and Consultation on NI100 Commemoration. Stained Glass Window project
  - Engagement with the elected members, staff, Council’s Equality Scheme consultees, members of the public, equality forum and youth voice.
  - Direct consultation with members of the public, Elected Members and staff through a paper survey, on-line survey and written submissions.
- Consultation on Councils Litter Strategy
  - Engagement with the elected members, staff, members of the public, equality forum and youth voice.
  - Direct consultation with members of the public, schools and staff through focus groups.
- Consultation NI International Airshow
  - Engagement with equality forum, disability groups and individuals with a disability with regards to accessible service provision.
- Consultation on the Redeployment Policy
  - Engagement with staff and trade unions.
- Consultation on Covid Recovery Small Settlements Regeneration Programme
  - Engagement with the elected members, residents and the equality forum.
  - Direct consultation with residents and local businesses.

**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:

**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 2022-23 reporting period? *(tick one box only)*

- Yes       No       Not applicable

Please provide any details and examples:

**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 2022-23 reporting period? *(tick one box only)*

- Yes       No, already taken place



PART A

No, scheduled to take place at a later date

Not applicable

Please provide any details:

Data was updated as Census data was released. The equality toolkit provided signposting to sources of data or information. An audit of information systems in the previous reporting period identified people with certain disabilities may have encountered inclusion barriers due to the usual format for written communication. As a result in alternative methods of communication are provided as best practice.

**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:

As individuals commenced a hybrid work approach (home and office) a supportive programme was developed which included the provision of training on personal resilience, safe place advocate / trusted colleague, returning to the office and managing work related stress. In addition there was training for front line staff in customer services.

**22** Please provide any details or examples of where the monitoring of policies, during the 2022-23 reporting period, has shown changes to differential/adverse impacts previously assessed:

Not applicable.

**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:

Reviewing the results of the NI Census 2021 along with participant feedback from Councils "Quiet Events" has supported the development of Councils first Autism Action plan.

Monitoring of OD/HR data has resulted in the development of a Redeployment policy.

In January 2023 the Good Relations Section appointed consultants to undertake an Audit to determine current provision, identify gaps and needs within the Borough.

**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 2022-23, and the extent to which they met the training objectives in the Equality Scheme.

	No of Attendees
Disability Awareness & Inclusion	235
Elected Members Equality Training June 2022	10
Dignity & Respect at Work (8 sessions between 02.11.22 -30.01.23)	234
Mental Health Awareness	92
Customer Services Charter Training - Phase 2 - session 1 (5 sessions between 06.04.22 - 12.04.22)	60
ONUS - Domestic Violence Awareness Raising (3 sessions between 09.11.22- 23.11.22)	32
Best Practice Records and Statement writing 20.05.22	1
Good Record Keeping Practices 05.01.23 & 09.01.23	16
NSPCC - Designated Officer Training (2 sessions on 08.11.22 - 13.06.22)	2
Awareness raising emails/staff news articles containing various equality themes, to both staff and elected members	All staff and elected members

Induction training sessions all include a section on the provision of S75, general Equality and Diversity issues and Good Relations. Elected members training was provided by the Equality Commission and covered the importance of Equality Screening and their role as elected members.

These training sessions have met the following training objectives contained in the Council's Equality Scheme:

- Continue to deliver a suite of equality and diversity related training for all staff.
- Develop a corporate approach to enhancing the customer experience.
- Compliance and improved recording processes.
- Review issues identified on an annual basis and develop actions to address them.

- 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:

Customer service charter training used role play to place individuals in the position of various customers with multiple identities. Staff feedback stated that this empowered them to identify others needs and encouraged them to meet these needs, in addition the fear of doing the wrong thing was eased.

The awareness raising emails and staff news articles have ensured timely staff awareness of current equality issues and available support. Staff commented on the benefits of these articles and how their understanding and acceptance of differences has improved. These aimed at improving skills, understanding and supporting the mainstreaming of equality and good relations information in a relevant and meaningful way.

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

- 26** Please list **any examples** of where monitoring during 2021-22, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Improved communication methods such as increased conversion of documents into Easy Read.

Continued provision of Makaton training and signs to all staff has created a more welcoming environment.

Continued provision of hybrid approaches to meetings and service provision has supported inclusion.

Continued provision of virtual information on both our services and events, introductory videos for our leisure centres have been planned and at least 1, will be co-designed and developed in the next reporting period. These changes supported all 9 equality groupings.

### **Complaints (Model Equality Scheme Chapter 8)**

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2022-23?

Insert number here:

2
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Please provide any details of each complaint raised and outcome:

- February 2023 - Complaint regarding Trans Discrimination at Coleraine Leisure Centre  
A member of the public complained to the Council that they were unable to use the single-sex changing facilities. The complaint was investigated by Council's Head of Sport & Wellbeing.

- March 2023 - Implementation of a Council policy decision to fly the Union flag from public buildings  
A complaint was received from a member of the public, in relation to a policy adopted by Causeway Coast and Glens on the flying of the Union flag. A response outlining the EQIA process and steps taken by Council was provided to the complainant.

### Section 3: Looking Forward

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

2024

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)*

Equality, diversity and inclusion training for elected members.

Continuously improving information systems to support equality screening.

Improving communication for consultation, social activity and inclusive service provision.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2023-24) 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):  
Improved data collection, sharing and analysis

**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:**

**16**

Fully achieved

**4**

Partially achieved

**1**

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>	N/A		
Regional <sup>iv</sup>	DFI guidance on licensing of Pavement Cafes	Regionally: Café pavements must adhere to regulations which mitigate barriers to individuals with disabilities	Locally: Pavement café licence applications are open to consultation prior to the granting of a licence. Members of the Equality Forum worked with the licensing team to co-design the way this information is provided to, and feedback received from citizens within our borough
Local <sup>v</sup>	Equality Forum continued to be used as a consultative and representative	Wide range of S75 groups represented on Equality	Representatives from local Disability Groups both co-created and were

PART B

	<p>forum within Causeway Coast and Glens.</p> <p>A working group to improve access to services for people with Autism</p> <p>People with a disability were supported to attend and fully engage in Council matters</p> <p>Improve accessibility for individuals with a disability to participate in physical activity initiatives, access sport and improve well-being</p>	<p>Forum including a range of groups representing those with particular disabilities.</p> <p>The working group which included Elected representatives commissioned a service improvement Action plan</p> <p>Involvement of a wide range of local disability groups in consultation initiatives and forward planning.</p> <p>Inclusive programmes were facilitated for individuals with a disability</p> <p>Specialist exercise programmes were provided</p>	<p>consulted on major policy and infrastructure projects. (Eg Area Redevelopments)</p> <p>Due to successful initiatives group membership has expanded.</p> <p>An action plan was devised following consultation with individuals with lived-experience, their representatives and health service statutory partners, both regionally and locally prior to its review and adoption by Council.</p> <p>Representatives feedback into decisions, initiatives and policies.</p> <p>People with a disability were able to participate, exercise and socialise</p>
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	Induction Training Sessions	Quarterly induction training sessions for all new employees of Council. These sessions include a section on equality, diversity and good relations.	New employees are aware of the legislative requirements relating to equality and good relations and they now have the basic skills and knowledge on which to build their awareness of equality and good relations issues.
2	Training Sessions for staff on: <ul style="list-style-type: none"> <li>• Disability Awareness</li> <li>• Customer Services</li> <li>• Health &amp; Wellbeing for Staff</li> </ul>	Training for relevant staff on a range of equality and disability issues.	Employees of Council have greater awareness of equality and disability issues affecting people with specific disabilities.  Promotion of positive attitudes towards people with a disability.
3	Awareness raising training for staff and elected members	Monthly awareness emails to all staff and elected members	Promotion of positive attitudes towards disabled people through acknowledging the contribution of people with a disability.
4	Members training programme	Members training programme delivered	This will develop the capacity of members to ensure awareness of legal obligations in relation to employment and service delivery.

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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	Improve accessibility for individuals with a disability to access information about all Council Services	Easy Read was identified as important communication tool	6 new Easy Read documents were developed. Feedback supported Councils ambition to become more inclusive.
2	Attendance of Diversity Champion at training and networking events.	Training and networking events for Disability Champions arranged by the Local Government Staff Commission	Greater awareness and knowledge of issues facing people with disabilities and development of positive attitudes to people with a disability. Sharing of equality and diversity information between elected representatives and Councils.
3	Improve disability awareness of staff via e-briefings, newsletters, staff meetings, emails, intranet and internet	Provision of an awareness programme for staff continued in 2022 - 2023. Disability related topics were highlighted to staff.	There was an emphasis on Makaton throughout the reporting period and staff were educated on the Makaton language through weekly Makaton signs and action. This has improved accessible communication used by staff and elected representatives.



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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Improve disability awareness via information and links on the Council website	Articles by the Diversity Champion provided via social media.  Specific information provided on the website.	Information provided to Citizens via the website and social media will raise awareness and acceptance.
2	Encouraging consultation and asking people to feed into Councils decision making process	Advertisement via social media and relevant roadshows to encourage others to take part in our consultation exercises.	New individuals joined the consultation list.  New individuals/representatives joined the equality forum.

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	Screening of new and revised policies for impact on the Disability Duties.	Screening process included consideration of the Disability Duties.	Improved awareness of the Council’s obligations under the Disability Duties and inclusion in policy development work within Council.

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2	Advice provided to disabled Councillors and staff on reasonable adjustments.	Practical actions and advice available on reasonable adjustments.	Improved participation in the workplace by Councillors and staff with a disability.
3	Appropriate risk assessments conducted for individual needs.	Conduct risk assessments when necessary for Councillors and staff in relation to disability issues.	Improved work environments and participation in the workplace by Councillors and staff with a disability.
4	2 additional changing places mobile changing units were commissioned.	2 units are available for events and placement in various areas without suitable facilities	2 units were configured and will begin operation in June 2023
5	Review of the recruitment process to identify adjustments for applicants with learning difficulties	Adjustments have been identified	Adjustments are planned for implementation.

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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	Every Customer Counts Initiative progressed	Not all facilities have been audited	Facilities suitable for all customers' needs/requirements	Audits have been planned over a longer period than the review
2	Extension of JAM Card roll out	Increase the number of retailers who take up the initiative	Improved support for disabled people when engaging with retailers	Due to the pandemic extended roll out was coupled with the Autism Action Plan and scheduled for the 23/24 reporting period
3	To improve information for people with disabilities	Development of virtual information on the Leisure App detailing accessible leisure provisions in the 4 centres.  Improved information for individuals with Autism.	There has been improved information regarding facilities and accessible equipment/services available. However, there are plans to extend the provision further.	The provision previously determined has been extended and actions have been set over the next 2 reporting periods.
4	Review the role of organisational Diversity champions	Amend the role to best practice champions would share information in a forum setting	Improved promotion of equality and embedding of equality matters.	Feedback from staff suggested a central on-line medium which supports the sharing of best practice. In this forum all staff are considered champions with

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				experiences that can be shared.
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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	Improve Learning Disability Awareness of staff via training.	Autism NI have been commissioned to deliver this training, however due to a backlog of face-to-face training resulting from the pandemic, this training could not be delivered until April 2023.

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

- Review of substance of relevant Complaints/Comments
- Feedback from service users
- Review of the Disability Action Plan

(b) Quantitative

- Number of complaints received regarding accessibility and disability related issues.
- Number of requests for specific services received, eg interpretation services, information in alternative formats, etc
- Number of training sessions provided and attendance at same

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- Audits undertaken as part of the “Every Customer Counts” initiative and number of actions in Action Plans delivered.

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:

	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?

No; the Disability Action Plan was fully reviewed in 2020/21 following the completion of an Audit of Inequalities and the continued adoption of the Every Customer Counts initiative and associated action plans.

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<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.

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