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Summary of Responses on the Equality Consultation February 2021 and Proposals for their Inclusion

A public consultation on Mid Ulster District Council's Equality Scheme, Equality Action Plan and Disability Action Plan 2021-26 was held from November 2020 until January 2021. The table below sets out the key aspects of the response received and suggestions for their inclusion in the draft plans.

Respondent Name	Equality Scheme/Equality Action Plan/ Disability Action Plan	Comments Provided	Proposal for Inclusion
Mid Ulster Disability Forum	Disability Action Plan-Action Measure 4: Maintain Council's partnership working with Mid Ulster Disability Forum and other disability support services/groups within the District in order to view their views and opinions	<p>Mid Ulster Disability Forum have worked closely with Mid Ulster District Council during and post completion of many new projects including capital builds, public realm schemes and renovation projects. We have unfortunately, noticed that council projects take different approaches to how they include or consult on matters relating to disability and accessibility. We ask that Mid Ulster Disability Forum/Disability Organisations are consulted at three stages:</p> <ul style="list-style-type: none">• An early planning stage and provide any feedback on plans/designs, prior to final designs submitted.• During construction as and when/if any issues may arise.• Prior to completion of works, to provide any snagging issues before final sign off. <p>The key reason for these proposal, is to ensure a pan-disability approach to projects, ensuring community</p>	<p>It is proposed that a three stage 'check-in' process is put in place with the Mid Ulster Disability Forum and/or other relevant organisations, during project. As requested, the three stages would include the following:</p> <ul style="list-style-type: none">• Planning stage• During construction• Prior to completion

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		consultation with disability groups and ultimately making facilities more accessible.	
Mid Ulster Disability Forum	Disability Action Plan-Action Measure 3: 'Changing Places' facilities included in capital build projects (where a need is established)	<p>Mid Ulster Disability Forum wanted to highlight the lack of Changing Places facilities in Cookstown Town Centre (there is currently one planned for MUSA and Tesco in Cookstown Town Centre have planned). The Forum also suggested that the target number in increased from 6, given the number of CPs that have already opened (2) and commenced construction (2).</p> <p>Mid Ulster Disability Forum also highlighted the role of the Community Plan in delivering equitable and accessible services throughout the District.</p>	It is proposed that the timeframe is changed to read 'A minimum of 6 Changing Places to be registered by Mid Ulster District Council by 2026'.
Equality Commission for NI	Disability Action Plan- General Feedback provided on all points	<p>ECNI provided the following recommendations:</p> <p>ECNI recommends that Council gives consideration to providing more specific performance indicators in relation to individual actions contained in the Disability Action Plan. Example performance indicators could include:</p> <ul style="list-style-type: none"> • % increase in disabled people in public life positions over a 12 month period 	It is proposed that more specific performance indicators are included in the relevant action measures and that the action relating to the two duties are made clearer within the plan.

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		<ul style="list-style-type: none"> • Display of more positive attitudes by staff, and other service providers towards disabled people over a set time period demonstrated by e.g. • staff attitude survey • exit interviews • survey of experiences of disabled employees / service users. • x number of articles highlighting disability issues / challenging stereotypes of disabled people published per each year of the plan • A reduction in negative feedback from disabled customers or employees measured by a reduction in the number of complaints received. <p>In terms of the consultation the Commission recommends that Council considers our main recommendations as follows:</p> <ul style="list-style-type: none"> • Ensure as much as possible that performance indicators are clear and measurable and demonstrate how actions and intended outcomes are relevant to the disability duties. • Review measures to ensure that actions go beyond what Council is already doing in terms of policy 	
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		<p>development and implementation and required to do under the DDA Part II employment and Part III access to Goods, Facilities and Services.</p> <ul style="list-style-type: none">• Ensure that the Disability Action Plan sets out clearly which of the two Disability Duties individual actions are intended to address.• Council should consider providing more detail on individual actions to enable stakeholders to fully understand the work that it is engaged in with regard to the disability duties.• It is important that individual actions are clearly defined in order that monitoring can effectively measure the impact that individual actions have and enable adjustments to be made where necessary. Clear targets can encourage staff at all organisational levels within a public authority to take ownership and allocate resources appropriately.• The Commission recommends that Council provides more detail on the training which it intends to deliver over the course of the disability action plan and consider in more detail how monitoring and evaluation	
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		<p>could measure the impact of training on both of the duties.</p> <ul style="list-style-type: none"> The Commission recommends that Council provide more detail in relation to employment related targets within the plan. 	
An anonymous individual (via survey monkey)	Equality Scheme/Equality Action Plan/ Disability Action Plan	All elements of the consultation documents (Equality Scheme, Equality and Disability Actions Plans) were given an with either 'strongly agree' or 'agree' in relation to whether or not they agreed with the themes and actions detailed in each.	No action required.
Triangle (Victoria Redmond and Norman Streerit)	Disability Action Plan-Action Measure 7: Provide flexible work placements/taster placements for individuals with disabilities with a view to preparing them for paid employment	The representatives from Triangle agreed with this action measure. They indicated that they have had a successful working relationship with Mid Ulster District Council before and that they would be keen to continue this work by providing suitable members to take part in the proposed flexible work placements/taster placements. The representative believe that the Council is ideally placed to offer a wide range of placement opportunities that would help people with a disability to find paid employment in a range of public or private sector roles.	That this information be provided to Organisational Development for consideration/progression in relation to the delivery of Action Measure 7.