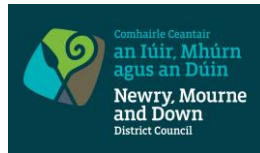


## Newry, Mourne and Down District Council



### Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

#### Contact:

○ Section 75 of the NI Act 1998 and Equality Scheme	Name: Suzanne Rice Telephone: 0330 137 4887 Email: suzanne.rice@nmandd.org
○ Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	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.newrymournedown.org](http://www.newrymournedown.org)

#### 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.*

Newry, Mourne and Down District Council strives to promote equality of opportunity and good relations through key policies and delivery of services.

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 snapshot of activities undertaken by Council to better promote equality of opportunity and good relations during the 2022-2023 reporting period.

#### **Financial Assistance Programme 2022-2023**

Newry, Mourne and Down District Council operates a number of grants and financial assistance programmes to contribute to community projects. Questions related to how applicants' proposed initiatives will promote equality of opportunity and good relations are an element of the assessment and scoring criteria.

- 35 successful Good Relations financial assistance applications funded. £48,850 allocated to the successful applicants.
- 19 successful Irish language financial assistance applications funded. £52,100 allocated to the successful applicants.
- 13 successful Minority Communities financial assistance applications funded. £12,500 allocated to the successful applicants.
- 22 successful Queen's Platinum Jubilee applications funded. £40,170 allocated to the successful applicants.

#### **Councillors' Equality and Good Relations Reference Group**

Newry, Mourne and Down District Council's Equality and Good Relations Reference Group is a facilitated discussion space. It serves as a 'barometer of opinion', playing a role in considering and discussing politically sensitive and contentious issues, including those relating to events, centenaries, 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 which will enhance and promote equality of opportunity and good relations. Five meetings of the reference group took place during the 2022-2023 financial year. Issues discussed included the following:

- **Town and village signage**  
Issues discussed included location of signage and reaching consensus on the signage design including wording. It was agreed that the *Bilingual sign with NMDDC icon* was to be the preferred default option for town and village signage, with the *English sign with NMDDC icon* being an alternative option. Each District Electoral Area (DEA) forum to give consideration to and provide recommendations regarding the specific location and signage for the Tiers 1 & 2 settlements within their area.
- **NMDDC Annual Fair Employment Monitoring Return**  
Members were presented with an overview of the report and findings. They were advised that a further piece of work would be undertaken 'drilling down' into the data related to applicants, appointees and our employees to establish trends and better understand the areas from which Council receives applications.
- **Commonwealth of Nations Flag of Peace**  
Correspondence received inviting Council to fly a Commonwealth of Nations Flag of Peace to mark Commonwealth Day on 13 March 2023. Newry, Mourne and Down has a policy which does not permit flags and emblems on Council property. Following discussion, it was agreed that Council does not participate in the event.
- **King Charles III Coronation Funding**  
**Notice of Motion**  
*"This Council recognises that many residents across Newry Mourne and Down will welcome and celebrate the coronation of His Majesty the King. We note that the coronation has been announced for Saturday 6th May 2023. To mark this momentous occasion, we would ask that funding be made available for communities and organisations who wish to join together in Recognition and celebration".*  
It was agreed to allocate £40,000 to a King Charles III Coronation Financial Assistance call.
- **Establishment of an All-Ireland Citizens Assembly**  
**Notice of Motion**  
*"This Council notes and welcomes the recent commencement of two new Citizens Assemblies by the Irish Government. Further notes that Citizens' Assemblies are powerful democratic exercises that inform citizens, allowing them to debate specifics, develop positions and inform policy. They have operated effectively in many jurisdictions across the world. The Council calls on the Irish Government to establish an All-Ireland Citizens' Assembly to debate and discuss our future. The debate on our future is live and growing, we must plan for constitutional change. This Council also invites officials from the Taoiseach's Shared Island Unit to present to Council and provide an update on*

*activity and plans for the future. The Council will communicate this motion to the office of the Taoiseach”.*

After lengthy debate, consensus was not reached and the item was presented to a meeting of the Council’s SP&R committee for further discussion.

- **Bonfires on council property**

This item referred to proposed amendments to Newry, Mourne and Down District Council’s current bonfires on council property policy. Following lengthy discussion on this item, it was agreed that a report would be tabled at the appropriate council meeting to discuss this item and make a recommendation for going forward. Council has subsequently considered and approved the updated policy.

### **Ethnic Minority Support Centre**

The Centre dealt directly with 2214 clients from 7 different countries during the 2022-2023 reporting period. Additionally, approximately 250 people took part in events organised by the Inclusion Officer such as a trip to the MELA festival. 85 people received Christmas food parcels and around 50 families were referred for financial help to the Bolster Community and around 100 families were helped within the “Homeless prevention project” run by the Bolster Community initiative. 70% of clients were Roma Romanians or Roma Bulgarians. The remaining 30% were either Polish, Lithuanian, Ukrainian, Slovakian, or Syrian.

During the reporting period the Centre had approximately 5000 phone calls with inquiries on EU migration status, benefits, employment, and housing rights as well as requests for help with GP and school registrations were received during the 2022-2023 financial year.

Other services that the Ethnic Minority Support Centre assisted included the following:

- Applications within the Ukrainian Extension Scheme,
- EU registration for settled and pre-settled status/ generating share codes for EU citizens/updates on individual EU profiles/ forwarding EU codes to appropriate institutions and agencies,
- Passport and licence renewals,
- Opening UC accounts/ navigating Universal Credit accounts/ applying for State Pensions and Pension Credits.

The Centre is working in partnership with the Ukrainian Assistance Centre. Since March 2022 the centre has operated alongside other agencies in Council’s Newry Leisure Centre where Ukrainian refugees and their sponsors receive comprehensive information on employment, housing, welfare, health, education and migration status. The Centre also delivered a Ukrainian club providing English classes for beginners.

### **Asylum Seekers and Refugees Relocation Programme**

The Centre has been participating in the Home Office Relocation Programme. The first stakeholder meetings took place on the 24 January 2023 at the Donard Hotel, in Newcastle, where asylum families are hosted. Since that date the meetings have taken every two weeks. An Asylum Information Session also took place in February 2023. The aim of the event was to:

- Gain an understanding of asylum and refugee issues in the UK and NI,
- Have an overview of the process of claiming asylum,
- Have an overview of the challenges involved in the transition process for those granted leave to remain/refugee status and a better understanding of how they might be supported,
- Have a brief overview of current Refugee Resettlement Schemes in NI,
- Have an insight into the vulnerability of people who come to seek asylum in NI.

### **Newry, Mourne and Down District Council Intercultural Forum**

Newry, Mourne and Down Intercultural Forum was established in 2018 with the aim to develop a strategic approach to identify the needs of the Black, Asian and Minority Ethnic (BAME) groups living in the district. The forum seeks to maximise resources and opportunities to promote equality, diversity, and interdependence so that citizens with a BAME background feel recognised, safe and valued in the community. The forum organised a number of intercultural events within the local communities during the reporting period. These include the following:

- Intercultural information day in Downpatrick in June 2022,
- Café Culture in Warrenpoint in June 2022,
- “Culture in City” in Newry in June 2022,
- Resettled Communities Community Engagement Event in May 2022 in Kilkeel.

The aim of the events was to provide opportunities for engagement and sharing of information.

### **Good Relations Programme and District Electoral Area Forums**

In 2016, Council established a District Electoral Area (DEA) Forum in each of its seven Electoral areas. The DEA Forums have been developed as a model of engagement and provide opportunities for all sections of the community to participate in discussions and operate as part of the decision-making process. Below is a snapshot of some of the initiatives undertaken in the reporting period which promoted equality of opportunity and good relations.

- Crotlieve, Newry, Mournes and Slieve Gullion DEA Forums partnered with the Education Authority, PCSP and PSNI to deliver a safety engagement event to young people in May 2022. Issues discussed included anti-social behaviour and supporting mental health.

- Slieve Croob DEA Forum held a Silver Screening event for older members of the community. Additional support services were also in attendance and information available included counselling support, assistance when dealing with bogus callers, fire safety and funding opportunities.
- Downpatrick DEA Forum organised a building resilience/our mental health programme for primary schools in Downpatrick.
- Rowallane DEA Forum in partnership with SEHSCT organised a 4-week pottery course for adult carers in a shared space.
- A number of the DEA Forums began operating a warm space open house weekly initiative.
- Newry DEA Forum in partnership with the Confederation of Community Groups, Southern Health and Social Care Trust and the PSNI supported the newly formed Swagat Indian Families Association to celebrate Diwali on the 6 November 2022.

## **Disability**

Examples of positive actions by Council to meet our statutory duty in relation to the Disability Duties include the following:

- Light up of civic buildings. From June 2022 – March 2023 Council civic buildings were 'lit up' 39 times to raise awareness for disability organisations and other charities. These include International Day for Disabled people, World Parkinson's Day, Blood Cancer Awareness and Go Red for Dyslexia.
- Council continues to operate the Buddy Card scheme in Council facilities.
- Following the successful collaboration with The Cedar Foundation at which officers from council and The Cedar Foundation worked in partnership to deliver a disability awareness eLearning programme in 2021-2022, work began on a second training programme (brain injury awareness) which was delivered to council in the last quarter of the financial year.
- Dedicated Autism Friendly sessions in leisure facilities.
- Be Active Programmes have been adapted for people of different abilities. A dedicated timetable is in place for adapted sessions.
- Halloween leisure programme for young people aged 8-12 years old in Newry Leisure Centre.
- Shop Mobility scheme operated in Newcastle Centre and Delamont Park.
- Council offered free Makaton taster sessions in Bessbrook Community Centre in September 2022.
- Council organised Dementia music workshop and sensory development early years workshop at part of Newry Arts Festival.
- Council availed of Accessaloo/Changing places facilities for both St Patrick's day events in Downpatrick and Newry.
- Two sensory sessions held as part of the Footsteps in the Forest festival.

### **Draft Equality Action Plan & Draft Disability Action Plan 2023-2027**

In the last quarter of the 2022-2023 reporting period, preparation began on the new Equality and Disability Action Plans 2023-2027. Research was undertaken alongside an audit of Council's current initiatives and programmes in relation to Section 75 requirements. Meetings with Council officials took place at which the current plans were reviewed, and recommendations put forward for activity to be included in the new plans. Based on the research undertaken and information gathered, a draft Equality Action Plan 2023-2027 and a draft Disability Action Plan 2023-2027 were presented to the December 2022 meeting of the SP&R committee seeking approval to put both documents out to public consultation. In March 2023, both documents were subject to a 12-week public consultation with advertisement placed in all local press. Council's social media channels were also used to promote the consultations as well as promoted to all organisations and individuals listed on the councils dedicated equality database. We also availed of the services of Development Trusts Northern Ireland (DTNI) and promoted the consultation on the 'Living Well Together' engagement platform. The results of the public consultation and information on the new plans will be reported in next years annual report to the Equality Commission for Northern Ireland.

- 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*).

Newry, Mourne and Down District Council's Equality Action Plan 2020-2023 details Council's commitment to fulfilling its statutory duty. 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.

**Principle 1: Ensuring we work in a non – discriminatory environment, promote equality, and model best practise in equality and good relations**

**Outcome and Impact of actions under Principle 1**

- Council continued to utilise the Councillors' Equality and Good Relations Reference Group during 2022-2023 to address issues of a sensitive and contentious nature. Five 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. Across the Good Relations, Minority Communities, Irish Language and Queen's Platinum Jubilee funding themes, a total of £153,620 was allocated to 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 2022-2023 had 2214 contacts and dealt with approximately 5000 phone calls. 70% of clients were from the Roma community with the remaining 30% being Bulgarian, Polish, Lithuanian, Slovakian or Syrian background.
- 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. Four meetings of the forum took place during the 2022-2023 reporting period.



**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**

**Outcome and Impact of actions under Principle 2**

- 33 polices were equality screened during 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).
- Officers continued to utilise the corporate reporting template (presented at all council meetings). The document ensures officers detail any Equality or Good Relations implications in the council's decision-making process.

**Principle 3: Providing access to services, facilities, and information.**

**Outcome and Impact of actions under Principle 3**

- 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.
- 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.
- The Shopmobility scheme continued to be utilised in the Mournes and Rowallane 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**

**Outcome and Impact of actions under Principle 4**

- Promote diversity across the organisation and in the Department by adhering to the Council's equal opportunity related 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.
- In relation to Council's Annual Fair Employment Monitoring Return, our Councillors' Equality and Good Relations Reference Group was presented with an overview of the report and findings. They were advised that a further piece of work would be undertaken 'drilling down' into the data related to applicants, appointees and our employees to establish trends and better understand the areas from which Council receives applications.
- During the reporting period Council's Human Resources, Evidence and Research and Corporate Policy Sections liaised and met with the Equality Commission for Northern Ireland to discuss the Council's fair employment monitoring return. The Equality Commission for Northern Ireland has recommended Council give consideration to developing an affirmative action plan.

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

**Outcome and Impact of actions under Principle 5**

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.

PART A

- 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:

- 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:

- 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):*

☐ 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):*

☐ 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)*

- ☒ 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 continued during the 2022-2023 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 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:

Directorate Business Plans are produced annually and detail the works and initiatives to be undertaken during each financial year. The Corporate Services Business Plan 2022-2023 makes direct reference to section 75 statutory duties.

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 2022-23 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.

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

PART A

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

Actions completed:

23

Actions ongoing:

1

Actions to commence:

3

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

- 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*):

There were no changes to the equality action plan in the 2022-2023 reporting period.

- 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:

Not-applicable.

- 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

PART A

- ☒ 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*):

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:

Initial preparation work began in the last quarter of 2022 on the new equality and disability action plans 2023-2027. Face to face meetings with officials from across Council departments to review the current plans, audit existing service provision in terms of section 75 requirements and identify initiatives for the next four years. Based on this consultation draft plans were produced for the period 2023-2027 and this was presented at a meeting of Elected members in December 2022 for comment and consideration. The plans were then subject to a 12-week public consultation which began in March 2023. Advertisements were placed in all local press; council's social media channels were utilised to promote the consultation on a regular basis and the council's dedicated Equality database was also a vehicle to promote the consultation. (The findings of the consultation will be detailed in the 2023-2024 annual report to The Equality Commission).

- 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:

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 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 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.newrymouredown.org/corporate-policy-and-equality>

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

33
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- 16** Please provide the **number of assessments** that were consulted upon during 2022-23:

0	Policy consultations conducted with <b>screening</b> assessment presented.
0	Policy consultations conducted <b>with an equality impact assessment</b> (EQIA) presented.
0	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:

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 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)*

<input type="checkbox"/> Yes	<input type="checkbox"/> No, already taken place
<input checked="" type="checkbox"/> No, scheduled to take place at a later date	<input type="checkbox"/> Not applicable

Please provide any details:

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Not applicable
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Please provide any details and examples:

- 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:

All initiatives and programmes funded by Good Relations must, at the request of The Executive Office, be monitored. Facilitation of the Equality and Good Relations Reference Group is funded by The Executive Office and every quarter Council reports on each meeting. This includes numbers in attendance and a summary of issues discussed. Other examples of monitoring are from The Ethnic Minority Support Office. By monitoring the ethnicity of clients accessing the services of the centre, the officer can ensure that the required translation services are available for those needing to avail of the Centre. 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.

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.

### 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.

Training	Number
Recruitment and selection training	4 sessions. 21 employees.
Recruitment and selection training (refresher course)	2 sessions. 23 employees.
MA Irish Language and Translation	1 employee.
Legal Training	1 session. 26 employees.
O Bhearla go Gaeilge – Irish Language translation	1 week course. 2 employees
Investigating Officer training	9 employees.
Women in leadership – Building your potential	7 employees.
Emerging leadership programme	2 sessions. 2 employees.
Employment legislation and case law update	1 session. 1 employee.
Code of Conduct	Training was delivered through the Councils E learning platform.
Disability Awareness	Training was delivered through the Councils E Learning platform. 13 employees.
PPG eLearning module	Training was delivered through the Councils E Learning platform. 66 employees.

Promoting dignity at work	Training was delivered through the Councils E learning platform. 34 employees.
Disability Employability	1 session. 2 employees.
Embracing the Disability Discrimination Act	1 session. 2 employees.
Embracing the Disability Discrimination Act- visitor attractions and experiences in NI	1 session. 1 employee.
Teambuilding, resilience and personal well being	1 session. 4 employees.

- 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:

In the 2022-2023 reporting period Council offered very specific focused disability awareness training. Issues addressed included employability to access visitor attractions and experiences.

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

- 26** Please list **any examples** of where monitoring during 2022-23, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Not-applicable.

#### **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:

0
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Please provide any details of each complaint raised and outcome:

### 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)*

Yes. As the new equality and disability action plans are for the period 2023-2027, the consultation findings alongside the final plans will be reported on in the next reporting period.

**30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next reporting period? *(please tick any that apply)*

- ☒ Employment
- ☒ Goods, facilities and services
- ☒ Legislative changes
- ☒ Organisational changes/ new functions
- ☐ Nothing specific, more of the same
- ☐ Other (please state):

## 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:

11

Fully achieved



Partially achieved

5

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>			
Regional <sup>iv</sup>			
Local <sup>v</sup>	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	Current disability membership figures across the district  Newry Leisure Centre (NLC) 421  Downpatrick Leisure Centre (DLC) 209	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.

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	<p>leisure membership scheme, core classes and development of a disability sports hub.</p> <p>Raise awareness of the services and facilities for disabled people provided by the Council.</p> <p>Engage with forums in the district.</p> <p>Workplace opportunities.</p> <p>Disability focused Council events.</p>	<p>Kilkeel Leisure Centre (KLC) 69</p> <p>Newcastle Leisure Centre 11</p> <p>Ballymote Leisure Centre 7</p> <p>This membership is an annual fee of £12.80 paid up front for swim and health suite, and a 12-month gym &amp; swim membership at £165. Through our Buddy Card Scheme their 'buddies' go free, and availability is during all opening hours.</p> <p>Continued promotion of the Jam Card.</p> <p>Dedicated autism friendly swim sessions are available throughout the district designed to create a calmer swimming environment.</p> <p>Newry Leisure Centre – Sunday 10am – 11am</p>	<p>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.</p> <p>Improved access to facilities and services.</p> <p>Development and promotion of programmes of activity involving people with a disability.</p> <p>Awareness raising and support initiatives in the community.</p>
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		<p>Downpatrick Leisure Centre – Thursdays 5.30pm – 6.30pm</p> <p>Kilkeel Leisure Centre – Fridays 5.30pm – 6.30pm</p> <p>Be active programmes with adaptations for different disabilities. All sessions are aimed at the inactive person and are gentle with a slight challenge that can be built on, – April-June and September through to March 2023.</p> <p>Continue the implementation of a disability leisure membership scheme (Buddy Card).</p> <p>Halloween multi sports day – Monday 31<sup>st</sup> Oct. Disability session 8–12-year-olds.</p> <p>DLC – 3.00 – 4.30pm</p> <p>NLC – 3.00 – 4.30pm</p> <p>KLC – 3.00 – 4.30pm</p>	
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		<p>Civic Building Lit up to raise awareness of disability organisations. 39 lit up awareness events between June 2022- March 2023.</p> <p>Continue to promote information in alternative and accessible formats.</p> <p>DEA Forums hosted events to raise awareness and support communities.</p> <p>Continue to collaborate with The Cedar Foundation to develop and deliver a second online training programme.</p> <p>Council recognised by The Cedar Foundation in October 2022 at their annual event for successful partnership working,</p> <p>People with disabilities provided with work</p>	
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		<p>experience and job opportunities in Council.</p> <p>Sensory events in Newry Arts festival and St Patricks celebrations. Dementia workshops held as part of the Newry Arts festival.</p> <p>Accessaloo/Changing places facilities available at Council events.</p>	
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	<p>Develop a Disability Awareness training programme for staff and elected members to ensure that council is aware of its responsibilities under the legislation.</p> <p>Participate in appropriate training by other organisations.</p>	<p>Disability Awareness training delivered on the councils E learning portal and in person. Training delivered during the reporting period included disability awareness. disability employability, brain injury awareness, embracing the Disability Discrimination Act and embracing the Disability Discrimination Act – visitor attractions and experiences in Northern Ireland.</p>	<p>Greater awareness and understanding of disability issues, the standards of behaviour required for employees and principle of equality of opportunity.</p>
2			

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	<p>Engage with the disability forums in the district.</p>	<p>Continued to collaborate with The Cedar Foundation on developing a second online training programme. Approximately 50 employees participated in the training.</p>	<p>Development and promotion of programmes of activity involving people with a disability and</p>

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		<p>DEA Forums continue to engage and collaborate with disability organisations. Events included health checks and pre screen events in the community.</p> <p>Chairperson of Council engaged with disability organisations to promote, raise awareness, and raise funds in council events.</p>	reviewing and improving access to information and services.															
2	<p>Promotion of Council initiatives to support people with disabilities.</p>	<p>Continued promotion of the Jam Card and Buddy Card scheme for Council facilities.</p> <p>Promotion of shop mobility scheme in the district.</p> <p>Initiatives in the Leisure Centres promoted on Council’s social media channels and the Be Active social media. See programmes below.</p> <table><tr><th>Location</th><th>Mon</th><th>Tue</th><th>Thursday</th><th>Friday</th></tr><tr><td>Newry</td><td>50+ gym sess, Aqua aerobics, Strength and balance.</td><td>Strength and balance, Beginners’ circuits.</td><td>Nordic walking, Chi me.</td><td>Water aerobics, Beginner spinning.</td></tr><tr><td>Downpatrick</td><td>Boccia Water aerobics Pickle ball &amp;</td><td>Chi me, Male circuit session.</td><td>Move More circuits, Fitness for females,</td><td></td></tr></table>	Location	Mon	Tue	Thursday	Friday	Newry	50+ gym sess, Aqua aerobics, Strength and balance.	Strength and balance, Beginners’ circuits.	Nordic walking, Chi me.	Water aerobics, Beginner spinning.	Downpatrick	Boccia Water aerobics Pickle ball &	Chi me, Male circuit session.	Move More circuits, Fitness for females,		<p>Increased awareness of accessibility and access to Council services and facilities.</p> <p>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.</p> <p>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.</p>
Location	Mon	Tue	Thursday	Friday														
Newry	50+ gym sess, Aqua aerobics, Strength and balance.	Strength and balance, Beginners’ circuits.	Nordic walking, Chi me.	Water aerobics, Beginner spinning.														
Downpatrick	Boccia Water aerobics Pickle ball &	Chi me, Male circuit session.	Move More circuits, Fitness for females,															

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				table tennis.		Chair based exercises.		
			Kilkeel	Older and Active session, Chi me, Walking group.	Low intensity interval training, Strength and balance.		Walking group, Chi me, Walking group.	
			Newcastle			Older and active session, Chi me, Walking group.		

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 policies within Council.	<p>The framework ensures that in regard to decision making, consideration is given to Section 75 categories through the screening process when required.</p> <p>Council’s Corporate Policy Section continued to provide advice, support and training on Policy Development and</p>	Improved access to and delivery of services

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		Equality Screening training to Council's Corporate Management Team	
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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	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/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				

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

	Action Measures not met	Reasons
1	Investigate the possibility of extending the Shop Mobility scheme which currently operates in the Mourne DEA across other towns in the district	No additional financial resources committed to this initiative to extend the scheme.
2	Ensuring our new buildings shall be fully compliant with the Building Regulations and DDA compliant	Timeframe for new Civic and Theatre development has changed and this action has been included in the new disability action plan 2023-2027.
3	Council to meet the requirement of the Equality Commission's 'Every Customer Counts' initiative	Timeframe, Initiative to be included in the new disability action plan 2023-2027.
4	Review of council facilities to ensure they are accessible to all members of the community	Timeframe, Initiative to be included in the new disability action plan 2023-2027.
5	Continue the Promotion of Newcastle as 'Autism Friendly'	Externally funded initiative which has ended.

5. What **monitoring tools** have been put in o 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

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- 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?

Not applicable

Please select

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?

Not applicable.

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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.