

**Causeway Coast and Glens  
Borough Council**

**Equality Action  
Plan  
2015/16**

## **INTRODUCTION**

Causeway Coast and Glens Borough Council has had its first Equality Scheme approved by the Equality Commission in March 2015. This Equality Scheme included a commitment to consult on and publish an Equality Action Plan for the Council. This Equality Action Plan would outline the ways in which the Council would actively promote equality of opportunity and good relations through its services and functions.

The Council has now developed an Equality Action Plan for an interim period of one year (2015 to 2016). As Causeway Coast and Glens Borough Council emerged from the coming together of four legacy Councils, and as the Council has also taken on a number of new roles and responsibilities, it was determined that a one year interim Action Plan would be the most effective way forward given the demanding period of transformation and change the Council is currently experiencing.

This interim Action Plan has been based on a high level Audit of Inequalities which included a review of the audits and action plans of the four legacy Councils and the potential equality impacts of some of our new responsibilities such as the Planning function. The Action Plan focuses on strategic and policy work that the Council must undertake in order to mainstream equality of opportunity and good relations within Council.

It is recognised that the Action Plan does not in the main address specific operational and service issues. This is due to the process of change that the Council is working its way through at present. New structures are being developed, new responsibilities are being assigned and new ways of working are being established.

As the Council changes and develops its role and functions, however, a more robust Audit of Inequalities will need to be undertaken. The evidence gathered from this process can then be used to inform a longer term Equality Action Plan from 2016 to 2019 based on extensive qualitative and quantitative data.

It is intended that this Audit of Inequalities will help the Council identify any inequalities that exist in both existing and new or transferring functions. The Council would welcome any comments you may have on any inequalities you feel exist in our functions and we will use the feedback you give to inform our next Equality Action Plan from 2016 – 2019.

## ACTION PLAN & ACTION MEASURES

<b>Objective</b>	<b>Mainstream Equality of Opportunity and Good Relations through the strategic planning, business planning and policy development functions of the Council</b>				
<b>S75 Group(s) Affected:</b> <ul style="list-style-type: none"> <li>Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation</li> <li>Men and women generally</li> <li>Persons with a disability and persons without</li> <li>Persons with dependents and persons without.</li> </ul>					
Key Potential Inequalities	Action Measures	Performance Indicators		Time-scale and Monitoring Arrangements	Lead Responsibility
		Outputs	Outcomes (for S75 Groups)		
Equality and Good Relations not reflected in Council Strategy and business plans (ie, the corporate planning process).	<p>Specific references to the promotion and mainstreaming of equality and good relations included in strategies and plans.</p> <p>Inclusion of specific S75 groups in the consultation process for plans and policies.</p> <p>Undertake a stakeholder analysis for all S75 groups in the new Council area.</p>	Ensure equality and good relations underpins the development of the Council Strategy and associated business plans.	Greater awareness among Councillors and staff of the importance of mainstreaming equality of opportunity and good relations in all that Council does	<p>To 2019 (lifespan of current Council Strategy)</p> <p><b>Monitored via:</b></p> <p>Comments and complaints.</p>	<p>Chief Executive</p> <p>SMT</p> <p>Heads of Service</p>

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		<b>Outputs</b>	<b>Outcomes (for S75 Groups)</b>		
Policy development process within Council is not responsive to equality and good relations issues.	Conduct timely S75 screening exercises in relation to all new and revised Council policies.	All Council policies to be screened in accordance with the requirements of the Council's Equality Scheme.  Develop and deliver guidance on the EQIA process for relevant Council staff.	Improved decision making which is responsive to S75 equality and good relations issues.	An on-gong process as policies are developed.  <b>Monitored via:</b>  Screening and EQIA outcomes	Chief Executive  SMT  Heads of Service
Impact of the new role and functions on S75 groups.	Put in place a Development Plan which has been developed in conjunction with a wide range of S75 stakeholders.	Range of tools utilised to engage with stakeholders.  Number of consultation methods used and outcomes from	A Development Plan which incorporates S75 equality and good relations issues.  A Community Plan which helps	Development Plan in place by ???.  Community Plan in place by March 2017.  <b>Monitored via:</b>	Head of Planning  Head of Policy and Community Planning

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		<b>Outputs</b>	<b>Outcomes (for S75 Groups)</b>		
	Put in place a Community Plan which has been developed in conjunction with a wide range of S75 stakeholders.	each consultation method.	promote equality of opportunity and good relations.	SMART Output Actions  Regular monitoring and evaluation.	
A need for good relations issues to be addressed.	Develop and deliver a Good Relations Strategy and Action Plan	Strategy in place (2014/17) and Action Plan being implemented.	A strategy and action plan which actively addressed good relations issues in the Borough.	2017  <b>Monitored via:</b>  SMART Output Actions  Regular monitoring and evaluation.	Director of Leisure and Development  Head of Community and Culture

<b>Objective</b>	<b>Ensure the Council meets its obligations under Section 49A of the Disability Discrimination Act 1995.</b>				
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<ul style="list-style-type: none"> <li>Persons with a disability and persons without</li> </ul>					
<b>Key Potential Inequalities</b>	<b>Action Measures</b>	<b>Performance Indicators</b>		<b>Time-scale and Monitoring Arrangements</b>	<b>Lead Responsibility</b>
		<b>Outputs</b>	<b>Outcomes (for S75 Groups)</b>		
Lack of positive attitudes towards people with a disability and reduced participation in public life by people with a disability.	<p>Implementation of the Council's Disability Action Plan.</p> <p>Raise awareness of the Action Plan among staff and Councillors.</p>	<p>Implementation of the action measures contained in the Disability Action Plan.</p> <p>Compliance with S49A of the DDA 1995 (as amended by the Disability Discrimination (NI) Order 2006).</p>	Promotion of positive attitudes towards disabled people and encouraging participation by disabled people in public life.	<p>2016 (On-going)</p> <p><b>Monitored via:</b></p> <p>Quarterly monitoring of progress on Disability Action Plan.</p>	<p>Chief Executive</p> <p>SMT</p> <p>Head of Policy and Community Planning</p>

<b>Objective</b>	<b>Increase awareness among Councillors and Council Staff of S75 Equality of Opportunity and Good Relations Issues.</b>				
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		<b>Outputs</b>	<b>Outcomes (for S75 Groups)</b>		
Lack of awareness of S75 issues and requirements of S75 groups among Councillors and staff.	Provision of an on-going programme of Equality and Good Relations training for Councillors and staff.  Development of an on-going communications programme on equality and good relations issues for Councillors and staff.	A training programme developed for all Councillors and staff.  A communications programme developed for Councillors and staff.	Greater awareness among Councillors and staff of the importance of equality and good relations in all that Council does.  Improved policy development and decision making within Council.	2016 (on-going)  <b>Monitored via:</b>  Number of Councillors and staff participating in training programmes.  Evaluation of training and communication tools.	Director of Performance  Head of OD/HR  Head of Policy and Community Planning



<b>Objective</b>	<b>Improve monitoring and data collection of information on equality of opportunity and good relations.</b>				
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Monitoring and data collection activities that do not capture and highlight potential inequalities.	<p>Review existing monitoring and reporting mechanisms, eg monitoring of staff and Councillors, grant aid applications, consultation responses, etc.</p> <p>Develop additional methods of capturing equality monitoring information, eg community planning data analysis, engagement activities, etc.</p>	Improved decision making based on up-to-date and relevant monitoring information.	Improved decision making which is responsive to S75 equality and good relations issues.	2016 (on-going)	<p>Director of Performance</p> <p>Head of Policy and Community Planning</p>

<b>Objective</b>	<b>Ensure employee issues relating to S75 equality and good relations are addressed by Council.</b>				
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Possible under-representation of S75 groups in the Council workforce.	<p>Review Council recruitment policies to ensure they are open and inclusive.</p> <p>Review channels used to advertise vacancies.</p>	Development of inclusive recruitment policies.	Improved accessibility to Council workforce vacancies.	<p>2016 (On-going)</p> <p><b>Monitored via:</b></p> <p>Employee profile data</p> <p>Article 55 return</p>	<p>Director of Performance</p> <p>Head of OD/HR</p>
Employee policies and practices that demonstrate a commitment to the promotion of S75 equality of opportunity and good relations.	<p>Screen all draft employee related policies.</p> <p>Consult where appropriate on draft employee policies with relevant groups and organisations.</p>	Development of inclusive employee policies.	Impacts on S75 groups considered in the development of employee policies.	<p>2016 (On-going)</p> <p><b>Monitored via:</b></p> <p>Screening and EQIA outcomes. Comments and complaints.</p>	<p>Director of Performance</p> <p>Head of OD/HR</p>