



02 May 2024

Dear Councillor

You are invited to attend a meeting of the Policy & Resources Committee to be held in The Chamber, Dungannon and by virtual means Council Offices, Circular Road, Dungannon, BT71 6DT on Thursday, 07 September 2023 at 19:00 to transact the business noted below.

A link to join the meeting through the Council's remote meeting platform will follow.

Yours faithfully

Adrian McCreesh
Chief Executive

AGENDA

OPEN BUSINESS

1. Notice of Recording
This meeting will be webcast for live and subsequent broadcast on the Council's You Tube site [Live Broadcast Link](#)
2. Apologies
3. Declarations of Interest
Members should declare any financial and non-financial interests they have in the items of business for consideration, identifying the relevant agenda item and the nature of their interest.
4. Chair's Business
5. Deputation - Tiny Life

Matters for Decision

- | | | |
|----|---|---------|
| 6. | Annual Progress Return to the Equality Commission for 2022/2023 | 3 - 42 |
| 7. | Draft Response to TEO Provision of Free Period Products Public Consultation | 43 - 48 |
| 8. | Request to Illuminate Council Properties | 49 - 52 |
| 9. | Civic Recognition | 53 - 60 |

- 10. Corporate Performance Improvement Plan (PIP plan) 2023 to 2024 61 - 158
- 11. Member Services

Matters for Information

- 12. Minutes of Policy and Resources Committee held on 6 July 2023 159 - 164
- 13. Mid Ulster Community Planning: Progress Update 165 - 174
- 14. Corporate Services and Finance Directorate Service Plan 2023-24 175 - 212
- 15. Working Groups 213 - 218

Items restricted in accordance with Section 42, Part 1 of Schedule 6 of the Local Government Act (NI) 2014. The public will be asked to withdraw from the meeting at this point.

Matters for Decision

- 16. IST Update Report – Derrynoyd – Drumcairn Forest Improvements
- 17. Land and Property Matters
- 18. Staffing Matters for Decision
- 19. Information Technology Contract Extensions and Direct Awards

Matters for Information

- 20. Confidential Minutes of Policy and Resources Committee held on 6 July 2023
- 21. Staffing Matters for Information
- 22. Update on Shared Recruitment Advertising
- 23. 2023/24 Insurances
- 24. Cookstown Chamber Upgrade
- 25. Annual Accounts for 12 Months ended 31 March 2023
- 26. Verbal Update on Legal Matters

Report on	Annual Progress Return to the Equality Commission for 2022/2023
Date of Meeting	7 September 2023
Reporting Officer	Joseph McGuckin, Head of Strategic Services and Engagement
Contact Officer	Ann McAleer, Policy Engagement and Equality Officer

Is this report restricted for confidential business? If 'Yes', confirm below the exempt information category relied upon	Yes	
	No	X

1.0	Purpose of Report
1.1	To consider Mid Ulster District Council's Annual Progress Report for the period 2022-23 on meeting the statutory equality and good relations duties as detailed within Section 75(1) and 75(2) of the N Ireland Act 1998.
2.0	Background
2.1	Mid Ulster District Council is bound by Section 75 of the N Ireland Act 1998. Section 75(1) requires that the council gives due regard to the need to promote equality of opportunity between groupings/categories as detailed within the Act and Section 75(2) requires that regard be given to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.
2.2	The council's overarching document and framework around which it fulfils its statutory duties is its Equality Scheme. The Annual Progress Report (2022-2023) sets out to what extent the Council has demonstrated fulfilment of its statutory duties to promote equality and good relations through its Equality Scheme.
2.3	The Equality Commission has requested that a progress report be made available and published on Council's website.
3.0	Main Report
3.1	The Annual Progress Report for the period 2022-22 is attached as Appendix A. It reports on aspects of the council's Equality Scheme and how it has been implemented over the period.
3.2	The Annual Progress Report for the reporting period 2022-23 is required to be submitted to the Equality Commission by September.

4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: N/A
	Human: N/A
	Risk Management: N/A
4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: N/A
	Rural Needs Implications: An RNIA of this information would not be appropriate or proportional.
5.0	Recommendation(s)
5.1	That Council approves the Annual Progress Report (2022-23) on the implementation and activity surrounding its Equality and Good Relations statutory duties.
6.0	Documents Attached & References
6.1	Appendix A: Mid Ulster District Council Annual Progress Report (2022-23) Appendix 1: MUDC Positive Ageing Month Activities (2023)

Mid Ulster District Council



Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council

Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

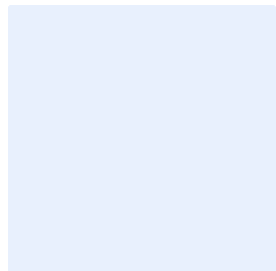
Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Ann McAleer Telephone: 03000 132 132 Email: ann.mcaleer@midulstercouncil.org
<ul style="list-style-type: none">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:

<https://www.midulstercouncil.org/your-council/equality/equality-scheme>

Signature:



Ann McAleer

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.

Key policy/service delivery developments and activities undertaken in the context of Mid Ulster District Councils arrangements to meet its statutory equality and good relations duties during the reporting period include:

Equality Scheme & Equality Action Plan:

- Council continues to implement its Equality Scheme which directly influences policies, practices, and service delivery. Details of Policy screening completed during the reporting period are available on www.midulstercouncil.org/equality
- During the reporting period the Organisational Development Department have continued to introduce new policies and review existing policies. This includes the review of the Council's Equal Opportunities Policy.
- A Neurodivergent Consultee List was developed in October 2022. This engagement mechanism was developed in order to directly consult with Neurodivergent individuals and their relevant support organisations.
- 2 meetings of the Good Relations Working Group were held during this reporting period. These meetings were held in line with Equality Scheme requirements (one meeting was held as standard and one dealt with training and information requirements). An independent facilitator attended both the meetings.
- Mid Ulster Council was also represented at NILGA and the Local Government Training Group best practice equality, diversity and inclusion event entitled "Making a Difference". The event showcased best practice projects across NI Councils.

Policy & Service Delivery:

- The Council continues to encourage the use of JAM (Just A Minute) Cards at Council facilities. Training for 37 new staff members was undertaken during 2022/23.
- The Bridewell, Magherafelt and Seamus Heaney Home Place, OM Dark Skies, Parks and Events service completed the training and associated works to be provided with the Autism Impact Award.

PART A

- Council buildings were lit up on numerous occasions during 2022/23 to mark numerous events e.g. Less Survival Cancers, Tourette Awareness Month, Parenting Week, Sarcoma Awareness
- During it's final year of delivery, The Get Out Get Active project delivered the following weekly run classes so averaging around 40 sessions a year:
 - Over 50s Magherafelt with 30 participants
 - Happy Mondays (a social group for young adults who have a learning disability) – 8 participants
 - Over 50s Dungannon Group – 20 participants
 - Happy Tuesdays (a social group for young adults who have a learning disability) – 10 participants
 - Castlecaufield ladies – 12 participants
 - Wheelie Active (an activities group for children with physical disabilities) – 8 participants
 - Niamh Louise Foundation – 6 participants
- The Get Out Get Active project also delivered the following one-off events:
 - School Dance Event (approximately 150 participants)
 - UV Disco (approximately 50 participants)
 - Summer Scheme (approximately 12 participants)
- MUDC held a meeting with local Autism support charities and organisations in order to provide an informed and District specific response to the Department of Health's Consultation on the Autism Strategy 2023-2028. The response was submitted for inclusion in the consultation in February 2023.
- MUDC continues to attend NIHE and Education Authority Joint Forums on Equality.
- The Council facilitates and provides secretariat to the Mid Ulster Disability Forum. The Forum is facilitated under neighbourhood /community development on lobbying issues, support in capital design and accessibility of Council services.
- The Council works in partnership with First Step Women's Group via the Council's strategic community development grant. The group supports women to develop and get back to employment with required skills.
- Older people - Mid Ulster Community Services Ltd T/A Out and About Community Transport Ltd, we work alongside them to support transport requirements particularly with older people, and people with disabilities.
- In relation to community relations the Council work in partnership with Community Organisations of South Tyrone & Areas Ltd (COSTA) via the Council's strategic community development grant to support communities re capacity building and working together
- Leisure Service's Active Lifestyle Programme ran from September 22- March 23 and included the following targeted activities:
 - Post Natal Yoga
 - Neurodiversity Club

- Active aging 65+ activities
- Disability Hub
- Mums and Tots
- Mid Ulster District Council's Age Friendly Co-ordinator has continued the development of an Age Friendly Strategy for the District during this reporting period. Support was also provided via the following initiatives:
 - Mid Ulster District Council have been engaging with residents over the age of 50 to find out how it feels to grow older in their communities and what their needs are for the future. Commissioned in February 2022 the engagement process started in April 2022 with a revised online survey and consultation period that ended on 15th December 2022.
 - The Mid Ulster Age Friendly strategy and action plan and an easy read version of the plan has been informed by this comprehensive consultation study with residents and organisations in Mid Ulster looking at the key actions on the 8 Age Friendly themes: Outdoor Spaces and Buildings; Transportation; Housing; Social Participation; Respect and Social Inclusion; Civic participation and Employment; Communication and Information; Community and Health Services.
 - A summary report on the findings was presented to Age Friendly workshops and key stakeholders looking at the key issues and priority actions for the next three years. A master findings document with all comments collected from a range of consultation methods was also created.
 - An Age-friendly charter was developed to accompany the Age-friendly strategic plan outlining long-term Mid Ulster District Council commitments that will make Mid Ulster District an Age-friendly Community where older people are valued, engaged and supported to live healthy, active and fulfilling lives.
 - The following Age related programme/activities were delivered during the reporting period:
 - Approx. 1500 of the Healthy Ageing Calendars were delivered to various organisations and individuals in Mid Ulster throughout January 2023.
 - MUDC alongside CWSAN, PSCP and healthy lifestyle partnership delivered a number of face to face events looking at home security, scams and health and wellbeing tips for older people.
 - The Age Friendly Co-ordinator has been working with The Centre for Ageing Better consultant on a funding mapping research project on the current funding situation in Age-friendly communities throughout the UK.
 - The Age Friendly Co-ordinator attended a conference hosted by **IMTAC** on Wednesday 29th March 2023. This event was an opportunity to learn about and discuss Imtac's paper A New Approach to Travel, our Streets and our Places. The New Approach sets out four key principles the

Committee believes are essential to ensure that investment in our infrastructure, places, and services work for everyone.

- **Mid Ulster Agewell Partnership** have set up a coffee and chat club on a Monday afternoon for people to come together to chat. Over the past number of weeks there have been guest speakers attend including benefit talks and health checks. The Age friendly co-ordinator has been able to refer people into the club. For example, a recently bereaved gentleman who attended a focus group for the Age Friendly strategy.
- **Positive Ageing Month**-October was Positive Ageing Month and throughout the month, the contribution that Mid Ulster's older citizens make to their local communities was celebrated. The Age Friendly co-ordinator communicated with community, voluntary and statutory organisations giving them the opportunity to link up to generate ideas and interest for programming of content for the month of October. With a mix of events delivered residents were enabled to connect both virtually through online events and in person. There was an extensive programme of in-person and online events throughout the month that aimed to focus on decreasing the sense of isolation and loneliness that many older people feel. Mid Ulster older people's population size has been increasing every year and with that comes the need for increased support therefore issues of health, well-being, financial advice, cost of living issues and even drop-in hearing clinics were all covered via the timetable of free events. The programme started on International Day of Older Persons, on Saturday 1 October with the launch of the Food for Life 'Get Together' Christmas Small Grants Scheme. Mid Ulster based activities included a free series of sessions held by the Council's Age Friendly Co-ordinator on falls awareness and prevention and Chatty Walks with the Council's Live Active NI Recreation Officer at Dungannon Park and Manor House in Moneymore, as well as Better Connected Fitness sessions online and in Dungannon Leisure Centre. Other events such as a cost-of-living workshop and drop-in hearing clinics were also made available. A wide range of free online sessions were organised for people available to attend, covering topics such as Pension advice, Carers Information Support programme, TV Licensing Scam Awareness talks, and Energy Efficiency in the Home.
- COPNI meeting-Mid Ulster District Council made correspondence to the review of the Commissioner for Older People Northern Ireland (COPNI) as part of the New Decade, New Approach commitment to review Arms' Length Bodies (ALBs) in Northern Ireland. Following the response the AF co-ordinator requested the opportunity to meet with the commissioner and older people from Mid Ulster to hear about what matters most to

them and to further our engagement to help shape our Age Friendly Strategy and Action plan. The meeting took place 5/12/2022.

- **Christmas Tea Dance**-The Age Friendly Co-ordinator along with the Chair of the council organised the first Chair Christmas Tea dance 1/12/2022 for the residents of mid ulster to kickstart the festive season. The afternoon was a fun way to get people out and about again, engage, connect and to keep active.
- **Mid Ulster Loneliness network**- Chatty places/Small grants-Through the loneliness network members of the network were invited to apply for funding to help prevent and address loneliness across the generations and reduce barriers to participation. This year the network where supporting organisations in Mid Ulster to improve or create a “chatty place”. A grant of up to £1,000 was made available. A chatty place was:
Accessible for those with disabilities and mobility issues
- Warm comfortable environment e.g. Seated area , a cup of tea with a friendly, safe, inclusive atmosphere, Can be a statutory, private or community building, Ability to provide signposting support, Share information regarding a wide range of other supports and services, Supervised environment. 7 members where successfully awarded the grant to improve or create a “chatty place”.
- **Launch of 1st chatty café**-Along with Mid Ulster Loneliness network the Council’s Age Friendly Co-ordinator is planning to launch the 1st chatty café in the mid ulster area 6th October 2022. The Chatty Café scheme aims to reduce social isolation and loneliness by encouraging and creating opportunities for people over 18 years to interact with others through conversation. Cafes within the Chatty Cafes scheme designate a table with signage and make it available as a ‘Chatty Table’. People can join a ‘Chatty Table’ and engage in conversation with people they may not know. The purpose is for members of the public to connect and chat to each other, as well as café staff.
- **Linking Generations NI network meeting**-The AF co-ordinator attended the annual joint LGNI network meeting along with Armagh Banbridge and Craigavon and Newry Mourne and Down council area. The AF co-ordinator shared local intergenerational examples and listened to good practice models in the other areas.
- **UK age friendly conference**-The annual UK Conference took place on Tuesday 5th July in Birmingham in which the Council’s Age Friendly Co-ordinator attended. The conference was an opportunity for the Age Friendly co-ordinator to connect with, learn from and share learning and information with other Age-friendly Communities in the UK and overseas including Age friendly officers from Northern Ireland councils.

- **Networks Involving Communities in Health Improvement (NICHI) Health and wellbeing conference-** The Council's Age Friendly Co-ordinator attended the annual NICHI conference. Health and wellbeing improvement event brought together community, voluntary and statutory bodies. There was an opportunity to network and share good practice.
 - Mid Ulster District Council have successfully joined the **WHO Global Network** for Age-friendly Cities and Communities.
 - Series of **falls prevention sessions** took place in conjunction with the Age Friendly co-ordinator and the NHSCT bringing range of health professionals together to help reduce falls and improve strength and balance. The 3 sessions took place face to face on the following dates: 25th, 28th April and 16th May 2022.
- Mid Ulster District Council's Arts Projects also delivered the following initiatives:
 - An Annual Arts & Culture programme made up of evening classes & Saturday workshops targeting all age groups, offering the opportunity to; learn new skills, get creative and meet people with similar interests. This programme was promoted through the Mid Ulster Seniors Network and the Mid Ulster Loneliness Network.
 - Free family fun day events were held for, Halloween, Christmas, St Patrick's Day, Easter and The Queen's Jubilee. Quiet hours were included during these sessions to make them inclusive for individuals with neurodiverse conditions.
 - During 2022-23, 1762 primary and post-primary pupils took part in 71 education sessions at Hill of The O'Neill & Ranfurly House
 - Saturday Workshops also continue to be provided. These sessions are targeted towards facilitating activities for children and their parents/guardians/carers.

Training:

- Disability Action delivered two sessions for Senior Management during this period and also delivered a session for 9 Elected Members
- 3 Equality and Diversity Level 2 sessions were delivered, training 32 members of staff
- 15 members of staff attended training on Inclusive Consultation Practices. This training was delivered by Involve.
- 6 Senior Officers were trained in Equality and Diversity Level 3 by John Kremer
- 10 members of staff received Age Awareness Training

- 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)*.

Theme 1: Accessibility of Council Services, Facilities and Events

Action 1a: Improved accessibility of Council information in alternative formats

In February 2023 a meeting was held with local Deafblind UK Outreach Officer. This meeting was to establish how the Council could improve the accessibility of Council services and information to facilitate individuals with all degrees of multi-sensory loss of vision and hearing. As a result of the meeting the Council is exploring how to adapt some front facing services to become accredited as Deafblind Friendly.

Theme 1d: Elected Member Training

In September 2022, Disability Action provided Disability Awareness training to the Council's elected members. The comprehensive session covered legislative and statutory requirements of the Council. Nine elected members attended in total.

Theme 3: Participation Levels

3d: Increased Skills Development Opportunities

Increased skills development opportunities during this period included providing 14 staff members with Interviewee Skills. Microsoft Excel Intermediate & Advanced courses as well as Essential Skills ICT Levels 1 and 2 were also offered out to staff. 6 members of staff were also trained on Disability Awareness Recruiting Practices.

Theme 4: Partnership Working

Action 4a Explore partnership working opportunities that place a focus on Health and Wellbeing of S75 groups

Mid Ulster District Council marked positive Ageing Month in October 2022 with a series of social and health and wellbeing initiatives. These events included walking tours, online information events and an Alzheimer's Society Carers Information, amongst numerous other activities. Full details are attached as Appendix 1.

Action 4b: Explore partnership working opportunities that place a focus on Good Relations

During the 22/23 financial year the Council partnered with the Education Authority (EA) in relation to Council's Youth Forum. The Forum is delivered in line with the Council's Good Relations Action Plan. As part of the partnership working EA works with the Council in relation to the facilitation of the Forum which meets regularly on a range of areas from themes to engagement with politicians and lobbying matters.

During the 22/23 financial year the Council has also worked in partnership with Migrant Support via STEP (South Tyrone Empowerment Programme). This work was facilitated via the Council's Good Relations Action Plan via STEP and it aims to provide support to migrant rights across all aspects of life.

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:

During this reporting period the Council's Chair identified that her priority during her term of office would be promoting diversity and inclusion. These priorities were identified in line with the aim and objectives of the Council's Equality Scheme and its associated action plans. During her term the Council's Chair participated in the following events, initiatives and promotional activities:

- Official attendance at South Tyrone Empowerment Programme Celebration/Family Fun Day
- The delivery of an opening speech at Community Transport's AGM
- Promotional photo session with Action Cancer-Paint the Town Pink Initiative
- Official attendance at Evening of Ulster Scots Music and Dance
- Just A Minute promotional photo session
- Official attendance at International Big Breakfast for Good Relations Week
- Promotional photo session at Children's Cancer Awareness
- Official attendance at First Step Women's Centre feedback session
- Official attendance at Mid Ulster's Children and Young People's Strategic Group
- Official attendance at Mid Ulster Disability Forum's AGM
- Official attendance at Ballinascreen Men's Shed Project meeting
- Promotional photo session for Guide Dogs NI
- Promotional photo session for the launch of Mid Ulster's Childcare Academy launch
- Meeting with the Lithuanian Ambassador
- Official attendance at Timorese Association Inclusive Support (TAIS) AGM
- Official attendance at the Chinese New Year Virtual Celebration
- Official attendance at International Women's Day Celebration
- Official attendance at Connecting Pomeroy peace building project commencement with SEUPB
- Official attendance at 'Early Childhood Education and Care in NI' webinar
- Official attendance at a meeting to lobby for a Women's Health Strategy in NI
- Reception hosted for Tourette's NI
- Speech delivered at Mid Ulster Age Friendly Age Alliance
- Official attendance at Southern Area Hospice-Big Bucket Collection
- Official attendance at Youth Resilience Celebration Event

PART A

- 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:

From examination of the list of organisations included in the response to Q3, it is clear that a number of Section 75 categories benefitted from the Chair's term and her focus on promoting diversity and inclusion during this reporting period. Groups particularly positively impacted upon include; age, gender, disability, race and dependents.

MUDC continues to deliver specific programmes that benefit specific s75 groups e.g. the **Youth Voice Project** which was established with the aim of having the group's members represent the voices of young people across Mid Ulster. The group is made up of young people aged 16 – 21 years old who live in the district. This two year programme is managed by the Council in Partnership with the Education Authority Youth Service. The project aims to provide young people with the opportunity to; engage with key decision makers, have their say on local issues, be a representative voice for young people in their area and to be involved and pro-actively engaged with local decision making processes.

- 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):*

Consultation with local groups (primarily Mid Ulster Disability Forum) in relation to how to make Council facilities and information more accessible.

The Council passed a motion in 2021 to support people in District who have autism as well as their families and carers and this has led to positive changes in service along with specific projects because of the consideration of accessibility barriers to access to information and services. This has led to the recent purchase of a 'Cubbie'. The Council have recently received funding from the Department for Communities Access and Inclusion fund to purchase and install a 'Cubbie' which is essentially a Sensory Unit that facilitate 'regulatory sprints'. The Cubbie is located at Cookstown Leisure Centre.

Hyper and hypo sensitivity experienced by people with autism can act as a barrier to participating in leisure services and activities. The aim of installing this 'Cubbie' cubicle is to ensure that the facility is now accessible for autistic individuals who may have had previously faced a sensory barrier because of the busy nature of these types of environments.

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:

- 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

PART A

- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

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

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2022-23 report
- Not applicable

Please provide any details and examples:

Equality action plans/measures

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

Actions completed: Actions ongoing: Actions to commence:

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

Action 1a: Improved accessibility of Council information in alternative formats

The Council continue to use Texthelp Ltd as a supplier of Browsealoud - the speech, reading and translation support package for the Council's websites. This online support tool provides translation and literacy supports a wide range of people, including individuals who are visually impaired. The usage of the system is provided by the supplier and is monitored by the Council on a quarterly basis.

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)*:

No amendments were made to the equality action plan/measures during this 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:

One example of good practice in relation to consultation is Mid Ulster District Council’s Age Friendly Strategy. Mid Ulster District Council’s Age Friendly Strategy aims to support all residents of the Council area aged 50 years and over. In order to establish the needs and priorities of this age group, extensive period of robust consultation was developed and implemented. As a result, a total of 425 people were consulted with between April-December 2022 via the following methods:

- Workshop 1: 12 people from the Agewell Partnership – made up of committee, staff and volunteers.
- Workshop 2: 18 staff and volunteers from the community and voluntary sector.
- Workshop 3: 25 Statutory Sector staff and service providers.
- Workshop 4: 19 Statutory Sector staff and service providers.
- Guided Conversations: 34 people age 50+
- 7 Focus groups: 74 participants age 50+
- Postcards: 62 people aged 50 +
- Online survey: ‘Your Age, Your Community, Your Opinion’ - 136 respondents (29th April – 29th June 2002)

PART A

- 30 engagement meetings by the Age Friendly Co-ordinator with: Age Friendly UK cities and communities, Centre for Ageing Better, Age Friendly Ireland, Age NI Network and Northern locality wide – 10 other Councils, Peer Calls, COPNI, Mid Ulster Community transport, NICHI, and LGNI.
- 10 other partnership and stakeholder meetings: Maghera heritage society and Live active NI recreation officer- exploring age friendly sensory walking trail, recycled teenagers community group, Pomeroy men sheds, Cookstown Community Centre, Hourglass (formerly elder abuse charity), STEP- Advice. Community.Support, Mid Ulster Volunteer centre, Café Connect Stewartstown, Mid Ulster Loneliness network, NHSCT, SHSCT, Libraries NI, Positive Ageing Events.

12 In the 2022-23 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: (*tick all that apply*)

- Face to face meetings
- Focus groups
- Written documents with the opportunity to comment in writing
- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other (*please specify*):

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:

During this period the Neurodiversity Consultee List was established. This group are a virtual focus group of individuals and organisations in the District who provide support to individuals with various Neurodiverse conditions. The group has been consulted with in relation to policy reviews, consultation responses and service delivery planning and initiatives.

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:

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)

<https://www.midulstercouncil.org/your-council/equality>

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

16

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

1	Policy consultations conducted with screening assessment presented.
	Policy consultations conducted with an equality impact assessment (EQIA) presented.
	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:

Two of the main consultations carried out during this period were:

- Corporate Improvement Objectives 2023-24
- Age Friendly Strategy 2023-26

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:

N/A

- 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:

None of the policies screened during this period identified the requirement of extensive monitoring. Service planning does take account of information gathered for policy development and reviews and service planning team meetings.

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.

During this period a online training module 'Level 1 Equality and Diversity' training was launched. This followed on from the module being developed during the 21/22 period. To date 25% of staff members have completed the learning module.

A Race at Work session was also provided during this period with the aim of promoting equality and diversity in recruitment & selection. This training was provided by Business in the Community.

Neurodiversity Awareness Training and Disability Positive Practice – Learning Disability training was also provided by Employers for Disability in Jan 2023.

- 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:

Mid Ulster District Council became a JAM (Just A Minute) Friendly Council in 2018. This was followed up with additional training during the reporting period. This training was targeted towards front line staff with the objective of training staff to have additional awareness of the needs of service users with neurodiverse conditions. This training was implemented following the NOW Group's (JAM training provider) consultation with the Mid Ulster Disability Forum.

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

- 26** Please list **any examples** of where monitoring during 2022-22, across all functions, has resulted in action and improvement in relation **to access to information and services**:

To date five of Mid Ulster District Council facilities across Directorates (including arts venues, tourism and events) have signed up to achieve their Autism NI accreditation. This accreditation is focused on the delivery of a monitored three-year action plan. The plans are specific to each service/site and are monitored in terms of progress to access to

information and services for individuals with autism. While the focus of the plans relate to increasing accessibility for individuals who are autistic, monitoring suggests that there are accessibility benefits for a range of neurodiverse conditions such as Tourette’s Syndrome, ADHD and sensory processing conditions.

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:

1

Please provide any details of each complaint raised and outcome:

During this reporting period Mid Ulster District Council received a Paragraph 10 complaint. The complaint was investigated, and a response provided to the complainant. The Council was informed in November 2022 that ECNI had received the same Paragraph 10 complaint which failed to comply with its Equality Scheme Commitments. The ECNI have indicated that they will not be investigating this complaint.

Section 3: Looking Forward

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

The Equality Scheme is due for review in 2026.

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)*

Mid Ulster District Council is placing a focus on the implementation of the Digital Transformation Strategy during the 23/24 period. Specifically in relation to Equality Scheme arrangements, this includes the objective of ensuring that the Digital Transformation is inclusive. This will be ensured via the objective of ‘Developing digital accessibility and digital inclusion by design guidance’.

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

PART A

- 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:

5

Fully achieved

7

Partially achieved

0

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 ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ	Council responses to public consultations	The Council has responded to numerous public consultations on issues that will impact upon people with disabilities.	Lobbying for better provision of service of S75 groups including people with disabilities.
Regional ^{iv}	In December 2022, the Chair of Mid Ulster District Council held a meeting with the NI Commissioner for Older People.	An increased understanding of the challenges facing Older People.	The Council was provided with an insight into how older people can be supported while accessing Council services.
Local ^v	Mid Ulster Sports Arena Disability Hub	Access activities provided to young people across the region who have a disability.	Tailored inclusive activities.

PART B

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

	Training Action Measures	Outputs	Outcome / Impact
1	Develop, deliver and implement a programme of awareness training for Council Officers	<p>The following training/awareness raising sessions we delivered for staff during 2022/23:</p> <p>Age Awareness - 9 staff trained</p> <p>Autism Awareness - 25 staff trained</p> <p>Dementia Awareness -18 staff trained</p> <p>Dementia Friendly Communities Champions - 4 staff trained</p> <p>Dignity at Work Staff 29</p> <p>Dignity at Work Managers 18</p> <p>Disability Awareness Training 32</p> <p>Disability Positive Practice – Learning Disabilities 8 staff trained</p> <p>Disability Positive Practice – Neurodiversity 6 staff trained</p>	<p>These sessions covered various topics/types and aspects relating to disability. The overall impact from the sessions was to increase awareness of disability and the associated reasonable adjustments.</p>

PART B

2	Senior Management Team- Disability Awareness Session Delivered Annually	Disability Awareness Training (facilitated by Disability Action-follow up session to March 2022) was delivered to SMT in October 2022.	15 members of staff were in attendance from various departments. The impact from the session was to enhance how Council services need to have a good understanding of the Council's statutory responsibilities in order to deliver a quality service for everyone.
3	Develop, deliver and implement a programme of awareness training for Elected Members	9 Members attended Disability Awareness Training in September 2022.	Increased awareness of disability legislation and issues facing service users.

NB- Action Measure 8- Accessibility Audit Training was fully delivered during the 2021/22 reporting period.

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	Improved accessibility of Council's website	The Council's website continues to adhere to the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.	A number of inaccessible documents have been replaced/removed from Council's website and replaced with accessible formatting.
2	Develop and implement effective means of communication for people who have hearing loss	Access to Sign Video has been added to Council's website for service users who use ISL and BSL. Additional Hearing Loop systems have been installed in council buildings.	Better access to Council services for people who are sign language users or have hearing loss.

PART B

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Provide Flexible work placements/taster placements for individuals with disabilities with a view to preparing them for paid employment.	Flexible opportunities for people with a disability.	During 22/23 the Council participated in the Grad Employment (NI) Leonard Cheshire Programme which is a pioneering employment programme that matches disabled graduate students to career opportunities with businesses and organisations in Northern Ireland
2	Illumination of Council buildings	Council buildings were illuminated numerous times throughout the year in order to raise awareness of various types of disabilities and the organisations who support them.	Illuminating Council facilities raises awareness in relation to various types of disabilities and encourages others to do likewise. It also recognises the impact particular disabilities have on residents of the District.

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	Appointment of a Disability Champion and Officer and Elected Member level	Both Officer and Elected Member roles fulfilled.	Increased promotion of disability duties and related issues both internal and external to the Council.

PART B

2	Equality Proof Our Community Plan	This intermittent screening is due to be carried out during the 2023/24 reporting period.	Better promotion of equality and services for people with a disability.
3	Maintain Council's Partnership working with MUDF and with other Disability Support Services/Groups	During the period a new Neurodiversity Consultee List was developed to enhance the direct consultation information provided to the Council.	Focussed consultation has been achieved with MUDF amongst other organisations.

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	'Changing Places' facilities included in capital build projects (where a need is established).	Increased accessibility at Council facilities.	Council visitor destinations and leisure venues made accessible.	5 of the 6 Changing Places have been fully completed to date. A further registration is pending
2	Any new/substantially renovated play areas meet the highest possible standards of accessibility.	Improved accessible play facilities.	Improved services for children and young people who have a disability and their siblings/friends. 24% of the Council's park equipment is now accessible.	This is an ongoing activity that will be delivered as part of the Public Parks and Play Five Year Strategic Plan 2020 – 2025.
3	Ensure accessibility details for buildings and events are available on Council's website.	Increased awareness of the accessibility of	Having accessibility information prior to	This is an ongoing activity and will be rolled out as events take place and buildings are subject to

PART B

		various Council venues and services.	attending an event or visiting a Council facility.	improvements. See Appendix 2 for examples of information provided.
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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

Elected members are informed annually of the progress made in relation to the implementation of the Equality Action Plan and Disability Action Plan.

(b) Quantitative

The details of the equality screenings outcomes are recorded and are circulated three times per year (as per Equality Scheme commitments).

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or

PART B

- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

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?

ⁱ **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.

PART B

ii **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.

iii **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

iv **Regional**: Situations where people can influence policy decision making at a middle impact level

v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.



Mid Ulster

Positive Ageing Month Events

Activities, taster sessions
and informative online talks.



More events added online
www.midulstercouncil.org/positiveageingmonth2022



Mid Ulster Positive Ageing Month

Throughout October, Positive Ageing Month will celebrate the contribution that Mid Ulster's older citizens make to their local communities. With a mix of events to enable older people to connect both virtually through online events and physically where possible within COVID-19 guidelines taking place, there's something that will suit!



For a full list of events happening during Positive Ageing Month in Mid Ulster go online at: www.midulstercouncil.org/positiveageingmonth2022

Better Connected (Over 50s fitness) with Rebecca.

Fun and tailored fitness for all

Where	When	Time
Online	Monday 3, 10, 17, 24, and 31 October	10am – 10.45am
Dungannon Leisure Centre	Tuesday 4, 11, 18, and 25 October	11am – 11.45am

Pre-register T: 07901 773 463 or rwilliamson@liveactiveni.co.uk

Medieval History Walk

A Bilingual Walk and Talk at Tulach Óg/Tullyhogue Fort Cookstown – an exploration of the medieval history of this iconic site.

Monday 17 October: Tullyhogue Fort, Cookstown from 2 - 3pm.
T: 03000 132 132 / E: Deaglan.ODOibhlin@midulstercouncil.org.

Ulster-Scots Community Network

A webinar giving a flavour of the Plantation of Ulster which will hopefully inspire you to look deeper Ulster history.

Monday 10 October: 2pm - 3pm | Online

Contact Deirdre E: Deirdre@ulster-scots.com T: 07826 849767

Age NI Community Navigator Pop Up Information Points

Throughout Positive Ageing Month, the Age NI Community Navigator is popping up across the district to help you with information and support.

Where	When	Time
An Carn, Maghera	Tuesday 4 October	10am – 1pm
Draperstown Library	Tuesday 4 October	2pm – 4pm
Gortallowry House, Cookstown	Tuesday 4 October	6pm – 8pm
Granaghan Resource Centre Swatragh	Thursday 6 October	7.30pm – 9.30pm
Ballyronan Marina Centre	Tuesday 11 October	10am – 12pm
Magherafelt Library	Wednesday 12 October	10.30am – 12.30pm
Cookstown Library	Thursday 13 October	2pm – 4pm

Alzheimer's Society Carers Information Support Programme

This is a programme for people who provide unpaid care and support to someone living with dementia.

Tuesday 4, 11, 18 and 25 October: 6.30pm-8pm | Online

Contact Carole E: carole.murray@alzheimers.org.uk or call 07918 706 095

Nordic Walking

Join in this relaxed walking group that uses poles to help tone both the upper and lower body.

Tuesday 4, 11, 18 and 25 October: Various locations from 1pm – 2pm. Pre-registration essential. T: Rebecca on 07901 773 463 or E: rwilliamson@liveactiveni.co.uk

Safer Ageing and Stopping Abuse Webinar

A webinar hosted by Hourglass, the UK's only charity focused on the abuse and neglect of older people.

Tuesday 4 October: Online via Zoom | 2pm - 3pm
T: 07826 849 767 / E: shaunpaskin@wearehourglass.org

Chatty Walks

With the Get Out Get Active Coach and Age-Friendly Co-ordinator. Join Rebecca and Raisa for a dander in Dungannon Park or a meet round Moneymore

Where	When	Time
Dungannon Park	Wednesdays 5, 12, 19 and 26 October	11am – 12pm
Manor Park, Moneymore	Wednesdays 5, 12, 19 and 26 October	1pm – 2pm

TV Licence Help & Support Session (Online)

TV Licensing Northern Ireland Support Team will be providing a free session to help and support people within our community.

Thursday 6 October: 11am – 11.30am | Online
T: 028 9026 7099, M: 0775 963 1614, E: Niamh@mcecomms.com

Cost of Living Workshop

Where	When	Time
The Junction, Dungannon	Thursday 13 October	10am – 1pm
The Hub, Cookstown	Wednesday 19 October	10am – 1pm

E: Philip McQuaid - philip.mcquaid@stepni.org

Pensions and You: Planning for a more certain future (Online)

Join experts from the government-backed MoneyHelper to cut through the complexity and talk about your pension rights. Discussion will include: Planning and budgeting for retirement, Knowing what to expect from your State Pension and accessing money from your pensions – how and when?

Thursday 13 October: 10.30am – 11.30am | Online

Cookstown Multiple Sclerosis Support Group

Cookstown MS Group meets every Thursday in the Fairhill Community Centre in Cookstown – come along and chat about the week's events over a warming cup of tea or coffee!

Where	When	Time
Fairhill Community Centre, Cookstown	Thursday 6, 13, 20 and 27 October	11am – 1pm

Contact Denise on 028 8676 6146 or John on 07706 249 349 if you're interested in coming along.

For links to online events:
www.midulstercouncil.org/positiveageingmonth2022



RNID Drop-In Hearing Clinics

Have your hearing checked for free and in less than 10 minutes!

Where	When	Time
Magherafelt Council Offices	Friday 7 October	10am – 1pm
Dungannon Council Offices	Friday 14 October	10am – 1pm
Cookstown Council Offices	Friday 21 October	10am – 1pm

STEP Cost of Living Workshop

Friday 7 October: 10am – 1pm

Involve House, 16 – 18 Queens Street, Magherafelt.

Philip McQuaid, T: 07961 934 361, E: philip.mcquaid@stepni.org

Falls Awareness Session with SHSCT

Tuesday 18 October: 10.30am – 1pm

The Junction, Dungannon. Light Lunch provided.

Call Raisa T: 03000 132 132 E: raisa.donnely@midulstercouncil.org

Townlands Talk (Online)

Explore the meaning behind place names through myths, connections to the landscape and local heritage

Wednesday 19 October: 10.30am | Online

E: gaeilge@fermanaghomagham.com or T: 03003 031 777.

TV Licensing Scam Awareness Webinar (Online)

Due to a recent rise in scams, TV Licensing are running a FREE scams training session to educate and spread awareness. In this session we will cover online, email, phone call, text and in person scammers as well as what to look out for, how to combat the scammers and best practices.

Thursday 20 October at 11am | Online

For more information call Niamh Donnelly T: 028 9026 7099 or 0775 963 1614, or E: niamh@mcecomms.com

Games Day with Dungannon Visually Impaired Peoples (VIP) Club

Thursday 20 October: 2pm – 4pm
Dungannon West Renewal, Ballysaggart Business Complex,
Dungannon

Contact June Walker on 028 3754 8615 or Ann Wilson on 028 8772 3082 for further details.

Energy Efficiency in the Home (Online)

Find out about energy efficient heating, lighting, and appliances, keeping the heat where it is needed, comparing and switching energy suppliers, advice and support in Northern Ireland. Delivered by Zoom. Please note places are limited

Monday 24 October: 10am - 11:30am | Online
To register please email agefriendly@ardsandnorthdown.gov.uk

Ann Street Memories: A Look Back at Dungannon

A display of photographs of Dungannon and surrounding areas through the years (credits to Ann Street Memories). M.C. Ian Coulter.

Tuesday 25 October: 7pm – 9pm
Book online at www.hilloftheoneill.com

Afternoon Tea Dance

Music and dance moves instructed by Marie Garrity.

Thursday 27 September: 1pm – 4.30pm
Book online at www.hilloftheoneill.com

Useful Contact:

Raisa Donnelly

Age Friendly Co-ordinator
Mid Ulster District Council
Ballyronan Road
Magherafelt
BT45 6EN
Tel: 03000 132 132
Mob: 07553379721
Email: Raisa.Donnelly@midulstercouncil.org



Dungannon:

Changing Places - located in Dungannon Leisure Centre

Safe Space for those with noise sensitivity issues – located in Dungannon Library

Accessible Parking - Parking Spaces will be made available in Thomas Street Car Park with easy access to the public viewing area.

Accessible Viewing - Provision will be made for a disabled viewing area within the main public viewing area in Market Square.

Coalisland:

Changing Places - located in the Gortgonis Pavilion Car Park and provided by Accessoloo

Safe Space for those with noise sensitivity issues – located in Gortgonis Pavilion with volunteers from NAS

Accessible Parking - All blue badge holders wishing to access the site will be accommodated on the evening until 19:00, with designated parking bays available within the Gortgonis carpark.

Report on	Draft Response to TEO Provision of Free Period Products Public Consultation
Date of Meeting	7 th September 2023
Reporting Officer	Joe McGuckin, Head of Strategic Services & Engagement
Contact Officer	Ann McAleer, Policy Engagement and Equality Officer

Is this report restricted for confidential business? If 'Yes', confirm below the exempt information category relied upon	Yes	
	No	x

1.0	Purpose of Report
1.1	The purpose of this report is to seek approval from elected members of the draft consultation response developed on behalf of Mid Ulster District Council in response to the consultation on Provision of Free Period Products.
2.0	Background
2.1	Members were informed of this consultation at the July 2023 meeting of Full Council. Members requested that a consultation response be developed on behalf of Council.
3.0	Main Report
3.1	This draft consultation response states that the Council fully supports the full roll out of the Provision of Free Period Products. This includes a range of products being made available at various locations in order to address period poverty.
3.2	In order to meet the submission date (18 th September), Delegated Authority has been provided to this Committee to provide overall approval for this response.
4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: None
	Human: None
	Risk Management:

4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: External response. Screening not required. Consultation has been screened by the TEO.
	Rural Needs Implications: External response. Impact Assessment not proportionate. A RNIA has been completed by the TEO.
5.0	Recommendation(s)
5.1	It is recommended that approval is provided for this draft response.
6.0	Documents Attached & References
	Appendix A: TEO Period Products: Draft Consultation Response

16 August 2023



Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council

Equality Policy & Legislation Team
The Executive Office
Room A5.1
5th Floor
Castle Buildings
Stormont Estate
BELFAST
BT4 3SR

Ref: Consultation on Free Period Products

To whom it may concern:

Mid Ulster District Council would like to take this opportunity to put forward its views and opinions in relation to the proposals set out in the Consultation on Free Period Products. The Council recognises that the purpose of the consultation is to gather information in relation to the how, where and what of Free Period Products should be made available.

The Council strongly agree that period poverty and inequality contributes to the poor mental health and wellbeing experience of those who are unable to access the basic health essentials of period products.

Each of the consultation questions are examined in turn below:

How Individuals Should be Able to Obtain Period Products Free of Charge

Mid Ulster District Council is fully supportive of people being able to obtain free period products in ways that do not make them feel embarrassed or uncomfortable.

Steps should be taken to ensure that there is a level of privacy and discretion associated with how individuals are able to obtain period products free of charge.

Where Period Products Should be Obtainable Free of Charge

The Council is supportive of the implementation of cost-effective means of obtaining period products free of charge and would recommend that a range of locations with high levels of footfall are considered as the primary locations for obtaining period products free of charge.

In particular, schools, youth clubs, further education venues should be provided with the ability to provide period products. The outputs of the Period Dignity pilot project should be able to provide evidence of where levels of demand are highest, e.g. the 23/24 budget for the Period Dignity pilot shows significantly higher spend allocation to all-girls schools in areas of high levels of economic deprivation than in EOTAS or all-boys schools.

Public buildings and local community venues should also be provided with the ability and resources to provide period products free of charge. In relation to Council services this is particularly important in relation to buildings that provide registration services. Registration services attract the attendance of women from all socioeconomic backgrounds who have recently experienced childbirth and as such will generally require post-partum period products.

In addition, tourism, leisure and arts council services attract service users from a wide age range and socio-economic backgrounds. Participation in leisure activities can be directly impacted upon by lack of access to appropriate types of period products. As such being able to obtain period products free of charge has the potential to address a participation barrier for women and girls.

The introduction of the suggested online ordering of products and then picking them up from a set place could alleviate some issues for rural dwellers, but only in areas where transport and broadband is available, accessible and affordable.

What Types of Period Products Should be Obtainable Free of Charge

The Council would be in a favour of a wide range of products being obtainable free of charge. Demand for products may differ depending on where they are being accessed.

Reusable period products are better for the environment than single use products, which often contain large amounts of plastic. Rather than single use products going to landfill reusing period products is better for the environment and can also save people money on period products in the longer term.

In conclusion, the Council welcome that this consultation is accompanied by Equality Screening document that details the particular impacts upon section 75 groups such as women and girls. The Council also welcomes that the rural needs implications for

accessing period products free of charge is also documented via the associated Rural Needs Impact Assessment.

Yours sincerely

Cllr Dominic Molloy

Mid Ulster District Council Chair

Draft

Report on	Request(s) to Illuminate Council Property
Date of Meeting	Thursday 7 September 2023
Reporting Officer	Joseph McGuckin, Head of Strategic Services and Engagement
Contact Officer	Eileen Forde, Committee & Member Services Manager

Is this report restricted for confidential business? If 'Yes', confirm below the exempt information category relied upon	Yes	
	No	X

1.0	Purpose of Report
1.1	<p>To consider requests received to illuminate and light up the Council's three designated properties to raise awareness for the following:</p> <ul style="list-style-type: none"> • Public Health Agency: Organ Donation Week • SHSCT: Foster Care 'Children who wait' • Age Friendly Communities: UN International Day of Older Persons (IDOP) • Cancer Focus NI: Breast Cancer Awareness Month • North West Migrants Forum: Black History Awareness & Show Racism the Red Card • Out and About Community Transport: Celebrating 25 Years of Community Transport • Action Mental Health & MU Libraries World Mental Health Day – • NI Versus Arthritis: World Arthritis Day • Parenting NI: Parenting Week • Raising Awareness of Development Language Disorder (RADLD) • Postural Orthostatic Tachycardia Syndrome (POTS) UK: Awareness Day • Purple Tuesday: Promoting accessibility and inclusivity • Diabetes UK NI: World Diabetes Day • Disability Action NI: International Day of Disabled People • The Encephalitis Society: World Encephalitis (Inflammation of the Brain) Day • Leukaemia & Lymphoma NI (LLNI): 60th Anniversary of Leukaemia & Lymphoma NI <p>Details on request received are set out below.</p>
2.0	Background
2.1	The Council has a policy and procedural arrangements in place to facilitate the illuminating/lighting-up of its designated properties from requests made by

2.2	<p>charitable organisations for charitable causes. The designated properties are the Burnavon, Bridewell and Ranfurly House.</p> <p>The policy confirms that requests are considered by the Council's Policy and Resources Committee. Should the scheduling of the committee not permit requests being considered within the timeframes for determination, they can be presented to monthly Council.</p>
3.0	Main Report
3.1	<p>The Council has received correspondence from organisations requesting that consideration be given to lighting up our three designated council properties. Requests for consideration and recommendation by Committee:</p> <ul style="list-style-type: none"> • Public Health Agency: Organ Donation Week Monday 18 September 2023 Colour: Pink • SHSCT: Foster Care 'Children who wait' Tuesday 26 September 2023 Colour: Yellow • Age Friendly Communities: UN International Day of Older Persons (IDOP) Sunday 1 October 2023 Colour: Purple • Cancer Focus NI: Breast Cancer Awareness Month – Monday 2 October 2023 Colour: Pink • North West Migrants Forum: Black History Awareness & Show Racism the Red Card Tuesday 3 October 2023 Colour: Red; • Out and About Community Transport: Celebrating 25 Years of Community Transport Wednesday 4th October 2023 Colour Blue; • Action Mental Health & MU Libraries World Mental Health Day – Tuesday 10 October 2023 Colour: Purple • NI Versus Arthritis: World Arthritis Day – Thursday 12 October 2023 Colour Blue • Parenting NI: Parenting Week - Monday 16 October 2023 Colour: Purple • Raising Awareness of Development Language Disorder (RADLD) Friday 20th October 2023 Colour: Purple • Postural Orthostatic Tachycardia Syndrome (POTS) UK: Postural Orthostatic Tachycardia Syndrome (POTS) Awareness Day Wednesday 25 October 2023 Colour: Purple • Purple Tuesday: Promoting accessibility and inclusivity – Purple Tuesday 7 November 2023 Colour: Purple • Diabetes UK NI: World Diabetes Day – Tuesday 14 November 2023 Colour: Blue • Disability Action NI: International Day of Disabled People – Sunday 3 December 2023 Colour: Purple • The Encephalitis Society: World Encephalitis (Inflammation of the Brain) Day 22 February 2024 Colour: Red • Leukaemia & Lymphoma NI (LLNI): 60th Anniversary of Leukaemia & Lymphoma NI Colour: Red
3.2	<p>Scope of the Council Arrangements</p> <p>The policy scope extends to requests made by charitable organisations for the promotion of its charitable cause on a given date or set of dates.</p>

4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: Not applicable
	Human: Not applicable
	Risk Management: Not applicable
4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: Council policy and procedural arrangements have been referred to.
	Rural Needs Implications: Not applicable
5.0	Recommendation(s)
5.1	<p>That the Committee considers making recommendation to light up the designated properties on the dates specified to mark:</p> <ul style="list-style-type: none"> • Public Health Agency: Organ Donation Week Monday 18 September 2023 Colour: Pink • SHSCT: Foster Care 'Children who wait' Tuesday 26 September 2023 Colour: Yellow • Age Friendly Communities: UN International Day of Older Persons (IDOP) Sunday 1 October 2023 Colour: Purple • Cancer Focus NI: Breast Cancer Awareness Month – Monday 2 October 2023 Colour: Pink • North West Migrants Forum: Black History Awareness & Show Racism the Red Card Tuesday 3 October 2023 Colour: Red; • Out and About Community Transport: Celebrating 25 Years of Community Transport Wednesday 4th October 2023 Colour Blue; • Action Mental Health & MU Libraries World Mental Health Day – Tuesday 10 October 2023 Colour: Purple • NI Versus Arthritis: World Arthritis Day – Thursday 12 October 2023 Colour Blue • Parenting NI: Parenting Week - Monday 16 October 2023 Colour: Purple • Raising Awareness of Development Language Disorder (RADLD) Friday 20th October 2023 Colour: Purple • Postural Orthostatic Tachycardia Syndrome (POTS) UK: Postural Orthostatic Tachycardia Syndrome (POTS) Awareness Day Wednesday 25 October 2023 Colour: Purple

	<ul style="list-style-type: none"> • Purple Tuesday: Promoting accessibility and inclusivity – Purple Tuesday 7 November 2023 Colour: Purple • Diabetes UK NI: World Diabetes Day – Tuesday 14 November 2023 Colour: Blue • Disability Action NI: International Day of Disabled People – Sunday 3 December 2023 Colour: Purple • The Encephalitis Society: World Encephalitis (Inflammation of the Brain) Day 22 February 2024 Colour: Red • Leukaemia & Lymphoma NI (LLNI): 60th Anniversary of Leukaemia & Lymphoma NI Colour: Red
6.0	Documents Attached & References
	None

Report on	Report of Civic Recognition Working Group August 2023
Date of Meeting	Thursday 7 th September 2023
Reporting Officer	Joseph McGuckin, Head of Strategic Services & Engagement
Contact Officer	Joseph McGuckin, Head of Strategic Services & Engagement

Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	x

1.0	Purpose of Report
1.1	The report provides the outworking's of the most recent Civic Recognition Working Group meetings held on 9 th & 31 st August 2023.
2.0	Background
2.1	Arrangements to allow for the provision of civic recognition have been in place since the early years of this Council. These have been in place since November 2015 with current arrangements being developed because of a review and refinement in 2018.
2.2	The Civic Recognition and Working Group met on 22 nd November 2023 and agreed that the Councils current Civic Recognition arrangements should be reviewed and a new way forward considered.
2.3	At the Council meeting held on 22 nd June 2023, it was further agreed that the current process would pause for review with immediate effect and that officers would prepare an options paper for the way forward.
3.0	Main Report
3.1	The most recent meetings of the Civic Recognition Working Group was held on 9 th August 2023 & 31 st August 2023. (Report of these meetings are attached as Appendix A & Appendix B)
3.2	Members in attendance were provided with a consideration paper highlighting a proposal for the way forward taking an approach for Mid Ulster District Council Awards type evenings to include Business & Environment Awards, Sports Awards and Arts, Culture and Civic Achievement Awards.
3.3	Members discussed the way forward and agreed this was the most suitable approach to progress with Civic Recognition. The following was discussed and recommended:

3.4	<ul style="list-style-type: none"> • Chairs & Vice-Chair Receptions are provided separately from Civic Awards and have sole discretion during their Terms of Office to anyone whom they believe merits the honour. • It was agreed that officers would work further with relevant directorates on the criteria for evaluation of awards for 3 Civic Awards Nights and those nominated should meet the criteria set within the category to be considered. • Awards Ceremonies to be prestigious with the Master of Ceremonies chosen from district for example a local sports personality, business leader etc • It was agreed that nominations will use an 'open' public nomination scheme which will require completion of an online application. • It was agreed that there can be multiple winners on the night for a particular award if they all meet the agreed threshold by the judging panel. • Consideration should be given to the composition of the judging panel regarding number of External Independent Members and whether Elected members should form part of the judging panel. This in turn should be brought back to working group for consideration and approval. • It is proposed that 2/3 Civic Awards Ceremonies will be held each Calendar Year. • To promote Councils Arts & Heritage venues the ceremonies will be held in and rotated across these. • It was agreed that trophies/awards should be considered further by the CRWG and that samples should be sought from local manufacturers within the Mid Ulster Council Area. • Councils Marketing & Communications team will undertake promotion and social media of the overall Civic Awards, categories, nomination process and Awards Ceremonies through Councils social media channels, website and papers including promotional launch with Chair. • The current limited budget for roll out of the events may need further consideration by the working group. • It was agreed that in this financial year we will run one Pilot Sports Awards in February 2024. We will in turn take the learning from this in advance of roll out of the other Awards nights the following year. <p>The responsibility for roll out of the Civic Awards will be administered through the Chief Executive Business Support who in turn will work with named directorates for Evaluation process of awards.</p>
4.0	Other Considerations
4.1	<p>Financial, Human Resources & Risk Implications</p> <p>Financial: N/A</p> <p>Human: Officer time</p> <p>Risk Management: N/A</p>
4.2	Screening & Impact Assessments

	Equality & Good Relations Implications: N/A
	Rural Needs Implications: N/A
5.0	Recommendation(s)
5.1	It is recommended that Members consider and approve the approach and recommendations of the Civic Recognition Working Group meetings held on 9 th & 31 st August 2023.
6.0	Documents Attached & References
	Appendix A: Report of Civic Recognition Working Group 9 th August 2023 Appendix B: Report of Civic Recognition Working Group 31 st August 2023

Report of Civic Recognition Working Group of Mid Ulster Council held on *Wednesday 9 August 2023* in *Chamber, Dungannon* and by *virtual means*.

Attendees **Members:** Councillors Mallaghan*, D McPeake*, Molloy, McLernon, Corry*, Robinson*, Brown*, McLean* and Quinn*
Officers: J McGuckin (Hosse), E Forde (Committee & Member Services Manager)

Apologies Chief Executive, J Hobson (Executive Officer)

AGENDA	MATTERS AGREED	ACTIONS & RESPONSIBILITY
1.0	Chair	
	<p>Proposed by Councillor D McPeake, Seconded by Councillor Quinn that Councillor Mallaghan resume as Chair.</p> <p>AGREED: Councillor Mallaghan continue as Chair of the Working Group.</p> <p>Councillor Mallaghan proposed Councillor Molloy to Chair the meeting as he was present in the room.</p> <p>AGREED: Councillor Molloy chaired the meeting</p>	No action
2.0	Report of meeting held on 22 November 2022	
	<p>Members noted the report of the Civic Recognition Working Group held on 22 November 2022 which had been approved at P&R 1 December 2022.</p>	No Action
3.0	Civic Recognition Way Forward – Proposal Paper	
	<ul style="list-style-type: none"> Proposed by Councillor Mallaghan, seconded by Councillor D McPeake 	

	<p>That Officers progress option 2 of the proposal Paper.</p> <p>Considerations going forward:</p> <ul style="list-style-type: none"> • Criteria to be determined with relevant directorates for approval; • Effective communication of the promotional campaign for the awards will be key to success and understanding of the events; • Venues: consideration be given to taking events to a larger venue should it be required; • Awards: award for winner of each category with recognition for runners up however noted that not everyone nominated to a category could be invited to an event; • Each nomination acknowledged. • Nominations: made by public through open call advertised via council’s website and social media platforms as part of the promotional campaign. Nominations submitted via online application form. • Members form part of the judging panel. • Chair’s and Vice Chair’s reception at discretion of those holding office as agreed CRWG 22.11.22. • Occasions such as County/Team winning an All-Ireland title, Chair’s office work with neighbouring councils to jointly acknowledge achievement outside of Civic Awards. For example, both Chair’s meet the team post-match/training event to jointly congratulate. <p>AGREED: That</p> <ul style="list-style-type: none"> (i) Officers work with directorates to determine draft criteria for awards; (ii) Members to feed further comment to HoSSE by 12 noon Tuesday 15 August 2023; (iii) Working group to reconvene with aim of bringing draft paper to Policy and Resources Committee 7 September 2023. 	<ul style="list-style-type: none"> (i) Council Officers (ii) Members (iii) Officers
4.0	Date of Next Meeting	
	AGREED: Working group reconvene week commencing 21 August 2023	
Meeting concluded at 6.55pm		

Report of Civic Recognition Working Group of Mid Ulster Council held on *Thursday 31 August 2023* in *Chamber, Dungannon* and by *virtual means*.

Attendees **Members:** Councillors Mallaghan, D McPeake*, Molloy*, McLernon, Corry*, Robinson*, Brown*, and McLean*
Officers: AM Campbell, (DCE/SD: ENV), J McGuckin (Hosse), E Forde (Committee & Member Services Manager), J Hobson (Executive Officer)

Apologies **None**

AGENDA	MATTERS AGREED	ACTIONS & RESPONSIBILITY
1.0	Report of meeting held on 9 August 2023	
	<p>Members noted the report of the Civic Recognition Working Group held on 9 August 2023</p> <p>Noted: That to issue a letter to all nominees who did not make awards criteria would be mail merge of standard letter.</p>	
2.0	Civic Recognition Way Forward – Updated Proposal Paper	
	<p>Considerations going forward:</p> <ul style="list-style-type: none"> • Scoring matrix and criteria for each category to be refined; • All nominees scored on agreed matrix, once the top threshold has been established the top 5 scorers receive an award, thus no overall winner; • Trophies and awards to be selected from local craft industries, top wards to be perpetual, budget to be sourced outside of existing parameter; • Samples of possible awards from local craft industries to be sought expediently; 	

Report on	Corporate Performance Improvement Plan (PIP plan) 2023 to 2024
Date of Meeting	Thursday 6 th July 2023
Reporting Officer	J Mc Guckin, Head of Strategic Services and Engagement
Contact Officer	L Jenkins, Corporate Performance & Quality Officer

Is this report restricted for confidential business?	Yes	<input type="checkbox"/>
If 'Yes', confirm below the exempt information category relied upon	No	X

1.0	Purpose of Report
1.1	To consider Council's Corporate Performance Improvement Plan (PIP) for period 2023-2024.
2.0	Background
2.1	The 2014 Local Government Act places a general duty on the Council to "...make arrangements to secure continuous improvement..." in the exercise of its functions.
2.2.	Section 92(4) of the Local Government Act (NI) 2014 (hereby referred to as "the Act") requires council to publish an 'improvement plan' setting out its plans for discharging its duties under sections 84(1), 85(2) and 89(5) of the 2014 Act for a financial year. Paragraph 45 of the statutory guidance on Local Government Performance Improvement (Local Government Circular 21/2016) indicates that the publication of an improvement plan should take place by the end of June each year. Council refers to the 'improvement plan' as set out in the legislation and guidance as Mid Ulster District Council's Corporate Performance Improvement Plan (PIP plan).
2.3	Statutory Guidance issued by the Department for Communities to Councils on taking forward the general duty on improvement, requires that the council consult on a yearly basis on their improvement objectives. This requirement on consultation falls from section 87 of the Local Government Act (NI) 2014 i.e. (requires a council to consult on how it intends to discharge its duties under section 84 and 85 before the improvement plan is published).
2.4	In order to comply with section 92(4) of the Act, each year the Council develops an annual Performance Improvement Plan (PIP), containing improvement objectives, associated activity and outcomes for citizens and local communities. The plan also includes the statutory performance indicators and standards as outlined in the Local Government (Performance Indicators and Standards) Order (Northern Ireland) 2015, as well as Council's Corporate health indicators (measures).

3.0	Main Report
3.1	<p>A letter regarding a new PIP publication date was issued on the 11th of May 2023 to all Council Chief Executives by Anthony Carleton; Director of Local Government Housing Regulation, Department for Communities, (the letter and associated paper was presented to June Policy and Resources Committee 2023). DfC stated that given the need to consult and taking account of the upcoming local government elections on 18th May 2023, some concerns have been raised as to whether there would be sufficient time to have PIP plans approved by councils by 30th June. The Department had decided to move the suggested publication date for all Councils' Performance Improvement Plans as set out in paragraph 45 of the guidance, that is, for 2023, councils will be required to have their performance improvement plans published by 30th September 2023 at the latest.</p>
3.2	<p>There is no statutory duty to consult on the improvement plan, but rather the improvement objectives. The four new improvement objectives proposed for 2023 to 2024 went out for public consultation from Monday 27th February to Friday 21st of April 2023. The consultation told us that each objective received significant support. When reviewed, respondent commentary did not warrant the removal, amendment to or addition to the objectives proposed. An "Outworking's Report", relating to the public consultation, was presented to June Policy and Resources committee meeting.</p>
3.3	<p>The process of developing the Council's improvement objectives involved engagement between Senior Management, Assistant Directors, Heads of Service and the Strategy and Engagement Team. A self-analysis exercise was undertaken by Council to review the previous year's draft improvement objectives to establish their continued relevancy for the period 2023/24. The exercise was undertaken in order to ensure that the improvement objectives were based on:</p> <ul style="list-style-type: none"> • A thorough, evidence-based understanding of the communities Council serves, • Local needs and Council's capacity to address those needs. • Improvement objectives correspond directly with the council's priorities for improvement in the hierarchy of plans, and • The context of the current economy • Short, medium and long term needs of the Council • Many drivers and enablers both external and internal relating to improvement
3.4	<p>Senior management, were content with the review of the proposed improvement objectives. The rationale for each improvement objective, associated links to the Community and Corporate Plan were considered and approved by elected members as a focus for continuous improvement at their Policy and Resources committee meeting 9th of February 2023 and thereafter were ratified at the February Council meeting. The proposed improvement objectives will form the basis of Council's performance improvement plan (PIP) for 2023/24 – (refer to table 1 below).</p>

Table One - Proposed Improvement Objectives 2023-2024

Proposed Improvement Objectives 2023/2024	
1	Mid Ulster District Council will seek to reduce the environmental impacts of our own activities and will contribute to the improvement of the wider environment through local action
2	We will ensure a more connected Mid Ulster where new technologies and ways of working, empower citizens to get the best services that matter to them
3	To create cleaner neighbourhoods, where everyone takes responsibility for their waste and environment
4	We will contribute to the on-going regeneration of our district by delivering a capital investment programme, enhancing facilities and opportunities for local people

3.5

Together with additional commentary provided from the public consultation, the Council has developed its 2023-2024 Corporate Performance Improvement Plan (PIP) around the four objectives (refer to Appendix One Performance Improvement Plan 2023 to 2024). This is the third year that the four improvement objectives appear in Council's performance Improvement Plan, having been reviewed in December 2022 into January 2023, and having been refreshed and updated from April 2023 onwards. A variety of services across the Council are involved in ensuring the delivery of aligned, activities and measures, which are contained within the PIP plan to meet the four improvement objectives, as well as statutory and corporate performance indicators.

4.0 Other Considerations

4.1 Financial, Human Resources & Risk Implications

Financial: N/A

Human: N/A

Risk Management: N/A

4.2 Screening & Impact Statements

Equality & Good Relations Implications: N/A

	Rural Needs Implications: N/A
5.0	Recommendation(s)
5.1	That members consider and approve the Council's Corporate Performance Improvement (PIP plan) Plan 2023-2024 to 2024-2025.
6.0	Documents Attached & References
	Appendix One: Corporate Performance Improvement Plan (PIP plan) 2023-2024 to 2024-2025

Mid Ulster District Council

Annual Self-Assessment Report 2022 – 2023

August 2023

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Foreword

Welcome to the 2022 to 2023 Annual Report for Mid Ulster District Council. This report outlines the progress Mid Ulster District Council is making towards delivering its Improvement Objectives set out in the two year Performance Improvement Plan 2021-2022 to 2022-2023. The report reflects on the achievements we have made in the second year, the challenges that we have faced, and the lessons that have been learned.

The core vision and purpose of the Council is to improve the quality of life of everyone in Mid Ulster. We do that by providing the best possible services for local people, and we continually strive to improve those services, working in partnership with our communities. Public performance reporting is an important part of this process as it explains how well we are delivering on our services, showing how effective we are in terms of achieving high standards.

The Council's Annual Performance Self-Assessment Report is not intended to provide an exhaustive list of everything we have completed over the past year. It is intended to provide a summary and a range of different examples of work we have undertaken in relation to performance improvement in a visual and digestible way for our audiences.


At the start of 2022 to 2023, we retained our four ambitious Corporate Improvement Objectives (as part of a 2-year plan), relating to: regeneration through capital programme development, digitally transforming services, creating cleaner neighbourhoods and improving resilience to climate change; with some key priority areas to deliver against.

Over the last few years, global events including the Covid pandemic, Brexit, Ukraine conflict and now the cost-of-living crisis have brought huge challenges to our District, families, communities and businesses. It is in such challenging times that we remember the importance of public services for both short-term support and long-term solutions and improvement. We have also learned that none of this can be achieved by the council alone. It is for these reasons that Council continues to work with other organisations from private, public, not-for-profit, community groups and charities at local, regional and national levels, to help deliver our priorities for the citizens of Mid Ulster.

With high inflation and soaring energy prices, the costs of delivering public services and investing in our buildings and infrastructure are all going up. We have, however, faced challenges in the past and met them with renewed ambition and an unrelenting commitment to delivery. We will do so again.

We have a Medium Term Financial Strategy (MTFS) in place that sets out the Council's commitment to providing value for money services. To deliver our services Council finances will be structured and managed to ensure that this fits with, and supports, the delivery of our Corporate Plan and Improvement Objectives.

We will continue to do our very best to support the District through these challenging times and invite you to join us – everyone's contribution, no matter how big or small, is key to making this, our district, an ambitious, fairer, and more sustainable for everyone.



Councillor Dominic Molloy

Chair Mid Ulster District Council

1.0 Introduction

The purpose of this report is to present a summary of Council performance at the end of year 2022-23, based on Council's progress against its Performance Improvement Plan (PIP) 2022 to 2023, statutory performance indicators, as outlined in the Local Government (Performance Indicators and Standards) Order (Northern Ireland) 2015, as well Corporate Health Indicators.

The PIP plan is published each year before the 30th of June, in order to comply with Part 12 of the Local Government (NI) Act 2014 (hereby referred to as The Act). An annual assessment report is also undertaken to comply with the Act and provides a retrospective review of the work Council had undertaken to improve its services. The annual assessment complies with departmental guidance under the Act and is published before the 30th of September each year.

Our work is scrutinised by the Northern Ireland Audit Office to ensure that we use public money effectively to deliver benefits to our communities (Annual Audit Reports are available to view on our website – refer to Performance section Northern Ireland Audit Office Report). We have ensured that this annual report presents progress and performance for the year in a fair and balanced way.

The four improvement objectives for 2022 to 2023 look at how we contribute in reducing activities that impact the environment; ensuring Mid Ulster is more connected digitally; as well as creating cleaner neighbourhoods and how we can continue to contribute to the ongoing regeneration of our district.

2.0 Strategic Context of 2022 to 2023.

International conflict, especially the Russian invasion of Ukraine, has caused instability, leading to inflation and cost of living pressures, while also altering economic patterns worldwide, as well as a need for a humanitarian response to the needs of those displaced by conflict. The cost of living pressures continue to be high on the local, regional and national agenda. Recent labour disputes have occurred in the wider context of the UK's rising cost of living. Between June 2022 and February 2023 there have been increasing numbers of strikes occurring across

a range of industries, including many parts of the rail and bus networks, postal workers, council workers, civil servants, teaching staff and NHS staff. In total, across the UK, 2.472 million working days were lost between June and December 2022; of these, over three-quarters (79%) came from workers in transport, storage, information and communication¹. Inflation was expected to ease during 2023 but remains at an elevated level. Accordingly, the Office for Budget Responsibility forecasts living standards to fall by a cumulative 5.7% in the two years to 2023-24², the largest two-year fall since records began in 1956-57.

The direct and indirect impacts of the COVID pandemic on the economy and health are starting to be better understood. Certain groups of people are still readjusting to life beyond COVID, particularly those with long term health conditions or anxiety who may not yet have returned to pre-pandemic behaviours. Addressing climate change is a global and local priority. Extreme weather events have severe impacts on our communities and ecosystems. As the climate changes they pose an increasing threat. We are now seeing more frequent extreme weather events, such as flooding and high temperatures.

¹ [The impact of strikes in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/economy/banking-and-finance/articles/the-impact-of-strikes-in-the-uk/2023-01-17)

² [Economic and fiscal outlook - March 2023 - Office for Budget Responsibility \(obr.uk\)](https://obr.uk/economic-and-fiscal-outlook-march-2023/)

3.0 General Duty to Improve and Council's Hierarchy of Plans - Performance Management Framework.

3.1 General Duty to Improve

Legislation contained within Part 12 of The Local Government Act (Northern Ireland) 2014 (hereafter referred to as 'The Act'), requires that all Councils are, under a general duty, to make arrangements to secure continuous improvement in the exercise of their functions.

The Act sets out a number of Council responsibilities under a performance framework. This section highlights how Council has embedded its duty to improve within its performance management framework and governance arrangements.

3.2 Definition of Improvement within legislative Guidance

Improvement is defined in statutory guidance as ‘more than just quantifiable gains in service output or efficiency, or the internal effectiveness of an organisation. Improvement for councils should mean activity that enhances the sustainable quality of life and environment for ratepayers and communities’. Essentially, improvement is about making things better and our focus is on how we can deliver better services for the benefit of our residents and service users.

3.3 What is improvement?

Part 12 of the Local Government Act (NI) 2014, put in place a new framework to support continuous improvement in the delivery of council services, in the context of strategic objectives and issues that are important to those who receive the services. Councils are required to gather information to assess improvements in their services and to report annually on their performance against indicators, which they have either, set themselves or that have been set by Stormont Executive Departments.

The Act, is supported with guidance from the Department of Communities and “improvement” in the context of the Act means that Improvement is no longer limited to economy, efficiency and effectiveness but rather embraces the following:

- Making Progress towards a Council’s strategic objectives (as set out in the community plan)
- Improving the quality of services
- Improving the availability of services
- Improving fairness by reducing inequality in accessing or benefitting from services, or improving the social wellbeing of citizens and communities
- Exercising functions in ways which contribute to sustainable development
- Improving the efficiency of services and functions
- Innovation and change, which contributes to any of the above objectives.

The Act specifies that Council must make arrangements for the publication of:

A. Its assessment of its performance during a financial year:

- In discharging its duty to make arrangements to secure continuous improvement

- In meeting its improvement objectives which are applicable to that year
 - By reference to the statutory performance indicators and self-imposed indicators which are applicable to that year.
- B. Its assessment of its performance in exercising its functions during a financial year as compared with:
- Its performance in previous financial years.
 - So far as is reasonably practicable, the performance during that and previous financial years of other Councils.

Mid Ulster District Council is committed to driving continuous improvement and performance across all service areas within the organisation and that the best arrangements for delivering them are in place.

3.4 Corporate Planning and Performance Framework

A network of plans (key plans in a clear hierarchy) that work together to create a 'line of sight' to deliver key outcomes for Mid Ulster, informs the Council's Strategic Planning framework (refer to diagram 3.4.1 - Mid Ulster District Council's Strategic Planning Framework page 12).

The plans show the relationship between the long term future of the area, the vision for the Council, mid-term plan of action, plan for Council finances, all the way down to what each Council service plans to achieve in the next year and how each employee understands how they contribute to the organisation achieving its goals and priorities.

Evidence linked to existing and forecasted data informs the Council's policy framework, which in turn informs our planning process. It is important that elements within Council's planning and reporting activities are monitored and reviewed within an annual cycle.

Planning is an essential component of good performance management and the delivery of effective and efficient services. It acts as a tool for making decisions about resource allocation and assists services/teams in staying focused on

delivering ambitions, even during time of change. A good example of this happened in early 2020, when it became self-evident that Council's emergency planning capabilities came to the fore in being able to sustain front-line service delivery in the face of the first waves of Covid-19 and the subsequent restrictions.

The business planning process translates high-level objectives (e.g. Community and Corporate Plans) into management action linked to performance measures. This process will be undertaken at all levels of the organisation, producing a hierarchy framework of plans that all feed up wards (the "golden Thread") and are aligned to the Council's overarching vision (as outlined in the Corporate plan). The business plans for 2022 to 2023 were developed by Service Directors, with their teams and taken through each services' respective committee for approval and Council for ratification.

The Council's performance management framework is set against the statutory background of Part 12 of the Local Government (NI) 2014 Act, where Council undertakes the following:

- Issue an Annual Corporate Performance Improvement Plan (PIP)
- Issue a Community Plan in conjunction with our partners
- Set objectives and targets, which make a difference to our customers, reflect their needs and expectations as well as values of the Council.
- Stretch and motivate our employees and partners.
- Convert top-level outcomes into specific actions at appropriate levels.
- Assign clear ownership and accountability.
- Measure and review overall council progress at least quarterly and take action to address shortcomings.
- Engage all areas of the Council in performance improvement
- Scrutinise what we do to ensure value for money.

We ensure through our performance management process that the Community plan outcomes and corporate plan priorities and annual improvement objectives (where relevant) are reflected through our service delivery and through our appraisal scheme, this is reflected for individual staff members through their

personal development plans (refer to diagram 3.4.2 - Mid Ulster District Council's step approach to managing performance page 13).

We rely on having good information on which to base our decisions on how to deliver our services more efficiently and effectively. Successful performance management is organised and structured to allow people to work together to do the right things. The diagram below outlines Mid Ulster District Council's (MUDC) Strategic Planning Framework (Golden Thread)

Diagram 3.4.1 – MUDC’s Strategic Planning Framework



3.5 Community Plan

The 10-year plan for Mid Ulster “Our Community Plan” is the sovereign plan for Mid Ulster and forms part of the new statutory duty, which requires Council to “initiate, maintain, facilitate, and participate in community planning for the district”, (the Community Plan is available on our web site and was published in 2017).

Community planning involves integrating all the various streams of public life e.g. education, community safety, health, the voluntary sector, arts, leisure etc. to produce a plan that will set out the future direction of the Mid Ulster District Council area.

The Community Plan reflects what has been outlined at regional level in documents like the Programme for Government Framework, and other regional development

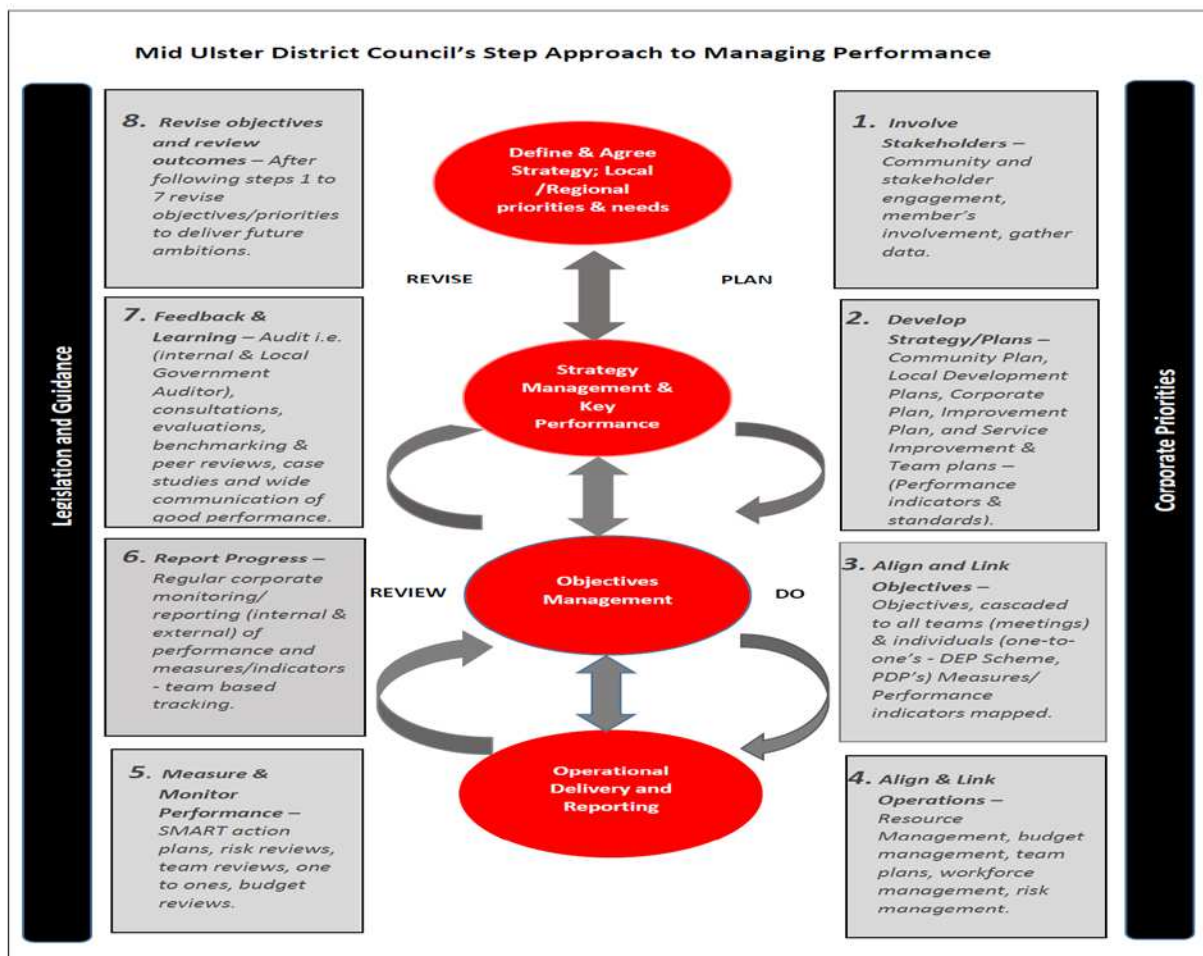
strategies such as Growth Deals. The figure below outlines Council's Step Approach to Managing Performance.

The Community Plan describes what the Community Planning Partners' aim to achieve by working together, over and above what partners could do as individual organisations. Partners include statutory bodies/agencies and the wider community including the voluntary, community and business sectors.

The plan sets out the Community Planning partner's strategic priorities for action, and is a shared commitment to tackle these challenges. The plan sets out the vision for Mid Ulster as,

"...a welcoming place, where people are content, healthy and safe, educated and skilled; where our economy is thriving, our environment and heritage is sustained, and where our public services excel".

Diagram 3.4.2- MUDC's step approach to managing performance



The Community Plan resonates around five themes (refer to table - Mid Ulster's Community Plan Theme and Outcomes below, pages 14-15), and running across the five themes are cross cutting guiding principles. All of our strategic actions must incorporate the principles of sustainable environment, equality and the highest standard of public service. The five themes have aligned outcomes associated with each, there are fifteen outcomes in total:

The Community Plan is the key strategic document for Council and an integral element of the performance management framework and performance improvement. The Community planning partners and Council must put in place arrangements for monitoring progress and publish a statement every two years, which outlines progress made against the identified outcomes and performance indicators.

Table - Mid Ulster's Community Plan Themes and Outcomes

Community Plan Theme	Community Plan Outcomes
1. Economic Growth	<ul style="list-style-type: none"> • We prosper in a stronger and more competitive economy • We have more people working in a diverse economy • Our towns and villages are vibrant and competitive
2. Infrastructure	<ul style="list-style-type: none"> • We are better connected through appropriate infrastructure • We increasingly value our environment and enhance it for our children • We enjoy increased access to affordable quality housing
3. Education and Skills	<ul style="list-style-type: none"> • Our people are better qualified and more skilled • We give our children and young people the best chance in life • We are more entrepreneurial, innovative and creative

Community Plan Theme	Community Plan Outcomes
4. Health and Well-being	<ul style="list-style-type: none"> • We are better enabled to live longer healthier and more active lives • We have the availability to the right service, in the right place at the right time • We care more for those most vulnerable and in need
5. Vibrant & Safe Communities	<ul style="list-style-type: none"> • We are a safer community • We have a greater value and respect for diversity • We have stronger communities with less disadvantage & poverty

The Community plan must also be reviewed before the fourth anniversary on which it was published and every four years thereafter.

3.6 Corporate Plan

The Council's corporate plan 2020 to 2024 is the key Council policy document. The current plan sets out how the Council achieves its vision and key priorities as outlined from community consultation.

All Council plans should be consistent with corporate priorities, improvement objectives and values in existence at the time of publication. The Corporate Plan covers improvement priorities and high-level actions, identified to achieve those priorities. The vision and priorities that are set out in the Corporate plan have a direct relationship with directorate business/service delivery plans at all levels, to ensure we are unified in working towards delivering our vision.

Council developed a corporate plan for 2020 to 2024, encompassing priorities with the key outcomes of the Community plan, thereby ensuring that the Council is able to deliver its commitments we have made alongside our partners, and enable a clear 'golden thread' to be demonstrated within and across our partner organisations.

Council undertakes annual monitoring and reporting of the corporate plan's performance. The Council developed a suite of Corporate Indicators in late 2017/18 and are set out in Appendix One, performance status and updates are reported to Senior Management and Council on a regular basis. Currently work is being undertaken to develop a new corporate plan, in alignment with the new Council term (Councillors) and in conjunction with citizens, businesses and the statutory, voluntary and community sectors for 2024 to 2028.

3.7 Corporate Performance Improvement Plan (PIP)

The purpose of the Corporate Performance Improvement Plan is to enable the council to evidence it has discharged its duty to, "...*make arrangements to secure continuous improvement in the exercise of its functions.*" (Section 84 of the Local Government Act (NI) 2014). Councils are required to identify, consult upon and publish improvement objectives on an annual basis. To ensure Council discharges its improvement duty it prepares an annual improvement plan containing improvement objectives, (Councils can set improvement objectives spanning more than one year).

Whilst we constantly strive to improve all our services, it is important for us to identify a small number of areas where we want to focus our attention in order to achieve improvements more quickly. These are our Improvement Objectives, set out in our Annual Corporate Performance Improvement Plan. Each year the Council identifies, consults upon and publishes a set of improvement objectives, Council ensures that the objectives are:

- Legitimate: making a demonstrable contribution to at least one (or probably more than one) of the aspects of improvement listed in the Act.
- Clear: setting out the visible improvement that citizens can expect
- Robust: with defined terms of success (whether quantitative or qualitative)
- Deliverable: with established links to individual service programmes and budgets; and
- Demonstrable: capable of being supported by objective (but not necessarily measured or quantitative) evidence

3.8 Service Plans

Service plans describe the core services and objectives/activities and how these are sustained and agreed within an agreed annual budget. They also provide the mechanism for further planning within services, such as requirements resulting from: new legislation or statutory guidance, political or management priorities, improvements identified in the corporate performance improvement plan and recommendations resulting from statutory inspection, internal/external audit etc. They can also include elements within the Community plan, Corporate Plan, and Performance Improvement plan.

Council's service plans provide the essential link between the Council's high-level objectives and the individual employee's contribution towards the achievement of these, and is referred to as "golden thread" of performance management. The service plans are monitored and reviewed on a regular basis, to ensure they are achieving their aims, and mitigating actions are developed in response to identified risks. The plans are presented as information to the service's respective committees annually. An annual retrospective overview of the previous year's performance (service review) is detailed in the annual service plan.

3.9 Statutory Indicators/Standards and Self-Imposed Indicators/Standards

In addition to the improvement, objectives and associated actions used to measure our performance, the Northern Ireland Government Departments have set a series of performance measures (indicators and standards) which the council will report on annually. Where relevant, the council's improvement objectives incorporate statutory performance standards and indicators for Economic Development, Planning and Waste Management.

Arrangements for managing, improving and tracking Council's performance in relation to set statutory indicators has been progressed through our service plans, which are developed on an annual basis and endorsed by Council, or if relevant may appear in the annual corporate performance Improvement plan as aligning with one of Council's chosen Improvement objectives. Data is classed as management information, (provisional) unless otherwise stated as validated (e.g. in annual DfI Statistical Planning Report etc)

Quarterly/six month reviews and update reports relating to Council's statutory indicator performance are collated and forwarded to our Senior Management Team, respective committees and Council (reporting and scrutiny arrangements). Unless otherwise highlighted in the annual corporate performance improvement plan, statutory performance indicators are managed at a directorate level. Performance progress against the indicators is submitted by Councils to the relevant regional body and validated data reports are issued showing comparisons across all of the eleven local Councils. Where the statutory target is not met the need to improve in accordance with the general duty set out in the Act is considered, Council is also minded to set performance data within a context. It is essential to provide a clear and consistent context when discussing performance measures to ensure that they are relevant, reliable, and valid.

3.10 Staff Engagement, Appraisals, and Personal Development Plans (PDP's)

Appraisals are individual plans that translate the service plan objectives (service plans and team plans i.e. how they will be delivered) into working measures and targets for all members of staff within the Council. They ensure employees understand the contribution and accountability towards meeting the Council's vision and objectives.

Once performance expectations and targets are agreed, managers will regularly review progress with staff one-to-one meetings throughout the year. Council has developed and adopted an appraisal scheme, called "Developing, Engaging and Performing" - (DEP's).

Relevant parts of the Community Plan, the Corporate Plan, Corporate Performance Improvement Plan and Service Plans forms the basis of personal objectives set for each SMT members, Assistant Directors, Heads of Service, Managers and individual team members, and achievement against are discussed at the regular meetings.

Within Council, a personal development plan (PDP) sets out the actions staff propose to take to deliver on objectives, and how to learn/develop themselves.

4.0 Developing Our Improvement Plan Objectives

4.1 Setting Our Improvement Objectives

The Council's Policy and Resources Committee oversaw the development of the two-year Performance Improvement Plan (2021/22 – 2022/23) to ensure the plan's publication as soon as practicable following the 1st April 2021, in line with Department for Communities guidance.

The process of developing the Council's improvement objectives involved engagement between Senior Management, Heads of Service and the Democratic Services Team. This engagement identified potential areas for improvement across the council from which four proposed improvement objectives were identified for consideration and approved by elected members as a focus for continuous improvement– the table below outlines Council's Improvement Objectives 2021 - 2023.

Table – Council's Improvement Objectives 2021-2022 to 2022-2023

Number	Objective
One	Mid Ulster District Council will seek to reduce the environmental impacts of our own activities and will contribute to the improvement of the wider environment through local action.
Two	We will ensure a more connected Mid Ulster where new technologies and ways of working, empower citizens to get the best services that matter to them.
Three	To create cleaner neighbourhoods, where everyone takes responsibility for their waste and the environment.
Four	We will contribute to the ongoing regeneration of our district by delivering a capital investment programme, enhancing facilities and opportunities for local people.

To lead the delivery of our improvement objectives council has established project teams to drive the objectives forward; under the direction of a Senior Responsible Officer (SRO) from Assistant Directors/Heads of Service, appointed by the Chief Executive.

The proposed improvement objectives, rationale and associated links to the Community and Corporate Plan were considered and approved by elected members at their March 2021 Policy & Resources committee meeting, a report on the final improvement objectives were considered by Senior Management, and subsequently considered by elected members for approval at their April 2021 .

A public consultation regarding the improvement objectives for 2022 to 2023 was scheduled to be undertaken in the early spring of 2022.

4.2 Consultation

Consultation undertaken on our proposed improvement objectives, rationale for their inclusion and associated activities for the period of the plan, was undertaken Friday 4th March to Friday 15th April 2022. Our consultation involved a survey made available for completion and submission online and by post to the council.

To ensure maximum engagement, the consultation process was promoted through a variety of communication channels including; council social media outlets, internal staff meetings, and the council's website.

4.3 What the Consultation told us

- **93.55% of respondents agreed with objective one:** - *Mid Ulster District Council will seek to reduce the environmental impacts of our own activities and will contribute to the improvement of the wider environment through local action.*
- **90% of respondents agreed with objective two:** - *We will ensure a more connected Mid Ulster where new technologies and ways of working, empower citizens to get the best services that matter to them.*
- **86.21% of respondents agreed with objective three:** - *To create cleaner neighbourhoods, where everyone takes responsibility for their waste and the environment.*

- **90% of respondents agreed with objective four:** - *We will contribute to the ongoing regeneration of our district by delivering a capital investment programme, enhancing facilities and opportunities for local people*

With such significant support for the four proposed improvement objectives, together with additional commentary provided, the council has developed its 2022-2023 Performance Improvement Plan around them.

When reviewed, respondent commentary did not warrant the removal, amendment to or addition to the objectives proposed. The additional commentary and views provided from consultees is informing our wider improvement activity across services.

5.0 Council's Self-assessment of the Performance Improvement Objectives - Projects

5.1. Self-Assessment of Corporate Improvement Projects 2022/23

The following sections review and gives a progress commentary under each of the Council's four improvement objectives in tabular format with associated narrative. The improvement objectives, provides a summary of what the council sought to achieve, how well the Council has performed.

The following tables also set out and refer to the improvement aspects, community plan and corporate plan themes, which align and link to the improvement activities/measures.

The achievement status of each is presented on the basis of: Fully Achieved, Substantially Achieved, Partially Achieved or Not Achieved as explained below – refer to Legend below for self-assessment (evaluation) of Council's four improvement project's performance.

Legend for Self-Assessment (evaluation) of Council's Improvement Project's Activities/ Performance.

Evaluated As	Explanation
Fully Achieved	All actions and measures were achieved
Substantially Achieved	Actions and measures mostly achieved, one or two falling marginally short of planned targets
Partially achieved	Some actions and measures were achieved
Not achieved	Actions and measures were not achieved as planned
Re-prioritised	No longer deemed a priority by Senior Management in year (refer to individual contexts)

Improvement Objective One

5.2 Objective One: Mid Ulster District Council will seek to reduce the environmental impacts of our own activities and will contribute to the improvement of the wider environment through local action.

“Good to see Council seeking to reduce its impact on the environment, the reality of climate change is here, we’re seeing more localised flooding, near drought conditions affecting our farming and habitats pushed to extinction, we all need to take ownership and reduce our carbon emissions.”

(Mid Ulster Councils Corporate Improvement Objectives Survey Excerpt; April 2022)

Lead Officer: Assistant Director Environmental Services.

Why have we chosen this Improvement Objective?

As we navigate through and slowly emerge into a new era, two years on from the start of the pandemic, how we reshape our world will have key implications for our ability to address climate change this decade.

COP 26 (Conference of the Parties 26) was held in November 2021 in Glasgow. The World Climate Change Conference, brought together heads of state, climate experts and campaigners to agree coordinated action to tackle climate change and revisit climate pledges made under the 2015 Paris Agreement i.e. an agreed path forward to tackle global warming. Governments that signed the Paris Agreement, pledged to cut emissions and keep temperatures well below a 2C rise by the end of this century, but the Intergovernmental Panel on Climate Change (IPCC) says even a 1.5C rise could be devastating¹.

Nations adopted the Glasgow Climate Pact, aiming to turn the 2020's into a decade of climate action and support². The pact aims to cut emissions further and faster in the next decade. Crucial other decisions were also reached, on accelerating the shift to clean power, on how international carbon trading should work, and on how much money rich nations should funnel to poorer countries to support their efforts to deal with climate change. The United Nations (UN) is also directed to assess climate plans every year, turning every COP into a pressure point for nations to commit more.

Climate change has been recognised internationally as the most important environmental challenge that we currently face. It is a large scale, long-term shift in the Earth's weather patterns and average temperatures. Scientific consensus recognises human activity³ as a major cause of recent unprecedented warming and climate projections show that past, current and future gas emissions will influence the climate for decades.

The intergovernmental panel on climate change (IPCC) predicts increases in extreme weather events over the twenty first century and attributes this to a result of greenhouse emissions and rising surface temperatures. The IPCC's 2021 Climate Change Report regarding the physical science basis, states that, "Climate change is already affecting every inhabited region across the globe with human

influence contributing to many observed changes in weather and climate extremes”¹.

The latest U.K Climate Change projections (UKC P18)⁴ predict that Northern Ireland will experience warmer, wetter winters and hotter drier summers by the 2050’s, with extreme weather events becoming more frequent⁵.

Northern Ireland’s first legally binding climate bill is currently making passage through the local Stormont Executive⁶. It will see legislation that introduce targets for Northern Ireland for years 2030, 2040 and 2050 – (i.e. reduction in greenhouse gas emissions), along with an independent Climate Change Commissioner’s office. Other amendments to the bill will include a “just transition” fund aimed at supporting agriculture, statutory carbon budgets, targets for biodiversity and soil quality.

We recognise the key role and contribution that the Council has in supporting and promoting local actions and local people, businesses and partners in the move to a low carbon future. Taking action to protect the environment for future generations is a priority for Mid Ulster and is recognised in the Districts Community Plan and Corporate Plan. We care about the environment and understand our legal duty to protect it.

We seek to minimise the environmental impacts of our own Council activities and work with other partners and stakeholders to protect and enhance our local environment. Subject to procurement regulations, we can also choose to buy local produce which not only supports our local economy, it also reduces carbon emissions from freight transport and travel. Climate change is a collective issue and we can all make changes to our lifestyles to reduce the impact on the environment.

1. [IPCC AR6 WGI Full Report.pdf](#)

2. [COP26-Presidency-Outcomes-The-Climate-Pact.pdf \(ukcop26.org\)](#)

3. <https://climate.nasa.gov/scientific-consensus/>

4. <https://www.metoffice.gov.uk/research/approach/collaboration/ukcp/download-data>

5. <https://www.theccc.org.uk/wp-content/uploads/2016/07/UK-CCRA-2017-Northern-Ireland-National-Summary.pdf>

6. [Climate Change \(No. 2\) Bill \(niassembly.gov.uk\)](#)

Two activities were not carried over from the previous year's project and were re-prioritised by the Senior Management Team due to Councils on-going re-structuring process, i.e. Raise community awareness/resilience of climate crisis and increase participation in practical action for climate friendly/low carbon lifestyles (Change One Bit Programme) and – Increase community involvement in sustainable food growing/gardening/self-sufficiency through “Mid Ulster is Growing from Home” scheme.

Link to District Community Plan Theme and Outcomes: Infrastructure - We increasingly value our environment and enhance it for our children

Link to Corporate Plan Themes: Environment - We will work to mitigate against the impacts of climate change by taking steps to reduce carbon emissions as an organisation.

Performance Improvement Aspects which this improvement objective aims to deliver against

Strategic Effectiveness, Service Quality, Sustainability, Service Availability, Fairness, Efficiency, Innovation

Table - Progress Made Against Improvement Objective One 2022 to 2023:

What are we going to do? (Activities/Measures)	What we delivered	Achievement
1. Increase the Council recycling rate to further boost the carbon reductions associated with recycling (target recycling rate 59%).	Council recycling rate in 2022/23 offset approx. 28,000 tonnes of Carbon equivalent per annum. There was a drop, which may be attributed to the strike action in Q2, that affected bin collections and recycling centre operations. Redevelopment of Magherafelt Recycling Centre was completed and re-opened to resume normal operations in December 2022.	Substantially Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
<p>2. Manage Landfill Gas emissions at the Tullyvar, Magheraglass and Ballymacombs Landfill Sites and seek opportunities for further renewable energy projects, i.e. opportunities for the installation of solar power capacity at Tullyvar and Magheraglass.</p>	<p>2.30 GWHrs renewable electricity produced at Tullyvar Landfill Site with a further 0.28 GWHrs produced at Magheraglass Landfill Site.</p> <p>Reduction of approx. 11,000 tonnes of Carbon equivalent per annum by utilising / flaring methane. APSE Report was received on the feasibility of using solar panels at Tullyvar Landfill site.</p>	<p>Substantially Achieved</p>
<p>3. Increase participation in the Eco-Schools programme (100% Schools registered), which encourages and directs young people to think about climate action including litter, recycling, energy saving, and water conservation.</p>	<p>Currently 123 (100%) schools within Mid Ulster are registered on programme with 39 (33%) of schools having achieved Green Flag status by March 2023; 80 schools have achieved at least one Green Flag award since registering on programme (65% of schools). 39 (33%) schools with current Green Flag (awarded within the last two years) the Northern Ireland average is 24%. An additional 19 schools whose Green Flags have lapsed or who have not yet achieved this level have recently submitted a new/renewal Green Flag Application and are awaiting assessment for award before end of June 2023. A further 19 schools are working on an application but were not ready to submit by the March deadline.</p>	<p>Substantially Achieved</p>

What are we going to do? (Activities/Measures)	What we delivered	Achievement
4. Increase the re-use of Council's technological hardware i.e. it is recycled and re-used.	In all there were 50 desktops allocated and distributed to community groups in year.	Fully Achieved
5. Monitor and review air quality across the District to determine whether national air quality objectives are being met. 2021 Air Quality statistics to be compiled and produced as a Report for 2022.	In all a total of 516 tubes were changed throughout District over 12 month period measuring Nitrogen Dioxide at selected worst case locations. The Mid Ulster District Council Air Quality Report for 2022 was completed and submitted to DAERA. During early 2023 the Air Quality Action Plan was reviewed at meeting with Councillors	Fully Achieved
6. Environmental Health Services will control the environmental impacts of certain specified industrial activities through an industrial permitting process by inspecting permitted premises to ensure compliance with with air emission targets as outlined in their Environmental permits – (Local Air Pollution Prevention and Control).	A total of 77 scheduled inspections completed for 12 month period and computer records duly amended to show this.	Fully Achieved
7. Energy Efficiency in households - Number of	In the 2022-2023 year 239 homes were helped by providing energy efficiency	Substantially Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
homes helped to provide Energy Efficiency Advice to (target 247 homes) and the number of homes/referrals helped to improve the energy efficiency of their homes (Affordable Warmth)	advice with a further 264 referrals for households eligible for Affordable Warmth Scheme.	
8. Seek to bring recycling and biodiversity themes into creative art project targeting schools, disability groups and older people programmes. 6 schools participating across Mid Ulster – targets of 150 students, 6 disability groups participating across Mid Ulster (50 participants) and 2 x workshops in Burnavon for Older people (30 participants)	In 2022/23, 20 disability and inclusion groups across Mid Ulster participated. Each group received 4 x 1hr sessions. Approx. 184 persons participated per session. Output - creation of various art pieces using reusable / upcycling materials including felting, mosaic, and wirework. Art Exhibition displaying art pieces held in Burnavon April 2023. In year 10 residential homes across Mid Ulster participated. Each group received 4 x 1hr sessions. Approx. 100 persons participated per session. Output - creation of various art pieces using reusable / upcycling materials including felting, mosaic, and wirework. Art Exhibition displaying art pieces to be held in Burnavon May 2023.	Fully Achieved
9. Develop a pilot habitat assessment tool to utilise as an exemplar for	Habitat survey assessment tool has been developed, Council sites chosen for pilot field work studies and the Digital Student has assisted with good	Partially Achieved

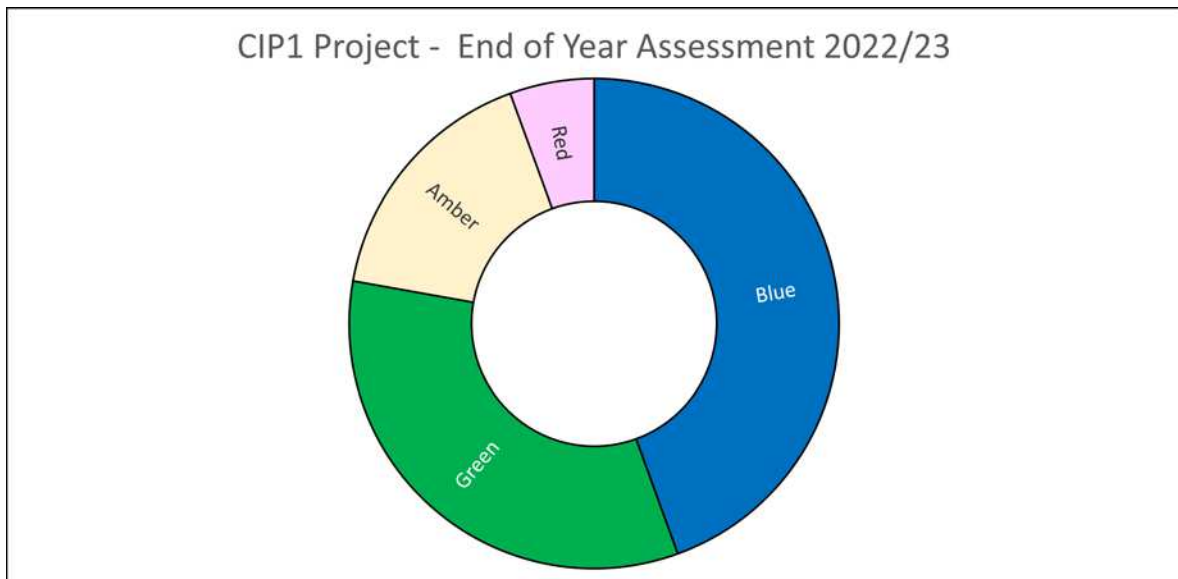
What are we going to do? (Activities/Measures)	What we delivered	Achievement
Council managed assets/land.	practice in digitising field work findings. There has been some slippage with this activity due to resource availability.	
10. Introduce and pilot sustainability assessment (screening tool) for 50% capital projects (Early stages).	The Sustainability Officer left post which has delayed this activity, due to the restructuring the Strategic Director wants to take time to re-align sustainability role/function within the new structure. A new Waste and Sustainability Officer was employed during the last quarter	Not Achieved
11. Submit the Draft Plan Strategy for Independent Examination (IE), which will include policy to protect our environment e.g. including the Sperrins, Lough Neagh and Clogher Valley and; policy, which encourages more sustainable forms of transport, and reduces the need to travel by private vehicles.	Following submission of plan Council early in the year were awaiting a decision from the Department on whether the plan can go to public examination. (Local Development plan (2030) - Plan Strategy in draft form - published Feb 2019. Note: Unforeseen delays caused by the Department who have yet to forward the Draft Plan Strategy to PAC (for Independent Examination).The Department for Infrastructure (Dfi) responded requiring further clarification and information which Council is working on with their legal team (i.e. a response).	Substantially Achieved
12. Research the application and introduction of alternative fuelled Vehicles/Diverse Plant	4 Electric powered vans purchased and in operation. Monitoring commenced and ongoing	Fully Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
(target two) into Council's Fleet and develop Fossil Fuel Usage Baseline Report on Fleet/diverse plant.		
<p>13. Research and develop a Mid Ulster District Council's Estates Carbon Management Plan and develop monitoring arrangements for MUDC properties reference the impact of:</p> <ol style="list-style-type: none"> 1. • Emissions. 2. • Fossil fuel consumption. 3. • Energy usage. 4. • Renewal source. <p>Undertake Display Energy Certificate assessments (18 in total)</p>	<p>DEC's completed and reported to respective Committee. There is now ongoing consideration in the context of climate change 'baselining' exercise in conjunction with Environmental Services.</p>	<p>Substantially Achieved</p>
<p>14. Develop and agree Hybrid Working as part of flexible working arrangements policy</p>	<p>Updated draft Policy sent to SMT in Q3 for review/comment purposes. NJCLGS Guidance in respect of Home-Working has been received and reviewed, in the context of draft Hybrid Working Procedure. Equality Policy has been revised and approved by Council in Q4 22/23 yr., which links with Council's Flexible Working Arrangements Policy. Council's Internet and ICT Security</p>	<p>Substantially Achieved</p>

What are we going to do? (Activities/Measures)	What we delivered	Achievement
	Policies have been revised and approved by Council in Q4 22/23 yr., which will also inform the Hybrid Working Procedure.	
15. Progress to Stage 3 of the NI Climate Adaptation Planning Cycle	Continued consultation with Climate NI, 2nd Adaptation workshop planned to take place in Q1 23/24 following the preparation of a draft risk register. Meeting held with Biodiversity & Sustainability Officers to develop draft risk register.	Partially Achieved
16. Prepare a Climate Change and Sustainable Development Strategy and Action Plan	Two Sustainability Workshops held in Q4 on the 15 and 24th February to inform the preparation of the Climate Change and Sustainable Development Strategy and Action Plan. Draft Action Plan is 90% complete and is expected to go to Senior Management Team / Committee / Council for approval in Q1 2023/24	Substantially Achieved
17. Raise business awareness of the climate crisis and what are practical measures businesses can implement to reduce their carbon footprint through the delivery of an "On the Road to Net Zero"	Virtual Event (Net Zero: Challenge Accepted) was held on Wednesday 16th November and marketed as part of Mid Ulster Enterprise Week. Thirteen businesses were represented at the event. Feedback was positive from business in attendance. Seventy –three per cent of participants who completed online evaluation rated the event as	Fully Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
<p>information and networking event as part of Mid Ulster Enterprise Week 2022.</p>	<p>excellent or very good. Takeaways identified by businesses included: - The adjustment of working hours to avoid peak time electricity prices was a useful piece of information. - Start with small incremental steps and build on it. - Look closely at costs. - What small practical steps that businesses can take to reduce their carbon footprint. - To try and do what suits your company best. Don't bring in anything that won't be done or useful to everyone so research is key. - Put new policies in place. - What small steps lead to sustainability listen to customers and plan</p>	
<p>18. Research Environmental, Social and Governance ("ESG") principles in the context of the review of the Council's Procurement Policy. Consider whether and how same could be incorporated as to how the Council thinks ESG and buys/procures ESG</p>	<p>Research and awareness being carried out within immediate team, including attendance at conferences and seminars with examples of ESG in practice, potential of sustainability within financial reporting etc. Ideas being gathered of the types of awareness/training sessions that might be needed for wider Council and who would deliver/facilitate these, including case studies;</p>	<p>Partially Achieved</p>

Diagram - Number of Improvement Activities in CIP1 Project 2022 to 2023 - End of Year Assessment Status



Improvement Objective Two

5.3 Objective Two: - We will ensure a more connected Mid Ulster where new technologies and ways of working, empower citizens to get the best services that matter to them.

“Again, this is an objective which is integral to allow our local council to continually improve on how it provides its services where it can beyond the routine 9 to 5 environment”.

(Mid Ulster Councils Corporate Improvement Objectives Survey Excerpt, April 202)

Lead Officer: Assistant Director Corporate Services and Finance.

Why have we chosen this Improvement Objective?

‘Tech’ change has accelerated during the pandemic, the rate of digital transformation has increased exponentially in part due to the speed of adapting to unexpected challenges. Organisations, their customers and stakeholders expect digital experiences to be more

immersive, inclusive, secure, and simple to use than ever before. Technology change has always been about people, in 2022 that will be truer than ever in the era of hybrid work. The Council is aware that technology will be about the new ways in which we work, connect, create, and support one another—and how technology enables this.

There is now an enhanced need to transform how organisations engage with customers through digital platforms. This increasing use of digital channels is here to stay. Citizens now have higher expectations of online council services and want a digital customer experience similar to that provided by retailers, banks and utility providers.

We want to harness the potential of digital design, data and technology to work efficiently, transform the relationship between residents and the Council, and make Mid Ulster a leading destination for sustainable growth, opportunity and quality of life. To embrace such opportunities we are developing a roadmap to define how our future use of technology and human resources will be optimised to enable the efficient delivery of our business and community priorities to the businesses and citizens of Mid Ulster.

Technology is only an enabler, transformation involves changing how we work, how we organise ourselves and how we serve our citizens. We will have real opportunities to radically rethink, and redesign our services, as we move towards being a more agile and flexible organisation, with staff able to work from any location as we make more efficient use of physical space and mobile technology.

We can and will learn lessons from innovative digital practice utilised as a response to the Pandemic. More of our high volume, low contacts that we deal with, should be completed at our customer's convenience, enabling Council staff to focus on more complex and sensitive enquiries that benefit from the human touch. All of this can help us manage the rising cost and demand pressures the Council is facing.

Whilst we want everyone to become digital citizens, we recognise that not all residents have the means or skills to take up digital. The council aims to grow and develop its digital inclusion work to provide skills and confidence in this area for staff, and our customers will always be able to speak to a person when they need to, and the person they speak to will be able to provide improved customer service.

We will not leave anyone behind, however, we must continue to maximise technology to drive better services and lower delivery costs.

As a Council, we already offer online access in a number of areas; however we need to push further, faster with our digital approaches, data and technology, to ensure the district thrives through the fourth industrial revolution. The Council in order to make the right choices post-pandemic will need to think differently and crucially put citizens, data, insight, and technology at the heart of change.

Link to Community Plan Theme and Outcomes: *Economic Growth – We prosper in a stronger and more competitive economy*

Link to Corporate Plan Theme: Service Delivery - We will improve services for our citizens through the development and delivery of an innovation agenda.

Performance Improvement Aspects, which this improvement objective aims to deliver against:

Strategic Effectiveness, Service Quality, Service Availability, Fairness, Sustainability, Efficiency, Innovation.

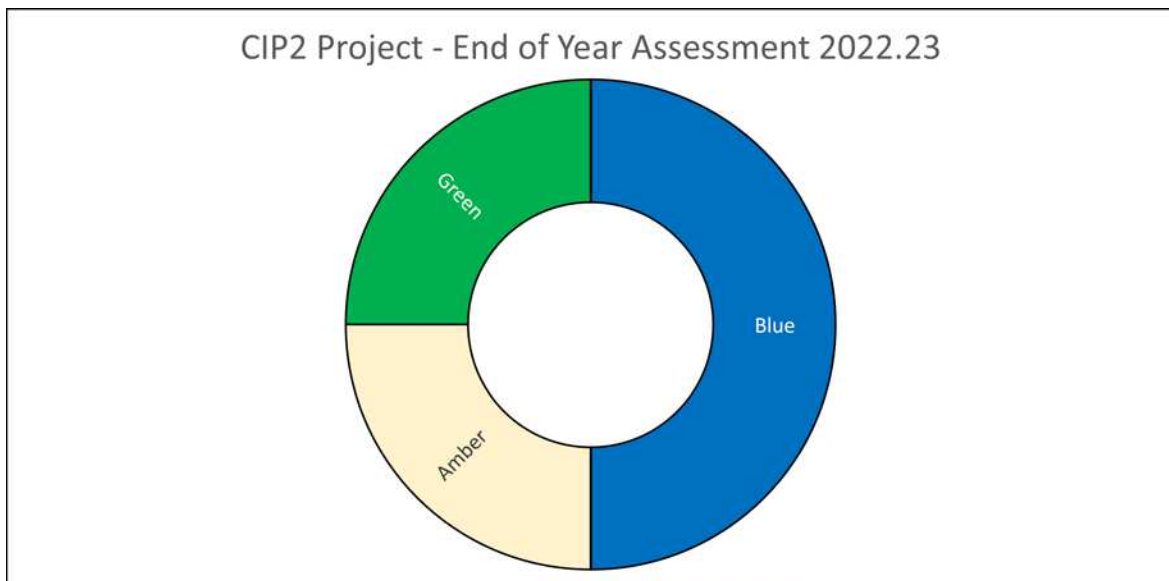
Table - Progress Made against Improvement Objective Two:

What are we going to do? (Activities/Measures)	What we delivered	Achievement
1.Development of a Four-Year Digital Transformation Strategy	Strategy presented to Policy and Resources Committee in July 2022 and agreed to recommend adoption to the Council. Specification to procure a strategy implementation partner in place and initial internal works began reference. calls handling, customer service, online registration booking, a request to extend to ‘full’	Substantially Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
	implementation phase requested for 2023 to 2024 (full action plan).	
2. Development of a new digital system to support the delivery of Planning.	Project plan implemented and delivered. Data cut successfully completed by 16 May 2022. System went live internally on 16 June 2022 and live to the public on 22 June 2022.	Fully Achieved
3. Development of digital systems to support the delivery of Financial Services	Phase 2 modules planning dates/timetabling agreed, however, commencement and implementation of some of these at best delayed being implemented until March 24 (due to resourcing challenges within the team). Initial discussions on Contracts and Sourcing modules have happened with AMS. Collaboration meeting taken place with other x 5 councils using TechOne and a follow up meeting in March –(likely to be a good resource for moving forward on some of our Phase 2 work).	Partially Achieved
4. Implementation of Phase 2 of the HR System to support the delivery of Human Resources	We have successfully rolled out CORE HR system across all Council providing easy access, self-service for staff to access all Payslips and P60s. Learning and Development (L&D) as well as the expenses module have both been rolled out across Council (all L&D courses bookings are done through	Fully Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
	system). Makodata Reporting is now available in relation to information in Dashboards.	

Diagram - Number of Improvement Activities in CIP2 Project 2022 to 2023 - End of Year Assessment Status



Improvement Objective Three

5.4 Objective Three: To create cleaner neighbourhoods, where everyone takes responsibility for their waste and the environment

“I think this is very important. The amount of litter thrown out of cars and strewn at the sides of roads is horrific. If everyone disposed of their own litter in a responsible way we would not have this issue. Plastic containers from fast food - people should

be encouraged to bring their own reusable dishes etc. Drinks cans - something needs to be done to discourage the dumping.”

(Mid Ulster Councils Corporate Improvement Objectives Survey Excerpt, April 2022)

Lead Officer: Assistant Director, of Health, Leisure and Wellbeing

Why have we chosen this Improvement Objective?

Pre pandemic we all used public spaces every time we left home. These include the footpaths and streets we walk or drive along each day, the parks our children play in and the outdoor areas we go to exercise or relax in. Many of our daily decisions and activities are influenced by our perceptions of the quality and cleanliness of the public areas we encounter. The importance of clean, green and blue (our rivers, canals, loughs etc.) spaces, parks, cannot be underestimated. Many benefits derive from a pleasant environment.

The covid-19 pandemic and associated lockdowns has shown just how important it is for us to have easy access to open space for recreation and exercise and has had a huge impact on everyone in the district, region and worldwide. At its peak, half of the world's population was made to stay at home or restrict movement in public (1Sandford, 2020). The importance of safe, accessible and well-connected green and blue spaces for improving quality of life has never been more pertinent, and for those without gardens the value of these spaces is amplified.

Good quality parks and attractive open space contribute economic benefits to towns and villages. As Mid Ulster competes with others to attract growth, tourism and inward investment a clean, green and pleasant environment plays an important role in marketing the District as a place to live in, move to and visit. Businesses are drawn to places with good quality environment as this in turn attracts customers, employees and services into the local area. In addition, well-maintained towns and villages has a positive impact on commercial and domestic property values.

Regionally and locally increases in obesity, are linked to more sedentary lifestyles including lower levels of outdoor activity. Patterns of exercise in adults are set early in life, so obesity and inactivity in childhood can led to poor health in later years. Good

quality public open space is required to encourage healthier lifestyles by providing opportunities for walking, cycling and other outdoor pursuits, as well as being beneficial to mental well-being.

Clean and well-maintained play areas, parks and open space provide important beneficial opportunities for children to learn and develop (their social and emotional development) and stay healthy. Apart from access, the quality of green spaces is crucial too. Quality of facilities – including toilets and cafes; regular maintenance; organised activities can help ensure a green space supports the wellbeing of its citizens equally.

Clean neighbourhoods engender social pride, add vibrancy, and reduce crime and anti-social behaviour, all of which are essential to the development of strong prosperous neighbourhoods. Anti-social behaviour can be seen through dog fouling, littering, abandoning vehicles, graffiti, and fly tipping etc. We are very much aware that many of our clean and green services are demand led, whilst much of this demand is inevitable, it is also clear some of it is avoidable. We want to be clear about our service promises, standards, and the response times we aim to achieve to ensure our communities understand what levels of service they can expect.

On its own the Council cannot deliver a cleaner and greener environment for residents. We want to work collaboratively, with residents, communities, visitors and businesses and through active citizenship we hope to see reduced demands on our services and more residents taking greater pride in and ownership of their local environment. This is more necessary than ever as overall public sector expenditure reduces at an unprecedented rate, combined with the economic fallout arising from the pandemic.

¹ Sandford, A., 2020. Coronavirus: Half of humanity now on lockdown as 90 countries call for confinement. Euronews.

Link to Community Plan Theme: Infrastructure- We increasingly value our environment and enhance it for our children.

Link to Corporate Plan Theme: Environment - We will continue to promote and protect our environment through our environmental and anti-littering programmes of education, awareness raising and enforcement.

Performance Improvement Aspects, which this improvement objective aims to deliver against

Strategic Effectiveness, Service Quality, Service Availability, Fairness, Sustainability, Efficiency, Innovation

Table - Progress Made against Improvement Objective Three:

What are we going to do? (Activities/Measures)	What we delivered	Achievement
1. Pilot New anti-littering enforcement approach.	1,747 Fixed Penalty Notices issued by 3rd party enforcement partner for period Jan 2022 - April 2023 as part of pilot enforcement scheme. Third party enforcement partner has withdrawn their Northern Ireland operations for Mid Ulster District Council (MUDC) and other NI Councils effective from April 2023. MUDC currently reviewing options and engaging with other Councils where appropriate. "Walk this Way" pilot introduced during 2022 and plans for it to be extended during 2023. This pilot involves creating a dog-friendly walking route in a park, nature reserve, coastal, or woodland area. The route aims to facilitate more opportunities for owners to suitably dispose of dog waste by improving the sites bin-infrastructure and prominence. The Lough Fea walk near Cookstown was selected as the site for	Partially achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
	<p>this initiative during 2022. The walk is centrally located and is a popular dog walking spot. It is also one of the more significant dog fouling hotspots in the District. The initiative involved a 4-week baseline study of the amount of fouling along the route. This took place in May 2022. The results noted that the dog fouling was cleaned up at each monitoring visit. For 2023, it is suggested that Council seeks to extend the Walk This Way Scheme and areas to be taken from hotspot list.</p>	
<p>2. Support and promote local community clean-ups and events (5% increase in number of clean-ups supported from 2021/22). E.g. Big Spring Clean organised by schools, community groups and sports clubs.</p>	<p>Total of 58 clean ups supported in 2022/23 (compared to 49 in 2021/22) with an additional 53 new 'Adopt A Spot' registrations across Mid Ulster from 1st April 2022 - 31st March 2023. Combined total = 111.</p> <p>There were 6 social media posts with a combined total of 176 "likes", 12 "comments" and 18 "shares".</p>	Fully Achieved
<p>3. Co-author a Community engagement programme with "Friends from Maghera Walled Garden".</p>	<p>This particular project is now complete. A community engagement programme with the residents (now stakeholders) and visitors has been developed and is in place at Maghera Walled Garden that will continue into the foreseeable future. This year saw the garden host - Community</p>	Fully Achieved

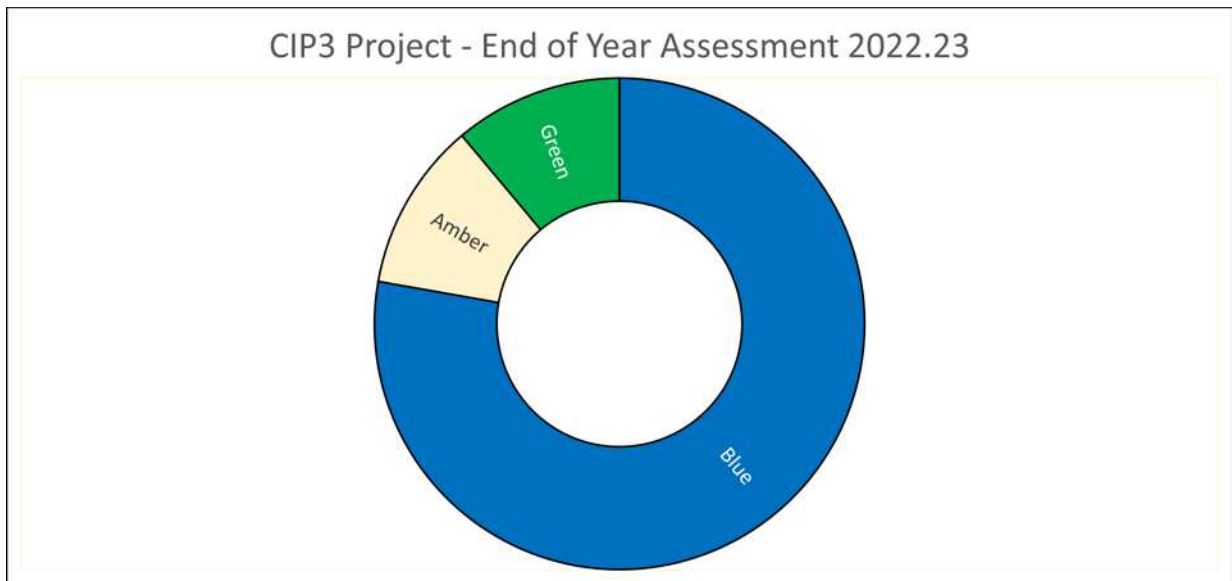
What are we going to do? (Activities/Measures)	What we delivered	Achievement
	Engagement/Stakeholder event - Environmental Gardening Event - Christmas Family Fun Event. To further enhance visitor participation and engagement funding has been successfully secured to update and create new car parking facilities and signage at the Garden thereby enhancing accessibility for visitors.	
4. Co-ordinate and deliver a programme of Town and Village Spruce Up - Deliver 40 grant schemes in 2022/23.	Now complete- In 2022/2023 the target was up to 40 schemes completed. 29 schemes completed with grant aid to the value of £104,425.25, private sector leverage £66,378.34. 11 schemes did not accept the Letter of Offer due to- works already completed by the applicant prior to issue of Letter of Offer (funding could not be claimed retrospectively) . Applicants had submitted applications in September 2019 and Letter of Offer was not issued to April 2022, due to budget availability and ranked position. Some were unable to efficiently run their business without completing the works that had been contained in their application and for others material prices had increased dramatically from initial quotations and cash flow was not available. Mid Ulster Town & Village Business Spruce Up Scheme is now	Substantially Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
	<p>complete, which presents the opportunity for stakeholders to reevaluate the scheme and investigate the potential for future projects. To date no approvals have been granted to bring forward a further scheme due to other economic development priorities and a new term incoming. Phases 1 to 4 of the Mid Ulster Town & Village Business Spruce Up Scheme has resulted in £699,454.52 of Grant aid awarded to 200 properties across the Mid Ulster District Council area, with private sector leverage of £427,097.85. The scheme has resulted in over £1.1 million investment</p>	
<p>5. Co-ordinated litter/ recycling educational programme in place for participating schools.</p>	<p>During the 22/23 school year 32 education visits were made to promote the litter and recycling message. Funding was awarded to 10 projects within the Mid Ulster area that met the scheme criteria. The total grant amount allocated to the successful projects within Mid Ulster was £16,498. Council made a funding contribution to the scheme of £10,500. The remainder of the funding was met by another participating funding partner.</p>	Fully Achieved
<p>6. Develop, manage and deliver a marketing and</p>	<p>Spring Campaign commenced via Council communications team. There</p>	Fully Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
<p>communication activity plan 2022/23 aimed at reducing littering and awareness of dog fouling across Council parks.</p>	<p>were 4 stakeholder community group meetings facilitated Ballyronan, Washingbay, Coolnafranky and Castledawson. Most dog owners are responsible and clean up after their pets, but a small number continue to cause problems. Dog fouling is a health risk to all people and can cause the infection 'Toxocariasis' which can lead to blindness. It can also transmit infections and diseases to other animals. Post community / stakeholder feedback media campaign launched scheduled. Message communicated via local social media channels. Banners / boards printed and installed on sites.</p>	
<p>7. Develop extended coverage of Forest Schools programme across all seven District Electoral Area's (DEA's) - DEA's are Carntogher, Clogher Valley, Cookstown, Dungannon, Magherafelt, Moyola, Torrent in Mid Ulster District.</p>	<p>By incorporating innovative approaches to learning such as undertaking small and easily achievable tasks, children are encouraged to develop their curiosity and motivation to learn. This is particularly important for those who find it difficult to assimilate knowledge in a strictly classroom situation. Multisensory - The freedom to explore using multiple senses is fundamental for encouraging creative, diverse, and imaginative play. The focus is on the "whole child" not just their academic</p>	<p>Fully Achieved</p>

What are we going to do? (Activities/Measures)	What we delivered	Achievement
	ability. Six forest schools completed 2022 all at Roundlake Fivemiletown. 150 children and teachers attended. Six schools have undertaken forest schools training at Hill of the O' Neill, Dungannon.	
8. Continue to raise Parks and Open Green Spaces management standards across Council Properties by attaining one additional Green Flag/Blue Standard award by 2023.	Environmental and sustainability standards assessed and awarded. Winning a Green/Blue Flag Award visibly demonstrates to the local community that a clear improvement has been made to a site. One Blue flag awarded June 2022 - Ballyronan Marina.	Fully Achieved
9. Provide environmental volunteering opportunities and support community groups to manage local environmental projects.	Agreed one service level agreement with the PSG community group for maintenance at Iniscarn Forest completed February 2022. Facilitated twelve Angling workshops, which included environmental learning, fish and aquatic insects life cycle completed August 2022, with 86 participants.	Fully Achieved

**Diagram - Number of Improvement Activities in CIP3 Project 2022 to 2023 -
End of Year Assessment Status**



Improvement Objective Four

5.5 Objective Four: We will contribute to the ongoing regeneration of our district by delivering a capital investment programme, enhancing facilities and opportunities for local people.

“There is a lot of positive work done by the Council in trying to regenerate the district and I acknowledge this. Keep it up!”

(Mid Ulster Councils Corporate Improvement Objectives Survey Excerpt, April 2022).

Lead Officer: Head of Technical Services

Why have we chosen this Improvement Objective?

The Council has continued to deliver ambitious investment plans to recover from the economic challenges of Covid-19. It has taken a strong and determined leadership role to strengthen the economic, social, and physical wellbeing of our

places. We now look to a period of recovery emerging from the worst excesses of the Pandemic, we are aware there will be lasting effects, which will be felt for many years to come. We also recognise that our capital programmes will play an important role in the economic recovery from the impact of Covid-19.

We must look to a period of recovery from the COVID-19 pandemic. We have had to lead our lives locally, pulling together more as communities, to see off the many challenges arising from coronavirus. The Council's capital programme of local projects will maintain our ongoing support for vibrant, accessible village/ town centres, open spaces and communities.

Regeneration is a long-term process and is delivered through a wide range of projects, programmes, partnerships, infrastructure initiatives. Since the late 1990s, policymakers have recognised the wider social factors that affect the success of regeneration schemes, but this is even more vital in the current economic climate. Infrastructure is a valuable and efficient economic stimulus. Every £1 of investment in infrastructure generates a potential further £2.70¹ due to economic multiplier effects. Making the most of existing social capital and providing opportunities for local people to be involved in regeneration is a vital part of making the best use of limited resources.

As a Council we support locally developed place based regeneration projects, we continue to invest in Mid Ulster, as well as providing essential services paid by your rates. Our Capital investment programme is our commitment to making the District a better place to live, work and invest. The programme includes major schemes to boost the economy, create jobs and improve the quality of life for our citizens.

Quality of place matters in economic, social, cultural and emotional terms. A sense of place helps establish strong social infrastructure, which supports people to improve their prospects and maximize their potential. We are taking a "Whole District" approach creating places that are attractive, well designed and well managed. Our approach focuses on tailored solutions for settlements within the District and business locations.

We recognise our major assets as those that have the potential to deliver the greatest impact. Building on and investing in these assets alongside complementary interventions will release the District's potential for growth and connect areas of growth with deprived places in need of regeneration.

By following a planned phased approach across the District, we will be able to deliver greater impact for each locality, using the resources available to best effect. This work has never been more important as we look to rebuild and recover from the devastating impact of COVID-19.

¹Further detail can be found here: https://www.ice.org.uk/getattachment/news-and-insight/policy/infrastructure-as-a-stimulus/post-crisis-infrastructure-investment-insight-paper-covid-19.pdf.aspx#_ga=2.179966759.2015985077.1591167730-1129742483.1567513176

Link to Community Plan Theme: Economic Growth - We prosper in a stronger and more competitive economy.

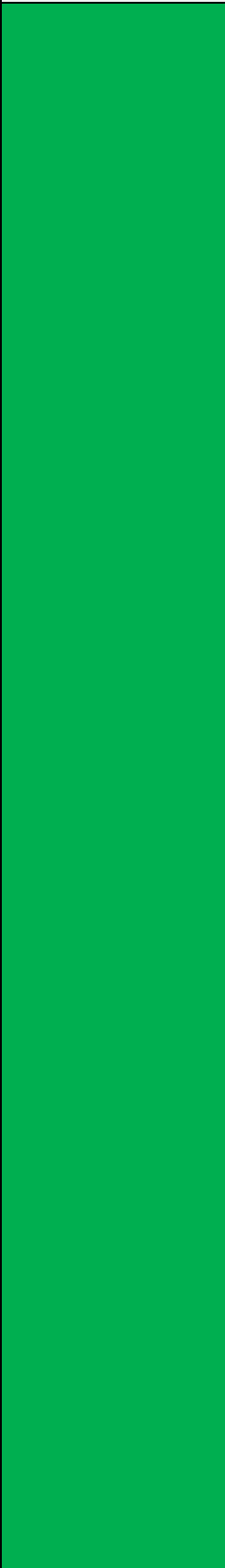
Link to Corporate Plan Theme: Economy - We will continue to identify opportunity sites for development proposals and to deliver against existing plans for other key strategic sites (including Ann Street, Dungannon and the former Maghera High School site).

Performance Improvement Aspects this improvement objective aims to deliver against?

Strategic Effectiveness, Service Quality, Sustainability, Service Availability, Fairness, Efficiency, Innovation.

Table - Progress Made Against Improvement Objective Four:

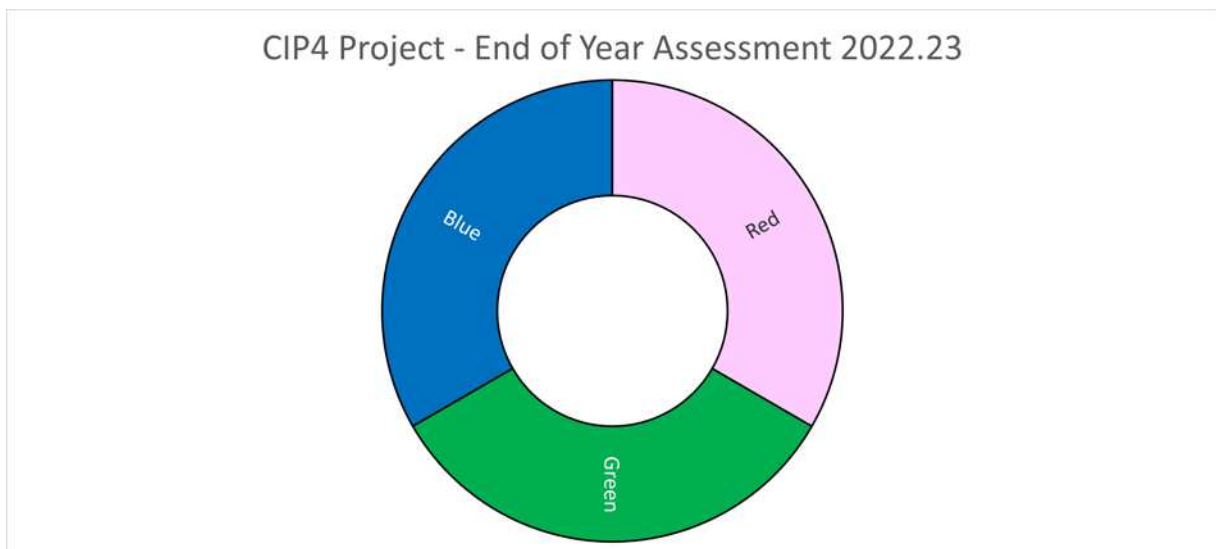
What are we going to do? (Activities/Measures)	What we delivered	Achievement
1. Undertake the Project management of Council's current committed live Capital Works Programme 2020 - 2024 with an indicative spend < £26m. Projects include: 3 Waste	Capital reports are presented on a monthly basis to the Environment Committee and include: IST Capital reports, ICT Capital reports and Scoping Projects reports. Residents have been updated in terms of Projects being listed on web page - see link:	Substantially Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
<p>Infrastructure Projects; - new Magherafelt Recycling Centre , final closure works at Ballymacombs Landfill and potential development of a Dry Recyclables Facility (MRF):2 Public Realm - Coalisland scheme Design out & Development of Maghera Magherafelt Phase. 14 Major Projects - Davagh Walks/Art, Maghera HS site , Connecting Pomeroy , Gortgonis Health & Well Being Hub, Dungannon Railway Park , Reservoirs Projects, MUSA Sports 3G & Running Track , Maghera Wetland Park , Active Travel Projects, Thomas Clarkes GAC, Sperrins Sculpture trail, Peace IV Shared Space Programme, Small Settlement Programme.</p> <p>20 Minor Projects under £250k - Greenvale repairs , Peace IV projects in Draperstown, Moy,</p>	<p>https://www.midulstercouncil.org/your-council/investing-in-mid-ulster, plus monthly updates on media YouTube channel see link</p> <p>https://www.youtube.com/playlist?list=PLzfkoqzAiZjXfCcqEJ_5ANIV9g3HNRrPW</p>	

What are we going to do? (Activities/Measures)	What we delivered	Achievement
<p>Castledawson, Donaghmore, Moneymore, Aughnacloy, Tamnamore, Broughderg, Galbally, Ballyronan Wood, International Appalachian Trail, Iniscarn, Pomeroy Carpark, Cot Lane, Ballsaggart Lough Retaining Wall, Davagh Welfare Facilities, Murley Road Footpath, Greenvale LC Repairs, Access Inclusion, Magherafelt Art piece.</p>		
<p>2. Research, develop and implement a pilot capital project procedural guide - Efficient management and governance of capital programme.</p>	<p>Capital Planning Manager in post. Draft Capital document was circulated and reviewed by the Ass Directors/HoS level and comments made on the suite of documents. With the Organisational Restructure and the implementation of dedicated Capital Team this has resulted in the document being refined taking account of comments etc made on Draft document and with SMT approval the document was approved at PR Committee in March 23. With the delay in getting the document approved this has resulted in roll out of awareness session being delayed until April 2023 by the Capital Team. Capital</p>	Fully Achieved

What are we going to do? (Activities/Measures)	What we delivered	Achievement
	Procedure guide to be reviewed on an annual basis.	
3. Develop a skills/competency matrix/ tool to map required and desired skills for capital projects team/client services teams and conduct training/development programmes to optimise efficiencies and workflows by April 2022 - Streamline processes for efficiency compromises within the capital projects team through staff development.	Resources have been limited with the restructuring of Council and with priority given to Key Capital projects for MSW (Mid South West Growth Deal) and LUF (Levelling Up Fund Phase 2) Quarter 1 Deadline Priority resulting in this being delayed and recruitment of additional 2 members of staff identified in restructuring plans. The roll out still being scheduled for Q1 2023-2024 as planned	Not Achieved

Diagram - Number of Improvement Activities in CIP4 Project 2022 to 2023 - End of Year Assessment Status



Summary of Progress Capital Works Programme During 2022 to 2023

In relation to capital waste infrastructure projects; progress has been made on Magherafelt recycling Centre with completion February 2023 with the Dry Recyclables Facility (MRF) still at development stage along with other Partner Councils with no development planned for 23-24. Ballymacombs Landfill is still under consideration for final Capping with no plans for the 23-24 year.

Projects relating to Public Realm schemes have seen the Coalisland project complete with formal Department for Infrastructure (Dfi) adoption still outstanding. Maghera design has been completed and planning granted and now has funding secured via Levelling Up Fund (LUF) funding process. Magherafelt Public Realm whilst still listed in the Capital Framework is under review for funding partners. A further Public Realm under construction in Pomeroy; as part of the overall Connecting Pomeroy Project is due to commence 22-23.

In relation to Major Projects; 2022-23 saw one Major Capital Works Project completed, Sperrin Sculpture, although commencement was made during the year end with projects overlapping with 2023-24 including: Connecting Pomeroy (GAC, COI, Presbyterian, and Forest Building), Thomas Clarkes GAC, Forest Park upgrades at (Derrynoyd/Drumcairn).

During 2022/23 regarding Minor Projects: completed out on 19 of these from the Capital Programme were:

- Active Travel Schemes at Clonoe, Coalisland, Eglisk, Maghera,
- Forest Park upgrades at Inniscarn, Pomeroy, Davagh, Ballyronan,
- Remedial repairs to Cott Lane Bridge, Ballysaggart Retaining Wall,
- Peace IV Shared spaces at Coalisland, Dungannon, Cookstown and Magherafelt as well as
- DDA improvements to various Council Assets.

Currently Council have progressed during 22-23 to having a dedicated page on its website this requires further development taking into consideration feedback and comments from the outworking's of the performance improvement consultations.

6.0 Council's self-assessment of statutory indicators and standards 2021 to 2022.

Statutory Indicators/Standards - (Set For Us)

Under the Local Government (Performance Indicators and Standards Order (Northern Ireland) 2015, statutory performance indicators and standards have been set as part of the performance improvement arrangements for district councils (i.e. set for us). Performance measures have been specified for the functions of: economic development, planning and waste management.

The aim of the performance measures is to promote the improvement of service delivery. The information is currently collated by the Department for the Economy, Department for Infrastructure and DAERA (Department for Agriculture, Environment and Rural Affairs) respectively and published on their websites. Once released to Council, this information is published for citizens and other stakeholders to assess Council's performance in these areas.

Mid Ulster District Council's 2022 to 2023 performance against these indicators (progress and trend/direction of travel) are outlined in the following section, also included is performance benchmarking data relating to the other 10 Northern Ireland Councils; where available.

The table below outlines how the statutory indicators and standards performance progress is analysed using a R. A.G (red, amber, and green) i.e. Status-reporting framework.

Table - R-A-G Reporting Status Framework

Status evaluated by colour as	Explanation of RAG colour status
Green	Met or exceeded target
Amber	Missed target narrowly
Red	Missed Target Significantly

Trend

Trend or the Direction of Travel - the direction of travel demonstrates if performance has improved, declined, or been maintained relative to the previous year:

- Performance improved ↑
- Performance remained the same ↔
- Performance declined ↓

6.1 Economic Development Statutory Indicator

ED1 – Numbers of jobs promoted through business start-up activity

The purpose of Performance Indicator ED1: The number of jobs promoted through business start-up activity (Business start-up means the delivery of completed client led business plans under the Department of the Economy Regional Start Initiative or its successor Programmes). 'Go for it' programme is the first stop for entrepreneurs in Northern Ireland and provides individuals who wish to start a business with support in the production of their own business plans and in registering for self-employment. Experienced business advisors operate locally through Council partners and business plans produced as a result of this programme are quality assured by the 'Go for It' team.

The Department for Communities launched a consultation on The Local Government (Performance Indicators and Standards) (Amendment) Order (Northern Ireland) 2022. This took account of proposed changes by the Department for the Economy (DfE) to performance indicators relating to job promotion and linked to Business Start-up activity. These targets were initially established in 2015 as part of the transfer of functions to local government. When the transfer took place in April 2015, DfE set the job targets based on the 2011-2015 Programme for Government (PfG) target, namely creating 6,500 local jobs, or 1,625 jobs per year. The total job numbers were then split across each council area, and loosely aligned to the Regional Business Start-up Programme (Go for It). These targets have remained in place since that date.

The consultation period opened in December 2021 and ran to 28th February 2022. It included a proposal to broadly retain the current Economic Development indicators at this time, and to amend the standards to reflect the outcome of research undertaken in 2019 (the so called “Capaxo work”). The result of this was an adjustment to the specific targets in some council areas (see details in table below).

This amendment will bring statutory targets in line with the targets currently being delivered through the current wave of the Northern Ireland Business Start Up Programme 2021-2023. Individual councils have been engaging directly with DfE on these targets.

Table - Proposed Adjusted new ED1 – Jobs promoted standards for NI Councils

Council	Proposed New Standards Post Capaxo Report	Existing Standards (2015)
Antrim and Newtownabbey	80	80
Ards and North Down	123	85
Armagh, Banbridge and Craigavon	182	165
Belfast	325	325
Causeway Coast and Glens	128	125
Derry and Strabane	140	140
Fermanagh and Omagh	170	170
Lisburn and Castlereagh	116	85
Mid and East Antrim	111	85
Mid Ulster	153	210
Newry, Mourne and Down	173	155

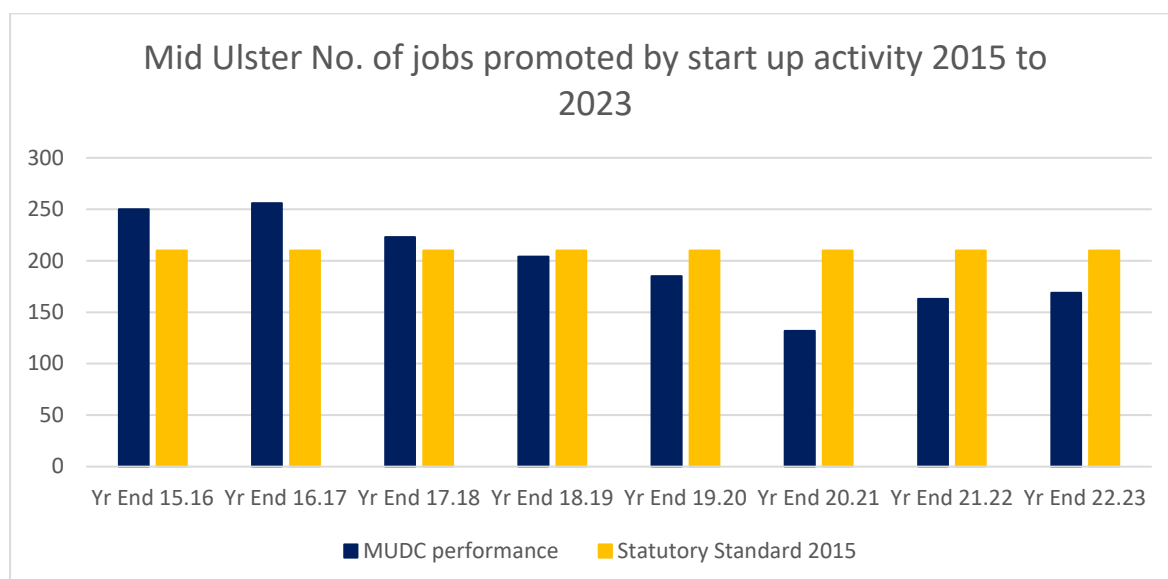
It was not possible to make the amendment to the Local Government (Performance Indicators and Standards) (Amendment) Order (Northern Ireland) 2022 (hereafter called the regulations), before the dissolution of the Assembly due to competing

legislative pressures and the volumes of legislation needed to be progressed before the mandate ended and as such the current economic development standards cited in the 2015 Order remain in operation.

This presented a complication, given that Councils had been working towards a set of programme standards that are not reflected in the statutory arrangements. Following a joint meeting of the DfE and the NI Audit Office it has been agreed that both the statutory targets and the “Go for It” programme target should appear in Councils 2022 to 2023 annual performance improvement assessment reports.

The graph below highlights Mid Ulster District Council’s number of jobs promoted through business start up from 2015 to 2023, where the standard (utilised in 2015) was set at 210 jobs promoted p.a. The proposed new standard for Mid Ulster Council will be 153 jobs promoted when the legislation is enacted.

Graph - Mid Ulster Number of Jobs Promoted through Business Start Up activity 2015 to 2023 (utilising 2015 standard)



The Council have supported the revised targets as they more accurately reflect the changing economic circumstances of the sub-region, including high employment and loss of migrant population due to the impact of the European Union (EU) Exit. The Contract Management Team as Lisburn and Castlereagh City Council (L&CCC) liaise regularly with the Contractor (ENI); following approval from funders, ENI offer both 'virtual' and physical delivery which is working well for clients and

enquiry levels to March 2023 have remained strong. However, indications are these are projected to decrease in the current economic climate as fewer are prepared to risk starting a business with increases in energy costs and cost of living

Table - the number of jobs promoted through business activity in Mid Ulster 2021/22 to 2022/23*.

Year			2021/22	2022 to 2023				
Ref	Statutory Indicator	Standard	Year End Result	Year End Result	% over or under target	Ranking against other Councils	Status	Trend
ED1	Number of jobs promoted through Business Start-up activity	210 jobs	163 jobs	169 jobs	81%	11th	Red	↑

*New proposed Mid Ulster District Council's new statutory target of 153 jobs awaiting NI Assembly ascension into legislation.

Analysis: More is better

Performance in 2022/23 is slightly higher (169 jobs promoted) than 2021/22 (163 jobs promoted) but has not returned to pre-Covid level Performance. Mid Ulster has slightly exceed the EU Programme target (169 vs 158 jobs promoted) and the proposed new Statutory Target (153) but not the current 2015 Statutory Target (210 jobs). In DfE's letter dated 12 May 2022, they advised that, as the Amendment Order was not ratified due to the collapse of the Executive DfE require Councils to report using both programme and statutory targets in self-assessment returns and improvement plans assurance, until new Statutory targets can be enacted in legislation (i.e. 153 for Mid Ulster).

Action Plan:

The intention of the Department for Communities will be to “make” the amended regulations as soon as possible, subject to Minister's agreement, to bring the start-up programme and the statutory indicators into line.

Northern Ireland Councils' ED1 Performance Data during 2022 to 2023

Across the eleven Northern Ireland Councils 1,625 jobs were created during 2022 to 2023 (refer to table below ED1 jobs promoted 2022/23), this is down from the previous year's job creation total of 1,868 jobs in 2020/21. Two out of the 11 Councils did not achieve the performance indicator target (i.e. Standard set in 2015), namely Belfast City Council (BCC) which saw 90% jobs promoted (293 jobs -, the previous year saw 311 jobs in BCC) versus the statutory target (325 jobs), and Mid Ulster which saw 81% of jobs promoted (169 jobs, up from the previous year of 163 jobs promoted) matched against the 2015 statutory target of 210 jobs promoted.

Cognisance should be made that all Councils in 2022/23, had been working towards a set of programme standards that are not reflected in the statutory arrangements due to the proposed amendment to the Local Government (Performance Indicators and Standards) (Amendment) Order (Northern Ireland) 2022. The table below outlines the Northern Ireland Councils ED1 - Jobs Promoted Achieved through Business Start Up 2022 to 2023.

Table - Northern Ireland Councils ED1 - Jobs Promoted Achieved through Business Start Up 2022 to 2023

2022.2023 Year to Date Performance versus Statutory Target					
Council	BPA Year to Date	Jobs Created Year to Date	Statutory Jobs Target	Balance of Jobs to be created	% Jobs Created Vs Statutory Target
Antrim & Newtownabbey	176	106	80		132%
Ards & North Down	169	101	85		119%
Armagh Banbridge & Craigavon	360	216	165		131%
Belfast	489	293	325	32	90%
Causeway Coast & Glens	219	131	125	-6	105%
Derry & Strabane	250	150	140	-10	107%
Fermanagh & Omagh	310	186	170	-16	109%
Lisburn & Castlereagh	189	113	85		133%
Mid & East Antrim	207	124	85		146%
Mid Ulster	282	169	210	41	81%
Newry Mourne & Down	311	187	155		120%
Total 2022 -23	2,962	1,777	1,625	40	109%

6.2 Planning Statutory Indicators

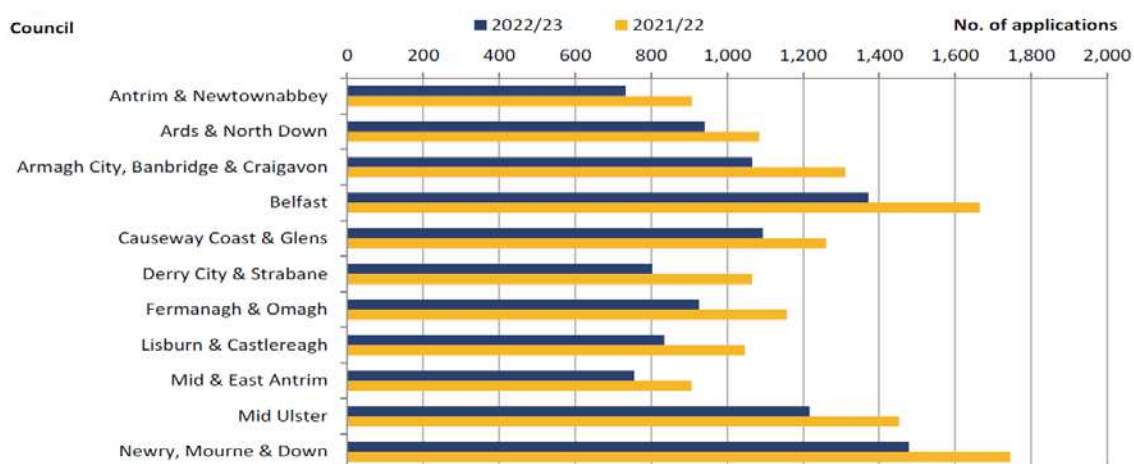
Planning Activity across Northern Ireland 2022 to 2023

Department for Infrastructure (Dfi) publish planning statistics in their annual Northern Ireland Planning Report¹. In 2022/23 the volume of planning applications received was the lowest since the series began in 2022/03. With the exception of 2020/21, the volume of planning applications processed (i.e. decision to withdrawn) in the most recent year was also the lowest on record. While the number of enforcement cases opened in 2022/23 was slightly higher than 2021/22, the volume of cases closed was lower than the previous year.

The department in their 2022 to 2023 annual report noted that during the last two years there were some key events that had impacted on planning activity and processing performance. These were the coronavirus pandemic with some varying restrictions until February 2022; the accessibility of the planning system for some users for a period during January to February 2022, and a significant change in IT systems with the development and implementation of two new planning systems in June and December 2022. The Department of Infrastructure states that all of these factors should be borne in mind when interpreting these figures and when making comparisons over time periods¹.

During 2022/23, 11,217 planning applications were received in Northern Ireland by Councils and the Department; a decrease of 17.5% from the previous financial year (13,600) and the lowest level on record. This comprised of 11,072 local, 144 major and one regionally significant application.

Graph – Planning Applications received by NI Councils 2021/22 to 2022/23



¹ [Northern Ireland planning statistics April 2022 - March 2023 | Department for Infrastructure \(infrastructure-ni.gov.uk\)](https://www.infrastat.gov.uk/)

During 2022/23, the number of planning applications received across Councils ranged from 1,478 in Newry, Mourne and Down (accounting for 13.2% of all applications received across NI) to 732 in Antrim and Newtownabbey (6.5% of all applications received). During 2022/23 Mid Ulster received 1,217 planning applications down from 1,452 the previous year (difference of 235). *DfI has not published all of the statutory planning target information for Councils relating to 2022/23, where data is incomplete (from the Department) this has been highlighted in the following sections.

Table – Mid Ulster District Council’s three statutory planning statistics results for 2021/22 and 2022/23

Ref	Statutory Indicator	Standard	2021/22	2022/23				
			Year End Result	Year End Result	NI Average	Ranking Against Other Councils	Status	Trend
P1	The average processing time of Major planning applications	30 weeks	88 weeks	68.1 weeks	57.8 weeks	7th	RED	↑
P2	The average processing time of Local planning applications	15 weeks	16.6 weeks	21.6 weeks	19 weeks	9th	RED	↓
P3	The percentage (%) of enforcement cases processed within 39 weeks	70%	75.20%	*Not Available	*Not available	*Not available		

*DfI has not published % of enforcement cases processed within 39 weeks for 2022 to 2023.

P1 – Major applications processed from date valid to decision or withdrawn within an average of 30 weeks

Purpose of Performance Indicator: Planning Department deals with Major Planning applications faster - An application in the category of major development within the

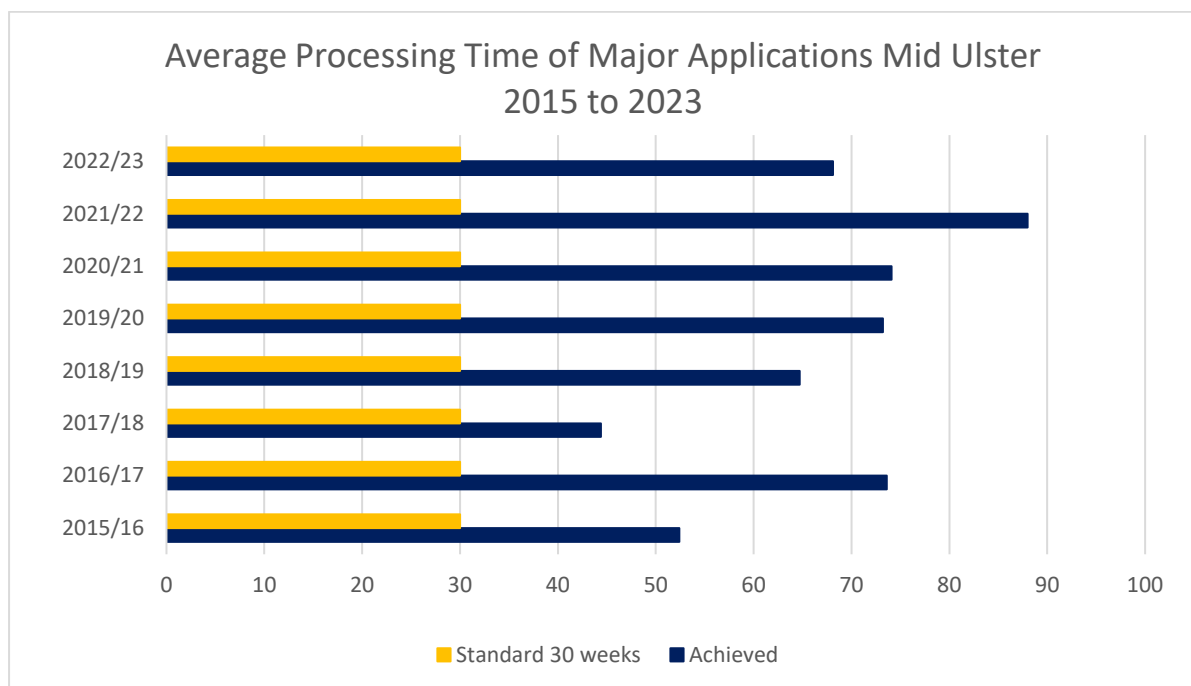
meaning of Planning (Development Management Regulations (NI) 2015(a). Major developments have important economic, social and environmental implications.

The majority of major applications are multiple housing, commercial, government and civic types of development.

From 1 July 2015, pre-application community consultation became a pre-requisite to a major application. This means that major applications will not be accepted until they have gone through this minimum 12-week process and notice has been submitted to the council or Department. DfI states that “the impact of this requirement should be borne in mind when considering the longer term trend in major applications received, particularly when considering quarterly data”¹.

The graph below outlines Mid Ulster District Councils Average processing times of major applications from 2015/16 to 2022/23, where the standard is within 30 weeks.

Graph – Mid Ulster Council Average Processing Times for Major Applications 2015 to 2023



Analysis: Less is better

The average processing time in weeks for Mid Ulster's Major development applications in 2022/23 was 68.1 weeks, which while an improvement from the previous year of 88 weeks (2021/22), still did not meet the standard. Mid Ulster received twenty major planning applications (up from the previous year of ten major planning applications) and approved 14 during the year, (13 were approved in the previous year 2021/22).

Action Plan:

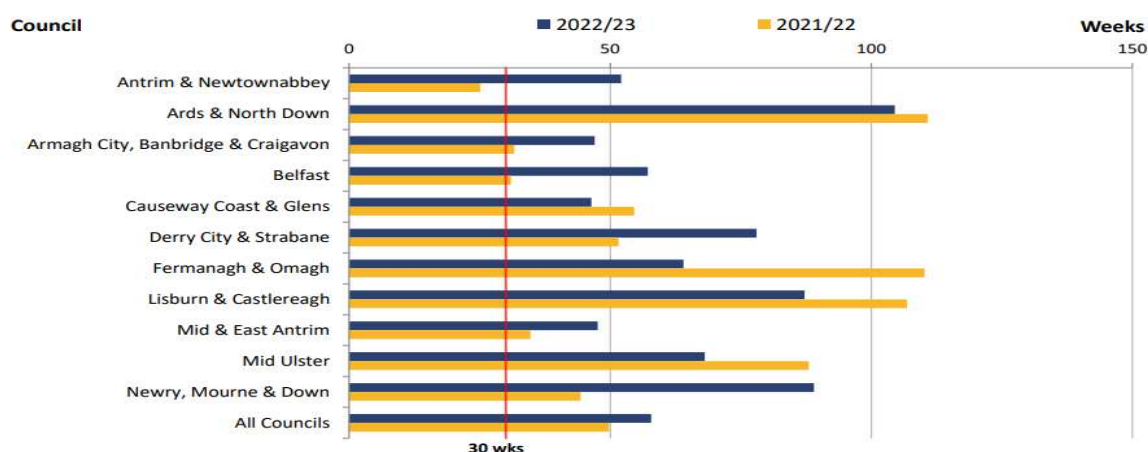
The staff make-up of the Major applications team is now finalised after a period of flux and absence. There is a permanent senior team lead, HPTO and Head of Strategic Planning as - Team Lead. Measures to improve the consultation response times of statutory consultees is on-going and internal practices being reviewed.

Northern Ireland Councils' Performance Data during 2022 to 2023

The number of major applications received across Councils in 2022 to 2023 ranged from 25 in Belfast to four in Ards and North Down. Six Councils recorded decreases in the number of major applications received in 2022/23 compared to 2021/22, with Belfast receiving the largest decrease (from 38 to 25)¹. Five Councils reported increases in the number of major applications received over the year, with the greatest increase recorded in Mid Ulster (up 10, from 10 to 20). During 2022/23, 150 major applications were decided, seven withdrawn and of the 150 applications decided upon 147 were approved (98% approval rate achieved)

Comparable performance with other Northern Ireland Councils is outlined in the chart below which is published by the Department of Infrastructure. The average processing time for major applications brought to a decision or withdrawal during 2022/23 was 57.8 weeks across all Councils. This represents an increase of 8.0 weeks when compared to the average processing time in 2021/22 (49.8 weeks) and is higher than the 30 week target. No Councils were within the 30 week target in 2022/23.

Graph - Average processing time of major planning applications by NI Councils 2021/22 and 2022/23.



[Northern Ireland Planning Statistics 2022-23 Statistical Bulletin \(infrastructure-ni.gov.uk\)](https://www.infrastructure-ni.gov.uk/northern-ireland-planning-statistics-2022-23-statistical-bulletin)

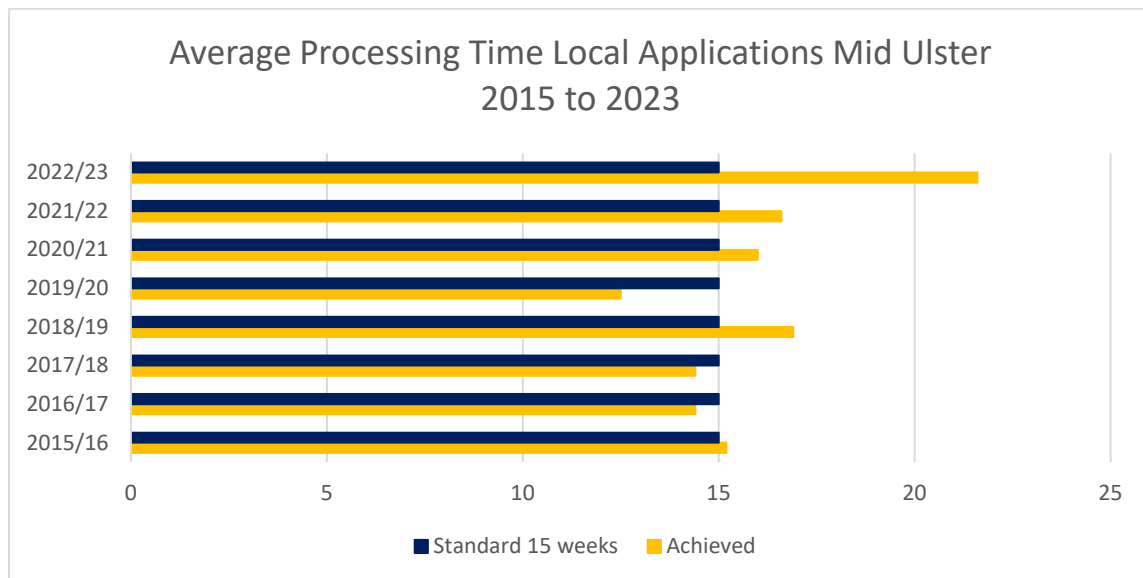
Planning P2 – Average processing time for Local planning applications from date valid to decision or withdrawn within an average of 15 weeks.

Purpose of Performance Indicator: Local applications means an application in the category of local development within the meaning of the (Development Management) Regulations (NI) 2015, and any other applications for approval or consent under the Planning Act (NI) 2011 (or any orders or regulations made under the Act). Local Development planning applications are mostly residential and minor commercial applications received and determined by a Council. The time taken to process a decision/withdrawal is calculated from the date on which an application is deemed valid to the date on which the decision is issued or the application is withdrawn.

The average processing time in weeks for Mid Ulster’s local development applications in 2022/23 was 21.6 weeks, this is down from 16.6 weeks in 2021/22. The total number of local Mid Ulster applications received in 2022/23 was 1,197 down from 1,442 the previous year. Mid Ulster District Council received the third highest (1,197 number of applications in 2022/23), after Belfast which received the second highest (1,347), Newry Mourne and Down which received the most number

of local applications at 1,471. Antrim and Newtownabbey received the least number of local applications 714.

Graph - Mid Ulster District Councils Average processing times of local applications from 2015/16 to 2022/23, where the standard is within 15 weeks.



Analysis: Less is better

Standard of 15 weeks not achieved, however cognisance should be made of the availability of the planning portal in 2022 and the development, introduction and rolling out of the new bespoke Mid Ulster Planning Portal, which impacted the performance of local applications.

Action Plan:

The Head of Local Planning will oversee and review the Local applications in Quarter One 2023/24 moving forward.

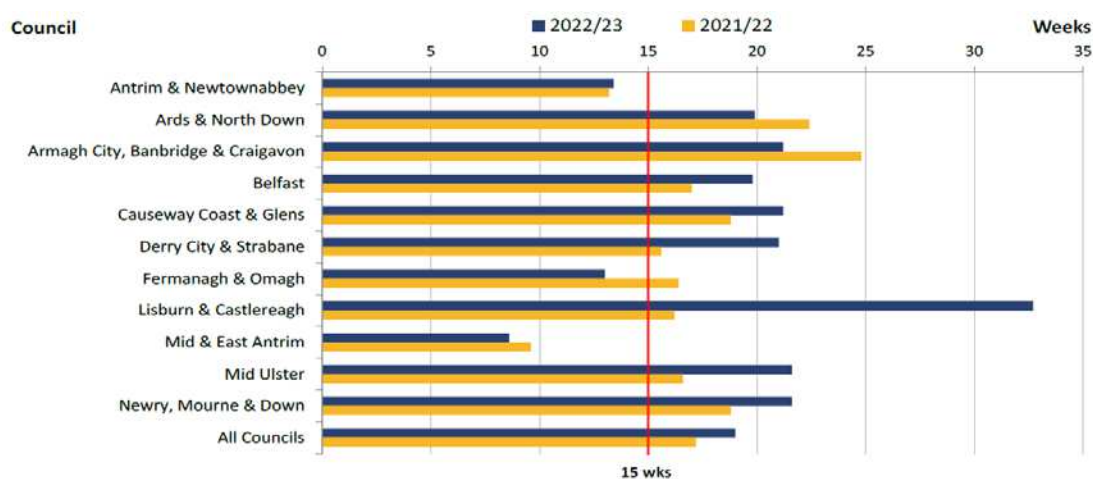
Northern Ireland Councils’ Performance Data during 2022 to 2023

The average processing time for local applications brought to a decision or withdrawal during 2022/23 was 19 weeks across all councils. This exceeds the 15 week target and represents an increase of 1.8 weeks from the previous financial year (17.2 weeks).

Three of the 11 Councils met the 15 week target in 2022/23, namely; Mid and East Antrim (8.6 weeks), Fermanagh and Omagh (13 weeks) and Antrim and Newtownabbey (13.4 weeks).

The number of local applications received during 2022/23 was 11,072; the lowest since the series began in 2015/16 and a decrease of 17.7% on the 13,454 received during 2021/22 and all 11 Councils reported a decrease in their local applications during the year.

Graph - Average Processing time of Local planning applications NI Councils 2020/22 to 2021/23



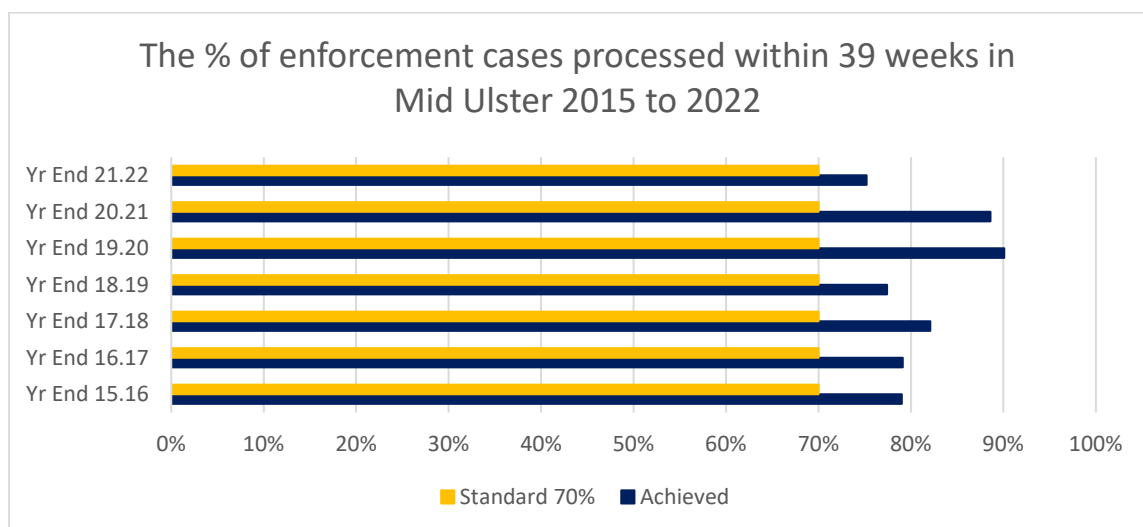
<https://www.infrastructure-ni.gov.uk/publications/northern-ireland-planning-statistics>

.Planning P3 – The percentage (70%) of planning enforcement cases processed within 39 weeks.

Purpose of Performance Indicator: Planning Department bring more enforcement cases to target conclusion within 39 weeks. Enforcement cases are investigations into alleged breaches of planning control under Part 5 of the Planning Act (NI) 2011 (or under any orders or regulations made under the Act).

An enforcement case is opened when there has been an alleged breach of planning control. An enforcement case is concluded when one of the following occurs: a notice is issued; legal proceedings commence; a planning application is received; or the case is closed. The time taken to conclude an enforcement case is calculated from the date on which the complaint is received to the earliest date of the following: a notice is issued; legal proceedings commence; a planning application is received; or the case is closed. At the time of publication DfI had highlighted that enforcement figures for 2022/23 enforcement data were provisional. The figures would be subject to further revision when the full suite of enforcement data became available and therefore the number of enforcement cases concluded and corresponding processing times were not presented in the annual report (users would be notified when available). The graph below due to facts highlighted above include data from 2015 to 2022 only

Graph - The percentage of Enforcement cases processed within 39 weeks in Mid Ulster 2015 to 2022



Analysis: More is better

DfI has not yet released or published information relating to quarter three and quarter four of 2022 to 2023 and have stated in their report, the “Annual Northern Ireland Planning Statistics Report April 2022 to 2023 “, that the number of enforcement cases concluded and corresponding cases dealt is not presented in the report and will be published later. Quarter one and quarter two data are available on the DfI web-site for 2022/2023 relating to this statutory target. Mid Ulster during the first six months of 2022 to 2023 had 51.6% of cases concluded within 39 weeks.

Action Plan:

Unknown if standard has been achieved as data has not been released in relation to quarter’s three and four in 2022/23 year.

Northern Ireland Councils’ Performance Data during 2022 to 2023 (Provisional)

DfI in its annual report did not present the annual number of enforcement cases concluded and the corresponding processing times and stated that the information would be made available at a later date. Data was published in relation to quarter one and quarter two and across councils 73.4% of enforcement cases were concluded within 39 weeks during the first six months of 2022/23. This meets the statutory target of 70% and represents an increase from the rate reported for the same period in 2021/22 (72.3%). Seven of the 11 councils were within target after the first six months of 2022/23².

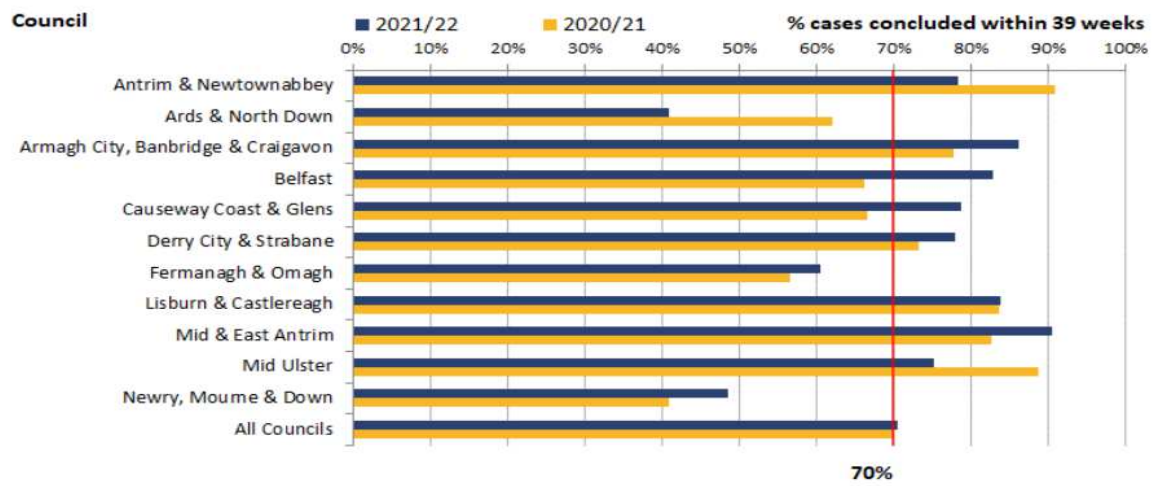
The report listed the number of ‘live’ enforcement cases at the end of March 2023 was 3,774, up 3.2% from 2021/22¹. Across Councils; Newry, Mourne and Down had the highest number of live cases at the end of March 2023 (708), with almost one-half (48.6%) of these in the system for over two years, Mid and East Antrim had the smallest number of live case (97) at the end of March 2023, with 16.5% of these in the system for over two years.

There were 19 prosecutions initiated during 2022/23; down 48.6% from the number recorded in 2020/21 (37). Eight councils initiated prosecutions during 2022/23, with

Causeway Coast and Glens initiating the most (6). As not all data is available for the year 2022/23 the most up to date complete data for P3 planning statutory target to 2021/22 has been included below.

[Northern Ireland Planning Statistics Q2 2022-23 Statistical Bulletin \(infrastructure-ni.gov.uk\)](https://www.ni.gov.uk/northern-ireland-planning-statistics-q2-2022-23-statistical-bulletin)

Graph - The percentage of enforcement cases concluded within 39 weeks by Northern Ireland Councils 2020/21 and 2021/22



6.4 Waste Statutory Indicators

The Council has a statutory duty to make quarterly returns to the NI Environment Agency in respect of waste arisings managed by the Council. The results for all eleven Northern Ireland Councils are published quarterly by statistics and analytical services branch – DAERA.

Finalised data for 2022/23 are scheduled to be published in November 2023 (annual report) and will supersede previously published data from the four quarterly returns for that financial year.

Data contained in the quarterly and annual reports are published primarily to provide an indication of the progress towards achieving waste strategy targets. They allow for the assessment of the performance of the councils and waste management groups in Northern Ireland in managing waste arisings, recycling, composting and landfill. The proportion of waste collected by each council broadly reflects the population within the councils.

The Landfill Allowance Scheme (NI) Regulations 2004 (as awarded), placed a statutory responsibility on councils in each scheme year, to landfill no more than the quantity of biodegradable waste for which they had allowances. The scheme concluded at the end of 2019/20 financial year, however the continued monitoring of biodegradable waste is required for existing target commitments which specify that it must be reduced to 35 per cent of the total amount (by weight) of biodegradable municipal waste produced in 1995.

The year end result for 2022/23 contains *12 month figures which are provisional data. As already stated an annual report with fully validated figures for 2022/23 is scheduled to be published in November 2023. Targets for household recycling, remain at the 2019-20 level of 50%, however these have been superseded by the Waste (Circular Economy) (Amendment) Regulations (Northern Ireland) there will be an interim target of 55% for the recycling of municipal waste by 2025.

Targets for biodegradable waste that is sent to landfill, were set within the Northern Ireland Landfill Allowance Scheme (NILAS) which remain set at the level (set for Council) in 2019-20, due to the scheme no longer being in place.

Future targets are expected to be set at 10% of the total amount of generated municipal waste by 2035, which is also subject to the enactment of the Waste

(Circular Economy) (Amendment) Regulations (Northern Ireland), which will increase by 2035 to 65%.

The latest validated annual report with finalised figures (2021/22) is available from the DAERA web-site.

* [Northern Ireland local authority collected municipal waste management statistics 2021/22 annual report | Department of Agriculture, Environment and Rural Affairs \(daera-ni.gov.uk\)](https://www.daera-ni.gov.uk/2021/22-annual-report)

Table – Mid Ulster’s Three Statutory Waste Indicator results for 2021/22 and 2022/23

Ref	Statutory Indicator	Standard	2021/22		2022/23			
			Year End Result	NI Average	Year End Result	Ranking Against Other Councils	Status	Trend
W1	The percentage of household waste collected by Councils that is sent for recycling (More is better)	50% by 2020	58.2%	50.1%	*58.36%	2nd		↑
W2	The amount of biodegradable Local Authority Collected Municipal Waste that is Landfilled (Less is better)	No standard	1,537	NA	*1,286	NA		↑
W3	The amount (tonnage) of Local Authority Collected Municipal Waste Arisings (Less is Better)	No standard	86,085	NA	*78,588	NA		↑

*Provisional data

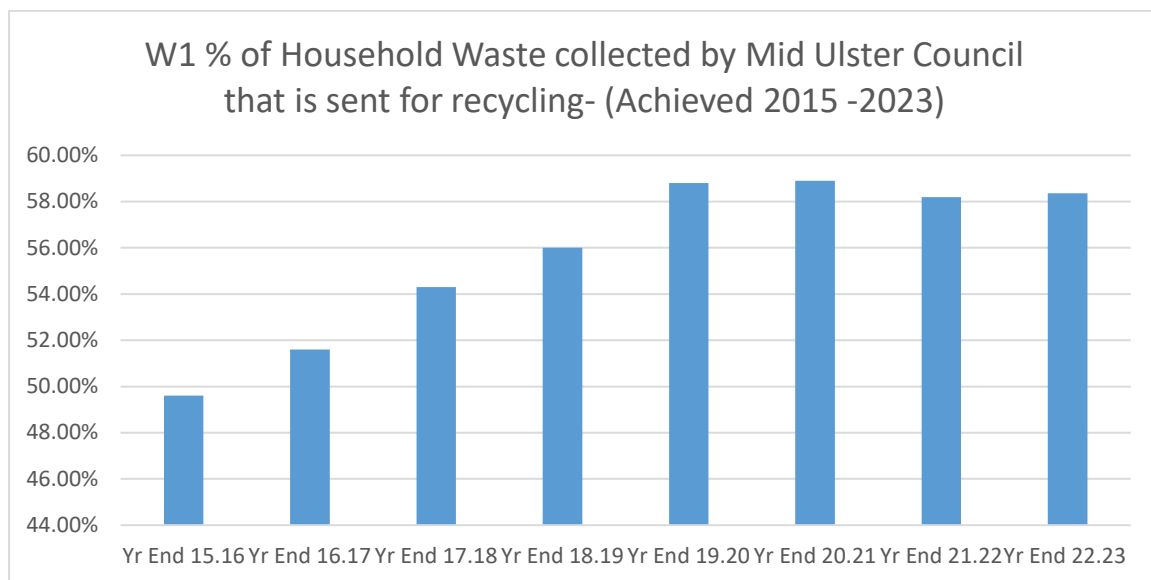
Waste W1 – The Percentage of household waste collected by District Councils that is sent for recycling (including waste prepared for reuse)

Purpose of Performance Indicator: The percentage of household waste collected by district councils that is sent for recycling (including waste prepared for reuse). It is to

meet Statutory Targets – Households Waste is as defined in Article 2 of the Waste and Contaminated Land (NI) Order 1997 (a) and the Controlled Waste and Duty of Care Regulations (NI) 2013 (b).

Failure to meet statutory waste targets could result in infraction proceedings and fines. The graph below represents the percentage of household waste collected by Mid Ulster that is sent for recycling (results 2015 – 2023 - provisional)

Graph - Mid Ulster Council Household Waste sent for Recycling Results 2015-2023 (provisional)



Analysis: More is better

This is the latest in a number of impressive continued successes for the district in terms of its waste management performance. Mid Ulster is consistently in the top quartile of the table for its household recycling rate, most recently achieving the second highest household recycling rate of all 11 councils here for the 2022 to 2023 period with 58.36% and sits well above the Northern Ireland average of 51.05% (provisional data).

These are great achievements; they reiterate the extremely positive position of the Council in terms of waste management, and highlight the dedication of our waste teams to maintaining the service throughout the continuous ebb and flow of reduced services due to industrial action during the summer of 2022 (Council

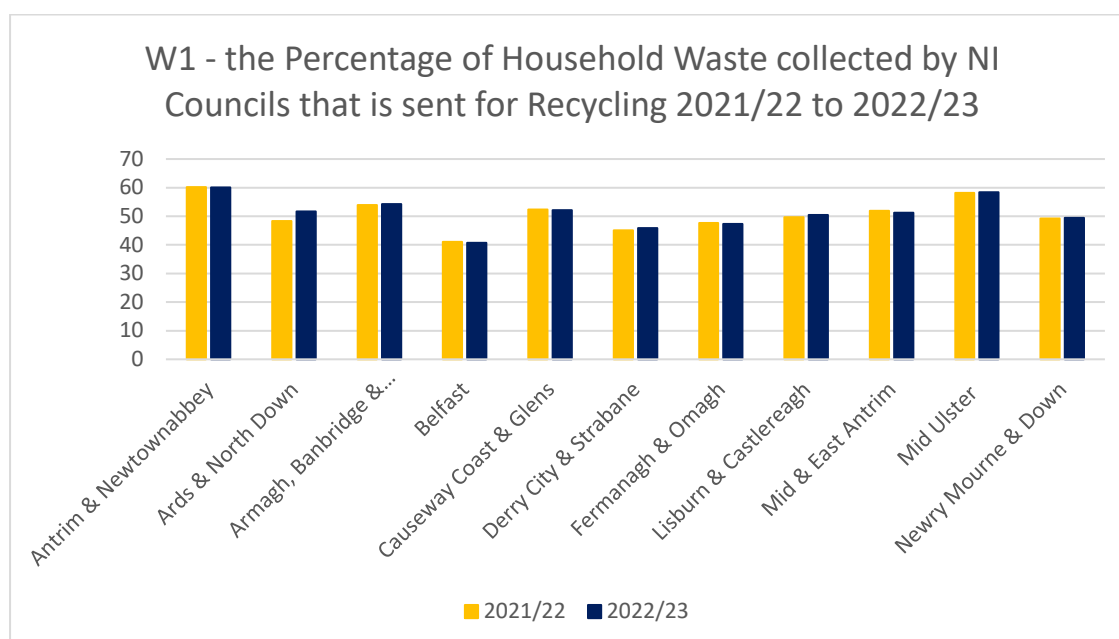
endeavoured to collect bins where possible depending on the availability of staff on the given day). This also demonstrates the terrific work being done by residents in Mid Ulster in terms of their continued and unwavering recycling efforts.

Action Plan:

Standard achieved. Maintain management.

NI Councils 12-month provisional figures for local authority collected (LAC) municipal waste key performance indicators and Waste from Household recycling rate by Council 2022/23 (provisional) and validated data 2021/22 is highlighted in the graph below

Graph – W1 NI Councils percentage of household waste collected that was sent for recycling 2020/22 & 2022/23



Waste W2 – The amount (tonnage) of Biodegradable Local Authority Collected Municipal Waste that is landfilled.

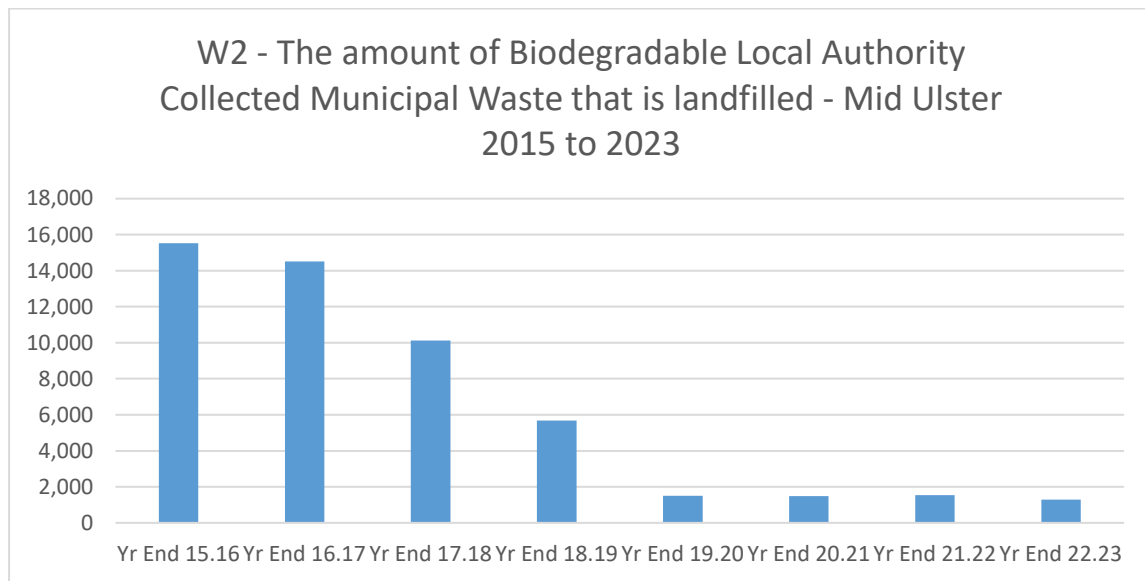
Purpose of Performance Indicator: Meet Statutory Targets (scheme concluded 2019/20) -Local Authority collected Municipal Waste as defined in section 21 of the Waste Emissions Trading Act 2003 (c).

Analysis: Less is better

The landfill rate exhibits seasonality and the April to June and July to September quarters tend to have lower rates than October to December and January to March. The seasonality stems from the higher level of compostable garden waste arising during spring and summer.

The statutory requirement for all Councils to provide households with a container for food to enable separated collection has been attributed to the long-term drop in landfill rates. Mid Ulster’s provisional figure for 2022/23 sits at 1,286 tonnes LAC that was landfilled, this is less than last year’s cumulative rate of 1,537 tonnes in 2021/22. The graph below highlights the amount of biodegradable Local Authority Collected Municipal Waste that was landfilled by Mid Ulster District Council from 2015 to 2023.

Graph – W2 Amount of biodegradable LAC municipal waste that was landfilled by Mid Ulster Council from 2015 to 2023



Action Plan:

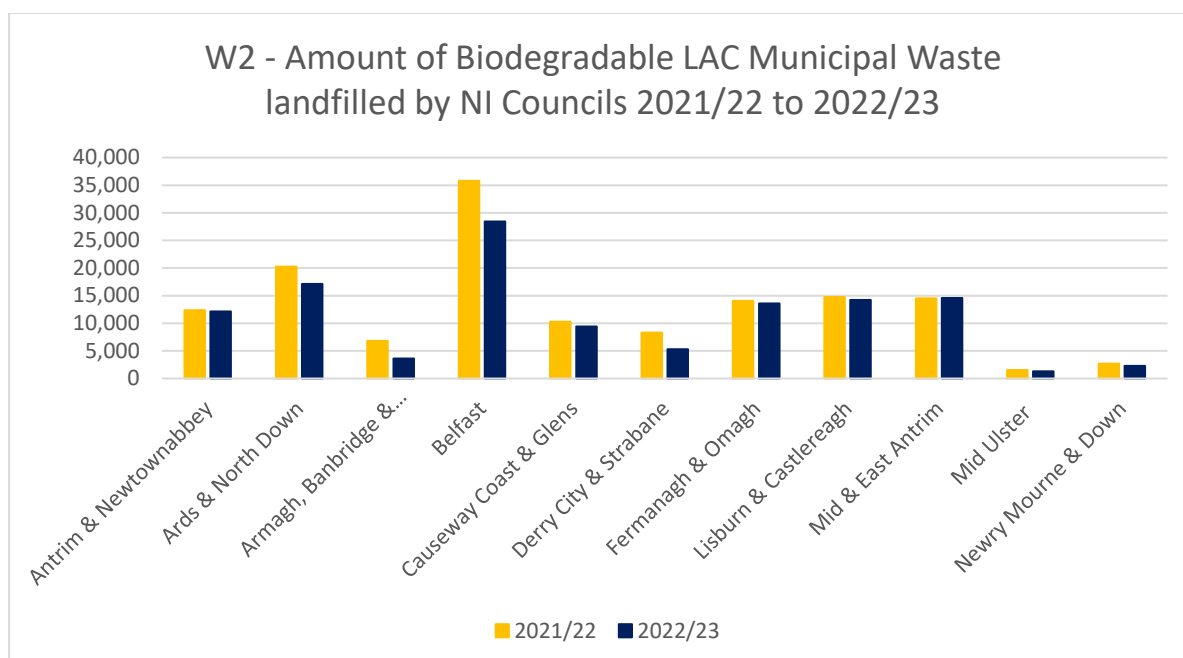
Awaiting further advice on new standard

Northern Ireland Councils' Performance Data during 2022 to 2023

The total amount of biodegradable local authority collected (LAC) municipal waste sent to landfill for all eleven Councils during 2022/23 was 122,093 (provisional*) a decrease from last years' figure of 141,312 tonnes in 2021/22.

Mid Ulster had the lowest incidence of reported biodegradable LAC municipal waste sent to landfill of all the eleven Northern Ireland (NI) Councils at 1,286 tonnes (provisional), while Belfast recorded the highest at 28,420 tonnes. The graph below outlines the amount of biodegradable LAC municipal waste (tonnage) that was landfilled by Northern Ireland Councils in 2021/22 and 2022/23.

Graph – W2 the amount of biodegradable LAC municipal waste (tonnage) that was landfilled by Northern Ireland Councils in 2021/22 and 2022/23*



Waste – W3: The amount (tonnage) of Local Authority Collected Municipal Waste Arisings.

Purpose of PI: Meet Statutory Targets - Local Authority collected Municipal waste arisings is the total amount of local authority collected municipal waste, which has been collected by a district Council. The graph below highlights the amount of tonnage of Mid Ulster's collected Municipal waste arisings from 2015 to 2023.

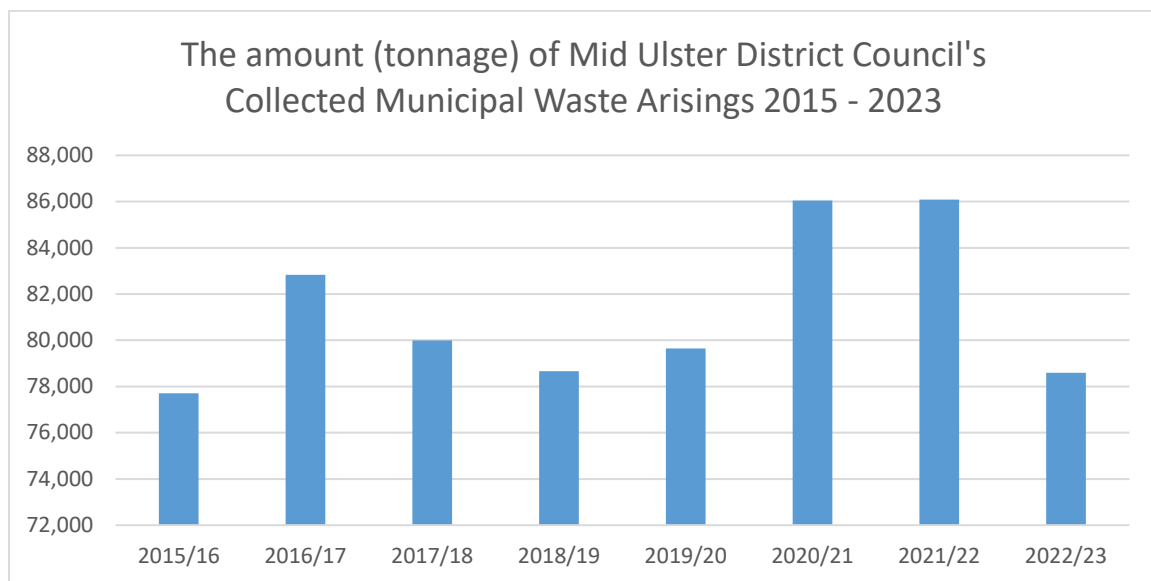
Analysis: Less is better

During 2022/23 in Mid Ulster there were 78,588 tonnes of waste arisings, which is less than the previous year's total of 86,085 in 2021/22 and 86,049 tonnes (in 2020/21) – which were attributable to the impact of the pandemic.

Action Plan:

No set standard. Maintain management.

Graph W3 – The amount (tonnage) of Mid Ulster District Councils Collected Municipal Waste Arisings 2015 – 2023.

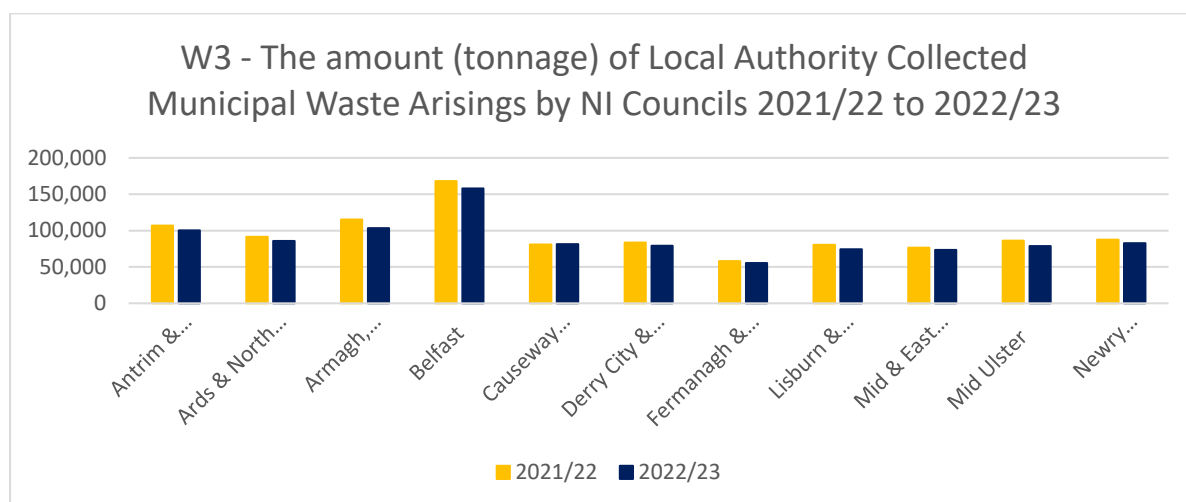


Northern Ireland Councils' Performance Data during 2022 to 2023

During 2022 to 2023 (provisional data), the total amount (tonnage) of local authority collected (LAC) municipal waste arisings was 972,242.

Omagh and Fermanagh Council reported the least amount of tonnage of local collected waste arisings at 55,361 tonnes, Mid Ulster reported 86,085 over the year and Belfast recorded the highest tonnage of local waste arisings at 157,831.

Graph – W3 Amount (Tonnage) of LAC Municipal Waste Arising by NI Councils 2021/22 and 2023/23



7.0 Benchmarking and Council’s Self-assessment of Self-imposed Indicators and Standards During 2022 to 2023

7.1 Corporate Health Indicators (Self-imposed - Set by us)

During the start of 2016/17, Mid Ulster District Council in the absence of an agreed region wide local authority performance management framework, decided to concentrate on ensuring the data quality of three of its proposed “set by us” or “self-imposed” performance indicators. The three original indicators were prompt payments, freedom of information requests (FOI) responded to within 20 days and percentage lost time rate (relating to sickness absence).

At its meeting in November 2017 the Council’s Policy and Resources committee approved a further suite of “Corporate Health Indicators”. The indicators provide a barometer of how the Council is doing across its services and effectively provide a “performance dashboard” or a summary of how the Council is performing across eight key areas. The information is used by Council to help inform management decisions, plan services, benchmark performance and cost, and inform target setting. The key performance indicators are placed within the following themes: economy, waste management, Council facilities, better responses, resident satisfaction, staffing, engaged workforce and finance, (refer to Appendix A).

As outlined previously, Council is required statutorily to compare its performance for the 2022/23 year to that of previous years, legislation also requires Council, so far as reasonably practicable, to report their performance against other councils in the exercise of the same or similar functions.

7.2 Benchmarking

To date there is no agreed overarching Northern Ireland Local Government Performance Management Framework; however two additional performance measures are utilised to benchmark performance within the 11 Northern Ireland Councils, namely Prompt Payments and Absenteeism.

The Department of Communities requests information from councils at the end of each Quarter on the processing of invoices (as detailed in the circular LG 19/2016 Prompt Payment Guidance). Comparative analysis is published on council

performance to show members of the public how promptly invoices are paid for each of the council areas, further information is available at: [Publications | Department for Communities \(communities-ni.gov.uk\)](#)

The Northern Ireland Audit Office collate and report on all Northern Ireland Councils' absenteeism figures -refer to the Local Government Auditor's Annual Report, further information is available at : <https://www.niauditoffice.gov.uk/publications/local-government-auditors-report-2021>

Performance progress in this section also follows that described in the section outlining Council's self-assessment of statutory indicators and standards i.e. RAG (red, amber, green) status framework as well as the Performance direction of travel relative to the previous year.

7.3 Prompt Payments- 90% of invoices paid within 30 day target

Purpose of Performance Indicator: Prompt payments speed up cash flow from the public sector to its suppliers, particularly SME's. Council recognises that late payments are a key issue for business, especially for smaller businesses as it can adversely affect their cash flow and jeopardises their ability to trade and we recognise that as a Public body we should set a strong example by paying promptly.

This indicator allows Council to have a "signal" that it has an effective prompt payment system delivery, has in place a clear framework for managing prompt payments, in order to support an environment in which businesses flourish. Given the impact the cost of living crisis has had on the economy this indicator has become even more important in protecting jobs and local businesses.

Analysis: More is better

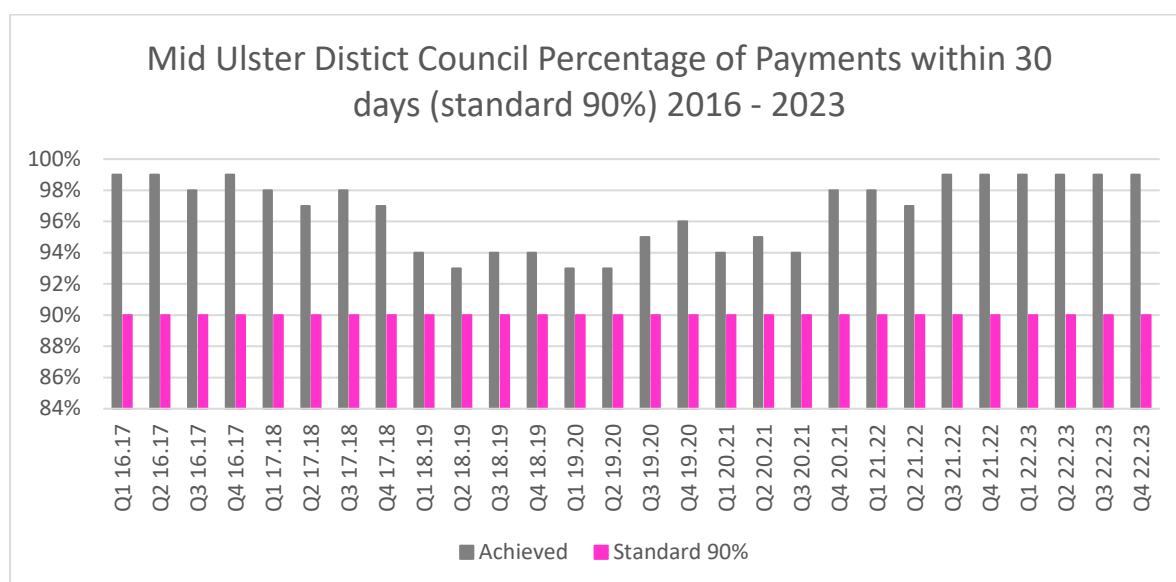
Mid Ulster has consecutively year on year remained one of the fastest payers of invoices to businesses within all eleven Councils. on average in 2022/23 it took Mid Ulster 6.5 days to pay suppliers¹ (an improvement from 8.75 days to pay suppliers in 2021/22), this equates to Council paying 99% of invoices (exceeding the internal

target of 90% of invoices paid within 30 days) and 97.48% of invoices within 10 days, with a total amount paid of £42,805,612.15 in 2022/23. The average amount of days to pay a supplier across all 11 Councils in 2022 to 2023 was 16.33 days. Mid Ulster has also consecutively hit the target since 2016, Council has exceeded the target and improved on its days to pay suppliers.

Council and its Finance team are to be commended on their duty to ensure our businesses were paid for work or services they had supplied to Council. Our incredible small businesses will be vital in, supporting many hundreds of livelihoods across the District, particularly in the current cost of living crisis. The graph below represents Mid Ulster District Council’s (MUDC) achievement of percentage payment invoices within 30 days (90% paid within 30 days) 2016 – 2023.

¹ [District Councils Prompt Payments Year to Date figures 2022-23 \(communities-ni.gov.uk\)](https://www.communities-ni.gov.uk)

Graph – MUDC percentage of prompt payments within 30 days (standard 90%).



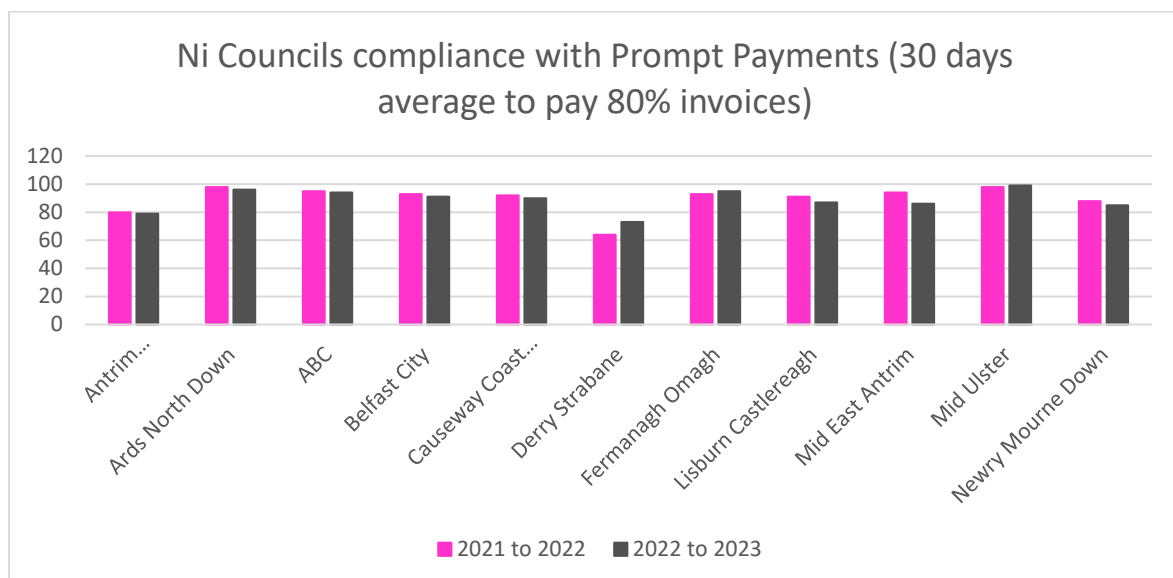
Action Plan:

Standard achieved. Maintain management.

Northern Ireland Councils' Performance Data during 2022 to 2023

Mid Ulster has consistently been able to pay invoices quickly. In total the Council paid 18,124 invoices during 2022/23. Lisburn and Castlereagh City Council paid less invoices during the year 17,627 however it took on average 17.94 days to pay an invoice (compared with Mid Ulster's 6.5 days) and by the end of the year 87.25% of their invoices were paid within 30 days. The table below shows Northern Ireland Councils compliance with prompt payments (30 days average to pay 80% invoices) 2021/22 to 2022/23. Newry Mourne and Down Council during 2022 to 2023 took 28.75 days to pay an invoice and paid 8597 of their invoices within 30days and 42.09 within 10 days.

Graph – NI Councils compliance with prompt payments (30 days average to pay 80% invoices)



7.4 Corporate: Absenteeism – Percentage (%) Lost Time Rate sickness absence - (5% or less p.a.)

Purpose of Performance Indicator: The Lost Time Rate (LTR) shows the percentage of total time available that has been lost due to sickness absence during a certain time period. The indicator is based on full time equivalent (FTE) employees, and is useful as a general measure of the significance of sickness absence levels for an organisation.

This measure will be one indicator that allows Council to have a “signal” that it has an effective absence policy, has in place a clear framework for managing sickness absence, while setting out reporting mechanisms, states the attendance levels expected, uses monitoring arrangements, trigger mechanisms, effective roles and responsibilities, as well as ensuring management commitment. The lost time rate is useful as a general measure of the gravity of sickness absence levels for an organisation. Teams or departments, who want to ascertain whether or not there are absence issues in certain areas, can also use this measure.

Without staff that are well and at work, Mid Ulster District Council could not deliver quality and effective services to businesses, residents and our partnerships throughout the District. We need to ensure that staff are provided with an environment and opportunities that encourage and enable them to lead healthy lives and make choices that support their wellbeing, this will be our guiding principle.

The CIPD¹ states that everyone in the workforce, at all levels, feels the impact of ill health and sickness absence as it significantly affects organisations performance, productivity and workforce output. This in turn affects the level and quality of services provided to customers, both internal and external.

It makes business sense to support those who are ill and help them get back to work and to emphasise the importance of tackling health through good employment practices and pro-active well-being employer support, to encourage good occupational health management and to transform opportunities for people to recover from illness while retaining their jobs. This aligns with the Mid Ulster Community Plan outcome of, “We are better enabled to live longer and healthier more active lives”. Employee absence is considered to represent one indicator of employee health and well-being (Mc Hugh² 2001a) and how well managed and efficient the organisation is; that is the ‘health of the organisation’ (HSE³ 2002).

1. Chartered Institute of Personnel Development (2006a) Absence management: annual survey report. London. Chartered Institute of Personnel and Development.

2. McHugh, M (2001a) Employee absence: an impediment to organisational health in local government, The International Journal of Public Sector Management, 14:1, .43-58

3. Health and Safety Executive (2002) Survey of Occupational Health Support. HSE Contract Research Report 445/2002, London. Health & Safety Executive

Analysis: Less is better

During the last quarter of the year the total number of sick days reduced from 2702.67 in Quarter three to 2378.20 (in Quarter four - Q4), a reduction of around 12%. The % loss has also reduced during the final quarter to 5.41% from 6.26% in Q3. When compared with the same quarter last year we can see that there has been a reduction from 5.70% (21/22) to 5.41% (22/23), all very positive indicators.

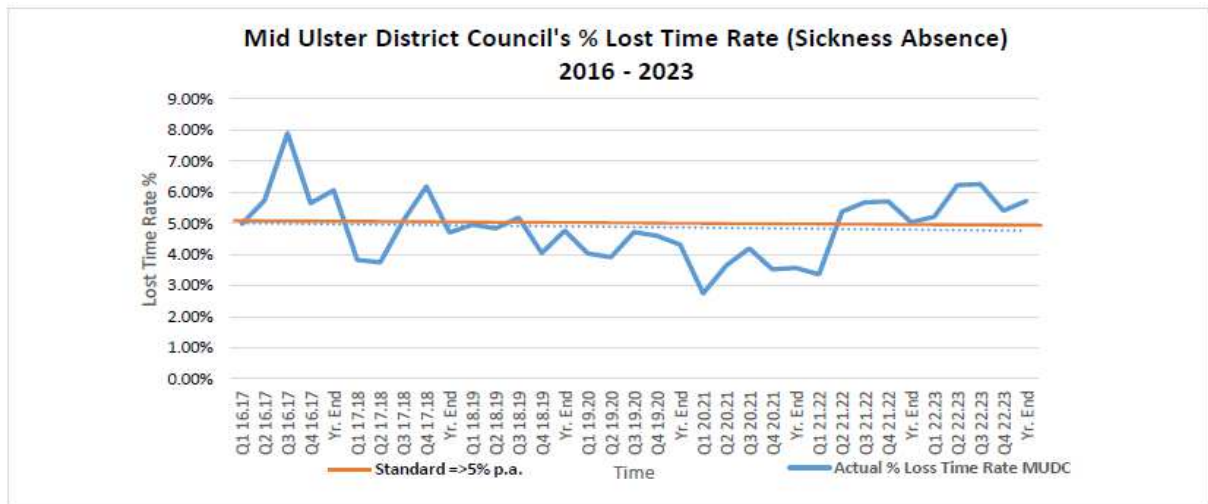
The causes of sickness figures continue to highlight "stress, depression & fatigue" as our highest cause of sick representing 22.45% of the total sick days, "Other sickness" is now our second highest cause of sickness at 16.80% and "infections" remains in the top three with 15.77% of sick days.

Infections remaining in the top three reasons/causes is understandable considering COVID 19 is now recorded from day 1 as "infection" as there is no longer a requirement to self-isolate.

The cumulative % loss rate for 2022 to 2023 stands at 5.72%, up from the previous year of 5.03%, (above the Council's target of 5%). The Organisational Development team and line management will continue to work together to effectively manage and reduce the % Loss figure and the Absence Management Policy is up for review in 2023, the focus will be on reducing this performance measure in line with the target of 5%.

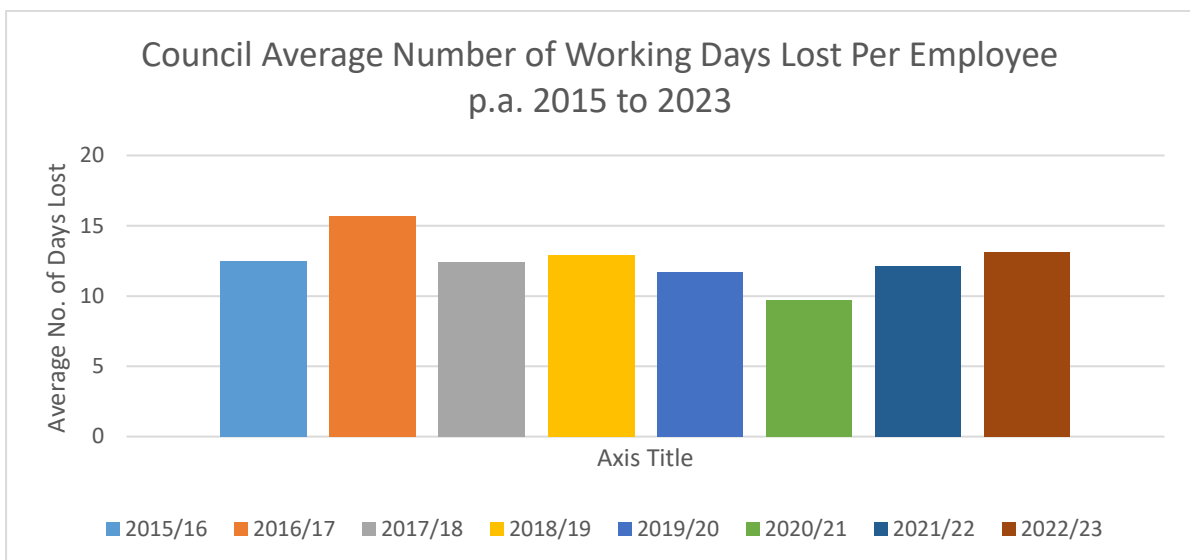
The Health Checks Clinics provided in February were very successful, they were fully booked with a number of staff providing very positive feedback afterwards with issues such as high cholesterol and blood pressure being identified which often go undetected.

Graph - Mid Ulster District Councils Percentage Loss Time Rate (Sickness Absence) 2016 to 2023.



It is also helpful to realise the average number of working days lost per employee or full time equivalent from the new Council forming in 2015 until 2023 - see graph below (this had previously allowed for benchmarking with other Councils against this performance measure).

Graph - Mid Ulster District Council the Average Number of Working Days Lost from 2015 to 2023.



Action Plan:

Although the % Loss has reduced considerably it is still above the 5% target. In response to this, the Organisational Development team aim to reduce this % further by fully utilising the Human Resources Business Partner (HRBP) approach adopted at the start of the year. As part of this new approach a designated HRBP is responsible for all HR related elements of their own allocated Directorate, working closely with Managers to empower them to effectively manage sickness within their areas. This has been done by the provision of more detailed and regular metrics, alongside further provision of training and mentoring to Managers (on conducting absence related meetings) and managing long and short term absence more effectively.

It can be seen from the late quarter stats, that this strategy is starting to be effective. In an effort to address the consistently high number of days lost to mental health related illness the HRBPS are offering tailored 1-1 coaching sessions to employees, at an earlier stage, to both help staff who have a history of mental health manage their wellbeing long term. In effect helping them to remain at work and to assist those off with mental health related issues return to work and good health. .

Northern Ireland Councils' Performance Data Average Total Number of Days Lost (Sickness Absence) during 2019/20 and 2020/21.

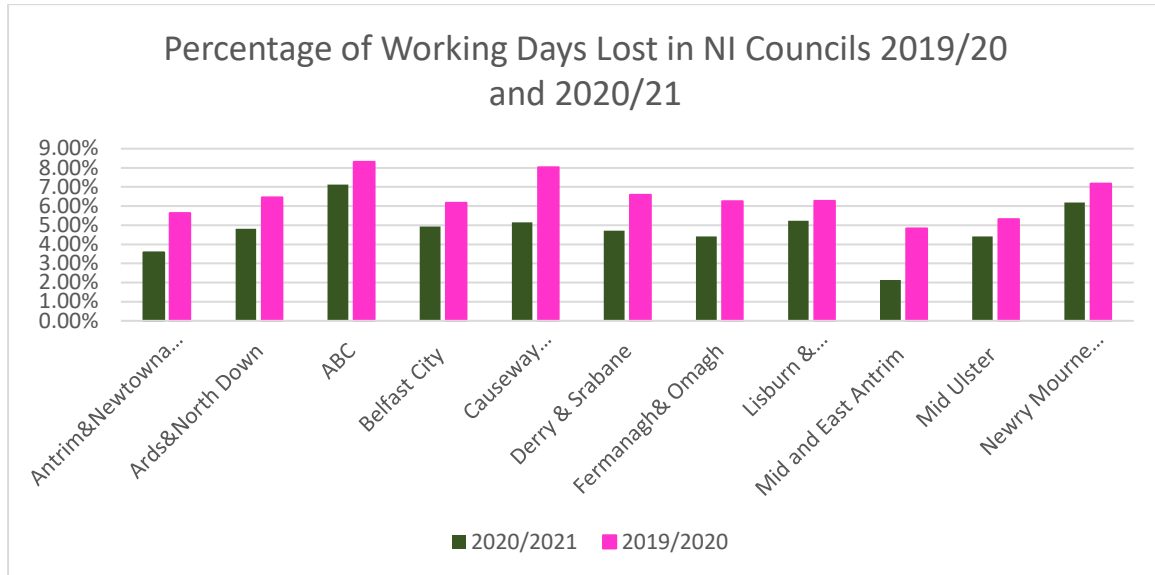
The average numbers of days lost per employee performance data for all eleven Northern Ireland Councils is still not available for 2022 to 2023².

Reflection on the figures supplied to date from DfC, demonstrates that Mid Ulster during 2019/20 recorded the second lowest figure of 5.32%. The lowest recorded absence figure, during that year, was obtained by Mid and East Antrim Council (with 4.84%, equivalent to 10.64 lost days per employee) and the annual Council average was 6.46 %. The highest recorded annual absence figures appeared in Armagh, Banbridge and Craigavon Council at 8.31% (2019/20 and equates to 18.28 total days lost per employee).

During 2020 to 2021 Mid Ulster recorded the third lowest absence figure, namely 4.42%, the lowest recording was in Mid and East Antrim Council 2.13% (equivalent to 4.68 days lost per employee, the highest recorded absence was in ABC Council

was 7.12% and the NI Council average was 4.79% (equivalent to 10.54 days lost per employee)

Graph - NI Councils Average Days Lost 2019/20 and 2020/21



*FTE denotes Full Time Equivalent Employee

² NI Councils performance data for 2022/23 is usually supplied by the Department of Communities, the data has not been forwarded for 2021/22.

8.0 Overall Assessment for 2022 to 2023

As we came to the end of 2022 to 2023, it seems that every year recently has been described as an “extraordinary year”. It remains an extraordinarily difficult time for local government as well as for the many differing and diverse communities, businesses, and sectors we serve. The last twelve months have seen our communities, still recovering from the impacts of Covid-19, now faced with new challenges, most acutely the rising cost of living and inflationary pressures.

This report is an opportunity to reflect on what has been achieved in respect of performance improvement in the last twelve months, and how we have continued to support our residents and businesses in 2022/23. At the heart of everything we do is working together, with our local businesses, voluntary and community sectors as well as our public sector partners.

In many ways our services are still seen to be “building out of the Pandemic “during 2022 to 2023. The Council still performs well across many of the Corporate Health and Service indicators, in what has been again another challenging year, with particular regard the economy, cost of living crisis and inflation. In the remaining areas where there is scope for building on levels of performance, our services are assessing targets as part of plans for re-building, (post-pandemic). Services will closely monitor progress and take appropriate action.

Mid Ulster District Council has continued to achieve robust performance results across many areas including waste data , maintaining excellent household recycling rates, has reduced biodegradable (LAC) municipal waste that is landfilled from the previous year, while also reducing the tonnage of local authority municipal waste arisings from 2021/22.

Mid Ulster Council remains a leader in ensuring prompt payments are received by suppliers of works and or services. Paying promptly shows respect to our suppliers and treats them as Council would wish to be treated. It is particularly important where our suppliers are small businesses where late payment can be hugely damaging for them and indeed for all suppliers in the current cost of living crisis.

The cumulative % loss rate (absence) for 2022 to 2023 stands at 5.72%, up from the previous year of 5.03%, (above the Council’s target of 5%). The Organisational

Development team and line management will continue to work together to effectively manage and reduce the % Loss figure and the Absence Management Policy is up for review in 2023, the focus will be on reducing this performance measure in line with the target of 5%.

Work commenced in 2021/22 on a re-structuring exercise within the Council. This significant piece of work has continued into 2022 to 2023, which has seen significant changes to senior, middle management and leadership teams. Working collaboratively with our Trade Unions through continual dialogue, will ensure that new ways of working are sustainable for individuals and the organisation and ultimately the services Council delivers to its customers.

In relation to the statutory jobs promoted target, performance in 2022/23, is slightly higher (169 jobs promoted) than 2021/22 (163 jobs promoted) but has not returned to pre-Covid level Performance. Mid Ulster has slightly exceeded the EU Programme target (169 vs 158 jobs promoted) and the proposed new Statutory Target (153 jobs) but not the current 2015 Statutory Target (210 jobs).

Key events in 2022 continued to impact on planning activity in 2022 to 2023. The accessibility of the planning system in January and February 2022, and significant changes to IT systems with the development and implementation of two new planning systems in June and December 2022 impacted on planning activity and performance. The Department of Infrastructure states that all of these factors should be borne in mind when interpreting these figures and when making comparisons over time periods¹.

The four improvement projects were reviewed at the end of the first year (2021 to 2022); and work was undertaken to ensure their continued validity into 2022 to 2023. The four projects have made steady progress throughout 2022 to 2023. We have seen major solid progress in a number of key capital building programmes/projects, these have been made against an increasingly challenging rise in inflation, which in turn has led to an increase in cost of construction materials.

As you have read throughout this annual assessment report, we are a council focused on progress and improvement, yet we have demonstrated the ability to

adapt to local and national challenges while harnessing opportunity as it arises. It means we can be a resilient, agile, and responsive council but still lay the foundations for future proposals that centre on building a district of which everyone can be proud.

In looking ahead to the future, we have taken a long view, to a regenerated district with, vibrant communities in healthy, green spaces, local economic growth through capital programmes (growing local jobs and opportunities), and public services fit to meet the challenges of the future. This report fulfils our statutory duty to report on our performance, and despite growing challenges, the Council's aim remains unchanged – to be at the heart of the local community, making people's lives better by achieving positive outcomes for all of our communities.

9.0 Have Your Say

We welcome your comments or suggestions at any time of year. Mid Ulster District Council is committed to improving its services and is keen to hear from the community on what it has to say. We welcome your comments or suggestions at any time of the year. There are a number of ways in which to influence Council decision-making.

You can get involved and participate in consultations being conducted by, or on behalf of the Council. Meetings of the Council and its Committees are open to the public, with the exception of those times when sensitive or confidential issues need to be discussed. That is why we want to hear what you think about our performance and what we can do to improve. Please join us on the journey by sharing your thoughts.

If you have any comments, would like any further information, or would like a copy of this plan in an alternative format please contact

Strategic Services and Engagement Team

Council Offices

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Email: info@midulstercouncil.org

Appendix One – Mid Ulster District Council

Ref No.	Measures	Lead Service	Standard/ Target	Annual Outturn 2018/19	Annual Outturn 2019/20	Annual Outturn 2020/21	Annual Outturn 2021/22	Year End Result 2022/23
1.1	No. of jobs promoted	Economic Development, Tourism Strategic Programmes	**210	204	185	132	163	169
1.2	Average Processing time for Local Planning Applications (weeks)	Planning	15 weeks	16.9	12.5	16	16.6	21.6
1.3	Average Processing time for Major Planning Applications (weeks)	Planning	30 weeks	64.7	73.2	74.1	88	68.1
1.4	% of Building regulations applications determined to target	Building Control	90%	90%	91%	94%	92%	69%

** Currently passing through amendment to legislation, this would see Mid Ulster District Council's Standard as 153 jobs promoted moving forward.

2.0 - *Waste Management

Ref No.	Measures	Lead Service	Standard/ Target	Annual Outturn 2018/19	Annual Outturn 2019/20	Annual Outturn 2020/21	Annual Outturn 2021/22	Year End Result 2022/23
2.5	% of household waste going to landfill	Environment	4%	16.31%	3.75%	3.66%	3.63%	3.23%
2.6	% of household waste recycled	Environment	58%	55.98%	58.86%	54.75%	58.21%	58.36%

*some data awaiting validation reports from Executive Departments

3.0 - Council Facilities

Ref No.	Measures	Lead Service	Standard/ Target	Annual Outturn 2018/19	Annual Outturn 2019/20	Annual Outturn 2020/21	Annual Outturn20 21/22	Year End Result 2022/23
3.7	Visitors to Arts/Cultural Venues	Communities & Place	TBC	120,247	135,939	7,208	38,422	92,147
3.8	Users of Leisure and Recreational Facilities	Communities & Place	TBC	2,230,312	2,071,748	1,232,504	1,604,486	1,979,413
3.9	Visitors to Council Offices	OD, Performance & Strategy	TBC	Not available	40,294	9,484	20,711	14,901
3.10	Number of RIDDOR incidents	Environment	NA	11	14	6	3	5

4.0 – Better Responses

Ref No.	Measures	Lead Service	Standard/ Target	Annual Outturn 2018/19	Annual Outturn 2019/20	Annual Outturn 2020/21	Annual Outturn 2021/22	Year End Result 2022/23
4.11	Fol requests responded to within target	OD, Performance & Strategy	90%	86%	88%	87%	88%	92%
4.12	Complaints dealt with within target	Chief Executives	90%	Not available	89.47%	79.42%	86.20%	76.47%
4.13	Correspondence responded to within target	Chief Executives	90%	Not available	85.75%	80.74%	73.98%	77.68%
4.14	Number of online transactions	Corporate Services & Finance	<18,490	16,655	17,022	18,490	59,331	51,017

5.0 – Resident Satisfaction

Ref. No.	Measures	Lead Service	Standard/ Target	Annual Outturn 2018/19	Annual Outturn 2019/20	Annual Outturn 2020/21	Annual Outturn 2021/22	Year End Result 2022/23
5.15	% of residents content with our services	Marketing & Communications	80%	Not Available	Not Available	Not Available	Not Available	Not Available
5.16	% of residents that agree Council keeps them informed	Marketing & Communications	80%	Not Available	Not Available	Not Available	Not Available	Not Available
5.17	% of residents that agree that Council listens and acts on concerns	Marketing & Communications	80%	Not Available	Not Available	Not Available	Not Available	Not Available
5.18	Number of organisations receiving Grant Aid	Communities & Place	NA	800	860	399	507	450

6.0 - Staffing

Ref. No.	Measures	Lead Service	Standard/ Target	Annual Outturn 2018/19	Annual Outturn 2019/20	Annual Outturn 2020/21	Annual Outturn 2021/22	Year End Result 2022/23
6.19	Number of staff (*FTE's) on payroll	OD, Performance & Strategy	NA	713.3	706.82	726.83	708.45	728.91
6.20	Number of casual staff employed in the past 12 months	OD, Performance & Strategy	NA	70	31	14	45	4
6.21	% Attendance	OD, Performance & Strategy	95%	95%	95.69%	96.46%	96.27%	94.59%
6.22	% Overtime	Corporate Services & Finance	2.5%	1.66%	1.32%	0.71%	0.85%	0.86%

* Full Time Equivalent Employee

7.0 – Engaged Workforce

Ref. No.	Measures	Lead Service	Standard/ Target	Annual Outturn 2018/19	Annual Outturn 2019/20	Annual Outturn 2020/21	Annual Outturn 2021/22	Year End Result 2022/23
7.23	% of workforce satisfied with current job	Marketing & Comms	80%	60.95%	65.34%	*65.34%	*65.34%	*65.34%
7.24	% of workforce of take pride in working for Mid Ulster District Council	Marketing & Comms	80%	79.48	84.07%	*84.07%	*84.07%	*84.07%
7.25	% of workforce who understand Councils priorities and how they contribute towards them	Marketing & Comms	80%	69.91	78.13	*78.13	*78.13	*78.13

* Figures relate to 2019/20 survey – survey undertaken every 3 years.

8.0 - Finances

Ref. No.	Measures	Lead Service	Standard/ Target	Annual Outturn 2018/19	Annual Outturn 2019/20	Annual Outturn 2020/21	Annual Outturn 2021/22	Year End Result 2022/23
8.26	Loans Outstanding (£)	Corporate Services & Finance	NA	£6,746,933	£6,114,748	£5,459,789	£4,780,670	£4,084,655
8.27	Cash Reserves (£)	Corporate Services & Finance	£10 M	£13,029,169	£11,791,888	*£29,955,234	£35,013,037	£40,027,174
8.28	Invoices Paid Within 30 Days	Corporate Services & Finance	**90%	94%	94%	95%	99%	99%

*£29,955,234: Non-recurring receipts £7M Covid Funding, £18M DAERA funding, £850K Rates Support Finalisation

** Mid Ulster District Council target

Minutes of Meeting of Policy and Resources Committee of Mid Ulster District Council held on Thursday 6 July 2023 in the Council Offices, Circular Road, Dungannon and by Virtual Means

Members Present

Councillor Corry, Chair

Councillors Bell*, Brown*, F Burton, J Burton, Cahoon, Johnston, McAleer, McFlynn, McLernon*, S McPeake, Molloy*, Totten*, Wilson

Officers in Attendance

Mr McCreesh, Chief Executive**
Mr Black, Strategic Director of Communities and Place (SD: C&P)
Mrs Campbell, Strategic Director of Environment (SD: Environment)**
Mrs Canavan, Strategic Director of Organisation Development, Strategy and Performance (SD: ODSP)
Mrs Dyson, Head of Human Resources (HoHR)**
Mr McGuckin, Head of Strategic Services and Engagement (HoSS&E)
Mr Moffett, Assistant Director of Organisation Development, Strategy and Performance (AD: ODSP)
Mr O'Hagan, Head of IT (HoIT)
Miss Thompson, Committee and Member Services Officer

* Denotes members present in remote attendance

** Denotes Officers present by remote means

*** Denotes others present by remote means

The meeting commenced at 7.00 pm

The Chair, Councillor Corry welcomed everyone to the meeting and those watching the meeting through the Live Broadcast. Councillor Corry in introducing the meeting detailed the operational arrangements for transacting the business of the committee in the chamber and by virtual means, by referring to Annex A to this minute.

PR111/23 Notice of Recording

Members noted that the meeting would be webcast for live and subsequent broadcast on the Council's You Tube site.

PR112/23 Apologies

Councillors Gildernew and McLean and Strategic Director of Corporate Services and Finance.

PR113/23 Declarations of Interest

The Chair, Councillor Corry reminded Members of their responsibility with regard to declarations of interest.

PR114/23 Chairs Business

None.

Matters for Decision

PR115/23 Draft Response to The Department for the Economy's Spending Plans for 2023/2024

The Head of Strategic Services and Engagement (HoSS&E) presented previously circulated report which sought approval of the draft consultation response developed on behalf of Mid Ulster District Council in response to the consultation on The Department for the Economy's Spending Plans for 2023/2024.

Proposed by Councillor S McPeake
Seconded by Councillor McAleer and

Resolved That it be recommended to Council to approve the draft response as circulated at appendix to report.

The Chair, Councillor Corry referred to discussion at last month's meeting regarding response to consultation on Rate Support Grant and asked if Councillor McLernon's comments had been forwarded on.

The HoSS&E advised that the response to the Rate Support Grant consultation was amended to include the comments raised by Councillor McLernon at last month's meeting. The HoSS&E stated that a copy of the response would be circulated to Members.

PR116/23 Corporate Performance Improvement Plan (PIP plan) 2023 to 2024

The Head of Strategic Services and Engagement (HoSS&E) presented previously circulated report which considered Council's Corporate Performance Improvement Plan (PIP) for period 2023-2024.

Councillor S McPeake stated that this is a well put together document and highlights the remit of the four objectives which are all important. The Councillor referred to objective one - *Mid Ulster District Council will seek to reduce the environmental impacts of our own activities and will contribute to the improvement of the wider environment though local action* – and felt that this would fit in with the Climate Change Working Group and that it is important to get this working group up and running to be able to take this objective forward.

The HoSS&E took on board the Councillor's comments.

Councillor Wilson asked if there were targets set against the objectives.

The HoSS&E advised that in appendix 2 of the Plan the Council's corporate health indicators are set out and this deals with the specifics in terms of targets.

Councillor Burton referred to objective in relation to creating cleaner neighbourhoods and that it is important that Council does everything it can in this regard. The Councillor highlighted that Council no longer has the services of WISE but still has the same problems in terms of chewing gum, dog fouling and waste. Councillor Burton referred to the volunteers who do a lot in villages and that it is important that these people are supported and asked how Council will know it is succeeding in meeting this objective.

The Chair, Councillor Corry referred to report taken through June Development Committee in relation to the possibility of Councils working collaboratively with regard to littering issues and that a further report is to be brought to the Development Committee on this issue.

Councillor Burton stated she was aware of this but asked if there are targets so that Council will know if there has been an improvement.

The HoSS&E advised that the lead officer in relation to objective three will be the Assistant Director of Health, Leisure and Wellbeing and that listed in the plan are key actions for all objectives. The HoSS&E advised that within the realms of the work that targets will be set in order to see benefit in all areas.

The Chief Executive referred to article he had read recently which stated that 70% of litter emanates from 4 to 5 companies. The Chief Executive stated that Council should set targets where it can but highlighted that Council does not create the litter and that everyone has a responsibility in terms of disposing of their waste and litter in a responsible way. The Chief Executive also felt that companies who are part of the problem need to step up and be part of the solution and that he expected that this will be worked towards and that he was aware of engagement with the said companies to encourage them to become more involved in the solutions.

The Chief Executive also welcomed Councillor McPeake's comments in relation to the Climate Change Working Group. The Chief Executive stated that both the Climate Change Working Group and Transformation Working Group are critical and he would encourage these groups to be populated over the summer period. The Chief Executive stated that there are real responsibilities and targets to be met between now and 2030 starting with buildings and how these will be powered and heated going forward. The Chief Executive also highlighted the need to move away from fossil fuels and the number of vehicles and equipment which Council has that relies on these fuels at the moment and the need to convert these. The Chief Executive stated that the Climate Change Working Group will be critical as Council will have to transform how it does business in the coming years and that officers are keen to get the group up and running.

The Chair, Councillor Corry agreed that there is a lot of work to be done going forward.

Councillor McFlynn stated she welcomed the report and highlighted the Eco Schools Programme and that educational officers continue to work with schools to get them all up to green flag status.

Councillor Bell stated he wanted to take the opportunity to thank officers for their hard work in tackling the litter issue in the towns and villages and especially the removal of chewing gum from streets. The Councillor stated that chewing gum is a real problem in towns and villages and that it was his understanding that new machinery has been in operation which can remove this which has produced fantastic results.

Proposed by Councillor Wilson
Seconded by Councillor McFlynn and

Resolved That it be recommended to Council to approve the Corporate Performance Improvement (PIP plan) Plan 2023-2024 to 2024-2025 as set out at appendix to report.

PR117/23 Member Services

Councillor S McPeake referred to previous allocation of umbrellas to Members and asked if stocks could be refreshed as there were a number of new Councillors and they would be useful for outdoor engagements/site visits etc.

Councillor McFlynn supported the suggestion stating that they had been soaked at an outdoor event at Davagh.

The Chair, Councillor Corry concurred.

The Chief Executive agreed to take this forward.

Matters for Information

PR118/23 Minutes of Policy & Resources Committee held on 13 June 2023

Members noted Minutes of Policy & Resources Committee held on 13 June 2023.

PR119/23 Organisational Development, Strategy & Performance: 2023-24 Directorate Service Plan

Members noted previously circulated report which outlined the Directorate Service Plan for Organisational Development, Strategy & Performance for period 2023-24.

Live broadcast ended at 7.15 pm.

Local Government (NI) Act 2014 - Confidential Business

Proposed by Councillor McAleer
Seconded by Councillor Burton and

Resolved In accordance with Section 42, Part 1 of Schedule 6 of the Local Government Act (NI) 2014 that Members of the public be asked to withdraw from the meeting whilst Members consider items PR120/23 to PR132/23

Matters for Decision

- PR120/23 Cookstown Chamber Upgrade
- PR121/23 Leisure Services VAT claim update
- PR122/23 Review of Staff Enhancements/Coaching Supplements
- PR123/23 Land and Property Matters: Easement, Lease & Disposal
- PR124/23 Mid South West (MSW) Region Update – Programme Management and Innovate UK funding

Matters for Information

- PR125/23 Confidential Minutes of Policy and Resources Committee held on 13 June 2023
- PR126/23 Managing Attendance
- PR127/23 Staff Matters for Information
- PR128/23 Council Organisational Redesign – Update on Structural Changes
- PR129/23 Restructure for Planning Department for Information
- PR130/23 Contracts and DAC
- PR131/23 Mid South West (MSW) Region Growth Deal Update
- PR132/23 Bonfire Working Group Minutes – 3 July 2023

PR133/23 Duration of Meeting

The meeting was called for 7.00 pm and ended at 7.50 pm.

Chair _____

Date _____

Annex A – Introductory Remarks from the Chairperson

Good evening and welcome to the Council's [Policy & Resources/Environment/Development] Committee in the Chamber, [Dungannon/Magherafelt] and virtually.

I specifically welcome the public watching us through the Live Broadcast. The Live Broadcast will run for the period of our Open Business but will end just before we move into Confidential Business. I let you know before this happens.

Just some housekeeping before we commence. Can I remind you:-

- If you have joined the meeting remotely, please keep your audio on mute unless invited to speak and then turn it off when finished speaking
- Keep your video on at all times, unless you have bandwidth or internet connection issues, where you are advised to try turning your video off
- If you wish to speak please raise your hand in the meeting or on screen and keep raised until observed by an Officer or myself
- Should we need to take a vote this evening I will ask each member to confirm whether they are for or against the proposal or abstaining
- When invited to speak please introduce yourself by name to the meeting
- For any member attending remotely, if you declare an interest in an item, please turn off your video and keep your audio on mute for the duration of the item
- If referring to a specific report please reference the report, page or slide being referred to
- Lastly, I remind the public and press that taking photographs of proceedings or using any means to enable anyone not present to see or hear proceedings, or making a simultaneous oral report of the proceedings are not permitted

Thank you and we will now move to the first item on the agenda - apologies and then roll call of all other Members in attendance.

Report on	Mid Ulster Community Planning: Progress Update
Date of Meeting	Thursday, 7 September 2023
Reporting Officer	M Canavan, Strategic Director: Org Development, Strategy & Performance
Contact Officer	P Moffett, Assistant Director: Org Development, Strategy and Performance C O'Neill, Community and Strategic Planning Officer

Is this report restricted for confidential business? If 'Yes', confirm below the exempt information category relied upon	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>

1.0	Purpose of Report
1.1	To provide Members with an update on activity surrounding Mid Ulster Community Planning, April to September 2023.
2.0	Background
2.1	As an outworking of the 2014 Local Government (NI) Act, councils have a remit to initiate, put arrangements in place and manage the progression of community planning within the district. Council has been actively engaged in the development and progression of Mid Ulster Community Planning through its Strategic Board and thematic based working groups since its formation following local government reform.
2.2	By way of background, Community Planning is a process involving the council and the community planning partners in: <ul style="list-style-type: none"> • Developing and identifying long-term objectives which contribute to the social, economic and environmental wellbeing of the Mid Ulster district • Identifying long-term objectives which contribute to the achievement of sustainable development in the Mid Ulster district • Identifying actions and functions to be exercised by council and the community planning partners to assist in meeting the established long-term objectives.
2.3	Activity on community planning, since its inception following local government reform, is focused on the themes of: <ul style="list-style-type: none"> (i) Economic Growth & Infrastructure (ii) Education & Skills (iii) Health & Well-being (iv) Vibrant & Safe Communities
2.4	Further information is accessible from the council website by clicking through to https://www.midulstercouncil.org/your-council/community-planning

	<p>Community Planning Delivery</p> <p>2.5 Policy & Resources Committee is the parent committee for reporting to and authorisation purposes, as required.</p> <p>2.6 It is the intention of officers that Members receive timely Community Planning Action Update Reports adopting a standard approach to reporting on progress made on activities developed and delivered with the aim of bringing about the best possible outcomes for Mid Ulster's citizens.</p> <p>2.7 This reporting will be in addition to the required Community Planning Performance Statement, which is published every two years, and is due to be published in Autumn 2023.</p>
<p>3.0</p>	<p>Main Report</p>
<p>3.1</p> <p>3.2</p>	<p>Attached for Members' information are the:</p> <ul style="list-style-type: none"> • Approved Action Minutes from the Strategic Board meeting held on 22 February 2023 - Appendix 1 • Revised Community Planning Objectives and Actions – Appendix 2. <p>The most recent Strategic Board meeting was held on 21 June 2023 at which:</p> <ul style="list-style-type: none"> • It was agreed that as an independent strategic body, the PCSP should be invited to participate in Community Planning and a representative invited to join the Mid Ulster Community Planning Strategic Board • Partners received an update on the Department of Health Integrated Care System including the formation of Area Integrated Partnership Boards in each Trust area. AIPBs are designed to improve the health and wellbeing of the population in each Trust geography through a Population Health approach by building up a picture of where and what the local health inequalities are, the wider determinants of health (income, wealth, education, housing, transport, leisure etc), health behaviours and lifestyles and the places and communities people live in. This information is used to make an assessment of the health, wellbeing and social care needs of the population in the area and make plans to address those needs. The Council's Community and Strategic Planning Officer currently attends the Test AIPB for the Southern Area. • Partners received Action Progress Reports for some of the Community Planning Actions. Action Progress Reports under all four Community Planning Themes will be included in the Mid Ulster Community Planning Performance Statement 2021-23, which is due to be published in December 2023. • It was agreed that partners would participate in a problem solving and resource pooling workshop in the autumn. Joint planning and resourcing is one of the key tenets of community planning and an essential component of truly integrated service delivery. • Partners considered and agreed to implement four actions allocated to all Community Planning Partnerships by the Department of Communities Community Planning Working Group designed to support, improve and mainstream the process of Community Planning.

3.3	The next Strategic Board meeting be held on 20 September 2023.
4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: Not applicable
	Human: Not applicable
	Risk Management: Not applicable
4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: None identified at this time.
	Rural Needs Implications: None identified at this time.
5.0	Recommendation(s)
5.1	That members consider, review and comment as necessary on activity surrounding community planning function of Council.
6.0	Documents Attached & References
	<ul style="list-style-type: none"> • Appendix 1: Action Minutes of Mid Ulster Community Planning Strategic Board meeting held on 22 February 2023 • Appendix 2: Revised Community Planning Objectives and Actions



Strategic Board Meeting

22 February 2023 at 11:00am, Tower Room, Ranfurly House,

Hill of The O'Neill, Dungannon

Action Minutes

Present: Councillor Córa Corry (Chair), Peter Canavan (EA), Sinead Collins (NIHE), Conor Corr (CSWAN), Colm McCafferty (SHSCT), Kirsty McClelland (Libraries NI), Paddy McEldowney (PHA), Padraig McNamee (SWC) Stephen Murray (PSNI), Hugh Nelson (NT), Simon Sloan (DFC), Jenny Small (NRC), Orlagh Waters (Sport NI).

In Attendance: Marissa Canavan, Philip Moffett, Fiona McKeown, Celene O'Neill Martina Grogan, Leanne Thompson (MUDC).

Apologies: Margaret Bell (Libraries NI), Anthony Carleton (DFC), Martin Graham (Tourism NI), Georgina Grieve (Workspace), Daniel Healy (DFI), Celine McCartan (SWC), Siobhan McCauley (NIHE), Adrian McCreesh (MUDC), Ciaran McLaughlin (DAERA), Frances Meehan (EA).

AGENDA	MATTERS AGREED	ACTIONS & RESPONSIBILITY
1/2/3	Chair's Welcome and Introduction	
	<p>Councillor Corry welcomed everyone in attendance and recorded apologies.</p> <p>M Canavan stated that the review of the Community Plan was still in progress. She welcomed everyone who had attended in person here today and invited them to introduce themselves.</p> <p>C O'Neill provided a demonstration on how to access papers on CMIS.</p>	No action
4.0	Action Minutes of Strategic Board Meeting held on 21 November 2022	
	<p>Members considered the previous Strategic Board Minutes.</p> <p>Proposed by H Nelson Seconded by O Watters</p>	No action



	Agreed.	
5.0	Final Draft Mid Ulster Community Planning Terms of Reference	
	<p>Members considered the draft Mid Ulster Community Planning Terms of Reference.</p> <p>Discussion ensued on how Strategic Board Members disseminate Community Planning information internally within their own organisation.</p> <p>The draft Terms of Reference circulated was agreed.</p>	<p>All partners to consider ways in which they can disseminate information on community planning related work within their own organisations.</p>
6.0	Draft Revised Mid Ulster Community Planning Actions	
	<p>M Canavan outlined the importance of having one responsible person for each action.</p> <p>C O'Neill took members through previously circulated revised objectives and actions of the Community Plan.</p> <p>S Collins to take forward action in relation to: <i>Support the provision of social and affordable homes for life which meets the needs of residents.</i></p> <p>H Nelson suggested that he along with Colm McCafferty and Paddy McEldowney work together in relation to the following actions:</p> <ul style="list-style-type: none"> • Deliver and improve safe, accessible and equitable high-quality health and social care services which meet the needs of Mid Ulster's Citizens; • Work in partnership to identify and address health inequalities and maximise preventative measures needed to maintain good health and wellbeing. • Deliver an Integrated Care System, addressing the wider determinants of health and wellbeing through a population health approach of prevention, early intervention, treatment and end of life care. <p>P McNamee agreed to work with Colleges and Education Authorities to bring forward updated wording in relation to objective:</p>	<p>S Collins</p> <p>H Nelson C McCafferty P McEldowney</p> <p>P McNamee</p>



	<ul style="list-style-type: none"> • Ensure our children and young people receive an education that helps them to reach their full potential, make the right career choices and participate in lifelong learning. <p>P McEldowney felt that ethnic minorities needed to be properly reflected across the objectives.</p> <p>C McCafferty concurred with comment regarding ethnic minorities as population expected to grow substantially due to the refugee crisis.</p> <p>M Canavan asked members to have a relook at the actions and return any further changes they deem appropriate.</p> <p>C O'Neill advised that changes can be made if required and update would be issued to members.</p> <p>F McKeown said that it may be useful to identify how objectives can be measured.</p> <p><i>P McNamee left the meeting at 11.57 am</i></p>	<p>P McEldowney and C McCafferty</p>
6.1	Top Strategic Problems Template	
	<p>C McCafferty referred to need for access to community-based facilities in the Dungannon area between 3 pm – 6pm Monday to Friday to facilitate contact between looked after children and their families.</p> <p>P Moffett advised that this could be investigated.</p> <p>H Nelson referred to the document circulated and outlined his organisations top 3 strategic problems, causes and potential approach. i.e. recruitment of staff.</p> <p>M Canavan outlined the benefits for a co-ordinated recruitment drive between various organisations as a collective.</p> <p>P McEldowney updated members on the Covid19 vaccine uptake advising that Mid Ulster had the lowest uptake across all NI Council areas.</p> <p><i>J Small left the meeting at 12.37 pm.</i></p> <p>C Corr referred to capacity issues within the community sector and how this could be improved.</p>	<p>P Moffett</p> <p>C O'Neill – initiate Partner conversations considering how to move forward to address the problems identified on the response templates.</p>



	<p>C Corr proposed that Council and other agencies needed to investigate a needs analysis which supports community development rather than community services.</p> <p>AGREED.</p>	
7.0	Departmental and Strategic Board Partner Updates on Planned Investment/Funding Streams	
	No issues.	
8.0	Departmental Update on Priorities and Programmes	
	<p>S Sloan referred to the DfC Hardship Funding scheme, which was issued to Councils seeking their support in the deliverance of it. He advised that the Council had now come back to accept the offer and anticipated that the scheme would now be delivered before the end of this financial year.</p> <p>S Sloan spoke in relation to sharing of resources, leadership and partnerships and said that a report had been presented to SOLACE and the Permanent Secretaries group relating to actions for improvement. He advised that SOLACE and the Permanent Secretaries group had endorsed these actions and that they will now be progressed.</p> <p>It was agreed that a summary of actions would be circulated to members.</p>	S Sloan to forward a summary of the actions to C O'Neill for dissemination to members.
9.0	Date of Next Meeting	
	<p>Wednesday, 21 June 2023 at 11.00am, (Venue to be confirmed)</p> <p>P Moffett advised that in the interim internal meetings could be facilitated regarding partnership working.</p> <p>It was agreed that members' contact details be shared amongst members.</p>	C O'Neill
10.0	Date of Next Meeting	
	The meeting was called for 11 am and concluded at 12.50 pm.	



NEW REVISED OBJECTIVES & ACTIONS 2023

Objective: Improve the quality and sustainability of our environment for our citizens and future generations

Action: Mitigate against the impacts of climate change by developing opportunities to work together to reduce greenhouse gas emissions

Action: Work in partnership to reduce dependency on landfill through increased recycling and recovery

Action: Work in partnership with local communities to participate in place making, planning and regeneration initiatives

Objective: Ensure that our economy is thriving, robust and able to withstand economic pressures

Action: Develop and implement a strategy and plan to increase employability and labour market conditions in Mid Ulster (Mid Ulster Labour Market Partnership)

Action: Identify and assist economic sectors which need support to develop and grow, become entrepreneurial and resilient and secure investment

Improve our infrastructure and connectivity

Action: Support strategic schemes which deliver improved infrastructure, connectivity, travel and transport

Action: Support the co-location of services, including regional services, in Mid Ulster and maximise opportunities to share resources and assets

Objective: Reduce poverty and deprivation by targeting resources to the most vulnerable in Mid Ulster

Action: Develop opportunities to work together to reduce poverty and disadvantage and improve social inclusion by identifying gaps in service delivery, pooling resources and directing support to the most vulnerable people in our District

Action: Support the provision of social and affordable 'homes-for-life' which meet the needs of our residents

Objective: Enable our citizens to live longer, healthier and more independent lives

Action: Develop and deliver an Ageing Well and Age Friendly programme

Action: Deliver and improve safe, accessible and equitable high quality health and social care services which meet the needs of Mid Ulster's citizens

Action: Plan and prepare for the new Integrated Care System, addressing health inequalities and the wider determinants of health and wellbeing through a population health approach of prevention, early intervention, treatment and end of life care.

Action: Work in partnership to identify and address areas for improvement in children and young people's wellbeing and resilience (Children and Young People's Strategic Partnership)

Objective: Ensure that our citizens receive an education that helps them to reach their full potential, make the right career choices and participate in lifelong learning as they progress through life

Action: Work in partnership to address educational underachievement

Action: Work in partnership to develop and link skills to sustainable employment opportunities, support people to prepare for work and promote opportunities for lifelong learning

Objective: Ensure that Mid Ulster is safe, encourages respect for diversity and values community spirit

Action: Work in partnership to keep people safe and prevent and reduce the impact that crime and anti-social behaviour has on individuals and communities (Mid Ulster Policing and Community Safety Partnership)

Action: Work in partnership to promote and create opportunities to build peace in communities through the Mid Ulster Peace Plus Plan

Action: Shape and develop a capacity building programme for the community and voluntary sector

Report on	Service Improvement Plan – Corporate Services & Finance
Date of Meeting	7 September 2023
Reporting Officer	Assistant Director of Corporate Services & Finance
Contact Officer	Assistant Director of Corporate Services & Finance

Is this report restricted for confidential business? If 'Yes', confirm below the exempt information category relied upon	Yes	
	No	X

1.0	Purpose of Report
1.1	To provide Members with an update in relation to the Corporate Services & Finance Directorate's Service Improvement Plan for 2023/24.
2.0	Background
2.1	The attached Service Improvement Plan (SIP) shows how the service provided by the Corporate Services & Finance's Directorate will contribute to Council's corporate objectives during 2023/24.
2.2	A SIP was also in place for 2022/23 and a section of the attached SIP details the performance overview for that year.
2.3	The SIP also includes a work plan and action plan for 2023/24 outlining the various actions to be taken by the Directorate during the current year.
3.0	Main Report
3.1	There are several actions and outcomes set out within the attached SIP which will be reported on over the course of 2023/24.
3.2	The SIP also includes details of risks relevant to the Corporate Services & Finance Directorate and details of associated mitigation measures.
4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: All aspects of the Corporate Services & Finance Directorate's costs have been included within 2023/24 revenue budgets. However, outsourced and third party legal costs, and potential Court awards are difficult to budget with any degree of certainty, especially given the increasingly litigious environment in which the Council operates. Notwithstanding the inevitable uncertainty surrounding the

	<p>adequacy of revenue budgets and in particular the future quantum of Rate Support Grant, the officers are satisfied that the Council's reserves and cash balances, together with its insurance arrangements should be sufficient to meet any costs associated with the Directorate (which represents the Council's corporate interests) that may arise during 2023/24.</p>
	<p>Human: The Legal Services section is supplemented by a range of third party legal advisers, each with specific areas of expertise. The balance between internal and external resourcing will continue to be kept under review.</p> <p>Staff resource pressures previously reported to Members (notably in relation to the Procurement section) have generally been alleviated by internal recruitment exercises. Staff retention and recruitment continues to be monitored on an ongoing basis.</p>
	<p>Risk Management: The Corporate Services & Finance Directorate is a key contributor to the Council successfully managing its strategic and operational risks. Given the relatively small staff complement within individual sections and departments within the Directorate, the Directorate (and therefore the Council) may be exposed to risks associated with prolonged staff absences/vacancies should they arise for whatever reason. This risk remains under review.</p>
4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: N/A
	Rural Needs Implications: N/A
5.0	Recommendation(s)
5.1	That the Committee notes the 2023/24 Service Improvement Plan for the Corporate Services & Finance Directorate.
6.0	Documents Attached & References
6.1	Corporate Services & Finance Service Improvement Plan 2023/24



Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council

Corporate Services & Finance

**DEPARTMENTAL SERVICE
PLAN - 2023 / 2024**

SECTION	TITLE
	Foreword
1.0	OVERALL PURPOSE & SCOPE OF THE DEPARTMENT
1.1	Purpose and scope of the department
1.2	Responsibilities
1.3	Customers & Stakeholders
1.4	Performance Overview 2022/23
2.0	IMPROVING OUR SERVICES AND MANAGING PERFORMANCE - 2023/24
2.1	Budget - 2023/24
2.2	Staffing Complement Department – 2023/24
2.3	Service Plan – 2023/24
2.4	Service Improvement
2.5	Risk Management of Department
3.0	OUR STATUTORY CONSIDERATIONS
3.1	Equality Duty
3.2	Rural Needs Duty

CONTENT

1.0 OVERALL PURPOSE AND SCOPE OF THE DEPARTMENT

1.1 Purpose and Scope of the Directorate

The Corporate Services and Finance Directorate is responsible for the following Corporate Services: finance, procurement, IT, internal audit, legal services, governance and transformation within the Council and across all corporate functions.

Finance

The Finance department includes the following service areas:-

- Budget setting and facilitating/supporting the striking of the district Rate
- Financial reporting
- Management reporting
- Cash and bank management
- Supplier processing
- Payroll processing
- Income collection
- Treasury management
- Procurement
- Insurance

Legal

The Legal Services department is responsible for the management and the provision of a comprehensive legal advice and support service to the Council across the Council's wide range of functions and responsibilities.

The service seeks to provide high quality, proactive and timely advice, together with support in the development of where practicable innovative initiatives/solutions for the Council to assist it operate effectively and legally within the wider legal landscape.

IT

The IT service is responsible for the development and management of secure, robust, resilient, effective high-performance and where applicable, legally compliant, Council systems, applications and network infrastructure for data and voice (including provision for remote and wireless access).

It seeks to provide a set of affordable core appropriately licenced (where applicable) ICT services which are secure, up-to-date, easy to use and meet the needs of service users.

1.2 Responsibilities

The directorate is specifically responsible for the following services:

Finance

Budget setting and facilitating/supporting the Striking of the district Rate

- Budget setting and ensuring that the Council has access to sufficient funds to deliver its services and achieve its objectives.

Financial reporting

- This includes preparation and submission of annual financial statements and all other legislative reporting requirements.

Management reporting

- Facilitating effective budgetary control by delivering meaningful, accurate and timely reporting of financial performance against budget.

Cash and bank management

- Operation of an efficient and effective banking service and associated treasury management.

Supplier processing

- Operation of an efficient, effective and timely supplier processing service, which is compliant with the Council's policies, procedures and other relevant standards, whether set by the Council or other legitimate authority.

Payroll processing

- Operation of an efficient, effective and timely payroll service, which is compliant with all statutory requirements and relevant Council policies.

Income collection

- Securing all major sources of income, e.g. rate income, rate support grant, de-rating grant. Assisting other departments, where applicable, to promptly collect amounts due to the Council.

Procurement

- Facilitating efficient, effective and compliant procurement of goods and services. The service provides strategic and operational advice in relation to quotation and tendering exercises. It leads on tender exercises which are estimated/anticipated to have estimated contract values in excess of £30,000

Insurance

- Ensuring that Council is adequately insured against all reasonable and foreseeable risks in accordance with statutory requirements and the Council's risk appetite. The service is responsible for insurance renewals and administration.

Treasury management

- Managing the Council's cash balances to ensure that funds are available to settle liabilities when due and otherwise distributed between appropriate financial institutions to mitigate the risk of loss while retaining sufficient access to funds and where practicable earn a reasonable rate of return.

Internal Audit

Although Internal Audit is necessarily independent of direct organisational control, it forms part of the Corporate Services and Finance directorate. The service supports the Audit Committee and forms an important part of the Council's internal control system. It provides an independent assurance function and leads on risk management throughout the Council.

IT

- Authentication and authorisation (user account provisioning)
- Email And Office productivity suite
- Management information and administrative of systems
- Provision of infrastructure to support web and applications
- General purpose application software for line of business
- Data storage and backup
- Network Services & general Multi-function device support & printing
- Cyber and security service ,Anti-spam and virus protection
- Technical support
- Data Protection Support & Advice
- Mobile, Wireless and Telephony Support

Legal Services

- The provision of proactive, high quality, timely professional legal advice on matters relating to the functions and the exercise of the powers and duties of the Council;
- The drafting and settling of legal documentation;
- The provision of training and information on legal and quasi legal matters to officers and Elected Members, as required;
- The instigation and defence of claims, actions, applications and other legal proceedings, including representation, as required on behalf of the Council;
- Where relevant, support in the development of practicable innovative initiatives/solutions for the Council;
- Liaison with other legal professionals, the courts, government departments, statutory bodies and other organisations in relation to legal matters pertaining to the Council.

Governance

This is an evolving area which seeks to ensure that the Council has proportionate, robust and effective governance arrangements across the Council and in its

relationships with stakeholders and third parties. It works closely with internal audit and legal services, and derives cross departmental knowledge from the finance department and procurement service in particular. As an emerging area, it will seek to ensure that Council directorates and departments have adequately considered, documented, and implemented appropriate governance arrangements and sufficient evidence is retained on an ongoing basis to demonstrate that the relevant governance arrangements are operating effectively as intended. It will also seek to ensure that governance arrangements throughout the Council are consistent and reflect insofar as practicable with best practice in the relevant areas.

Transformation

This is an evolving area which seeks, in collaboration with relevant officers throughout the Council to lead and support the Council and its directorates, departments and services in their efforts to continuously improve and transform service delivery mechanisms and models to better meet the needs of the Council's stakeholders. It is also leading on the implementation of the Digital Transformation Strategy.

Customers & Stakeholders
Employees, Councillors, Senior Management Team, Assistant Directors, Heads of Service, officers etc.
Central government departments and agencies including LG Audit, DfC, HMRC, NILGOSC, LPS, funding bodies, public sector agencies (DfI, NI Water, other statutory Planning consultees)
Suppliers
Recipients of financial support from Council
Other district councils
Members of the legal profession, including solicitors and barristers
The judiciary and court officials
Individuals residing in and businesses and organisations operating within the district

1.4 Performance Overview in 2022/23 (Retrospective Review)

IT	
2022/2023 Performance Response/ Overview (What we achieved- Measured Activities)	End of Year Progress Status: Activity was - Completed /Commenced/ Other
Wan connection Migration	75% Complete
Planning Online applications	Live & complete
Server Migration and upgrade	75% Complete
Disaster Recovery Testing	50% Complete
Office 365 Backup Solution	Completed in Cloud AWS
Upgrade wi-fi provision	Complete :20APs installed
Policy revision (Internet, Security & CCTV)	3 Policies revised, Internet access security and review not started
Fleet System	Partially Complete: Third party Delay
GIS: Provide Land Asset register	Complete
GIS: Provide planning and Property Certificate layers	Complete
Telephony Upgrade	80 Complete
End Point hardening & management	75% Complete intune and vulnerability Complete
Digital Strategy : Infrastructure workstream Year 1	Implementation Partner Procured

FINANCE	
2022/2023 Performance Response/ Overview (What we achieved- Measured Activities) (Finance & Procurement)	End of Year Progress Status: Activity was - Completed /Commenced/ Other
• Financial statements for year end 31 March 2022, financial audit and statutory returns	Completed
• 2023/24 District Rates struck and budgets agreed by prescribed date	Completed
• Financial reports to Council via P&R committee	Completed
• Creditor and payroll payments runs – prompt payment target for 30 and 10 days exceeded	Completed
• Receipting, invoicing and reconciliations	Completed
• Procurement exercises – relevant tender exercises advertised and conducted in accordance with legislative requirements	Ongoing
• Contract and DAC register maintained and reported to Council via P&R Committee	Completed
• 2023/24 Insurance renewal	Completed

LEGAL	
2022/2023 Performance Response/ Overview (What we achieved- Measured Activities) (Legal & Governance)	End of Year Progress Status: Activity was - Completed /Commenced/ Other
<ul style="list-style-type: none"> Amalgamation of Legal Services and Governance transferred from Chief Executive's Office to newly established Directorate of Corporate Services and Finance 	Ongoing
<ul style="list-style-type: none"> Continuance, where appropriate, of commissioning third party legal support to secure prompt high quality advice in areas out with the resource constraints of the in-house legal team 	Ongoing In-house legal resource benefitting from increased and increasing more conveyancing/property experience. Further review and evaluation of existing third party legal support arrangements required to maximise benefits to be derived therefrom
<ul style="list-style-type: none"> Participation in and assistance with the development of an Estates Strategy and Asset Management Plan to provide strategic direction on the management, maintenance, acquisition and disposal of Council property and assets. 	Ongoing
<ul style="list-style-type: none"> Provision of timely high quality legal advice and support 	Ongoing
<ul style="list-style-type: none"> Identification of areas where an increase in staff and Member awareness and knowledge of relevant legal issues would be of benefit. Provision/commissioning of appropriately tailored guidance, training, workshops in response to areas/issues identified. 	Ongoing
<ul style="list-style-type: none"> Review of the Council's Scheme of Delegation 	Ongoing

Transformation	
2022/2023 Performance Response/ Overview (What we achieved- Measured Activities) (Transformation)	End of Year Progress Status: Activity was - Completed /Commenced/ Other
<ul style="list-style-type: none"> Digital Transformation Strategy approved by Council 	Completed
<ul style="list-style-type: none"> Procurement exercise to engage a co-delivery partner for the implementation of the Council's Digital Transformation Strategy 	Ongoing as of March 2023. Completed May 2023.
<ul style="list-style-type: none"> Establishment of Transformation Working Group; Terms of Reference agreed; 3 workshops progressed 	Working Group established Ongoing

2.0 IMPROVING OUR SERVICES AND MANAGING PERFORMANCE - 2023/24

The following tables confirm the resources, financial and people, which the Department has access to throughout 2022-23 to deliver its actions, activities and core business.

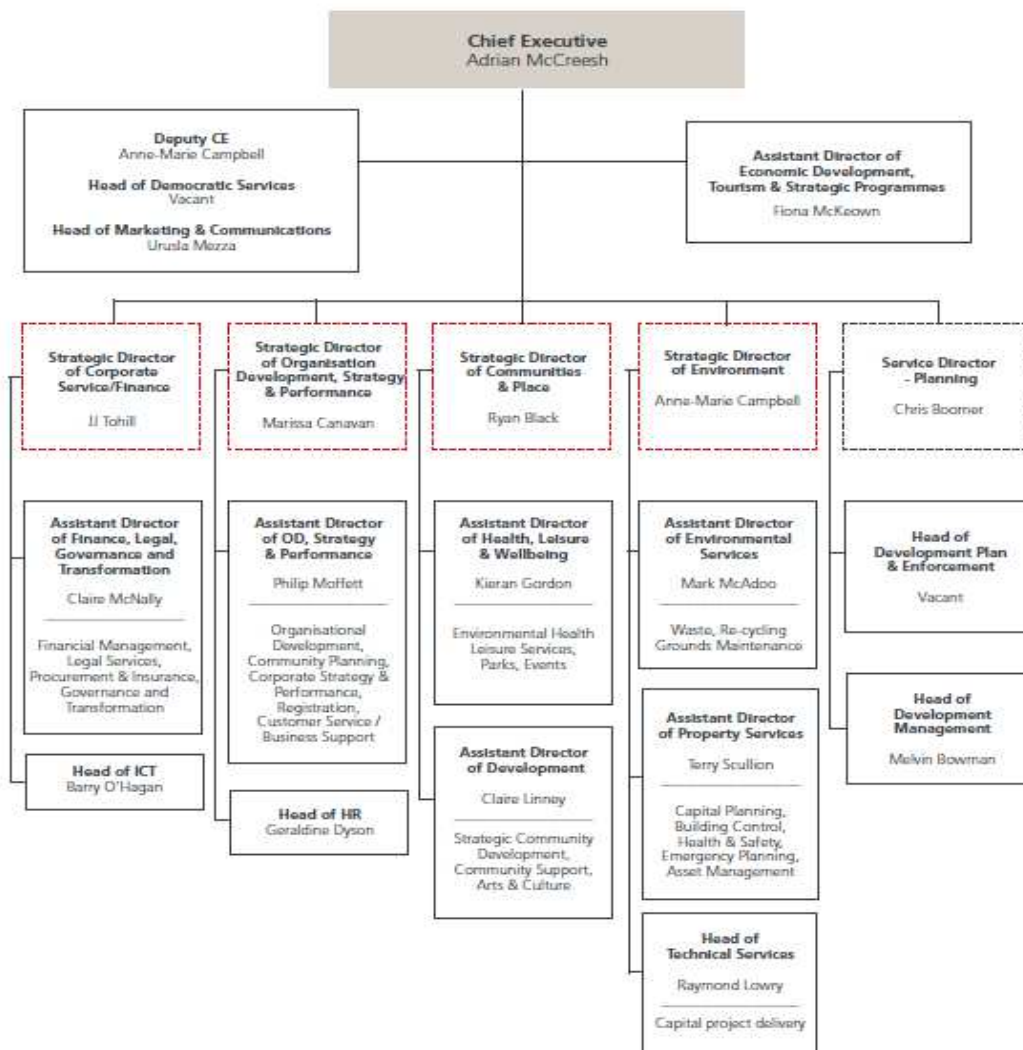
2.1 Budget 2023/24

Finance, Procurement, Legal, Governance and Transformation

Budget Headings	£
Staffing costs	2,174,874
Insurance	1,063,572
Other	2,818,755
Interest payable	206,833
Minimum Revenue Provision and Capital Financing	1,813,326
Legal Fees & Subscriptions	274,947
Gross Budget	8,352,307
Income	(3,000)
Net Budget for 2023/24	8,349,307

IT Service

Budget Headings	
Computer - Equipment	23,000
Computer - Maintenance / Support/Software	756,231
Computer - Supplies	15,800
Internet & Data Connections	166,821
Mobile Communications	32,679
Photocopying Expenditure	50,000
Printing - Cartridges	12,000
Software Licences	189,089
Telephone	109,690
Consultancy Fees	60,000
Fees	40,500
Subscriptions	250
Stationery Supplies	73
Hospitality	100
Other Income	(3,000)
Bus Train Transport	100
Mileage Allowance	2,435
Mileage Lump Sum	2,500
Salaries	419,332
Subsistence	200
	1,877,800



2.2 Departmental Services - Council Structure - 2023/24

Staffing	No. of Staff (FTEs)
Strategic Director	1
Assistant Director	1
Head of Service	1
Managers	10
Officers	24
Total	37

2.3 Service Work Plan - 2023/24

This plan confirms the core activities and actions, which forms the Corporate Services and Finance Directorate's (by Services or Department) Service Work Plan for 2023/24.

This is a high-level capture of the Departmental and Service activities/measures as well as some improvement undertakings which the services will focus on throughout 2022/23.

The Plan links to the Council's:

1. 2020-2024 Corporate Plan priorities,
2. Annual Corporate Performance Improvement (PIP plan)
3. Corporate Improvement Project Plans (CIP's)
4. Statutory Indicators,
5. Corporate Health Indicators and
6. Mid Ulster Sustainable Community Plan themes & outcomes (aligned to the Programme for Government):

Mid Ulster District Council's Improvement Objectives for 2023 to 2025 are:

1. Mid Ulster District Council will seek to reduce the environmental impacts of our own activities and will contribute to the improvement of the wider environment through local action
2. We will ensure a more connected Mid Ulster where new technologies and ways of working, empower citizens to get the best services that matter to them
3. To create cleaner neighbourhoods, where everyone takes responsibility for their waste and environment
4. We will contribute to the on-going regeneration of our district by delivering a capital investment programme, enhancing facilities and opportunities for local people

SERVICES WORK PLAN 2023/24

Service Name: Finance					
Link to Community Plan Theme:			Align to Corporate Plan Theme		
<i>CMP 4.2 Health & Wellbeing - We have better availability to the right service, in the right place at the right time.</i>			<i>Leadership: 1.3 We will work collectively to meet the identified needs and priorities of our citizens & connect the people of Mid Ulster</i>		
Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures) clear measurement e.g. %, #, £, date etc.
	FINANCIAL STATEMENTS <ul style="list-style-type: none"> Draft Financial Statements for the year ended 31 March 2023 filed with the Department for Communities (DfC) 	30/06/2022	Assistant Director	All statutory deadlines have been adhered to	Signed accounts with the DfC by agreed timeline
	FINANCIAL AUDIT <ul style="list-style-type: none"> Financial Statements for the year ended 31 March 2023 approved by Council and published Audited Financial Statements for year ended 31 March 2021 certified 	30/09/2022 NIAO determine	Assistant Director Assistant Director	All statutory deadlines have been adhered to All statutory deadlines have been adhered to	Approved accounts published by timeline All statutory deadlines have been adhered to
	STATUTORY RETURNS <ul style="list-style-type: none"> Whole of government accounts, Treasury return, VAT, CIS and all other statutory returns completed and submitted 	Various	Finance Managers	All statutory deadlines have been adhered to	Completed and submitted by timelines

Service Name: Finance					
Link to Community Plan Theme:			Align to Corporate Plan Theme		
Choose an item.			Choose an item.		
Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
	<p>RATE SETTING</p> <ul style="list-style-type: none"> Process and timetable agreed for 2023/24 Accurate and prompt adjustment of draft budget to incorporate additional information and potential alternative delivery methods and timely reporting to same to SMT and members Budget struck by 15/02/24 	<p>30/11/2022</p> <p>Ongoing</p> <p>15/02/2024</p>	<p>Strategic Director & Assistant Director</p>	<p>Early presentation of accurate budgetary information</p> <p>Improved engagement with stakeholders</p> <p>Statutory deadline has been adhered to</p>	<p>District Rates struck and budgets agreed by prescribed date</p>
	<p>MANAGEMENT REPORTING</p> <ul style="list-style-type: none"> Monthly Financial Report to SMT and budget holders Monthly Financial Report to P&R Committee Monthly Over-time and payroll reports to SMT 	<p>Monthly</p>	<p>Assistant Director</p>	<p>Timely presentation and evaluation of financial information will support service delivery and adherence to the Council's budget</p>	<p>SMT and P&R consideration</p>

Service Name: Finance

Link to Community Plan Theme:	Align to Corporate Plan Theme
Choose an item.	Choose an item.

Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
	PAYROLL PROCESSING		Assistant Director supported by:		
	Work rotas and timetables agreed for weekly and monthly payrolls	Ongoing	Team leader / Principal Finance Officer	Work properly planned	Rotas and timetables agreed
	Weekly, monthly and councillors payrolls processed	Per agreed timetable	Team leader / Team member / Principal Finance Officer	Employees, councillors and deductions paid when due	Agreed timetables adhered to and contractual commitments met.
	Payroll and pension returns	Various	Team leader / Team member / Principal Finance Officer	All statutory deadlines have been adhered to	Completed and submitted by timelines

Service Name: Finance

Link to Community Plan Theme: **Align to Corporate Plan Theme**

Choose an item. Choose an item.

Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
	<p>CREDITOR PROCESSING</p> <ul style="list-style-type: none"> • Work rotas and timetables agreed • Weekly creditor payment runs processed • Creditor control account reconciled 	<p>Ongoing</p> <p>Per agreed timetable</p> <p>Monthly</p>	<p>Assistant Director supported by:</p> <p>Team leader</p> <p>Team leader / Team member / Accountant</p> <p>Team leader / Team member / Accountant</p>	<p>Work properly planned</p> <p>Creditors paid when due</p> <p>Governance measure</p>	<p>Rotas and timetables agreed</p> <p>Agreed timetables adhered to and prompt payment statistics</p> <p>Reconciliation completed and approved</p>
	<p>INCOME PROCESSING</p> <ul style="list-style-type: none"> • Work rota and timetables agreed • Receipting of income and monthly invoice runs • Debtor account reconciled 	<p>Ongoing</p> <p>Per monthly cut off schedule</p> <p>Monthly</p>	<p>Assistant Director supported by:</p> <p>Team leader Team members Team Leader / Accountant</p> <p>Team Leader / Accountant /</p>	<p>Work properly planned</p> <p>Essential for delivery of finance services</p> <p>Governance measure</p>	<p>Cut off schedule adhered to</p> <p>Completed and approved by team leaders</p>

	<ul style="list-style-type: none">• Bank accounts reconciled	10 working days	Principal Finance Officer	Governance measure	All bank accounts reconciled and approved by finance managers
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Service Name: Procurement

Link to Community Plan Theme: **Align to Corporate Plan Theme**

Choose an item. Choose an item.

Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
	<p>PROCUREMENT EXERCISES</p> <ul style="list-style-type: none"> Tender opportunity returns from department to be collated for Strategic Director to report to SMT To progress compliant procurement exercises in accordance with SMT prioritisation 	<p>Periodically</p> <p>Ongoing</p>	<p>Assistant Director</p> <p>Assistant Director/Principal procurement and insurance officer</p>	<p>Procurement exercises carried out within agreed timescales</p> <p>Provision of an effective and efficient procurement function for all Councils stakeholders</p>	<p>Agreed schedule of tenders with SMT prioritisation</p> <p>Procurement exercises carried out in accordance with SMT prioritisation</p>
	<p>CONTRACT AND DAC REGISTER</p> <ul style="list-style-type: none"> Contract register updated to Director / Head of Service shared folder monthly Contracts register reported monthly to P & R committee DAC register reported monthly to P & R committee 	<p>Monthly</p> <p>Per committee meeting schedule</p> <p>Per committee meeting schedule</p>	<p>Principal procurement and insurance officer</p> <p>Assistant Director Corporate Service/Finance</p> <p>Assistant Director Corporate Service/Finance</p>	<p>The contact and DAC register are part of the governance arrangements in relation to the Council's Procurement policies</p> <p>The contact and DAC register are part of the governance arrangements in relation to the Council's Procurement policies</p> <p>The contact and DAC register are part of the governance arrangements in relation to the Council's Procurement policies</p>	<p>Monthly update provided</p> <p>Agreed timetable adhered to</p> <p>Agreed timetable adhered to</p>

Service Name: Legal					
Link to Community Plan Theme:		Align to Corporate Plan Theme			
Choose an item.		Choose an item.			
Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
	<ul style="list-style-type: none"> Ongoing and regular engagement with stakeholders; further refinement and utilisation of legal instruction format/template; and further development and utilisation of case management system. Reminders/follow-ups to be issued to relevant staff regarding process of instruction and ongoing case management 	Ongoing	Assistant Director supported by Council Solicitor	<p>More efficient and effective briefing of Legal Services team and relevant stakeholders.</p> <p>Better understanding of key issues to ensure timely and tailored advice.</p>	<p>Baseline figure for usage of request for legal support (instructions) form – together with measure of increased usage during 2023/24.</p> <p>Reminder information/brief (regarding usage of legal instruction format/template) forwarded to staff by end of Q2</p>
	<ul style="list-style-type: none"> The continued provision of strategic legal advice and operational legal support across all Council functions and priorities (including: Local Development Plan, identification and development of key strategic sites, MSW Region Growth Deal, effective delivery of Capital programme, etc.) 	Ongoing	Assistant Director supported by: Council Solicitor	<p>Identification and consideration of issues and options and development of relevant effective solutions will be accelerated and implemented/discounted at an earlier stage thereby enhancing strategic perspective and service delivery within an effective and efficient governance framework.</p>	<p>Increased stakeholder satisfaction with Legal Services contributions notably in relation to timelines associated with operational legal transactions.</p> <p>Increased corporate assurance in relation to the elimination and/or mitigation of potential challenges against the Council's strategic and</p>

					operational aspirations/plans/actions
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Service Name: Legal

Link to Community Plan Theme:	Align to Corporate Plan Theme
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Choose an item.	Choose an item.
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Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
	<ul style="list-style-type: none"> To continue to assist in the development and implementation of an effective Estates Strategy and Asset Management Plan to provide strategic direction and operational support in relation to on the management, maintenance, acquisition and disposal of Council property and assets. 	Ongoing	Assistant Director supported by: Council Solicitor	<p>Reliable central and easily accessible (to authorised individuals) database of Council's property and assets.</p> <p>Documented procedure for dealing with Council's property and assets (to include consideration of potential acquisitions and disposals) to ensure consistency.</p>	Formalisation of Estates Strategy and Asset Management Plan.
	<ul style="list-style-type: none"> Increase staff and member awareness and knowledge in areas prone to legal challenge as follows: <ul style="list-style-type: none"> - Planning (Councillors); - Prosecutions (Officers) 	Ongoing	Assistant Director supported by: Council Solicitor	<p>Reduce risk and financial or other impact of (successful) challenges against the Council.</p> <p>Improve and increase staff and member knowledge.</p> <p>Increased transparency and accountability in decision making.</p> <p>Increased public confidence in the Council's decisions and enforcement actions.</p>	<p>Number and cost of successful challenges will remain low, or potentially reduce.</p> <p>Increased efficacy in securing successful prosecutions, stemming from improved enforcement action, and leading to more robust statistics in this regard.</p>

					Provision of internal and external advice as identified
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Service Name: IT					
Link to Community Plan Theme:			Align to Corporate Plan Theme		
Choose an item.			Choose an item.		
Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
Provide and Maintain Resilient and available Systems	Conduct Disaster recovery Test Maintain resilient and tested sys recovery procedures ,	31/03/2024	Head of IT supported by: STO:CMcK STO:FG Team	Complete monthly DR recovery on systems Carry out and update recovery procedures	12 Completed DR tests 12 Vulnerability Scans Monthly Security Updates Compliance monitoring Tier 1 Recovery procedures reviewed Tier 2 Recovery Procedures Reviewed
	Implement DMarc Email compliance	31/03/2024	Head of IT supported by: FG	Greater assurance to Email security and origin for Councils email	Protects brans and greater assurance of Councils email, Helps prevents spoofing and phishing

Service Name: IT					
Link to Community Plan Theme:			Align to Corporate Plan Theme		
Choose an item.			Choose an item.		
Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
Upgrade and maintain current services to reflect the current demands and latest secure and stable version software for Tier 1 & 2 Applications	Revise Internet across the organisation (Digital Strategy and IT strategies)	30/11/2023	Head of IT supported by: STO :FG	Reduction in Helpdesk support ticket ref Internet access. Safe unhindered User Internet Access from Work & Home	Firewall rules reviewed and amended after reflection of AMENDED deployment Firewall policies distributed to hybrid working Staff
	Migrate Citrix access stakeholders to new version	30/11/2023	Head of IT supported by: STO :FG	Remote users Internet access is secure and monitored inline with policy	Up to Date Citrix with MFA deployed.
	End user device Security Hardening & Management Implement local Account administrator Solution	31/12/2023	Head of IT supported by: Technical Support Officers STO - Dgn	More secure Administrative accounts, increase endpoint security control in configuration	LAPS deployed Review of GPO's and security configuration deployed to End point
	Planning : Maintain and Support Online property certificate deployment.	01/09/2023	Head of IT supported by: GIS Officer	Modern mapping information Online self service application for Customer Deduplication of Effort	Operational Online Property certificate system.
	Planning: Standalone Staff Fee calculator	31/12/2023	Head of IT supported by: Planning Project Officer	Improve accuracy of Fee calculation and validation process	Operational fee calculator for Planning fee validation

	Planning: iPad deployment & App deployment	31/12/2023	Head of IT supported by: Planning Project Officer	Allow officer to Planning documentation and drawings during site visits	Certificate service with functioning layers
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Service Name: IT

Link to Community Plan Theme: **Align to Corporate Plan Theme**

Choose an item. Choose an item.

Service Objective (What do we want to achieve?): Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
Provide corporate wide services to integrate Communication and collaboration across our sites	Telephony Review , Upgrade and integration with voice & video platforms	01/11/2023	Head of IT	Reduction of voice and video platforms and consolidate voice and Video	Digital Strategy :Migrate Site to Upgraded IPT with SIP Provide Telephony with Teams integration
	Scope and Migrate copper to digital lines	31/03/2025	Head of IT supported by: GIS Project Officer and IT Team	Replacing unsupported copper based technology (* Industry mandated) with Sip based technology	Copper based lines migrated into Council IPT telephony and managed service
	Maintain Wireless Infrastructure and replace as required	31/03/2024	Head of IT supported by: JK	Latest and fast next generation wi-fi provision	20:Wireless Access points deployed across estate

Service Name: IT					
Link to Community Plan Theme:			Align to Corporate Plan Theme		
Choose an item.			Choose an item.		
Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
Maintain Modern computing infrastructure and Communications systems	Replace personal Computing arrangement	31/03/2024	Head of IT supported by: IT Team	Fast responsive and modern hardware services the needs of users	Replaced 60 laptops & 60 smart docks. Deploy 60 Double on premise screen arrangements
	Provide/ maintain a Council wide Geographical Information Service • (NIMA and Council Datasets)	30/10/2023	Head of IT supported by: GIS Officer,	Single point of reference for Council Property GIS layers	Update web app internally accessible to all staff to access property information centrally
	Exchange management console : Migration/Update	31/10/2023	Head of IT supported by: STO :FG	Maintain update exchange management interface	Decommission Hyper V Migrate Exchange console
	Maintain up to date Active Directory	31/03/2024	Head of IT supported by: IT Team	Upgrade AD to Latest version	Accurate Active Directory reflects new structure

Service Name: ICT					
Link to Community Plan Theme:			Align to Corporate Plan Theme		
Choose an item.			Choose an item.		
Service Objective (What do we want to achieve?):	What are the key 'Business as Usual' activities we will deliver (actions):	By When (Date?)	Service Name /Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
Provide secure network services	Manage and monitor Network SD wan services implemented	31/10/2023	Head of IT supported by: IT Team GIS Officer	All site on SD wan will operate on fibre to the premises: using FFNI and FFIB funded fibres 10G Replication Link Operational	All premises running on new faster speeds Synchronous 10 Gb replication Link operational
	Network Segmentation:: VRF for Chip & Pin and @dirty VRF for CCTV and completion of WAN deployment with New subnets Failover design implemented	31/12/2023	Head of IT supported by: IT Team	Faster network with resilience across availability proprietary fibres and FFNI connections Separation of Network sites into resilient sites with failover availability	New Subnets for Killymeal Road, Magheraglass Dungannon Leisure centre Dungannon Offices Magherafelt Offices Magherafelt yard Resilience implemented
	Network Infrastructure and configuration review	31/01/2024	Head of IT supported by: IT Team	Clear picture of the physical network internal	Report outlining the Network Switch estate and recommendation

2.4 Service Improvements for 2023/24

What Service Development/Improvement will we undertake in 2023/2024? (Actions):	By When (Date?)	Service Name/ Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
Implementation of Phase 2 of Financial Management Information System, Tech1.	Phased implementation of various modules from October 2023, with full implementation of agreed modules etc. in accordance with schedule to be agreed with SMT	Assistant Director of Corporate Services & Finance	Phase 2 will introduce functionality and benefits not previously available to the Council. It will greatly improve, e.g.,:- <ul style="list-style-type: none"> • financial controls at remote facilities, such as leisure centres; • timeliness, integration and accuracy of reporting of financial information from remote facilities; • governance associated with financial matters, including procurement of quotations; • efficiencies in processes; • improved visibility for revenue management; • improved budgeting and forecasting functionality; • Contract management 	Phase 2 modules agreed, implemented and functional as planned.
We will research Environmental, Social and Governance ("ESG") principles in the context of the review of the Council's Procurement Policy. Consider whether and how same could be incorporated as to how the Council thinks ESG and buys/procures ESG	Research and awareness building by December 2023.	Assistant Director of Corporate Services & Finance	ESG Values align with the Council's corporate priorities and values within the Corporate Plan, Community Plan and Performance Improvement Objectives. Therefore, this work will improve:- (1) Awareness and Training for relevant staff on ESG Values;	Research and awareness will have been carried out and we will have a Council decision on the inclusion or otherwise of ESG values when procuring.

			(2) Understanding within the organisation how ESG could impact on the lifecycle of projects/goods/services - from design, planning, procuring, contract management and exit; (3) Better inform the Council in its decision making on whether and when to include ESG values and scoring within our Procurement Policy.	
We will review the Council's governance arrangements and structures in relation to decision making by Council, Committees and Senior Officers and provide training.	By December 2023	Assistant Director of Corporate Services & Finance	Increased clarity, flexibility (where appropriate) and governance around decision making throughout the Council to align with the organisational restructure.	Scheme of Delegation for Senior Officers, Terms of Reference for Committees and ancillary documents and supporting processes will have been reviewed and revised with Council approval.
We will offer a series of training/workshops/masterclasses to the relevant internal staff covering a range of topics such as; Conveyancing Process; Planning Law update.	Ongoing over 23/24 and to be rolled out by March 2024	Assistant Director of Corporate Services & Finance (with delivery by team members)	Improvements to staff's understanding and learning of various topical issues within the Council, so that we see improvements to how we better collaborate to achieve improved outcomes for our customers. Could become an area for Communities of Practice under the Digital Transformation Strategy.	Programme of tailored learning on the various relevant issues rolled out by March 2023 or in accordance with schedule agreed by SMT. Feedback that sessions are informative, practical and learning being put in to practice. Improved collaboration between corporate services and our customers.

<p>We will work towards the implementation of the Digital Transformation Programme</p>		<p>Assistant Director of Corporate Services & Finance (to support relevant Lead Officers)</p>	<p>We will re-think what we do and how we do it by using modern technology and new ways of working which keeps our people and their needs at the heart of our commitment to improve services. In doing so, we will invest in delivering better experiences, better connections and better outcomes.</p>	<p>Strategy will be agree and we will be working on the Actions in order to implement the Outcomes from the various workstreams, in particular People, Culture and Capability.</p>
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IT

What Service Development/Improvement will we undertake in 2023/2024? (Actions):	By When (Date?)	Service Name/ Lead Officers(s)	What difference will it make? (Outcomes/outputs)	How Will we Know? (Measures)
Implementation of immutable backup solution (business as usual)	30/12/2023	Head of IT supported by: IT Team	Develop Immutable backups in line with NCSC recommendations (on premise or cloud)	Operational Immutable backups for all systems migrated to infrastructure
Integrate SOC & SIEM services into the fabric of IT monitoring and service provision.	30/03/2024	Head of IT	Faster automated responses to incident and alerts	Develop standard playbooks for predetermined incident in conjunction with SOC/SIEM partner
Formulate playbooks responses in conjunction with Security partner in the event of security incident detection and response	31/03/2024	Head of IT	Greater understanding and plan and response to security and cyber incidents	Cyber Incident response plan and playbooks
Develop IT Strategy	31/12/2023	Head of IT	Compliance with Internal audit recommendation	IT Strategy approved at Council
Support the deployment of new Fleet Management system and iPad inspection	30/10/2023	Head of IT supported by: GIS Officer and JK	Hosted system	New fleet system operation with iPads deployed and WIFI provided
Install a digital chamber delegate system in Cookstown	07/09/2023	Head of IT supported by GIS Officer	Cookstown capable of facilitating hybrid Committee meetings	New Installation and streaming for Cookstown
File server review	31/03/2024	Head of IT	Better informed of the File structure and information storage practices & issues, Determine future action to improve	Review of file contents structure and information retention

2.5 RISK MANAGEMENT OF DEPARTMENT/SERVICES

The purpose of risk management is to manage the barriers which prevents the Council from achieving its objectives. This section of the service plan includes space for the Department to input their key risks (in summary form), which have been identified during the business planning process. The Council uses risk management to maximize opportunities and minimize risks. This improves its ability to deliver priorities and improve outcomes. This is why the Council deems it important to link business planning and risk management. Risk Management aims to:

- Help the Council achieve its overall aims and objectives
- Manage the significant risks the Council faces to an acceptable level
- Assist with the decision making process
- Implement the most effective measures to avoid, reduce and control those risks
- Balance risk with opportunity
- Manage risk and internal controls in the most effective way.

GUIDANCE FOR DEPARTMENTS/SERVICES

As you will be aware the below tables show the tolerance level of the “risk appetite” of the organisation. Any risks that have a rating of 10 or above (red) are outside of the range of acceptable exposure and mitigations must be put in place to reduce the exposure or be referred to a higher managerial level for discussion and decision when they arise. Risks falling in the amber zone (7 - 9) are also likely to require some measure of mitigation in order to be acceptable whilst all those in the green zone are considered tolerable and unlikely to require further action or mitigation unless circumstances alter.

This table illustrates the risks identified to deliver the Department's/Services business as outlined in service plan for 2023/24. *(These should be extracted from the Service's Risk Register DO NOT COPY AND PASTE YOUR COMPLETE RISK REGISTER HERE - THIS AREA IS FOR A SUMMARY NARRATIVE ONLY AND RELATES TO THE OBJECTIVES /ACTIVITY OUTLINED ABOVE)*

Risk Ref Number	Description of Risk	Risk Rating	Mitigation Activity
1.	<i>Inability to recruit and retain appropriate staff</i>	8	<i>Liaison with HR</i>
2.	<i>Third party support delivery failures or arrangements breaks down</i>	8	<i>Contingencies and Supplier assurance checks in place</i>
3.	<i>Malicious attacks or security systems in IT systems prevents normal service prioritisation</i>	10	<i>Ongoing controls in place, Soc and SIEM to be implemented</i>

Rating	Descriptor
16 - 25	Extreme Risk (immediate action required)
10 - 15	High Risk (urgent action required)
7 - 9	Moderate Risk (action required)
1 – 6	Low Risk (keep under review)

3.0 OUR STATUTORY CONSIDERATIONS

In carrying out our responsibilities, the Service is cognisant of the statutory duties placed upon the council in the delivery of its services. Whilst the Service operates, under various obligations it is however mindful of the changing context in which it operates and endeavours to mainstream the equality and rural needs duties in the design and delivery of our functions.

3.1 EQUALITY DUTY

The council and by consequence our Service is committed to contributing towards its part in working towards fulfilling obligations under Section 75 of the Northern Ireland Act 1998 to ensure adequate time, staff and resources to fulfil our duties.

The Service will also work towards adherence to the council's Equality Scheme ensuring equality duties, together with promoting positive attitudes towards persons with a disability and the participation of people with a disability in public life when carrying out our functions.

3.2 RURAL NEEDS DUTY

The Service will be mindful of the rural needs of its customers when carrying out its functions and subsequent responsibilities, particularly in developing any new policies, plans or strategies throughout the year. In line with the Rural Needs Act (NI) 2016 we will give due regard to rurality in terms of needs in carrying out the activities within our Service.

Report on	Working Groups of Committees
Date of Meeting	Thursday 7 th September 2023
Reporting Officer	Joseph McGuckin, Head of Strategic Services & Engagement
Contact Officer	Joseph McGuckin, Head of Strategic Services & Engagement

Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	x

1.0	Purpose of Report
1.1	To update committee members on Review of current Working Groups established by committees of Council.
2.0	Background
2.1	<p>Forming part of the council's wider governance arrangements provision is made for the establishment of working groups by committees to progress matters as and when required. Such groups have been established by committees reporting to their parent committee on matters being reviewed and being progressed. Working groups are non-decision making and make recommendations to their parent committees to make the final decision.</p> <p>A request was made at June Council that a review and update report on current status of working groups be brought back to P&R Committee for information.</p>
3.0	Main Report
3.1	The Committee at its meeting held on 6th April 2023 considered and agreed the committee and governance arrangements for the incoming Council term 2023-2027 (minute reference PR077/23 refers) together with the continuation of the list of Working Groups reporting to committees.
3.2	In summary, during the 2019-2023 term, committees considered it necessary to establish a number of working groups of Members to consider and make recommendations on a series of nonpolicy related and/or to help in the formulation of policy on a task and finish basis.
3.3	Working Group membership extends to 10 members of Council from the relevant committee. The working groups officially report to and make recommendations to the committee from which it is formed and does not have power to exercise on behalf of the council.

3.4	Appendix A to this report details a review of Working Groups that has been undertaken outlining purpose of the working Group, date group last convened and responsible officers within Council.
4.0	Other Considerations
4.1	Financial, Human Resources & Risk Implications
	Financial: N/A
	Human: Officer time
	Risk Management: N/A
4.2	Screening & Impact Assessments
	Equality & Good Relations Implications: N/A
	Rural Needs Implications: N/A
5.0	Recommendation(s)
5.1	It is recommended that Members note the review undertaken of the Working Groups of committees.
6.0	Documents Attached & References
	Appendix A: Member Working Groups Established by Council

Mid Ulster District Council

- **Member Working Groups Established by Council**

The following provides an overview of the active Working Groups agreed by Council in April 2023 for the incoming Council term to progress matters through their respective reporting to/parent committee.

Working Group	Purpose	Timeframe	Reporting to Committee	Lead Council Officer
Bonfire Working Group	To advise and support, through multi-agency discussion, matters pertaining to unauthorised bonfires on Council land and make recommendations to Council.	Last convened:03/07/23	Development	R Black C Linney
Broadband	To be a meaningful strategic grouping which will continue to lobby strategically for investment in the Council area to redress the broadband deficiencies and develop applications to relevant broadband funding opportunities as and when they occur and ensure “future readiness” of the District to attract new business investment when fibre connectivity become available.	Last convened: 05/21	Development	F McKeown C McKenna
Civic Recognition	To ensure arrangements are in place to allow for the acknowledgement of organisations and persons whose achievements have brought distinction to our district. This is primarily provided through the	Last convened: 31/08/23	Policy & Resources	AM Campbell J McGuckin

Working Group	Purpose	Timeframe	Reporting to Committee	Lead Council Officer
	provision of civic recognition in the form of a reception of varying levels.			
Climate Change	To provide a forum for discussion between politicians, business leaders, NGOs and academics, to drive forward climate action and sustainable development in Mid Ulster.	Last convened: 05/12/22	Environment	AM Campbell M McAdoo
Community Wealth Building	To advise, support and make recommendations to Council on the development of a Community Wealth Building framework, linking in with Community Planning.	Last Convened: 22/02/23	Development	R Black C Linney
Elected Member Development Charter	To drive forward the retention of Elected Member Development Charter, and strive towards attaining Charter Plus. Make regular progress reports to Policy and Resources Committee. Responsible for Member led Development, policy, training needs analysis and appropriate training.	Last Convened: November 2022 Meeting scheduled September 2023	Policy & Resources	J McGuckin E Forde
Good Relations	To assist policy development, monitor the implementation of the Council's equality arrangements and promote good relations	Last convened: 10/22	Policy & Resources	M Canavan J McGuckin A McAleer
Tourism Development	The Tourism Development Group is responsible to promote tourism priorities for the MUDC area while	Last convened: 03/23	Development	F McKeown M McKeown

Working Group	Purpose	Timeframe	Reporting to Committee	Lead Council Officer
	contributing to the marketing, product development and funding opportunities in the area and supporting partnership arrangements locally, nationally, regionally and internationally, to include Tourism Northern Ireland, Tourism Ireland.			
Regional & Minority Languages	To oversee and provide guidance on the implementation of the Regional and Minority Languages policy and associated action plan.	Last convened: 21/11/22	Development	R Black C Linney, C Fox
Modernisation of Waste Recycling and Grass Cutting	To consider how to take forward consideration of options in relation to the rationalisation of services within Environmental Services.	Not yet Convened	Environment	AM Campbell M McAdoo
Transformation	To review Council operations, threats and opportunities with the aim of identifying and recommending to the Council actions that will help to maximise the Council's contribution to society while minimising the cost to the rate payer.	Last convened: 03/23	Policy & Resources	JJ Tohill C McNally

