***Newry, Mourne and Down District Council*** ***Acme Company***

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**Public Authority Statutory Equality and Good Relations Duties**

**Annual Progress Report 2021-2022**

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| **Contact:** | |
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| **Signature:** | |
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**This report has been prepared using a template circulated by the Equality Commission.**

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

**This report reflects progress made between April 2021 and March 2022**

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| **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme**  **Section 1: Equality and good relations outcomes, impacts and good practice** | |
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| **1** | **In 2021-22, 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****.* |
|  | As a public authority, Newry, Mourne and Down District Council continues to strive to ensure that programmes, initiatives and activities undertaken by Council promote equality of opportunity and good relations. While the impact of the Covid-19 pandemic continued to have implications upon delivery of our functions, as a Council we continued to ensure that we met our statutory duty requirements during this reporting period.  In fulfilling our Section 75 statutory duties, Council has developed an Equality Scheme which has been approved by the Equality Commission for Northern Ireland. It outlines corporate responsibilities, legal commitments and specific actions.  Below is a summary of some of the outcomes and improvements achieved in the 2021-22 financial year:  **Financial Assistance Programme 2021-2022**  Newry, Mourne and Down District Council has several financial assistance programmes and questions related to how applicants’ proposed initiatives will promote equality of opportunity and good relations are an element of the assessment and scoring criteria.  The following table sets specific examples of funding allocated in the 2021 -2022 financial year:   |  |  | | --- | --- | | **Theme** | **Outcome** | | Good Relations Financial Assistance Scheme | £55,183 allocated to support 40 initiatives which engaged children and young people, addressed shared space, celebrating cultural expression and promoting Good Relations at a local level. | | Centenary of Northern Ireland Fund | £43,713 allocated to support 24 initiatives to mark the anniversary. | | Irish Language Financial Assistance Scheme | £51,660 allocated to support 22 Initiatives aimed at promoting the Irish Language. | | Minority Communities Fund | £13,700 allocated to support 14 initiatives under the two distinct themes of the funding stream:   * + **Theme 1: Cultural Expression**   This theme is for projects/initiatives that positively promotes minority community culture, tradition and identity.   * + **Theme 2: Positively engaging minority communities**   This theme is for projects/initiatives to build positive relations, raise awareness and understanding, address perceptions and promote respect for minority communities. |   **Equality Action Plan 2020-2023**  Implementation of Council’s Equality Action Plan 2020-2023 which recommends key areas of activity and details positive actions relevant to our Council’s functions.  The positive action measures have been set out under the following five principles of the Local Government Staff Commission’s Equality and Diversity in Local Councils Framework to which Council have signed up to:   * Principle 1: Ensuring we work in a non-discriminatory environment, promote equality, and model best practice in equality and good relations * Principle 2: Ensuring all our decisions are based on evidence to assess the likely impact of a policy on the promotion of equality of opportunity and good relations * Principle 3: Providing access to services, facilities and information * Principle 4: Recruiting and employing people fairly * Principle 5: Responding to and learning from complaints and incidents in a positive and proactive way   Examples of outcomes and/or the impact of our equality action plan in 2021-2022 are set out later within this report.  **Good Relations Programme & Council’s District Electoral Area Forums**  Council continued with the implementation of the Council’s Good Relations Programme through the Good Relations Strategy.  The Council’s Good Relations Strategy complements the themes outlined in the Together Building and United Community Strategy (TBUC) and the policy context both locally and regionally. Many of the actions detailed within the action plan are addressed at a local level through the Council’s seven District Electoral Area (DEA) forums.  In the 2021-22 financial year, the work of the DEA Forums primarily concentrated on providing assistance to community groups and statutory agencies to help those most affected by the Covid-19 pandemic.  This included the management and delivery of the food parcel scheme.  The Good Relations action plan also supported several initiatives directly such as those related to the management of bonfires and the integration of newcomer families to the District.  A summary of the projects is detailed below:   * **Shared Schools Animation Programme**   Given the difficulties provided by COVID over the past few years, council found it difficult to deliver shared schools programmes in the traditional face to face manner. The council developed 5 animated videos in partnership with PCSP, PSNI, Education Authority and DEA Coordinators.  Animations have been sent to all primary and post primary schools in the District for use in class or at home and allow schools to continue to build on interschools relationships.  The content of the animations is specifically be linked to the 4 key TBUC themes including racism, sectarianism, civic participation, safety and diversity. Further activities and workshop materials have also been provided for the schools to complete workshops with students.   * **Newry underpass Reimaging Programme**   In response to emerging issues within Newry City including defaced property and graffiti at the North Street Tunnel and Abbey Yard Tunnel, Newry.  Graffiti was graphically offensive, and language which was racist, sectarian and anti PSNI.Four stakeholder groups were consulted including community, business and education sector reps. Panel boards depicting the history of Newry through the decades was designed and fixed to the walls of the underpass to cover the Graffiti and make the area more accessible and welcoming.   * **Small Grants Programme**   Council awarded Good Relations funding to 40 groups to encourage and enable them to undertake projects to promote Good Relations and/or address Good Relations issues in their locality.  Awards ranged from a value of £750 to £1,500.   * **Bonfire management**   The Bonfire Management Sub Group, supported through the action plan and managed by the PCSP, held four meetings during this period (25 April 2021, 25th June 2021, 10th December 2021 and 8th March 2022).  The group consists of Elected Members and representatives from statutory agencies and is a facilitated discussion space.  The Sub Group is a useful vehicle for considering and discussing politically sensitive and contentious issues, including those relating to events, policy and procedure, and guidance on the review of the Council’s Bonfire Management Policy with a view of reaching a common understanding, agreement and actions.  Significant progress was also made on the drafting of a new Bonfire Policy for NMDDC during this period – a draft Bonfire Policy and supporting Bonfire Management Framework will be taken through Council for approval, following consideration by the PCSP Bonfire Sub Group.  Other initiatives supported during this period included the following:   * **Newry, Mourne & Down Intercultural Forum**   The forum is an interagency partnership committed to working together towards an inclusive community to create opportunities that embrace diversity.   * **Syrian Integration Group**   The Council is part of the Syrian Integration Group led by the Department for Communities (DfC) which aims to consider and address the practical steps that are needed to meet the immediate and longer-term needs of Syrian refugees arriving in the District through the Vulnerable Persons Relocation Scheme.   * **Inclusive cities**   Inclusive Cities is a knowledge exchange initiative supporting UK cities and their local partners to achieve a step-change in their approach towards the inclusion of newcomers in the city Newry, Mourne and Down were selected to join Inclusive Cities in February 2020.  The programme overall aims to create a step change in local authority practice within and throughout the city. It does this through the development of a city-wide action plan.  **Councillors’ Equality and Good Relations Reference Group**  The Equality and Good Relations Reference Group is a facilitated discussion space. The reference group is the Council’s vehicle for considering and discussing politically sensitive and contentious issues, including those relating to events, policy and procedure, single issues requiring specific consideration for advice, and guidance on the establishment of wider good relations fora etc with a view of reaching a common understanding, agreement and actions.  Four meetings of the Equality and Good Relations Reference Group took place in the 2021-2022 period.  The Meetings were held on the 30 April 2021, 6 July 2021, 19 November 2021 and 18 February 2022.  A summary of some of the issues discussed and addressed included:   * **Notice of Motion – Northern Ireland 100 years**   In relation to the Northern Ireland Centenary, Council established and delivered a funding programme which provided financial support to mark this important Anniversary.  Twenty-four applications were successful in receiving funding. The total awarded was £43,713 with £20,000 funded through The Executive Office (District Council Good Relations Programme).   * **Matters related to John Mitchel statue and information panel**   A PEACE IV funded John Mitchel Educational Programme was delivered by Footsteps Consultancy. It included engagement with young people, development of an exhibition, delivery of a conference and agreeing the wording of an interpretive panel in conjunction with Museum Officers.   * **Consideration and discussion of draft policies, guidelines and associated procedures including:**   + Draft Policy for management of bonfires on Council property and Draft Bonfire management framework      * **Consideration and discussion of applications to locate artworks / sculptures on Council property**   The aim of Council’s policy on new artworks/sculptures on Council property is to provide the framework for a consistent approach to consideration and decision-making in relation to requests for the installation of new public artworks/sculptures on council property.  Taking into account the potential political sensitivities related to such requests, it was agreed that all requests which meet basic eligibility criteria be forwarded to members of the Councillors’ Equality & Good Relations Reference Group.  The Councillors’ Equality and Good Relations Reference Group serves as a ‘barometer of opinion’ and its membership reflects the party-political representation on the Council and takes account of the need to create a space for minority political voices including Independent Councillors.  Should any member of the Councillors’ Equality & Good Relations Reference Group believe the request merits discussion the application is then considered by the Councillors’ Equality & Good Relations Reference Group. Requests must receive unanimous approval from the Councillors present at the Councillors’ Equality & Good Relations Reference Group meeting to progress to full appraisal and assessment.  Should the members believe it does not merit discussion the application will proceed directly to full appraisal and assessment by a 3-Officer panel comprising the Director of Corporate Services or their representative and two other officers of Council.  During the reporting period 2021-2022 the following applications were considered and discussed at the Councillors’ Equality & Good Relations Reference Group:   |  |  | | --- | --- | | **Request** | **Outcome** | | To place a sculpture of Willie Maley on Council property | Approved – Monaghan Row Corner, Newry identified as site. | | Request to erect a mural at Ardmore Avenue Play Park | Approved | | To locate an artwork in the main lobby or in the small meeting room of Saintfield Community Centre | Refused – The application did not receive unanimous approval. |      * **Centenary Commemoration of the opening of the Ulster Tower on 20 November 2021**   Following discussion, it was agreed to recommend that Council give consideration to approving a delegation of four Councillors to attend the event.   * **Notion of Motion – Impact of misogyny and transmisogyny**   Further to consideration, during the reporting period ‘Raise Your Voice’ delivered two training sessions on 28 and 29 September 2021 over Zoom on the following:   * + Let’s talk about sexual harassment   + Everything you need to know about consent * **Notice of motion – Irish Unity Working Group**   *“That this Council recognises that discussions about a constitutional change are now well underway and that Newry, Mourne and Down District Council have a duty to consult with its ratepayers on this important issue and the implications for the Council area and the wider border corridor. Therefore, this motion calls on the Council to establish a working group on Irish unity and to begin a consultation with ratepayers and community and business representatives to assess views on the issues related to constitutional change.”*  Matters discussed included the proposed working group’s role and purpose, how discussion at such a working group would be framed, whether in establishing the working group was Council taking a corporate position on said matter, and the legal competency of Council in relation to becoming directly involved in what is a constitutional change issue.   * **Notice of Motion – School uniform policy**   *"This Council supports the choice of students to wear trousers as opposed to skirts and vice versa as part of their regulation uniform. In this age of equality, fairness and indeed comfort, no person should be forced to wear an item of uniform which is traditionally gender related.*  *This Council will make contact with all schools in the City and District of both primary and secondary level to encourage and promote that this choice be included in their uniform policy. Furthermore, to contact the Education Authority and Education Minister seeking their support in this matter."*   * **Notice of Motion – Covid Memorial**   *“This Council notes the serious impact that the Coronavirus pandemic has had on Northern Ireland. We recognise that many families have lost loved ones and note that death figures continue to rise. We wish to also acknowledge the sacrifice of service from our health service families along with those from across our voluntary and communities sector, who helped their communities at the time that they were at their most vulnerable.*  *The Council will seek to commission a memorial to be placed within the grounds of Downshire Civic Centre to mark the pandemic, collective loss and sacrifice of healthcare staff including those from the public, private and voluntary sector.”*   * **Notice of Motion – HM Queen Elizabeth II Platinum Jubilee**   *“To ask Council to establish a funding programme to enable local citizens and community organisations across the District to mark the occasion of the Platinum Jubilee of Her Majesty Queen Elizabeth II.*”  Following consideration and discussion it was agreed Council consider establishing a Queen’s Platinum Jubilee financial assistance theme during 2022/2023 with a budget of £40,000.  **The Ethnic Minority Support Centre**  During the reporting period the Ethnic Minority Support Centre had 2688 contacts (50% in person), with approximately 4000 phone calls taken.  75% of clients came from the Roma community. The remaining 25% were Bulgarian, Polish, Lithuanian migrants and Syrian refugees  The Centre worked in a blended mode: front-line services were delivered over the telephone and through online contacts, but face-to-face appointments were also available: with the passing months, the number of face-to-face contacts was steadily growing.  Nevertheless, Covid-19 restrictions and Brexit were still the two main factors which had the most significant impact on the work of the Ethnic Minority Support Centre last year.  Key elements of the Ethnic Minority Centre’s work included:   * **Emergency funding from The Executive Office**   £10,000 was secured from The Executive Officeto help migrants in financial hardship.   * **The Centre made 213 interventions**   Between September 2021 and March 2022, distributing Lidl cards averaging at £46.90 spent per intervention.  The Roma families who had suffered hardship due to Covid19 and isolation benefited the most. Another category of beneficiaries were migrants who needed financial assistance due to the Home Office delays in processing their EU migration status   * **The EU Settlement Scheme.**   The Ethnic Minority Centre was used for EU Registration as part of the EU Settlement Scheme. We were kept busy generating approximately 300 EU share codes: EU share codes are special codes for employers/doctors to prove EU citizens’ right to live in Northern Ireland. To generate them, one must be computer literate and be able to write in English.   * **Ethnic Support/ Bolster Community/DFC Poverty Relief Fund and Homelessness prevention pilot**   The Ethnic Minority Support Centre through the link provided by the Bolster Community, Newry referred migrant families to the Poverty Relief Fund. Between Christmas and March 2022, the Centre conducted assessments and referred around **60 migrant families** to receive heating oil and electricity. The Centre also took part in the pilot project preventing homelessness among migrant families and provided immediate assistance to **49 Roma families** (79 adults and 81 children), at least 19 Eastern European families, and 15 individuals**.**   * **Christmas Appeal**   The Centre distributed 50 food hampers and 100 toy packages among migrant families.  Courtesy of the Polish Consulate in Belfast, we provided £700 to 8 Polish families in need.   * **Ukraine Appeal**   The Centre took part in the Ukraine Appeal on the first Saturday and Sunday of March 2022. Together with Chernobyl Aid Newry, it packed 200 big boxes of dry food, medicine, toiletries, nappies, sleeping bags, flasks and torches donated by people in Downpatrick.  **Children and young people**  Newry, Mourne and Down District Council is listed in the Children’s Services Co-operation Act (NI) 2015 as a designated ‘children’s authority’.  Examples of relevant activity during the reporting period included:   * **Youth Voice**   Recruitment and establishment of a Youth Voice (youth engagement structure). It has 24 registered members from across the Council district with 100% participation rate and 85% satisfaction rate. An initial 2-day residential weekend was run in January 2022.  Of participants surveyed 100% reported an increase in knowledge and communication skills, with 80% reporting an increase in leadership and citizenship skills. Members have actively participated in a number of stakeholder consultation events across the district.   * **Implementation of Council’s Play Strategy**   This relates to the creation of additional playparks with improved play value of facilities district wide. Implementation of this strategy has resulted in increased access to play parks and greater opportunity for stimulating play and physical activity that supports health outcomes.  **Disability**  During the reporting period Council continued to implement the positive actions within its Disability Action Plan to meet its duties to have due regard to the need to promote positive attitudes towards disabled people; and encourage participation by disabled people in public life.  While greater detail is set out later within this report, positive actions included:   * Continued implementation of a Shopmobility Scheme from Newcastle Centre, Newcastle and also Delamont Park. * Further to the launch of ‘Our Journey through Disability’, officers continued to work in partnership with Children and Young People’s Strategic Partnership (CYPSP) to address barriers for children and young people living with disabilities and implement recommendations to support the children, young people and their families. * Continued the implementation of a disability leisure membership scheme (Buddy Card and concessionary rates). * Disability Sport - If you are a member of Newry, Mourne and Down District Council Leisure Centres, and have a disability, you can still enjoy all the facilities on offer, as the centres are totally accessible and striving to achieve excellence in accessibility. Council has core groups led by our EBA 2020 Coaches that include, CSofa to Saddle, Aqua Chat, strength and balance classes, yoga, Tai Chi, Pilates, cycling, rugby, athletics, and Danderball. There are two core groups for children with disabilities: trampolining and swimming. * Civic Buildings ‘Light up’ highlighting disability related matters including Brain Injury, Parkinson’s, Alzheimer’s, Neurofibromatosis and ME Awareness. * Collaboration with the Cedar Foundation to develop and deliver training modules on Equality and Disability Awareness to Council employees through the Council’s eLearning platform.   **Age**  Age Friendly related activity for 2021-2022 reporting period included:   * Council’s Age Friendly Co-ordinator (AFCO) co-produced and launched a 10-year Age Friendly Strategy and a 3-year action plan addressing the core needs of all older people residing in the district. * The Age Friendly Co-ordinator, in partnership with key stakeholders, devised a questionnaire asking older residents to detail any pressing issues during the pandemic. It was clear from analysis that older people felt more isolated and vulnerable. AFCO, in partnership, devised four different themed wellbeing packs which mirrored the goals within the Age Friendly Action Plan, ensuring needs were being addressed. * AFCO also worked with key community stakeholders, ensuring the most rural isolated people were being cared for. AFCO also signposted to Good Morning Good Neighbour, Covid Community Response teams and ensured regular contact with older people throughout the district. * AFCO liaised with the Age Friendly partners to obtain information to create the age friendly newsletter, winter addition. * A calendar of 18 events (both local and regional) was distributed to the public to celebrate Positive Ageing Month in October 2022.   **Irish Language**  Council’s three-officer Irish Language Unit, located within the Corporate Policy Section, continued to provide core Irish language services including translation and interpretation, and simultaneous translation for meetings.  The Council’s Irish Language Strategy, containing positive actions, has two Strategic Objectives:   * Strategic Objective 1 – To facilitate and encourage the development of the Irish Language within Newry, Mourne and Down District Council and the District * Strategic Object 2 – To effectively engage with the Irish Language Community to strengthen community capacity, encourage collaboration, co-operation and identify appropriate funding opportunities   During the reporting period, the Irish Language Unit also delivered key initiatives including:   |  |  | | --- | --- | | Irish Language Financial Assistance theme | £51,660 allocated to support 22 Initiatives aimed at promoting the Irish Language. | | Irish Language Bursary Scheme | The purpose of the bursary scheme is to assist individuals who have not been awarded a scholarship / bursary from public funds to improve Irish Language skills through providing scholarships or bursaries for Irish Language courses, including Gaeltacht colleges and intensive courses. | | Reading project | An ‘Accelerated Reading Project’ in collaboration with schools and local Irish language community groups in the district. | | Tutoring project | One-to-one Irish language tutoring sessions which benefited 55 participants selected randomly from 180 applicants. | | Connect Together, Yoke Thegither, Caengail le Chéile | A PEACE IV / SEUPB funded project exploring Ulster Scots and Irish Language cultures through a series of inspiring cross community events. The project incorporated a series of workshops, concerts, and talks connecting young and older people, culminating in an online celebration of culture which was shared on the Council’s social media channels. | | Video series | Videos produced included:   * Showcasing young Irish speakers explaining their passion for Irish, using music and song, encouraging young people to learn Irish. * Exploring placenames across the district. * A puppet series and sing-along videos suitable for young children. | | Creative writing / Animations project | Through funding secured from the Irish Language Broadcast Fund (Northern Ireland Screen) the Irish Language Unit developed a joint venture with production company Boom Clap Play. Stories that were written by local primary school children have been developed into scripts which will be brought to life through 10 animations during the 2022-2023 reporting period. |   **Community Wealth Building**  Further to Councillor Notices of Motion in relation to social value and also community wealth building, Council agreed to proceed with a proposal considering the potential of Community Wealth Building in Newry, Mourne and Down.  **Community Wealth Building** is an approach to the way that economies function, retaining more wealth and opportunity for the benefit of local people.  **Social Value** refers to the wider financial and non-financial impacts on the wellbeing of individuals, communities and the environment. Themes include increasing secure employment and skills; building ethical and resilient supply chains; delivering zero carbon; and promoting wellbeing.  The proposal is a practical first step for Newry, Mourne and Down District Council to assess its activities and begin exploring the issue of social value by applying the principles of Community Wealth Building (CWB).    The three key steps of the diagnostic process, facilitated and managed by Development Trusts NI & the Centre for Local Economic Strategies (CLES) was as follows:   1. **Desk review audit of existing policies strategies and approaches** - brief economic analysis to understand the key strengths, weaknesses and challenges facing the local economy followed by a document desk review 2. **Interviews with key relevant senior officers and councillors** - series of semi-structured interviews, group interviews and/or focus groups to analyse their capacity for elements of community wealth building. 3. **Production of a CWB Action Plan** - write a short report that will be action focussed with recommendations as to how the Council can work differently and together with other partners on CWB     A final action plan is to be drafted for consideration by Council.  The examples detailed above provide a snapshot of how Council is meeting its Equality of Opportunity and Good Relations obligations and details on the outcomes achieved. |
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| **2** | Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2021-2022 (*or append the plan with progress/examples identified*). |
|  | As noted earlier within our response to Section 1, Council’s Equality Action Plan recommends key areas of activity and details positive actions relevant to our Council’s functions.  The positive action measures have been set out under the five principles of the Local Government Staff Commission’s Equality and Diversity in Local Councils Framework. The following are examples of specific objectives and the impact of the Equality Action Plan measures in the 2021-2022 financial year:  **Principle 1: ensuring we work in a non – discriminatory environment, promote equality of opportunity and model of best practice in equality and good relations**  **Objective – To continue to develop an understanding of the Council’s duty to promote Equality of Opportunity and Good Relations**  **Outcome and Impact**   * Officers worked with the Learning and Development section within Council to develop of E-learning training modules on Equality and Disability Awareness in conjunction with the Cedar Foundation. The training was delivered to Council employees through the Council’s eLearning platform. * Council continued to utilise the Councillors’ Equality and Good Relations Reference Group during 2021-2022 to address issues of a sensitive and contentious nature. Four meetings were held during the reporting period. * Information on Equality and Good Relations continued to be provided to all new staff joining the organisation. * Council continued to deliver its financial assistance programme. Through our Good Relations, Minority Communities, Irish Language and Northern Ireland Centenary funding themes, a total of £164,256 was allocated to 100 successful applicants. * Continue to offer and expand on support services available through the Council’s Ethnic Minority Support Centre and the work of the Social Inclusion Officer. During 2021-2022 had 2688 contacts and dealt with approximately 4000 phone calls taken. 75% of clients were from the Roma community with the remaining 25% being Bulgarian, Polish, Lithuanian migrants abd Syrian refugees. * Continue to utilise the Council’s Newry, Mourne and Down District Council Traveller Forum whose objective is to champion the rights of the Traveller community living in the district.   **Principle 2: Ensuring all our decisions are based on evidence to assess the likely impact of a policy on the promotion of equality and good relations**  **Objective – To ensure that all policies and procedures are equality screened**  **Outcome and Impact**   * 23 polices were equality screened in the reporting period. * The quarterly policy screening reports were tabled at the Council’s Strategy, Policy and Resource Committee and made available on the Council’s website. * Implementation of a Policy Framework which outlines a detailed corporate approach to policy development within Council. The framework allows the Head of Corporate Policy and the Corporate Policy and Equality Officer to engage with Officers through the policy development process and ensure that equality screenings have been completed if required. * Council’s Corporate Policy Section developed specific Guidance for Reviewing Council Policies which sets out advice on the Council’s policy development process, policy proforma and actions to be undertaken, including equality screening, when reviewing policies. The Council’s Corporate Management Team were provided with training on the policy review process and guidelines. * Reviewed the implementation of the revised Corporate Reporting Template. The revised template supports Officers in the completion of reports and helps develop greater consistency. This also contributes to Council meeting its statutory duty responsibilities, assist with monitoring information, and the preparation of Council’s annual reports on progress to the Equality Commission for Northern Ireland (Section 75 and Disability Duties).   The appropriate and relevant completion of the sections within the reporting template underpins improving confidence in decision-making and recording and providing evidence that appropriate consideration has been given to the Section 75 statutory duties should a complaint arise alleging breach of the Council’s Equality Scheme.  **Principle 3: Providing access to services, facilities and information**  **Objective - To have relevant section 75 data**  **Outcome and Impact**   * The Evidence and Research section in Council continued to provide relevant data to officers to assist them with Equality Screenings, undertaking consultation and supporting decision-making. * Monitoring data is also compiled for all users of council facilities. This data identifies those availing of Council facilities and highlighting gaps in provision. * Monitoring data collated as part of the Equality Action Plan and Disability Action Plan public consultation continued to inform positive action measures for service delivery.   **Objective – Information on council services is accessible to all parts of the community**  **Outcome and Impact**   * Council continues to ensure that information is available in alternative and accessible formats when required. * Core Irish language services of the Irish Language Unit providing translation and interpretation, and simultaneous translation for meetings.   **Objective – Services and facilities are accessible to all parts of the community**  **Outcome and Impact**   * The Shopmobility scheme continued to be utilised in the Mournes District Electoral Area during the reporting period. * Council continues to ensure that information is available in alternative and accessible formats when required.   **Principle 4: Recruiting and employing people fairly**  **Objective – Integration of Section 75 statutory duties within job description**    **Outcome and Impact**  Examples of specific relevant duties and responsibilities listed in new job descriptions include the following:   * Promote diversity across the organisation and in the Department by adhering to the Council’s Equal Opportunity policies and procedures and avoiding all forms of discrimination both as an employer and a service provider. * Promote Equality and Diversity across the organisation by demonstrating an open commitment to and actively promoting and celebrating diversity, promoting social inclusion and community cohesion. * Work towards improving equality and diversity by ensuring that allocated targets to reduce inequalities and promote good relations are achieved. |

**Principle 5: Responding to and learning from complaints and incidents in a positive and proactive way**

**Objective - Everyone has a right to complain about discrimination and harassment in good faith, without being victimised at any time**.

**Outcome and Impact**

* Newry, Mourne and Down District Council has an Appropriate Resolution Charter and a Mediation Resolution Procedure which demonstrates the Council is committed to supporting employees and managers to deal with workplace disputes in ways that are proportionate, fair and avoid undue formality.
* The NMD Traveller Forum has an established reporting process in place for members of the Traveller Community to utilise if they have been the victim of a hate crime.
* Newry, Mourne and Down District Council has a Complaint, Comment and Compliment Policy and process in place for residents to avail of when required.

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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 2021-2022 reporting period? *(tick one box only)* | | | | | |
|  |  | Yes |  | No (go to Q.4) |  | Not applicable (go to Q.4) |
|  | Please provide any details and examples: | | | | | |
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| **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: | | | | | |
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| **3b** | What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)* | | | | | |
|  |  | As a result of the organisation’s screening of a policy *(please give details):* | | | | |
|  |  | | | | |
|  | As a result of what was identified through the EQIA and consultation exercise *(please give details):* | | | | |
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|  | As a result of analysis from monitoring the impact *(please give details):* | | | | |
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|  | As a result of changes to access to information and services *(please specify and give details)*: | | | | |
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|  |  | Other *(please specify and give details)*: | | | | |
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| **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 2021-22 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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Recruitment processes, albeit a much less amount, continued during the 2021-2022 financial year. Examples of specifically relevant duties and responsibilities listed in new job descriptions include the following:   * Promote diversity across the organisation and in the Department by adhering to the Council’s Equal Opportunity policies and procedures and avoiding all forms of discrimination both as an employer and a service provider. * Promote Equality and Diversity across the organisation by demonstrating an open commitment to and actively promoting and celebrating diversity, promoting social inclusion and community cohesion. * Work towards improving equality and diversity by ensuring that allocated targets to reduce inequalities and promote good relations are achieved. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **5** | Were the Section 75 statutory duties integrated within performance plans during the 2021-22 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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | * The **Council’s Corporate Plan 2021-2023** outlines a commitment to core values to be accountable, collaborative and transparent. We are also committed to delivering on the promotion of equality of opportunity and good relations in accordance with our statutory duties as laid out in Section 75 of the Northern Ireland Act 1998. Due to Covid-19 restrictions the Corporate Plan launch was delayed and officially launched in January 2021. * The **Corporate Services Directorate Emergency Business Plan** to redirect/amend services and functions as a result on the Covid-19 pandemic made direct reference to the Section 75 statutory duties and actions relating to the implementation of the Council’s Equality Scheme. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |
|  |
|  | In the 2021-22 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 2017-18 report | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | Not applicable | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Please provide any details and examples: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | The Council’s equality and policy functions are located under the Corporate Services Directorate, within the Corporate Planning and Policy Department’s Corporate Policy Section.  The Corporate Services’ Directorate Emergency Business Plan makes direct reference to the Section 75 statutory duties and actions relating to the implementation of the Council’s Equality Scheme. This outlined key directorate actions, and a timetable / measure of success also include actions in response to the Covid-19 pandemic. Advice and Guidance was also received from The Equality Commission reiterating that Council should continue to ensure their commitment to Section 75 in all issues relating to Covid-19 decision-making.    In addition, as stated previously, all employees of the predecessor organisations have transferred to Newry, Mourne and Down District Council under TUPE arrangements. Examples of specifically relevant duties and responsibilities listed in new job descriptions include the following:   * Promote diversity across the organisation and in the Department by adhering to the Council’s Equal Opportunity policies and procedures and avoiding all forms of discrimination both as an employer and a service provider. * Promote Equality and Diversity across the organisation by demonstrating an open commitment to and actively promoting and celebrating diversity, promoting social inclusion and community cohesion. * Work towards improving equality and diversity by ensuring that allocated targets to reduce inequalities and promote good relations are achieved. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Equality action plans/measures** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **7** | Within the 2021-22 reporting period, please indicate the **number** of: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Actions completed: | | | | | | | | | 6 | | | | | | | Actions ongoing: | | | | | | | | 14 | | | | Actions to commence: | | | | | 8 |
|  | Please provide any details and examples (*in addition to question 2*) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Examples of actions completed and ongoing to date are:   * Council’s Corporate Policy Section:   + Developed specific Guidance for Reviewing Council Policies which set out advice on the Council’s policy development process, policy proforma and actions to be undertaken, including equality screening, when reviewing policies. The Council’s Corporate Management Team were provided with training on the policy review process and guidelines. During the reporting period Council reviewed 14 policies.   + Oversaw implementation of Council policy and Council’s Policy Development Framework, including managing the equality screening processes related to all new and current policies.   + Reviewed implementation of the revised Corporate Reporting Template which records and provides evidence that appropriate consideration has been given to the Section 75 statutory duties.   + Co-ordinated meetings of the Councillors’ Equality and Good Relations Reference Group. Four meetings were held in this reporting period.   + Facilitated collaborative working with disability organisations, and the production of an online Disability Awareness Training Programme in conjunction with the Cedar Foundation for Council employees.   + Provided advice and support to Council, Senior Management, Employees and Elected Members on Section 75 related matters. * Implementation of the Good Relations Action Plan which is delivered through the District Electoral Area Forums. The allocated budgets have been spent and projects detailed in the DEA action plans have been delivered. * Continued the screening of all new and current policies. * Continuing to ensure that council facilities are accessible to all. * Continuing to facilitate reasonable for adjustments within the workplace and for those working from home. * Continue to provide information in alternative formats on request, where reasonably practicable. Where the exact request cannot be met we ensure a reasonable alternative is provided. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **8** | Please give details of changes or amendments made to the equality action plan/measures during the 2021-22 reporting period *(points not identified in an appended plan)*: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | There were no changes to the equality action plan in the 2021-2022 reporting period. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **9** | In reviewing progress on the equality action plan/action measures during the 2021-22 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **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 2021-22 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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Not applicable. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **12** | In the 2021-22 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)*: DEA public engagement events. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | 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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | The online public consultation on the Newry City Centre Regeneration Scheme. While we acknowledge the Covid-related restrictions may have limited feedback, responses were received from a variety of individuals and organisations reflective of people from particular Section 75 categories including people with disability. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **13** | Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2021-22 reporting period? *(tick one box only)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | Yes | | | | | |  | | | | No | | | | | | | | |  | | Not applicable | | | | | | | | |
|  | Please provide any details and examples: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | The Corporate Policy and Equality Officer continued to utilise the dedicated equality database of contacts to engage with and to inform on all aspects of the Council’s Equality functions throughout the reporting period. Officers also continued to participate in online Statutory Duty Network meetings during the reporting period. This forum provides an opportunity to share information including examples of best practice. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **14** | Was the consultation list reviewed during the 2021-22 reporting period? *(tick one box only)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | Yes | | | | | | |  | | | | No | | | |  | | | Not applicable – no commitment to review | | | | | | | | | | | |
|  | The consultee list will be reviewed during the 2021-2022 reporting period. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)**  Equality screening templates and reports associated with Newry, Mourne and Down District Council’s Equality Scheme commitments can be accessed on Council’s website at: <https://www.newrymournedown.org/equality> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **15** | Please provide the **number** of policies screened during the year (*as recorded in screening reports*): | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | 23 | | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **16** | Please provide the **number of assessments** that were consulted upon during 2021-22: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | 0 | | | | | Policy consultations conducted with **screening** assessment presented. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | | | | | Policy consultations conducted **with an** **equality impact assessment** (EQIA) presented. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | | | | | Consultations for an **EQIA** alone. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **17** | Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Not-applicable. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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 2021-22 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 2021-22 reporting period? *(tick one box only)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | Yes | | | | | | | | | | | | | | | | |  | | | No, already taken place | | | | | |
|  | | | | | | | | No, scheduled to take place at a later date | | | | | | | | | | | | | | | | |  | | | Not applicable | | | | | |
|  | Please provide any details: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **22** | Please provide any details or examples of where the monitoring of policies, during the 2021-22 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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | * Monitoring data of users of the Ethnic Minority Support Centre provides the evidence required for Council to determine the types of service provision that needs to be offered. * In line with council policy, all participants of training programmes complete monitoring forms which evaluates the delivery and content of the programme and helps identify potential training programmes going forward. * All Good Relations activity is evaluated and monitored and, as part of the District Council Good Relations Programme, is reported to The Executive Office. Those participating in programmes and activities must complete information at which they outline the impact of the programme for them, their understanding of Good Relations and this data assists in identifying need and programmes going forward. * The Council’s policy development framework ensures that officers can monitor the policy development process from the beginning and can ensure that Equality Screenings are undertaken as required. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **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 2021-22, and the extent to which they met the training objectives in the Equality Scheme. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | |  |  | | --- | --- | | **Training** | **Number of sessions** | | Disability Awareness – Cedar Foundation | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | Raise Your Voice training | Two sessions on 28 and 29 September 2021 delivered over Zoom on the following:   * Let’s talk about sexual harassment * Everything you need to know about consent | | Policy development and equality screening | Two sessions for Council’s Corporate Management Team | | Undertaking policy reviews | Delivered to Council’s Corporate Management Team | | Bronze Safe Employer – training re safe spaces | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | Silver Safe Employer – training re safe spaces | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | Domestic Abuse Awareness | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | People, Perform, Grow | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | Introduction to Health and Safety | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | Evac chair refresher training | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | Modern slavery and human trafficking | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | Safeguarding Awareness training | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | Interview Skills for interviewers and employees | Due to Covid-19 restrictions, all training was delivered through the Councils E learning platform. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **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**: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | Not applicable | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **Complaints (Model Equality Scheme Chapter 8)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **27** | How many complaints **in relation to the Equality Scheme** have been received during 2021-22? | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | Insert number here: | | | | | | | | | | | | | | | | | 0 | | |  | | | | | | | | | | | | | |
|  | Please provide any details of each complaint raised and outcome: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **Section 3: Looking Forward** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **28** | | Please indicate when the Equality Scheme is due for review: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | The five-year review of the Council’s Equality Scheme was undertaken during the 2019-2020 reporting period. The revised scheme was considered approved by Council in March 2020 and forwarded to the Equality Commission for Northern Ireland. The Equality Scheme is due for review in 2025. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **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)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | The relevant officers continue to engage with officials from the Council’s Human Resources Department to develop training modules for an E-Learning Training programme. It is envisaged that this training tool will be a useful asset as Council emerges from the Covid-19 period and the measured return of employees to the workplace.  Equality screening is a continuing statutory duty requirement, both as part of our policy development and policy review processes, and officers must continue to ensure that they meet our Section 75 obligations, including that related to the delivery of functions.  Officers will continue to avail of the opportunity to seek advice and guidance from the Equality Commission. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **30** | | In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2021-22) 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): | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

To ensure that Council continues to comply with its statutory obligations, we will continue to avail of advice, guidance and expertise from the Equality Commission for Northern Ireland in relation to the delivery of our functions.

**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: | | | | | | | | | | | |
| **9** |  |  |  |  |  |  |  |  |  |  |  |
| Fully achieved | | | | Partially achieved | | | | Not achieved | | | |

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

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

|  |  |  |  |
| --- | --- | --- | --- |
| Level | Public Life Action Measures | Outputs[[1]](#endnote-1) | Outcomes / Impact[[2]](#endnote-2) |
| National[[3]](#endnote-3) |  |  |  |
| Regional[[4]](#endnote-4) |  |  |  |
| Local[[5]](#endnote-5) | Newry, Mourne and Down District Council directly promotes positive attitudes towards disabled people through service delivery and programming which includes a disability under Active and Healthy Communities Sports Development. This is delivered by Council’s Activity Officer (formerly Disability Liaison Officer) which includes a disability leisure membership scheme, core classes and development of a disability sports hub.  Raise awareness of the services and facilities for disabled people provided by the Council.  Engage with forums in the district. | While we do recognise that leisure facilities were closed on a number of occasions throughout the reporting period due to the Covid -19 pandemic, the services were available when facilities were opened.  In terms of Disability Sport, if you are a member of Council’s Leisure Centres, and have a disability, you can still enjoy all the facilities on offer, as the centres are totally accessible and striving to achieve excellence in accessibility. Council has core groups led by our EBA 2020 Coaches that include, CSofa to Saddle, Aqua Chat, strength and balance classes, yoga, Tai Chi, Pilates, cycling, rugby, athletics, and Danderball. There are two core groups for children with disabilities: trampolining and swimming.  Continue the implementation of a disability leisure membership scheme (Buddy Card and concessionary rates).  Autism Friendly swim sessions introduced in the Council’s Leisure Centre.  The continued implementation of the ‘Just a Minute’, JAM Card initiative which includes training for all front-line services staff.  Officers continued to meet with representatives from the Cedar Foundation to develop training programmes for Council employees. The Cedar Foundation is a support organisation that assists people with a disability, Autism or Brain Injury to live the life they choose.  Civic Building ‘Light up’. During 2021-2022 disability related matters highlighted included Brain Injury, Parkinson’s, Alzheimer’s, Neurofibromatosis and ME Awareness.  Continue to provide information in alternative and accessible formats when required.  Development of a Policy Framework which ensures a corporate consistent approach is undertaken when developing polices within Council. The new framework ensures Officers undertake Equality Screenings when required. | Enables those living with a disability or restricted mobility to enjoy access to swimming pools / leisure facilities.  Increased access to leisure facilities and a broad, appropriate and relevant programme of activities.  JAM Card allows people with a learning difficulty, autism or communication barrier tell others they need ‘Just A Minute’ discreetly and easily. Those with a communication barrier are often reluctant or unable to tell others about their condition, and the JAM Card allows this to happen in a simple, effective non-verbal manner.  Improved access to facilities and services.  Development and promotion of programmes of activity involving people with a disability.  Awareness raising and support initiatives in the community.  Awareness raising and support initiatives in the community.  Reduce rural isolation and increase social inclusion for both carers and people living with Alzheimers.  Support service for young people who are ‘carers’ for family.  Support services and awareness raising within the community and within Council.  Availability of support services in the community.  Ensuring people with disabilities have access to Council facilities and other venues.  Raise awareness of services available.  Ensuring people with disabilities have access to local services. Provide support services for local businesses.  Disabled people encouraged to directly participate in public life as valued employees. |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Training Action Measures | Outputs | Outcome / Impact |
| 1 | Provide appropriate training concerning the disability duties | Officers worked with the Learning and Development section within Council to develop of E-learning training modules on Equality and Disability Awareness in conjunction with the Cedar Foundation. The training was delivered to Council employees through the Council’s eLearning platform.  Safeguarding Awareness training delivered through Council’s eLearning platform. | Greater awareness and understanding of disability issues, the standards of behaviour required of employees and principle of equality of opportunity. |
| 2 | Disability duties delivered as part of staff training | Due to restrictions in place during the 2021-2022 reporting period, training sessions did not take, however information was made available to all new recruits virtually and literature was provided. | Greater awareness and understanding of disability issues, the standards of behaviour required of employees and principle of equality of opportunity. |

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 | Engage with the disability forums in the district. | Officers continued to meet with representatives from the Cedar Foundation to discuss the development of training programmes for Council employees and also investigate the possibility of short-term work placements for Cedar clients. The Cedar Foundation is a support organisation that assists people with a disability, Autism or Brain Injury to live the life they choose.  Further to the launch of ‘Our Journey through Disability’, NMDDC officers continued to work in partnership with CYPSP to address barriers for children and young people living with disabilities and implement recommendations to support the children, young people and their families. | Development and promotion of programmes of activity involving people with a disability and reviewing and improving access to information and services. |
| 2 | Raise awareness of the services and facilities for disabled people provided by the Council | Promotion of disability sport within Council’s Leisure Centres. Council has core groups led by our EBA 2020 Coaches that include, CSofa to Saddle, Aqua Chat, strength and balance classes, yoga, Tai Chi, Pilates, cycling, rugby, athletics, and Danderball. There are two core groups for children with disabilities: trampolining and swimming.  Continued the Implementation of the Disability leisure membership scheme. (eg Buddy Card and concessionary rates)  Continue the implementation of the ‘Just a Minute’, JAM Card initiative which includes training for all front-line services staff.  Promotion of services available on council social media platforms.  Continued implementation of a Shopmobility Scheme from Newcastle Centre, Newcastle and also Delamont Park | Increased awareness of accessibility and access to Council services and facilities.  JAM Card allows people with a learning difficulty, autism or communication barrier tell others they need ‘Just A Minute’ discreetly and easily. Those with a communication barrier are often reluctant or unable to tell others about their condition, and the JAM Card allows this to happen in a simple, effective non-verbal manner.  Positive impact and encouragement for people with mobility issues to participate in public life through increasing access to services and enhance tourism experience for people with disability. |
| 3 | Embed the disability duties into the Council’s corporate consultation process. | Relevant employees aware of the requirement to mainstream equality and disability principles and considerations when undertaking consultation processes. | Arrangements for consulting reflect the importance of consultation in all aspects of the implementation of our statutory duties. |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Encourage others Action Measures | Outputs | Outcome / Impact |
| 1 | Development of a Policy Framework which ensures a corporate consistent approach is undertaken when developing polices within Council. | The framework ensures that in regard to decision making, consideration is given to Section 75 categories through the screening process when required.  Council’s Corporate Policy Section continued to provide advice, support and training on Policy Development and Equality Screening training to Council’s Corporate Management Team. | Improved access to and delivery of services. |

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 | Provide work experience for people with disabilities. | People with disabilities provided with work experience and Job opportunities. | Disabled people encouraged to directly participate in public life as valued employees. |
| 2 | Workplace adjustments | Adjustments continued to be provided in the workplace and for those working from home. | Facilitate the requirements of employees ensuring they have access to undertake duties. |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Action Measures partly achieved | Milestones[[6]](#endnote-6) / Outputs | Outcomes/Impacts | Reasons not fully achieved |
| 1 | N/A |  |  |  |

4. Please outline what action measures **have not been achieved** and the reasons why.

|  |  |  |
| --- | --- | --- |
|  | Action Measures not met | Reasons |
| 1 | N/A |  |

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

* Evaluation / feedback from training sessions
* Discussion / consultation with disability groups and individuals

(b) Quantitative

* Number of employees who have received training
* Number of Elected Members who have received training
* Number of documents requested in alternative formats
* Number of complaints received

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 | N/A |  |  |

7. Do you intend to make any further **revisions to your plan** in light of your organisation’s annual review of the plan? If so, please outline proposed changes?

Not applicable.

1. **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. [↑](#endnote-ref-1)
2. **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. [↑](#endnote-ref-2)
3. **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments [↑](#endnote-ref-3)
4. **Regional**: Situations where people can influence policy decision making at a middle impact level [↑](#endnote-ref-4)
5. **Local :** Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora. [↑](#endnote-ref-5)
6. **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved. [↑](#endnote-ref-6)