

## Mid Ulster District Council



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

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Documents published relating to our Equality Scheme can be found at:

<https://www.midulstercouncil.org/equality>

**Signature:**

**This report has been prepared using a template circulated by the Equality Commission.**

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

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

## **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 2021-22, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*

With specific reference to key policy/service delivery developments made, activities have been undertaken in the context of Mid Ulster District Council making arrangements to meet its statutory equality and good relations duties include:

#### **Equality Scheme & Equality Action Plan:**

- Council continues to implement its Equality Scheme which directly influences policies, practices and service delivery. Policy screening completed during the reporting period are available on [www.midulstercouncil.org/equality](http://www.midulstercouncil.org/equality)
- During the reporting period the Organisational Development Department have continued to introduce new policies and amend existing policies. This includes the development and introduction of a Menopause Support Policy and amending the Flexible Working Policy to include a Term Time option for additional flexible working.
- An Autism Awareness Workshop was held in October 2021. The workshop was facilitated by Council's Chairman and was attended by elected members and relevant officers. The workshop included input from the NHSCT and Autism Support Groups from throughout the District.
- A Tourette's Syndrome briefing session for elected members was held in January 2022. The session was delivered by Magherafelt based Empower Programme. The session included participation and feedback from a family who have a family member diagnosed with the condition.
- 3 meetings of the Good Relations Working Group was held between September 2021 and March 2022. These meetings were held in line with Equality Scheme requirements (two meetings were standard and one dealt with a screening referral). An independent facilitator attended all the meetings.

#### **Policy & Service Delivery:**

- Council continues to encourage the use of JAM (Just A Minute) Cards at Council facilities. Additional training for new staff is planned for during 2022/23.
- The Burnavon Theatre in Cookstown concluded the relevant training to be awarded the Autism Impact Award in March 2022.
- The Bridewell, Magherafelt and OM Dark Skies as well as members of the events team commenced training for the Autism Impact Award.

- Numerous Council sites were visited provided with and accessibility audits and the associated advice and guidance. These visits are conducted by a members of MUDC staff who has successfully completed About Access Accessibility Audit training. These audits were also contributed to by an accessibility trained member of the Mid Ulster District Disability Forum.
- Council buildings were lit up on numerous occasions during 2021/22 to mark numerous events e.g. Black History Month, Action for Brain Injury, NI Walk for Children Day, Childhood Cancer Awareness, Word Diabetes Day
- The **Get Out Get Active project** delivered the following activities during this period:
  - Better Connected over 50s fitness Online – 8 participants
  - Disney Dance Online – 20 participants
  - Family Fitness Online – 10 participants
  - Happy Mondays (Adult Learning disability club) – 6 participants
  - Volunteer Centre Exercise Fitness – 30 participants
  - Autism activity programme – 24 participants
  - Wheelie Active (Physical Disability Club for kids) – 6 participants
  - Boccia Club – 3 participants
  - Niamh Louise Mental Health Group – 6 participants
  - Fit 4 U Summer Walking Groups – 20 participants
  - Chatty Walks – 10 participants
  - Inclusive Cycle Programme – 10 participants
  - GOGA Wellbeing Club (Online 12 week school programme) 5000 participants
- MUDC held a meeting with local Cancer charities in order to provide an informed and District specific response to the Department of Health's Consultation on the Cancer Strategy for Northern Ireland 2021-2031. The response was submitted for inclusion in the consultation in October 2021.
- MUDC continues to attend NIHE and Education Authority Joint Forums on Equality.
- MUDC contributed to the Department of Justice's consultation and evidence gathering process in relation to the Review of Hate Crime Legislation in NI.
- 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:
  - The Age Friendly co-ordinator continues to work alongside Mid Ulster Loneliness Network, Mid Ulster Disability Forum, Mid Ulster Seniors Network and Mid Ulster Age Well. Links have also been created with Linking Generations NI, SHSCT and NHSCT to promote and embed Age Friendly.
  - The Age Friendly Co-ordinator, along with Arts Care identified 2 groups in the Mid Ulster area who expressed an interest in running visual art and dance workshops. The workshops lasted between 4-8 weeks with approx. 30 older people taking part. The groups were run by trained facilitators who were able to meet safely face to face with the groups to deliver the creative sessions.
  - Along with Mid Ulster Loneliness Network the AF co-ordinator was able to provide funding opportunities for the members of the network. 6 applications taken to voting at a network meeting on 23rd Nov 2021. All were awarded funding by the loneliness network members voting process. Applications

included bespoke Christmas cards for members, community intergenerational project and digital work.

- Work has been carried out with NHSCT to develop preventative fall sessions/event in the Northern Trust area.
- Mid Ulster District Council's Arts Projects also delivered the following initiatives:
  - **Connecting Carers Project**- This project targeted full time carers of adults or children with disabilities, offering a pottery course and the opportunity to increase IT skills so participants could continue to engage with other attendees when the project ended. Appendix 1 contains promotional material.
  - **INTO Film, film festival** was held in November 2021. It targeted local primary school children. This project is designed to make younger children more aware of the film industry and to encourage them to go to the cinema with their families to enjoy a film on the big screen.
  - Saturday Workshops were also provided. These sessions are targeted towards facilitating activities for children and their parents/guardians/carers.

#### **Training:**

- Employers for Disability NI provided training sessions on Autism Awareness (30 Attendees).
- Mencap provided Disability Awareness training to 20 Leisure Centre staff in June 2021.
- Dignity At Work Training was provided to 25 members of staff.
- Senior Management Team members and other senior members of staff received Disability Awareness Training (facilitated by Disability Action) in March 2022. 15 members of staff were in attendance.
- The Corporate Policy and Equality Officer attended an Unconscious Bias Webinar delivered by ECNI in April 2021.
- LGBTQI Awareness Training delivered in partnership with the NH&SCT was delivered for 2 members of staff and 2 elected members in August 2021.
- Equality Monitoring training was provided to 9 members of staff in November 2021, while Equality Screening Training was provided to 11 members of staff in November 2021.
- 12 Members of staff attended Dementia Awareness Training in June 2021.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2021-22 (*or append the plan with progress/examples identified*).

**Theme 1: Accessibility of Council Services, Facilities and Events**

**Action 1b Increased accessibility at Council facilities for parents and carers**

During this reporting period one of Mid Ulster District's popular rural recreational sites, Ballyronan Marina, opened an accessible playground that includes wheelchair accessible and sensory play equipment. The Council has also provided a Changing Places facility on-site as well as an upgraded accessible toilet and baby changing facilities. This site also consists of a flat, firm and even surfaced accessible walkway with resting points which includes a Viewing platform over Lough Neagh. The site will also offer on-water glamping pod facilities which are suitable for families. One of the glamping pods has been adapted to accommodate wheelchair users and is fully accessible.

In addition to this project, during this 21/22 period; 1,036 children and young people and 104 teachers/school staff took part in educational activities at the Council's Hill of The O'Neill & Ranfurly House in Dungannon. These sessions included children of various ethnic backgrounds/origins and the sessions are adapted for children of various ages and children with neurodiversity and/or SEN. An example of this is the Forest Schools programme which is facilitated by the Northern Ireland Forest Schools Association. Clogher Valley Sure Start took part and the session was tailored to younger children's need by using a level/flat part of the Hill of The O'Neill Park and tailored the outdoor activities so that pre-school children were able to participate and to learn.

**Action 1d Elected Member Training**

In October 2021 a Special Development Committee meeting was held in order to provide an opportunity for groups and organisations to provide elected members with information about their groups and organisations. This included an information session on Tourette's Syndrome and a presentation from Mid Ulster Pride group on the organisation's short term and long terms goals for their work within the District.

**Theme 2: Corporate Practices**

**Action 2c Develop Procedural Arrangements for Translation and Interpretation**

The Council's provision of verbal telephone translation (via Language Line) was extended to include the Council's Arts Facilities and Leisure Centres. Sign Video for sign language users was also provided throughout 2021/22 and had a contact extension for use across 2022/23.

## **Theme 4: Partnership Working**

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

The following Age Friendly Projects have been delivered in partnership with Mid Ulster Loneliness Network and a local Men's Shed:

#### **Chatty Benches**

- Following on from interest and the success of the first chatty bench a further 5 chatty benches have been identified in other popular areas throughout the Mid Ulster District Council estate. This brings the total number of chatty benches in the dDistrict to 8. The other areas include Ballysaggart Lough Dungannon, Iniscarn Forest Desertmartin, Portglenone Riverside Walk, Ballyronan Marina and The Roundlake, Fivemiletown. Mid Ulster Loneliness Network with the support of Mid Ulster District council are working together to install further benches in new locations in 2022/23 and have approached local men sheds to help with the construction of the benches.

#### **Kindness PostBox**

- The Age Friendly Co-ordinator, together with members of the Mid Ulster Loneliness Network steering group and a local men shed group worked together to deliver the "kindness postbox" to a local primary school and a nursing home in the Mid Ulster area. The intergenerational initiative took place before Christmas 2021, the kids from the primary school created letters and words of kindness for the residents of the nursing home to help tackle loneliness identified in older people. A further primary school and 2 nursing homes have taken part in the project.

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

A BME Inclusion Project was delivered in partnership with STEP (South Tyrone Empowerment Project). The project consisted of supporting the BME community in attaining rights based equality in areas such as employment, housing and health and further support to ensure access support to services on an equal basis. 79 individuals were supported by the project. The projects' Pre evaluation showed that less than 20% of individuals contacting STEP felt included in the provision of public information while the post evaluation analysis showed that over 50% felt included and supported as part of the community, and by the community.

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2021-22 reporting period? *(tick one box only)*

☒ Yes ☐ No (go to Q.4) ☐ Not applicable (go to Q.4)

Please provide any details and examples:

The application of the Equality Scheme has led to an increased focus on the accessibility of Mid Ulster Council services, events and facilities. This is reflected in the physical changes that have been implemented to accommodate increased accessibility during the 2021/22 timeframe.

- 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:

Practically, Council services, events and facilities have been improved are by investment in accessibility projects. The projects are the outworking's of accessibility visits requested across Council services. These visits produce accessibility feedback for the service or facility to aim to improve the areas for improvement highlighted in the accessibility audit. Specific projects that have come to fruition during the 2021/22 period are detailed in 3b.

Mid Ulster District Council have also launched the **Youth Voice Project** 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)*:

During the period of 2021/22 the Council continued its delivery of improved access to services via the projects and investment set out below:

- Burnavon (Cookstown)- £13,000 invested in improvement of the Hearing Loop System and the purchase of accessible equipment
- Greenvale Leisure Centre-£30,000 invested in the purchase of a Pool Pod Access System
- Bridewell (Magherafelt)- £10,500 invested in power assisted doors and a Hearing Loop System
- Surface Upgrade Beach Walk Dungannon Park-£29,350 invested in an upgrade to the path infrastructure
- Fairhill Play Area- £14,982 invested in a wheelchair swing
- 7 Leisure Centre Sites-£5,000 invested in hearing loop system
- 4 Leisure Centre Sites- £76,000 invested in power assisted doors
- Parks (various locations)- £4,700 invested in 10 accessible picnic tables

- ☐ Other *(please specify and give details)*:

N/A

## Section 2: Progress on Equality Scheme commitments and action plans/measures

### Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2021-22 reporting period? *(tick one box only)*

- ☒ Yes, organisation wide
- ☐ Yes, some departments/jobs
- ☐ No, this is not an Equality Scheme commitment
- ☐ No, this is scheduled for later in the Equality Scheme, or has already been done

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☐ Not applicable

Please provide any details and examples:

Section 75 statutory duties are integrated into job descriptions throughout all departments.

5 Were the Section 75 statutory duties integrated within performance plans during the 2021-22 reporting period? *(tick one box only)*

☒ Yes, organisation wide

☐ Yes, some departments/jobs

☐ No, this is not an Equality Scheme commitment

☐ No, this is scheduled for later in the Equality Scheme, or has already been done

☐ Not applicable

Please provide any details and examples:

Section 75 statutory duties are integrated within Mid Ulster District Council's Directorate Plans which manage performance.

6 In the 2021-22 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

☐ Yes, through the work to prepare or develop the new corporate plan

☐ Yes, through organisation wide annual business planning

☐ Yes, in some departments/jobs

☐ No, these are already mainstreamed through the organisation's ongoing corporate plan

☒ No, the organisation's planning cycle does not coincide with this 2021-22 report

☐ Not applicable

Please provide any details and examples:

N/A

## Equality action plans/measures

**7** Within the 2021-22 reporting period, please indicate the **number** of:

Actions completed:

1

Actions ongoing:

11

Actions to commence:

2

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

### Theme 1: Accessibility of Council Services, Facilities and Events

#### Action 1b Increased Accessibility at Council Facilities for Parents and Carers

The following parent/carers specific sessions have been delivered during 21/22:

- Post-natal Pilates for mums
- Post-natal Pilates for mums and babies
- Post-natal Yoga
- Post-natal yoga mum and babies
- Buggy fit

#### Action 1d Elected Members Training (to achieve improved awareness and informed decision making)

Elected members have received specific training and information sessions in relation to Dementia Awareness, Autism Awareness, LGBTQI+ and Tourette's Syndrome.

**8** Please give details of changes or amendments made to the equality action plan/measures during the 2021-22 reporting period (*points not identified in an appended plan*):

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 2021-22 reporting period, the following have been identified: (*tick all that apply*)

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☐ Action(s) to address the known inequality in a different way
- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☐ Measures to address a prioritised inequality have been completed

### Arrangements for consulting (Model Equality Scheme Chapter 3)

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- 10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

☒ All the time                      ☐ Sometimes                      ☐ Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2021-22 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

An example of good practice of consultation during 2021/22 was the consultation on Mid Ulster District Council Pitches Strategy 2021. Pitches include all outdoor pitches, including all natural turf, synthetic pitches and multi-games use areas for football, Gaelic games, hockey and rugby.

The consultation on the strategy aimed to help the Council to establish and balance the needs of the rural Mid Ulster region, improve its current sports services and build sustainable services. The overall focus was to support the betterment and benefits offered to our citizens and to link with our Community Plan by encouraging active lifestyles, helping to reduce the incidence of a range of life-limiting diseases and improving health and well-being outcomes for people living in Mid Ulster.

The overall aim of the process was the final strategy would allow for a cross-service approach to the use of pitches and recreational space which involves Leisure and Outdoor Recreation, Health & Wellbeing, Community and Good Relations services working collaboratively to achieve shared objectives and building positive relations.

As part of the consultation 3 focus groups were held as well as an online questionnaire that had been designed to make completion straightforward and the majority of the questions are one click or drop-down menus.

- 12** In the 2021-22 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☐ Face to face meetings
- ☒ Focus groups
- ☐ Written documents with the opportunity to comment in writing
- ☒ Questionnaires
- ☐ Information/notification by email with an opportunity to opt in/out of the consultation

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- ☒ 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:

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2021-22 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2021-22 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)*:

9

- 16** Please provide the **number of assessments** that were consulted upon during 2021-22:

1	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted <b>with an equality impact assessment</b> (EQIA) presented.
0	Consultations for an <b>EQIA</b> alone.

- 17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

During the development of the Menopause Support Policy consultation was carried out with the relevant Trade Unions regarding the type of support that members of staff should expect to be included the policy and how the policy could be practically implemented. Consultation also took place with the ECNI in relation to relevant and appropriate reasonable adjustments and the treatment of sickness absence that may occur as a result of staff members experiencing severe health implications from menopause.

- 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

#### **Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)**

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2021-22 reporting period? *(tick one box only)*

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

No EQIAs were carried out during this period.

#### **Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)**

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2021-22 reporting period? *(tick one box only)*

☐ Yes ☐ No, already taken place  
☒ No, scheduled to take place at a later date ☐ Not applicable

Please provide any details:

Gaps in monitoring information still exist. This will be addressed during 2022/23 as an action in the Equality Action Plan.

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

☐ Yes ☒ No ☐ Not applicable

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2021-22 reporting period, has shown changes to differential/adverse impacts previously assessed:

No differential/adverse impacts have been identified via monitoring during 21/22.

- 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:

The Dual Language Signage Policy was routinely reviewed during the 21/22 period. Monitoring of the policy identified that over 90% of the translations applications were for Irish Language. Good Relations implications resulting from this was identified in the monitoring of the policy. In line with the Council's Equality Scheme the policy was referred to Council's Corporate Good Relations Working Group.

#### **Staff Training (Model Equality Scheme Chapter 5)**

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2021-22, and the extent to which they met the training objectives in the Equality Scheme.

The development of an online training module was finalised during 2021/22. This module will provide a foundation level of knowledge to all staff levels. The training includes specific examples in relation to the provision of Goods, Facilities and Services. The online training will be completed by staff members between April-Dec 22.

- 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:

MUDC passed a motion passed in 2021 to ensure that Council explored the best ways to support people in District who have autism and their families and carers. The following training has been delivered since then in order to equip staff with the appropriate level of knowledge:

- Employers for Disability provided Autism Awareness Training for 30 staff across two sessions
- Council's Corporate Policy & Equality Officer completed a CACHE Level 2 Autism Awareness Course via Empower
- The Burnavon has achieved an Autism Impact Award
- Parks, OM Dark Skies and The Bridewell have all recently completed Autism Impact Award training and should be in receipt of their Autism Impact Award before the end of the summer.

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

- 26** Please list **any examples** of where monitoring during 2021-22, across all functions, has resulted in action and improvement in relation **to access to information and services**:

It has been identified via monitoring that in recent years that there has been a low level of language translation of Council information in recent years. This has been highlighted and further awareness raising of the requirement of translations of Council communications has led to an increased in the number of pieces of correspondence that have been translated during 2021/22.

### **Complaints (Model Equality Scheme Chapter 8)**

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2021-22?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

### **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's Policy on Consultation is due for review in 2022. Therefore a focus in the next reporting period will be consultation which will include the consultation arrangements set out in the Equality Scheme.

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

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

## PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

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 <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
National <sup>iii</sup>			
Regional <sup>iv</sup>	Mid Ulster Sports Arena Disability Hub	Access activities provided to young people across the region who have a disability.	Tailored inclusive activities. See Appendix 2 for examples of activities delivered during 2021/22.
Local <sup>v</sup>	The Council has maintained partnership working with Mid Ulster Disability Forum and other disability support services in the District	During the reporting period presentations have been made to the group in relation to capital build projects in Pomeroy and Maghera.	Under the direction on the Council, the Forum's feedback and suggestions have been taken on board by the design and delivery teams appointed to deliver the projects. Where possible these suggestions have been incorporated into the final. In the small number

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			of instances when this is not possible a rationale is provided and a compromise is reached.
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	Awareness Raising Sessions	<p>The following training/awareness raising sessions we delivered for staff during 2021/22:</p> <p>Mencap provided Disability Awareness training to 20 Leisure Centre staff in June 2021</p> <p>In-house Equality and Diversity Training was provided to 11 Leisure Centre staff in April 2021</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.
2	Equality Screening Training Delivered Annually	Equality Monitoring Training was delivered in November 2021	Equality Screening Training was provided to 11 members of staff in order to increase understanding of when and how equality screening is carried out. This training was complemented by Equality Monitoring training which was provided to 9 members of staff in November 2021.

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3	Employers for Disability- Various Awareness Raising	Employers for Disability provided 2 Autism Awareness Raising sessions	Employers for Disability provided 2 Autism Awareness Raising sessions to 30 staff. These sessions allowed for Q&As and provided guidance regarding the best way to support colleagues who have autism and explained how and why working practices may need to be amended.
4	Senior Management Team- Disability Awareness Session Delivered Annually	Disability Awareness Training (facilitated by Disability Action) was delivered to SMT in March 2022.	15 members of staff were in attendance from various departments. The impact from the session was enhanced understanding of how Council services need to have a good understanding of the Council's statutory responsibilities in order to deliver a quality service for everyone.
5	Awareness Training for Elected Members	<p>10 Members of staff attended Dementia Awareness Training in June 2021.</p> <p>6 Members attended a Suicide Awareness Workshop.</p> <p>Members hosted an Autism Awareness Workshop. This session was contributed to by support groups from the District.</p>	These sessions provided increased awareness of the topics covered. They have also contributed to follow up actions and outcomes

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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 document with accessible formatting.
2	Social Media Channels Raising Awareness of Disabilities	The Council's Social Media platforms have been used to highlight various events and awareness dates relating to a range of disabilities and conditions.	The social media posts raised awareness of the disabilities and conditions and the organisations and charities who provide support people impacted upon by these disabilities and conditions.
3	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 who have hearing loss.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Illumination of Council buildings	Council buildings were illuminated numerous times through 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 other to do likewise. It also recognises the impact particular disabilities have on residents of the District.
2	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.	The Covid 19 pandemic depleted the demand for these placements during 21/22. However a for the participants who did avail of the opportunity they were provided with the practical work experience in the area of Council services where they may be able to pursue paid employment in the future.

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.
2			

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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	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.	This is an ongoing activity that will be delivered as part of the Public Parks and Play Five Year Strategic Plan 2020 – 2025.
2	‘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.	6 Changing Places have been completed to date, 4 have been registered with a further 2 registrations pending.
3	Ensure accessibility details for buildings and events are available on Council’s website.	Increased awareness of the accessibility of various Council venues and services.	Having accessibility information prior to attending an event or visiting a Council facilities	This is an ongoing activity and will be rolled out as events take place and

PART B

				buildings are subject to improvements.
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4. Please outline what action measures **have not been achieved** and the reasons why. N/A

	Action Measures not met	Reasons
1		
2		

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).

PART B

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

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

No revisions have been made to the Disability Action Plan during this period.

If yes please outline below: N/A

	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?

N/A

## PART B

- 
- <sup>i</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.
- <sup>ii</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.
- <sup>iii</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments
- <sup>iv</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level
- <sup>v</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.



## MID-ULSTER SPORTS ARENA



Starting W/C 7th February 2022

10 Week Programme

**Monday  
5-6pm**

### DCD (Development Coordination Disorder)

A multi-sport club focusing on facilitating primary school aged children with Dyspraxia/DCD to do things at their own pace, and for parents to get information and support.

**Saturday  
9-10am**

### Autism Club

A multi-activity club focusing on facilitating primary school aged children with Autism to do things at their own pace, and for parents to get information and support.

**Monday  
6-7pm**

### Disability Hub 1

A multi activity club focusing on facilitating children and adults with disabilities to participate in various activities.

**Saturday  
10 - 11am**

### Disability Hub 2

A multi activity club focusing on facilitating children and adults with disabilities to participate in various activities.



Comhairle Ceantair  
**Lár Uladh**  
**Mid Ulster**  
District Council



HILL of THE O'NEILL  
& RANFURLY HOUSE  
ARTS & VISITOR CENTRE

Appendix 2

# Project Connecting Carers



Mid Ulster District Council in partnership with the Northern Health and Social Care Trust Loneliness Networks are offering a FREE programme to Full Time Carers of older people/disabled adults.

This is a unique opportunity to take part in a creative relaxing pottery activity and while doing so connect with other carers, building new friendships in a relaxing creative environment.

## **4 Week Course:**

**Tuesday 8th /15th /22nd February /Tuesday 1st March 2022.**

**10.30am to 12.45pm**

**Booking is available online @ [hilloftheoneill.com](http://hilloftheoneill.com) or call:**

**028 8772 8600**



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**Mid Ulster**  
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