



Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council

Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2018-19

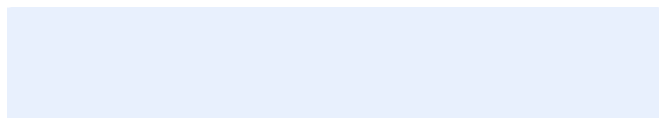
Contact:

• Section 75 of the NI Act 1998 and Equality Scheme	Name:	Philip Moffett
	Telephone:	03000 132 132
	Email:	Philip.moffett@midulstercouncil.org
• Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above	<input checked="" type="checkbox"/> (double click to open)
	Name:	
	Telephone:	
	Email:	

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

www.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 2018 and March 2019

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 2018-19, 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 which 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 reports were issued in June 2018, September 2018 and January 2019. These reports are available on www.midulstercouncil.org/equality
- An Equality Action Plan (adopted by Council in September 2017) continues to be delivered. This plan will be in place until 2020. The plan includes 4 themes (Accessibility, Corporate Practices, Participation Levels and Partnership Working). Each theme has a number of outcomes for delivery. During the reporting period a number of action measures within the Equality Action Plan were completed. For details see question 2 below.
- Council's Disability Action Plan also continues to be delivered. It is also in place until 2020.
- Mid Ulster Disability Forum continues to act as Council's primary consultee in relation to the implementation of Council's Disability Action Plan. The Corporate Policy and Equality Officer attends monthly meetings of the Mid Ulster Disability Forum. Secretariat support is also provided by Council. This provides an opportunity to liaise directly with people with disabilities and with people who represent groups of people with specific disabilities. This includes Shopmobility, RNIB, Sure Start, Education Authority, Social Services, Age NI, Mid Ulster Volunteer Centre, Barnardo's, Action on Hearing Loss and Health Trust representatives.
- In May 2018 Council's Equality Consultee List was updated in line with GDPR regulations. This required contacts whose email address was not a matter of public information to 'Opt in' to be included on the list and provide consent for being contacted.

Policy & Service Delivery:

- Council became a Just A Minute (JAM) Friendly organisation in June 2018. The aim of the initiative is to support customers and service users who may have a hidden disability and require additional time/support to access Council services.
- As per Council's Disability Action Plan, an Accessible Communications Policy was developed and approved by Council in January 2019. The purpose of the policy is to meet the needs of customers and service users who have additional communication needs such as easy read, increased font size, etc.
- In the April 2018 edition of Council's corporate magazine, which is distributed Council-wide, the services of Age Well were promoted. Specifically the article signposted people who require a 'handy man' service or would like to enrol in the Good Morning telephone service.
- A quiet hour was introduced as part of the continental market event, held in May 2018. This was to accommodate/encourage people who wanted to attend the event but who may have felt unable to do so during because of the crowds and noise level.
- An Easy Read version of Council's Community Plan was developed.
- Running sessions were targeted towards 'Mothers and Others'.
- During 2018/19 period Mid Ulster District Council continued to deliver the Disability Hub project. The project is based at the Mid Ulster Sports Arena site in Cookstown and provides a range of sports equipment including wheelchairs, inclusive bikes and inclusive sports equipment to enable children and adults with disabilities to participate in at least 14 different sports and activities, including Wheelchair Sports, Sensory Sports (partially-sighted football etc), Boccia and Inclusive Cycling. **Annex C** contains the Memorandum of Understanding between Sport NI and Mid Ulster District Council in relation to this initiative.
- Language Line telephone interpretation service for customers who do not speak English continues to be operational at the three civic receptions and the leisure centre receptions. To date it has been used for various languages.
- The Mid Ulster Disability Forum's Access Mid Ulster website continues to be hosted on the equality section of Council's website.
- Council's Community Development section has provided support for funding applications for a range of organisations including; Disability, Seniors and Women.
- Council has continued to support the Oil stamp scheme.
- Ongoing good relations activity across the Council area in partnership with the community and voluntary sector.

- Ranfurly House Arts & Visitor Centre - 11 outreach groups participated in a variety of arts projects throughout the 2018/19 period.
- Council's Everybody Active Programme targets women and girls, people with a disability and people living in areas of high social need. The programme has a dedicated officer and offers courses and programmes of activity in different areas, from Boccia Club, Wheelie Active Club (for children aged 4-12 years with a physical disability), multi-sport holiday camps, dodgeball and buggy fit. The programme recognises that, 'for some of us, it's more difficult to find opportunities to be active and activities that we can participate in'.
- As well as raising the visibility of disability sport and increasing interest among the whole community, the initiative primarily aims to increase the number of people with disabilities who live active and healthy lifestyles through sport and active recreation.
- During the 2018/19 year, the following groups were supported:
 - Special Schools Programme x 2 (Kilronan M'felt and Sperrinview Dungannon) All year programme (60 participants)
 - Magherafelt Marvel Special Olympics Club x 2 (15-20 participants)
 - Inspire Health and Wellbeing programme Dungannon (Mental Health) x 2 (15-20 participants)
 - Mid Ulster Boccia Club Cookstown x 2 (6-8 participants)
 - Fit 4 U Programme Dungannon (Learning and Physical Disability) x 2 (20-30 participants)
 - DCD Multi- Skills Clubs (Dungannon and Magherafelt) x 2 (12-20 participants)
 - Primary Schools Programmes (for schools with autism/units) x 2 (15-40 participants) 4-8 schools across Mid Ulster
 - Adult Centre Programmes (Cookstown and Magherafelt) x 2 (12-30 participants)
 - Kids Active Autism Club (MUSA) x 3 (6-12 participants)
 - Summer Programmes-
 - Adults Disability Friday Club (18+) - MUSA x 1 (20-30 participants)
 - Kids Disability Friday Club (5-11yrs) - MUSA x 1 (8-12 participants)
 - Kids Disability Summer Camp (5-11yrs - Meadowbank x 1 (4-5 participants)
 - Teen Disability Summer Camp (13-19yrs) - Dungannon LC x 1 (2-3 participants)
 - Willowbank Dungannon x 2 (8-12 participants)
 - Superstars Club Cookstown x 2 (15-30 participants)
 - Junior Paralympic Club (MUSA) all year (5-8 participants)
 - Inclusive Cycling Club (MUSA) Monthly (5-10 participants)
 - RNIB (Cookstown) Nordic Walking and Outdoor Bowling x 2 (5-10 participants)
 - Mindwise Gym programme (mental health) x 2 (5-12 participants)

- Disability Hub Fun Day (June) x 1 (20-30 participants)
- Northern Trust Health Programme (Learning Disability) x 2 (12-18 participants)
- Parkinson's UK x 2 (15-20 participants)
- Southern Trust Health Programme (Learning Disability) x 2 (12-18 participants)
- Arthritis Care (Cookstown and Magherafelt) x 1 (12-20 participants)
- Chest Heart and Stroke (Dungannon) x 1 (6-12 participants)
- Niamh Louise (Mental Health) x 1 (3-6 participants)
- Lymphoedema Society x 1 (12 participants)
- Parkanaur College Dungannon (learning disability) (15 participants)
- Cedar Foundation Dungannon (4 participants)
- Inclusive Gym Programme Dungannon (learning disability) (6 participants)

Training:

- Equality Screening training was provided to staff in January 2019. It was attended by 10 members of staff, including 4 Heads of Service.
- The Corporate Policy & Equality Officer delivered 6 equality training sessions between September 2018 and February 2019. The sessions were attended by 95 members of staff in total.
- John Kremer delivered 2 equality training sessions in November 2018 and a further 2 in February 2019. These sessions were delivered to staff at managerial level. The sessions were attended by 34 members of staff in total.
- 43 staff received Just A Minute online training in relation to Mid Ulster District Council becoming a Just A Minute (JAM) Friendly organisation.
- 8 Elected Members were provided with Equality and Good Relations Training on 13 November 2018.
- Online training is currently being developed via 'Learning pool' so that staff who require a basic knowledge of Equality and Good Relations are able to access online training. This training will be further developed and implemented in 2019/20.
- The Corporate Policy & Equality Officer attended Disability Awareness Training, delivered by the Equality Commission in October 2018.
- In May 2018 Parkinson's UK provided Set Dancing training for 8 members of Council staff. The training was provided to enable members of staff to be able to teach people with Parkinson's disease to Set Dance. This initiative was supported by evidence that has indicated Set dancing can be very beneficial to the health of people who have Parkinson's Disease.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2018-19 (*or append the plan with progress/examples identified*).

Mid Ulster District Council's Equality Action Plan is attached as **Annex A**. Examples of the outcomes/impact of current status of the measures are set out below:

Theme 1: Accessibility

Action 1a - The Corporate Policy & Equality Officer, Community Development Officer and Home Safety Officer provided presentations to a meeting with Mid Ulster Seniors Network in September 2018. The focus was to provide clarity to the groups specific of Council's Equality Action Plan and DAP on when and how Council services could be accessed.

Action 1b - 40 members of frontline staff received online training in relation to the implementation of Council becoming a Just A Minute (JAM) Friendly organisation.

Action 1c - The Corporate Policy & Equality Officer delivered 5 equality training sessions between September 18 and February 19. The sessions were attended by 85 members of staff in total. John Kremer delivered 2 equality training sessions in November 2018 and March 2019. These sessions were delivered to staff at managerial level. The sessions were attended by 37 members of staff in total.

Theme 2: Corporate Practices

Action 2b - An Accessible Communications Policy was adopted by Council in January 2019. A copy of the policy as well as the associated screening is available on request. Mid Ulster District Council also introduced the use of the Just A Minute Initiative (JAM Card) in June 2018. The initiative supports people with hidden disabilities and additional communication needs to access Council services.

Action 2c - A Draft Translation and Interpretation Policy (procedural arrangements for translation and interpretation) has been developed.

Theme 3: Participation Levels

Action 3e - Members of staff were signposted to The Empower Programme in September 2018. The Programme supports parents of children who have autism, dyslexia and dyspraxia. In February 2019 staff were signposted to Mid Ulster Dementia Support Group.

Theme 4: Partnership Working

Action 4a - Partnership working with the Mid Ulster Disability Forum contributed to the 5 Year Strategic Plan for the Forum. The finalised plan is attached as **Appendix D**.

Action 4b - A recognition event was held for international students from Hong Kong who were studying in the District at CAFRE College. The event was hosted by Council's Chairman.

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2018-19 reporting period? *(tick one box only)*

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

Please provide any details and examples:

Equality screening - Staff have been regularly reminded of the duty to equality screen all new and revised policies, plans and strategies and to ensure that this is clearly documented when presenting policies and plans for Council approval. Commitments made by Council in this period that demonstrate commitment to the Equality Scheme include plans for capital build projects in Knockmany Forest (Augher) and Davagh Forest (Kildress). These projects are due for completion in 2019 and both have incorporated Changing Places facilities within them. They will be the first Changing Places facilities to be located in Mid Ulster and are strategically located off two main routes within Mid Ulster, ie, Enniskillen to Dungannon and Omagh to Cookstown.

Consultation and involvement of key stakeholders - Another example of the implementation of the Equality Scheme is that in 2018/19 Mid Ulster Disability Forum (MUDF) have continued to be involved at an early stage of the planning of Council's public realm schemes. This practice was developed and commenced in 2017/18 in order to ensure that equality of opportunity continues to be integrated into the planning process at the earliest possible opportunity. Most recently a member of the group took part in a 'walk through' in Maghera in Dec 2018 in order to point out aspects of the development that could be amended in order to make the town more accessible and pointed out practical issues to the capital development team who facilitated the process. 81 children and young people were also consulted with directly as part of this public realm planning process. A Town Centre Forum has also been established and facilitated by Council. Part of the Town Centre Forum's role is to ensure representation of S75 groups in the planning and delivery of the public realm project.

- 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:

Public realm projects – as a result of consultation with the Mid Ulster Disability Forum, the Forum is now a key stakeholder for current and planned schemes and will be invited to participate in planning, design and product selection. This should ensure that the schemes better identify and meet the different needs of people with disabilities. Forum representatives appreciate being consulted and having their input taken on board.

In January 2019 Mid Ulster District Council approved a draft Accessible Communications Policy. This policy directly impacts on how Council communicates with people who have additional communication needs or for whom English is not their first language.

Council worked with Action on Hearing Loss to carry out an audit of a number of Council facilities. This identified areas/locations where Council provision for service users with hearing loss could be improved. A report was produced that informed the relevant heads of service who have responsibility for Council buildings. This resulted in funding being sought and awarded to provide an infra-red loop system at Ranfurly House in Dungannon (similar systems were already available in Seamus Heaney Homeplace and the Burnavon, Cookstown). Further funding will be sought for other improvements in 2019/20.

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):*

During 2018/19, 22 plans/policies and strategies were equality screened. Mitigating measures were introduced in relation to a number of policies as a result of screening, for example:

- Specific liaison/outreach with groups negatively affected.
- Monitoring to ensure equal implementation of the policy
- Specific communication issues including signage with appropriate colour contrast etc



As a result of what was identified through the EQIA and consultation exercise *(please give details):*



As a result of analysis from monitoring the impact *(please give details):*



As a result of changes to access to information and services *(please specify and give details):*



Other *(please specify and give details):*

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

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2018-19 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 2018-19 reporting period? *(tick one box only)*

- X ☐ 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 duties have been integrated in Council's 2018-19 Corporate Improvement Plan and referenced in Service Improvement Plan templates.

In the 2018-19 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

PART A

- ☐ 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 2018-19 report
- ☐ Not applicable

Please provide any details and examples:

N/A

Equality action plans/measures

7 Within the 2018-19 reporting period, please indicate the **number** of:

Actions completed:

3

Actions ongoing:

11

Actions to commence:

1

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

Action 4a: Council is working in partnership with Disability Sport NI to deliver the 'District Council Disability Sports Hub' project. The project includes the provision of a disability sports hub focused on putting in place the equipment and services to increase the number of people with disabilities involved in sport and active recreation.

Action 2b: Mid Ulster District Council adopted an Accessible Communications Policy in January 2019. This was in order to fulfil Action 2b of the Equality Action Plan which required the development of a policy that related to communicating with disabled people, older people, young people and people of different racial groupings. This policy was communicated directly to the Business Support Officers from each Directorate as well as being communicated to all staff. It is also included in the Policy Directory and will be presented at a Policy Briefing for later in 2019.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2018-19 reporting period (*points not identified in an appended plan*):

The Equality Action Plan was developed during the 2017/18 period. A 14 week public consultation was held in relation to the development of the Action Plan. The Equality Action Plan was not subject to any changes in 2018/19 period.

- 9 In reviewing progress on the equality action plan/action measures during the 2018-19 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 2018-19 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:

Pre-consultation prior to public consultation - Good practice was carried out in relation to pre-consultations held in relation to the development of proposed changes to leisure centres in the District. Council's Leisure Transformation Manager attended meetings with members of the Mid Ulster Disability Forum and Lobbying Activism Research Group to ascertain if any negative impact would be anticipated to leisure centre users who have a disability. These meetings were organised prior to the public consultation in order to ensure that the changes to be publically consulted upon were informed by their views.

Consultation with RNIB on new leisure centre signage - Good practice was also displayed in relation to the development of the new Leisure Signage that was rolled out throughout centres in the District in March 2019. RNIB were consulted with directly in relation to the format and font included in the signage, particularly the colour contrasts used in the signage.

- 12 In the 2018-19 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☒ Face to face meetings
- ☒ Focus groups

PART A

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

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Public Realm projects for Coalisland and Maghera adopted a public consultation method which included providing opportunities for members of the Mid Ulster Disability Forum to take part in 'walk through' exercises. These exercises provided a practical way for people within the Section 75 categories to be included in the process from the beginning.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2018-19 reporting period? (*tick one box only*)

☒ Yes ☐ No ☐ Not applicable

Please provide any details and examples:

Ongoing promotion of the commitments in the Equality Scheme through contact with stakeholders. The review of the consultee list provided an opportunity to remind those on the list of the purpose of consultation.

- 14** Was the consultation list reviewed during the 2018-19 reporting period? (*tick one box only*)

☒ Yes ☐ No ☐ Not applicable – no commitment to review

The consultation list was updated in line with Council's GDPR Policy in May 2018. All those on the consultee list were contacted in May 2018. This was to ensure that they were clear why they are included on the list and to gain their permission to be retained as part of the list if their contact details were not a matter of public information.

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

www.midulstercouncil.org/Council/Equality

PART A

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

22

- 16** Please provide the **number of assessments** that were consulted upon during 2018-19:

3

Policy consultations conducted with **screening** assessment presented.

0

Policy consultations conducted **with an equality impact assessment (EQIA)** presented.

0

Consultations for an **EQIA** alone.

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

Public consultations carried out during the 18/19 year included the following:

- Draft Policy on the Management of Bonfires on Council Land
- Proposed Review of Leisure Centre Opening Hours
- The Redevelopment of Maghera High School Site
- Mid Ulster Local Development Plan Strategy 2030 (Feb 19 - April 19)
- Gortgonis Leisure Proposal of Application of Notice Consultation

- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (*tick one box only*)

☐

Yes

☐

No concerns were raised

☒

No

☐

Not applicable

Please provide any details and examples:

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

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2018-19 reporting period? (*tick one box only*)

☐

Yes

☒

No

☐

Not applicable

Please provide any details and examples:

No EQIAs conducted in period under review.

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 2018-19 reporting period? *(tick one box only)*

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

Please provide any details:

A template was produced to collate monitoring information in 2018-19.

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

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Not applicable
---	-----------------------------	---

Please provide any details and examples:

As part of the review of the Dual Language Street Signage Policy, it was identified that requests had focused on one language. As such the revised policy was amended to include Council's Accessible Communications statement as well as being amended to contain confirmation that applications could be accepted in language other than English (when the applicant does not have English as their first language).

- 22** Please provide any details or examples of where the monitoring of policies, during the 2018-19 reporting period, has shown changes to differential/adverse impacts previously assessed:

Public consultation feedback was sought in relation to the Draft Bonfire Management Policy. The feedback was presented in November 2018 and it included evidence to suggest that the implementation of the draft policy would have a negative impact on good relations in the District. As a result the policy was significantly amended to become the Policy for Community/Public Events on Council Land which was passed by Council in March 2019.

- 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:

In March 2019 members of staff were asked for their views as part of the review of the Irish Language Policy. Feedback could be provided via email and on the staff intranet. So far no responses have been received. The officers involved have stated they will continue to monitor the impact of the Irish Language policy as they build our bilingual services throughout the 19/20 financial year, particularly with regard to bilingual signage at our public facilities.

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 2018-19, and the extent to which they met the training objectives in the Equality Scheme.
- Equality Screening training was provided to staff in January 2018. It was attended by 10 members of staff, including 4 Heads of Service.
 - The Corporate Policy & Equality Officer delivered 5 equality training sessions between September 18 and February 19. The sessions were attended by 95 members of staff in total.
 - John Kremer delivered 2 equality training sessions in November 2018 and a further 2 in February 2019. These sessions were delivered to staff at managerial level. The sessions were attended by 34 members of staff in total.
 - 43 staff received Just A Minute online training in relation to Mid Ulster District Council becoming a Just A Minute (JAM) Friendly organisation.
 - 8 Elected Members were provided with Equality and Good Relations Training on 13 November 2018.
 - Online training is currently being developed via 'Learning Pool' so that staff who require a basic knowledge of Equality and Good Relations are able to access online training. This will be further developed in 19/20.
 - The Corporate Policy & Equality Officer attended Disability Awareness Training, delivered by the Equality Commission in October 2018.
 - In May 2018 Parkinson's UK provided Set Dancing training for 8 members of Council staff. The training was provided to enable members of staff to be able to teach people with Parkinson's disease to Set Dance. This initiative was supported by evidence that has indicated Set dancing can be very beneficial to the health of people who have Parkinson's Disease.
- 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:

Evaluations for Equality and Diversity Training sessions and screening training revealed that the participants thought the training was interesting, practical, clear and useful. They valued the discussion on practical examples and specific case law.

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

- 26** Please list **any examples** of where monitoring during 2018-19, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Additional monitoring feedback will be sought from staff in relation to the Irish Language Policy. The outcome of the monitoring will be included in the review of the Irish Language Policy which will be carried out in the 2019/20 period.

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2018-19?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

N/A

Section 3: Looking Forward

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

2020

- 29** Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? (*please provide details*)

The focus of the Equality Scheme arrangements for 2019/20 will be developing monitoring arrangements. Also, a focus will be placed on the learning from implementation of the Equality Scheme between 2015 and 2020 that will influence the revised/updated Equality Scheme that will be implemented post 2020.

- 30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2019-20) reporting period? (*please tick any that apply*)

PART A

- ☒ 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:

7

Fully achieved

5

Partially achieved

1

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			
Regional ^{iv}			
Local ^v	The Chair of Mid Ulster Disability Forum who is a wheelchair user continues as a member of PCSP. She is also a member of the three local town forums.	First-hand experiences and priorities of people with a disability are championed.	Times and locations of meetings have been made flexible in order to meet the needs of people with various disabilities.

PART B

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

	Training Action Measures	Outputs	Outcome / Impact
1	Disability and Equality Awareness Training was provided for staff at Council locations throughout the District. This resulted in 95 members of staff receiving the training.	Increased knowledge and awareness for staff.	Increased awareness of disability and equality legislation and the development of a greater understanding of the issues relating to service users. Reflected in equality screening of policies and in practice when dealing with customers.
2	43 staff received Just A Minute online training.	Commencement of the rolling out of an improved customer service process for accessing Council's facilities and services.	Improved accessibility of Council services. Staff more aware and confident to anticipate and meet disabled customers' needs.
3	Equality Screening training was provided to staff Council in January 2019. This resulted in 14 members of staff receiving the training.	Increased awareness of disability legislation and the need for mitigation and monitoring.	Staff more confident in carrying out screening. More comprehensive Equality Screenings.

PART B

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	Development and implementation of the Accessible Communications Policy	The aim of the policy is to ensure that Council information is presented in an accessible way, and where appropriate in a range of formats and languages which are tailored to the needs of the intended audience.	Improved communication with service users but making our communication methods more accessible.
2	An Easy Read version of the Community Plan was developed.	A more accessible version of the Community Plan is now available.	People with additional communication needs are able to access Mid Ulster Community Plan which provides details of interagency working throughout the District over the decade.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Civic Honours have been provided in recognition of the achievement of people with disabilities.	Honours were provided to Special Olympics winners. Team Aspie who support children with autism were also recognised for their work.	Civic receptions celebrate the achievements of people within the District and as a result raises awareness of disability and highlights the achievements of people who have a disability.

PART B

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	Superstars, Cookstown; a local social enterprise for young people with additional learning needs were supported by Council to develop a Health and Safety Policy.	Council's Environmental Health Officers provided support to develop good practice and guidance.	Capacity building for the social enterprise as well as ensuring that they are compliant with Council guidelines.
2	The Corporate Policy and Equality Officer met with the Disability Arts Group in March 2019.	This meeting was at the request of the group to be able to get a better understanding of Council's Disability Action Plan and its outputs.	Increased awareness of Council's Disability Action Plan and the group were encouraged to engage in the planning process to develop the plan post 2020.

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	Integrate our disability duties into new Policies.	Amended policies in place.	Improvement of mitigating measures, identified via the equality screening process.	This is an ongoing activity.
2	Working towards the BS: 8300:2009 +a1:2010.	Principles of disability access to be adhered to.	Council buildings and facilities which are equitability.	This is an ongoing activity.

PART B

3	Continue to assess and improve accessibility of website and other communication materials.	Improved accessibility of Council materials/publications.	Improved communication with service users.	This is an ongoing activity.
4	Provide up to 6 work placements per year for individuals with disabilities. These placements should last approximately 10 weeks.	Opportunities provided for people with a disability.	Ten work placements were provided during the 18/19 year across a range of departments. Placements provided participants with practical skills development in a number of service areas including administration, leisure, culture and planning.	Duration of placements varied according to the needs of the person undertaking the placement as well as the needs of the service. They ranged from 3 days to several days a week for up to 9 months.
5	Any new/substantially renovated play areas meet the highest possible standards of accessibility.	Improved opportunities to use accessible play areas.	Improved services for service users who have a disability.	This is an ongoing activity. The Public Parks and Play Strategy is being delivered on an ongoing basis up until 2020. A planned audit of park facilities has been delayed until 2019-20.

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

	Action Measures not met	Reasons
1	Training on universal accessibility auditing	Difficultly sourcing training in Northern Ireland. Reviewing this measure and considering alternatives, eg, using Equality Commission Every Customer Counts advisory materials and accessibility checklists.

PART B

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

A quarterly report is submitted to SMT in order to inform the members of progress in relation to the Equality Action Plan & Disability Action Plan.

(b) Quantitative

The number of equality screenings carried out each quarter is recorded and reported on three times per year.

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?

Please select

If yes please outline below: No changes or revisions were made to the plan during this reporting period.

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			

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?

The current plan (**Annex B**) was reviewed in 2017 and was subject to a public consultation. The plan will be further reviewed in 2020 in line with the timeframe for the review of the delivery of the Equality Scheme.

We are considering a minor change to the action measure around Work Placements to better reflect the flexibility required for placements.

We are reviewing the feasibility of maintaining Action measure 9 – Training provided on universal accessibility auditing, given the difficulty in sourcing such training to date.

Annex A: Equality Action Plan

Annex B: Disability Action Plan

Annex C: Memorandum of Understanding for Mid Ulster Disability Hub

Annex D: Mid Ulster Disability Forum Strategy

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.

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.

Equality Action Plan 2015-2020

www.midulstercouncil.org

Mid Ulster District Council



Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council



Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council

Mid Ulster District Council

Council Equality Action Plan (2015-2020)

- 1. Introduction**
- 2. The Community Plan- A 10 Year Action Plan for Mid Ulster**
- 3. Corporate Vision and Values**
- 4. Purpose**
- 5. Action Plan**
- 6. Review and Evaluation**
- 7. Conclusion**

1. Introduction

Mid Ulster District Council is required to comply with Section 75 of the Northern Ireland Act 1998 (the Act). The act relates specifically to two statutory duties set out below:

In carrying out our functions relating to Northern Ireland we are required to have due regard to the need to promote equality of opportunity between:

- Persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- Men and women generally
- Persons with a disability and persons without
- Persons with dependants and persons without

In addition, without prejudice to the obligations above, in carrying out our functions in relation to Northern Ireland we are required to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

2. The Community Plan - A 10 Year Action Plan for Mid Ulster

The Community Plan has identified the following themes and associated outcomes:

- **Economic Growth**
 - We prosper in a stronger and competitive economy
 - We have more people working in a diverse economy
 - Our towns and villages are vibrant and competitive
- **Infrastructure**
 - 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
- **Education and Skills**
 - 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
- **Health & Wellbeing**
 - We are better enabled to live longer healthier and more active lives
 - We have availability to the right service, in the right place at the right time
 - We care more for those most vulnerable and in need
- **Vibrant & Safe Communities**
 - We are a safer community
 - We have a greater value and respect for diversity
 - We have fewer people living in poverty and fewer areas of disadvantage

The **vision** set out in the Community Plan is:

‘Mid Ulster...a welcoming place where our people are content, healthy and safe; educated and skilled; where our economy is thriving; our environment and heritage are sustained; and where our public service excel’.

3. Corporate Vision and Values

Mid Ulster District Council have also agreed a Corporate Plan 2015-2019. The plan sets out Council's priorities for the four year period it covers.

Council's **Vision** is:

‘Mid Ulster District Council aspires to be at the heart of our community’

This vision is underpinned by the following **values**:

- **Professional**-consistently striving to exceed our expectations of our customers by knowing what to do, how to do it, when to do it and why we do it

- **Trustworthy**-working for our communities in a spirit of friendliness and openness by delivering fair, transparent, equitable and ethical services to all customers
- **Quality Driven**-delivering the best services we can, making the best use of the resources we have
- **Team-focussed**- Working together to deliver the best results possible for Mid Ulster
- **Innovative**- New and better ways of doing what we do
- **Customer-focussed**-designing and delivering our services in response to and around the needs of our customers and within our resources.

The Corporate Plan has identified four themes:

- **Delivering:** Delivering for our People
- **Growth:** Creating Growth
- **Environment:** Sustaining our Environment
- **Unity:** Building Unity

These guiding principles are the cornerstones of our action plans, policies and strategies.

The Corporate Plan also commits to embedding a, *‘culture of continuous improvement which ensures the effective, efficient and sustained delivery of Council services to the people of the Mid Ulster district’*.

In order to achieve these successful outcomes it is clear that a partnership approach is required. This partnership approach can, in the most part, be delivered through the work being implemented as a result of the Community Plan.

4. Purpose

This Equality Action Plan (2015-2020) contributes to Mid Ulster District Council’s compliance with Section 75 of the Northern Ireland Act 1998. The Equality Action plan (‘The Plan’) outlines how Council will address the key inequalities identified within our District. The Plan has been informed by an Audit of Inequalities carried out in 2015/16. Themes identified for inclusion in The Plan from the Audit of Inequalities included the following:

- Accessibility
- Corporate practices
- Participation levels
- Partnership working

Council is working to implement its Equality Scheme and to ensure that there are equitable opportunities provided as a direct result of its implementation. This draft Equality Action Plan is designed to support Council to meet its equality requirements and the full implementation of Council’s Equality Scheme.

5. Action Plan

The table below sets out how the four themes identified by the Audit of Inequalities and how Council will deliver to address each area. Each theme can be addressed in an item by item basis by what the desired of each action will be, how performance will be monitored and who has responsibility for its implementation. A timeframe for its implementation is also included:

Action No.	Theme 1: Accessibility	Key Inequalities	<ul style="list-style-type: none"> Residents from ethnic minority backgrounds feel perceived inaccessibility to local democracy Older people feel they cannot access Council facilities 		
		Desired Outcome	Performance Indicator	Responsibility	Timeframe
1a	Increased accessibility of Council services available online and in other requested formats while incorporating of multi-channel communication tools	Improved accessibility of Council services	Level of increase of online transactions	Chief Executive and Directors	2017-2020
1b	Staff Training	Improved awareness. Reduce number of complaints	No. of staff provided with awareness training	Chief Executive and Directors	2017/2018 and ongoing thereafter
1c	Awareness Sessions regarding the specific needs of s75 groups	Improved awareness and informed decision making	No. of sessions held and No. of participants	Chief Executive and Directors	2017/2018 and ongoing thereafter

1d	Hold Civic Open days involving Elected Members (linked to action 4b)	Create an opportunity for people to feel involved	No of events provided and No of attendees	Chief Executive and Directors	2018
Action No.	Theme 2: Corporate Practices	Key Inequality	<ul style="list-style-type: none"> There are opportunities within corporate practices to mainstream improve inequalities 		
		Desired Outcome	Performance Indicator	Responsibility	Timeframe
2a	Any gaps in monitoring information identified	More robust monitoring arrangements	Monitoring reports examined/reviewed on an annual basis	Chief Executive and Directors	2018
2b	Development of a policy in relation to communicating with disabled people, older people, younger people and different racial groups	Increase in requests for alternative communication methods	Policy developed and approved by Council for implementation	Corporate Policy & Equality Officer/ Head of Marketing and Communication	2018
2c	Develop procedural arrangements for translation and interpretation	Clear guidance in relation to translation & interpretive requirements	Procedures developed and approved by Council for implementation	Corporate Policy & Equality Officer	2018
2d	Mainstreaming equality of opportunity and Good Relations through	Improved systems and procedures	No. of Screening Documents completed and examples of	Chief Executive and Directors	2017 and ongoing thereafter

	business planning and policy development		mainstreaming developed		
Action No.	Theme 3: Participation Levels	Key Inequality	• There are barriers to Participation for carers		
		Desired Outcome	Performance Indicator	Responsibility	Timeframe
3a	Explore the timing of events/courses	Create Equality of Opportunity for carers/ working people	Samples taken of the timing of various events/guidance developed	Heads of Service	2017
3b	Location of activities	Creates Equality of Opportunity for located across the District	Samples taken of the timing of various events/ guidance developed	Heads of Service	2018
3c	Provision of child inclusive activities for parents/carers	Creates Equality opportunity for carers to participate	No. events provided No. of attendees	Head of Leisure	2017/18 on a pilot basis
3d	Increased employment opportunities	Opportunity to equality develop skills set	No of carers employed by Council	Director of Organisational Development	2017 and ongoing thereafter
3e	Provide information and signposting to staff who	Increased support for staff who have a caring responsibility	Types of information provided and frequency of the	Corporate Policy & Equality Officer	2017 and ongoing thereafter

	have caring responsibilities		information being provided		
Action No.	Theme 4: Partnership Working	Key Inequalities:	<ul style="list-style-type: none"> • Partnership working between Council and Community & Voluntary support organisations • Council being more proactive by creating linkages and networking opportunities for the Community & Voluntary sector 		
		Desired Outcome	Performance Indicator	Responsibility	Timeframe
4a	Explore partnership working opportunities	Increased opportunities for partnership working between Council and relevant C&V organisations	No. of joint partnership projects being delivered	Heads of Service	2017-2020
4b	Provide opportunities for residents, customers and visitors to engage directly with Elected Members. Include outreach sessions with Elected Members and Officers.	Create opportunities for people to get involved	No. of events and opportunities provided No. of attendees	Heads of Service	2018

6. Review and Evaluation

This action plan will be reviewed on an annual basis and progress will be monitored and reported upon within Council's annual submission to the Equality Commission.

7. Conclusion

The implementation of this action plan will support the overall implementation of the Equality Scheme and Disability Action Plan and the mainstreaming of equality throughout the organisation. This plan will be re-examined as priorities emerge following the commencement of the implementation of our community plan.

Contacting Us

Council is committed to improving its services and welcomes your comments or suggestions at any time of the year. If you, have any comments, feedback, would like any further information or would like a copy of this action plan in an alternative format please contact:

Corporate Policy & Equality Officer
Council Offices
Circular Road
Dungannon BT71 6DT

Call: 03000 132 132
Email: info@midulstercouncil.org

Equality Action Plan
www.midulstercouncil.org/equality

Disability Action Plan 2015-2020

www.midulstercouncil.org

Mid Ulster District Council



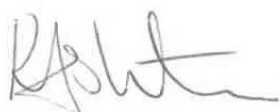
Comhairle Ceantair
Lár Uladh
Mid Ulster
District Council

Foreword


Welcome to the mid-term review of the Mid Ulster District Council Disability Action Plan (the Plan) for 2017 – 2020. The Plan sets out Council's commitment to the promotion of equality of opportunity for all people with disabilities who live in, work in or visit our district.

As a Council, we have a duty via The Disability Discrimination Act to pay due regard to the need to; promote positive attitudes towards disabled people and encourage the participation by disabled people in public life. These are collectively referred to as 'the disability duties'. This plan sets out how Mid Ulster District Council intends to fulfil its statutory obligations to a high standard.

Chair of Council and Chief Executive, we would like to express our full commitment to the objectives set out in the Plan. We will fully support our employees towards the successful implementation and promotion of Council's disability duties.



Councillor Kim Ashton
Chair



Anthony Tohill
Chief Executive

	Contents	Page
1	Foreword	3
	Introduction	5
2	Purpose of the Disability Action Plan	5
3	The Council –its role and functions	5-7
4	Public Life Positions over which the Council has responsibility	7-8
5	Commitment to effective implementation of the disability action plan	8
6	Internal Arrangements	9
7	Effective engagement and consultation	10
8	Annual Report and Review	11
9	Action Measures	11-15
10	How the Disability Action Plan will be Published	15

1. Introduction

1.1 Section 49A of the Disability Discrimination Act 1995 (as amended by the) Disability Discrimination (NI) Order 2006 requires the Council, in carrying out its functions, to have due regard to the need:

- to promote positive attitudes towards disabled people; and
- to encourage participation by disabled people in public life.

These are collectively referred to as ‘the disability duties’.

1.2 Under Section 49B of the DDA 1995, Mid Ulster District Council is also required to submit to the Equality Commission a Disability Action Plan showing how it proposes to fulfil these duties in relation to its functions.

1.3 The Council is committed to the fulfilment of its disability duties in all parts of its organisation and has set out how it intends to do so in this Plan.

2. The Purpose of the Disability Action Plan

2.1 The purpose of this Plan is to set out how Mid Ulster District Council in relation to the delivery of its functions.

3. The Council – its role and functions

3.1 The roles and functions of Local Government in Northern Ireland are provided by the Local Government Act (NI) 1972, the Local Government Act (NI) 2014 and other Miscellaneous Acts and Regulations.

3.2 As a result of Local Government Reform, the Council has been given a wide range of transferring functions including functions relating to planning, roads, regeneration and community development, economic development and local tourism. Council now also has a leading role the Community Planning implementation process. The Council will facilitate and coordinate a joined up approach to the delivery of key projects and services which will address and improve local issues and challenges identified via the Community Planning development process.

3.3 The Council performs four principal roles within its local area and district:

- Direct service provision in response to community needs and legislative requirements – setting priorities for the area and for the Council and being accountable for the choices made.
- A development role as enabler/facilitator on economic and community development initiatives enabling and empowering local people; setting out the vision for local strategies in partnership with other agencies.
- A representative role on boards such as health and education – championing the district.
- A consultative role on issues such as water, roads and housing, by providing a challenge to the performance of all of the delivery agencies in the district.

3.4 In the performance of the above roles the Council will carry out functions in the following areas:

- Refuse Collection and Disposal
- Recycling and Waste Management
- Civic Amenity Provision
- Grounds Maintenance
- Street Cleansing
- Cemeteries
- Public Conveniences
- Food Safety
- Health & Safety
- Environmental Protection
- Environmental Improvement
- Estates Management Building Design and Maintenance
- Building Control
- Inspection/Regulation of New Construction
- Dog Control
- Enforcement Byelaws Litter etc.
- Licensing
- Sports and Leisure Services
- Sports and Recreational facilities
- Parks, Open Spaces, Playgrounds
- Community facilities

- Arts, Heritage and Cultural Facilities
- Registration of Births, Deaths and Marriages
- Spatial Planning & Regeneration
- Community Planning
- Off Street Car Parking

The Council also has a role in:

- Economic Development
- Community Development
- Community Safety
- Sports Development
- Tourism

3.5 To enable the Council to provide the above services and perform its other functions, the Council must levy an annual rate and has the power to:

- acquire and dispose of land
- borrow money
- employ staff
- procure goods and services

3.6 To support and implement the above statutory functions and provision of services and facilities, the Council will adopt a wide range of policies.

4. Public life positions over which the Council has responsibility

4.1 A key aspect of the disability duties is to encourage participation by disabled people in public life.

4.2 The Review Report on the Effectiveness of the Disability Duties (Equality Commission for Northern Ireland, December 2009) identified a misunderstanding among public authorities regarding the definition of the public life with some authorities defining public life positions as public appointments. The Commission's guide makes it clear that the definition of public life is wider than this and includes:

- participation in focus groups or working groups
- participation in community group or fora

- local partnerships

4.3 Mid Ulster District Council does not have a responsibility for the membership of many such groups. However, Council is committed to ensuring that disabled people have the choice to be fully participative in groups/organisations that it has a responsibility for.

4.4 Council will also encourage other bodies such as community associations and user groups to take more positive steps towards including people with a disability and take accounts of their views.

5. The Council's commitment to the effective implementation of the disability action plan

5.1 Mid Ulster District Council is committed to implementing effectively the disability duties and this Disability Action Plan. In order to do so Council will put appropriate internal arrangements in place in order to ensure that the disability duties are complied with and this Disability Action Plan is effectively implemented.

5.2 We will ensure the effective communication of the Plan to employees and provide all necessary training and guidance for employees and elected members on the disability duties and the implementation of the Plan.

5.3 Overall responsibility for determining policy on how this will be achieved lies with the Elected Members, and day to day responsibility for carrying out the policy with the Chief Executive. As part of its corporate planning process, the Council will set objectives and targets relating to the disability duties. These will be reflected at all levels of planning within the Council including individual staff objectives.

5.4 A formal report of progress on meeting the objectives relating to the disability duties will be included in the Council's annual report to the Equality Commission for Northern Ireland.

6. Internal Arrangements

- 6.1** The Council consists of 40 Elected Representatives, elected for four years periods meeting monthly at full Council. The Council has selected a traditional committee structure as its form of decision making.
- 6.2** The Council organises its business through 5 statutory committees that meet on a monthly basis and each of the Committees consists of 16 members. This is with the exception of the Audit Committee which has 8 members.
- 6.3** The Council also has the power to establish working groups.
- 6.4** The list below sets out current committees:
- Planning
 - Development
 - Environment
 - Policy and Resources
 - Audit
- 6.5** The Full Council meeting meets in full session on the last Thursday of every month when it receives and decides on reports and recommendations from the various committees.
- 6.6** The work of the Council operates under the leadership of the Chief Executive. The Chief Executive is responsible for giving the strategic direction and advice to the Council and oversees the preparatory work to ensure it is ready to deliver its services.
- 6.7** The Chief Executive will have the overall responsibility for the implementation of the Disability Duties and the Action Plan.
- 6.8** The point of contact for those seeking further information on the Action Plan is the Corporate Policy and Equality Officer (see page 2 for contact details) who will take specific responsibility for co-ordinating the day to day requirements for the delivery of the Action plan.

7. Effective Engagement and Consultation

- 7.1** Mid Ulster District Council is committed to engaging effectively with disabled people in the drafting, implementation, monitoring and review of this Plan.
- 7.2** The Council is committed to carrying out consultation in a meaningful manner in the development of its disability duties. In doing so the Council is keen to bring about change with and for people with disabilities and will therefore be focussing on the issue of involvement and participation in preparing and reviewing its Plan.
- 7.3** The Council's consultation process will be designed to ensure that people with disabilities are consulted at as early a stage as possible so that they can assist and inform the development of the Plan.
- 7.4** The Council will make every effort to remove any potential barriers to proper consultation by ensuring accessibility of documents in appropriate formats and in a timely fashion. Information will be made available on request in alternative formats. It will also be important to establish with people with a disability, the basis for dialogue and engagement during the life of the Plan. A variety of methods of discussion will be used such as meetings, one to one discussions, telephone and text phone discussions. Consideration will also be given to how best to communicate information to young people with a disability, as well as considering additional dimensions such as ethnicity, age, gender, sexual orientation and religious belief.
- 7.5** The Council believes it is important that people with disabilities are involved in the implementation, monitoring and review of the Plan. The Council will seek views and comments on the specific actions when they are developed and will consider amending them or including additional ones following the comments received.

8. Annual Report and Review

- 8.1** The Council will prepare report annually on the implementation of its Plan. The report will be included as part of the Council's annual report to the Equality Commission on the implementation of our equality scheme.
- 8.2** A copy of the full annual report and further reviews will be made available on the Council's website.

9. Action Measures

- 9.1** The Council continues to complete a number of actions which help promote positive attitudes towards disabled people and encourage their participation in public life. These action measures include committing to:

Action Measure 1: Equality proof' our Community Plan

Action Measure 2: Integrate Disability duties into new policies

Action Measure 3: Council will work towards the BS:8300:2009 +A1:2010 in its buildings and facilities, subject to practical implementation

Action Measure 4: Prepare an annual report on progress on meeting the Disability Action Plan and publish this on its website

Action measure 5: Keep in contact with disability support services/groups within the District in order to gauge their views and opinions. Focussed consultation and engagement with people with disabilities will be carried out in order to understand their needs and requirements

Action measure 6: Any new/substantially renovated play areas meet the highest possible standards

Action measure 7: Appoint a Disability Champion at officer and elected member level to progress the disability duties

Action measure 8: Provide up to 6 work placements per year for individuals with disabilities

Action measure 9: Training on universal accessibility auditing

Action measure 10: Develop, deliver and implement a programme of awareness training for Council Officers

Action measure 11: Develop, deliver and implement a programme of awareness training for Elected Member

Action measure 12: Develop and implement and a set of Accessible Information Protocols

Action measure 13: Continue to assess and improve accessibility of website and other communications materials

- 9.2** The table below sets out the measures that Council intends to undertake to take in order to promote positive attitudes towards disabled people and encourage the participation:

Action measure 1: ‘Equality proof’ our Community Plan		
Responsibility	Performance	Timeframe
Senior Management Team & Head of Community Development	Better promotion of equality and services for people with a disability	2017-2020 (will be continued for the duration of the community plan)
Action measure 2: Integrate our Disability duties into new policies		
Responsibility	Performance	Timeframe
All Policy Authors	All new and revised policies screened for impact on disability duties	Ongoing
Action measure 3: Work towards the BS:8300:2009 +A1:2010 in its buildings and facilities, subject to practical implementation		
Responsibility	Performance	Timeframe
Senior Management Team Head of Property Services	Issues which may affect people with a disability will be sorted out at the earliest possible juncture	Ongoing

Action measure 4: Report annually on the progress of the Disability Action Plan and publish this on Council's website		
Responsibility	Performance	Timeframe
Corporate Policy & Equality Officer	Annual progress report completed and forwarded to the Equality Commission. Increased awareness of Employee's responsibility towards Council's compliance and achievements in relation to disability duties	Annually
Action measure 5: Maintain/continue Council involvement with Mid Ulster Disability Forum and other with disability support services/ groups within the District in order to gauge their views and opinions. Focussed consultation and engagement with people with disabilities will be carried out in order to understand their needs and requirements		
Responsibility	Performance	Timeframe
Corporate Policy & Equality Officer	Improved engagement with the disability sector	Ongoing
Action measure 6: Any new/substantially renovated play areas meet the highest possible standards of accessibility		
Responsibility	Performance	Timeframe
Head of Leisure Head of Parks Head of Technical Services	Better services for people with a disability	When required
Action measure 7: Appoint a Disability Champion at officer and elected member level to progress the disability duties		
Responsibility	Performance	Timeframe
Head of Democratic Services Corporate Policy & Equality Officer	Disability champions appointed to promote disability issues both internal and external to Council	Complete
Action measure 8: Provide up to 6 work placements per year for individuals with disabilities. These placements should last approximately 10 weeks each		

Responsibility	Performance	Timeframe
Director of Organisational Development Corporate Learning & Development Manager	Opportunity provided for people with a disability	Ongoing
Action measure 9: Training provided on universal accessibility auditing		
Responsibility	Performance	Timeframe
Director of Organisational Development Corporate Learning & Development Manager	Corporate Policy & Equality Officer will be skilled to advise	Training being sourced for 2017/18
Action measure 10: Develop, deliver and implement a programme of awareness training for Council Officers including members of the Senior Management Team		
Responsibility	Performance	Timeframe
Corporate Policy & Equality Officer/Heads of Service	Increased awareness of disability legislation and understanding of the issues relating to the service users	Training being sourced for 2017/18
Action measure 11: Develop, deliver and implement a programme of awareness training for Elected Members		
Responsibility	Performance	Timeframe
Head of Democratic Services Corporate Policy & Equality Officer	Increased awareness of disability legislation and understanding of the issues relating to the service users	Training being sourced for 2017/18
Action measure 12: Develop and implement and a set of Accessible Information Protocols for Corporate Communications		
Responsibility	Performance	Timeframe
Head of Marketing & Communications Corporate Policy & Equality Officer	Improved accessibility of Council materials/publications	2018

Action measure 13: Continue to assess and improve accessibility of website and other communications materials		
Responsibility	Performance	Timeframe
Head of Marketing & Communications Head of ICT Corporate Policy & Equality Officer	Improved accessibility of Council online information and services	Ongoing

10. How the disability action plan will be published

10.1 Following submission to the Equality Commission for Northern Ireland, this Plan will be available by contacting:

Ann McAleer
Corporate Policy & Equality Officer
Mid Ulster District Council
Dungannon Office
Circular Road
Dungannon BT71 6DT

Tel: 03000 132 132

E: ann.mcaleer@midulstercouncil.org

10.2 The availability of the Disability Action Plan will be advertised in the press and can be accessed on Council's website:

www.midulstercouncil.org/equality

10.3 The Council will, through our on-going work with people with disabilities and people with learning disabilities, find appropriate ways of communicating the Plan. The Plan will be produced in clear print and plain language, and will be available in alternative formats on request.

10.4 The contents of the Disability Action Plan will be highlighted through press releases, advertisements, Council literature and by meeting directly with disability organisations, representative groups and individuals.

10.5 In addition, a summary Plan as well as a full version of the Plan will be available on the intranet or in alternative formats upon request.

Contacting Us

This Disability Action Plan can be obtained from the Council in alternative formats, including large print, Braille, easy read, audio alternative format and/or language. It can also be downloaded from the Council's website at: www.midulstercouncil.org. If you would like a copy in an alternative format, please contact:

Corporate Policy & Equality Officer
Council Offices
Circular Road
Dungannon
BT71 6DT

Call: 03000 132 132
Email: info@midulstercouncil.org

**A Memorandum of Understanding between
Disability Sport NI and Mid Ulster District Council with respect to the
Active Living No Limits 2021 'District Council Disability Sports Hub' Project 2017-2019**

The '**District Council Disability Sports Hub**' Project is a new initiative between Disability Sport NI, Unit F, Curlew Pavilion, Portside Business Park, 189 Airport Road West, Belfast BT3 9ED and Mid Ulster District Council, Cookstown Office, Burn Road, Cookstown, BT80 8DT which will see the development of a disability sports hub in the area, focused on putting in place the equipment and services required to increase the number of people with disabilities involved in sport and active recreation in the area.

This Memorandum of Understanding outlines the agreement between Disability Sport NI and the Council with respect to the development, promotion and delivery of the project for the period from April 2017 – March 2019. Under the terms of this agreement, we agree to implement the following:

Equipment: Disability Sport NI will provide an inclusive sports equipment package, funded by the Department for Communities, as described in Appendix 1.

The equipment will be the property of the Council, however Disability Sport NI reserves the right to reclaim ownership of the equipment if it is deemed the equipment is not being used for its intended purpose. In the event that Disability Sport NI proposes to reclaim ownership of the equipment, the Council shall be contacted regarding the issues and afforded a reasonable period of time in order to correct same. The Council will provide secure storage and ensure that the equipment is insured and maintained.

Disability Sport NI will deliver the equipment to the following 'Disability Sports Hub' site and satellite sites as specified by the Council:

Disability Sports Hub Site: Mid-Ulster Sports Arena (Generic Sports Wheelchairs, Adapted Cycles, Boccia and Sensory Equipment)

Satellite Sites: Meadowbank Sports Arena (Racing/Track Wheelchairs)

District Council Liaison Officer: The Council will appoint the following member of staff to manage the project, in partnership with Disability Sport NI's Community Sport Manager.

Name: Eunan Murray

Development Plan 2017-2019: The Council will develop and implement a two-year project development plan agreed between Disability Sport NI and the Council as outlined in Appendix 2.

Training: The Council will fund a hub training programme at a cost of £1,900, which will cover training for up to 16 council staff and volunteers. The 2 day training programme will be delivered by Disability Sport NI and will be designed to train staff and volunteers in the appropriate use of the disability sports hub equipment.

Promotion: The Council and Disability Sport NI will jointly promote the use of the hub and related activities through all digital media channels and through local and national news media.

Monitoring & Evaluation: The Council and Disability Sport NI will work in partnership to record the number of people to benefit from the disability sports hub project.

Dates: This agreement will commence on 1st April 2017 and end on 31st March 2019.

This Agreement may only be modified via the mutual consent of both parties in writing.

Signed: _____
On behalf of Disability Sport NI
Name: Kevin O'Neill
Position: CEO
Date: 17.8.17

Signed: _____
On behalf of Mid Ulster District Council
Name: _____
Position: _____
Date: _____

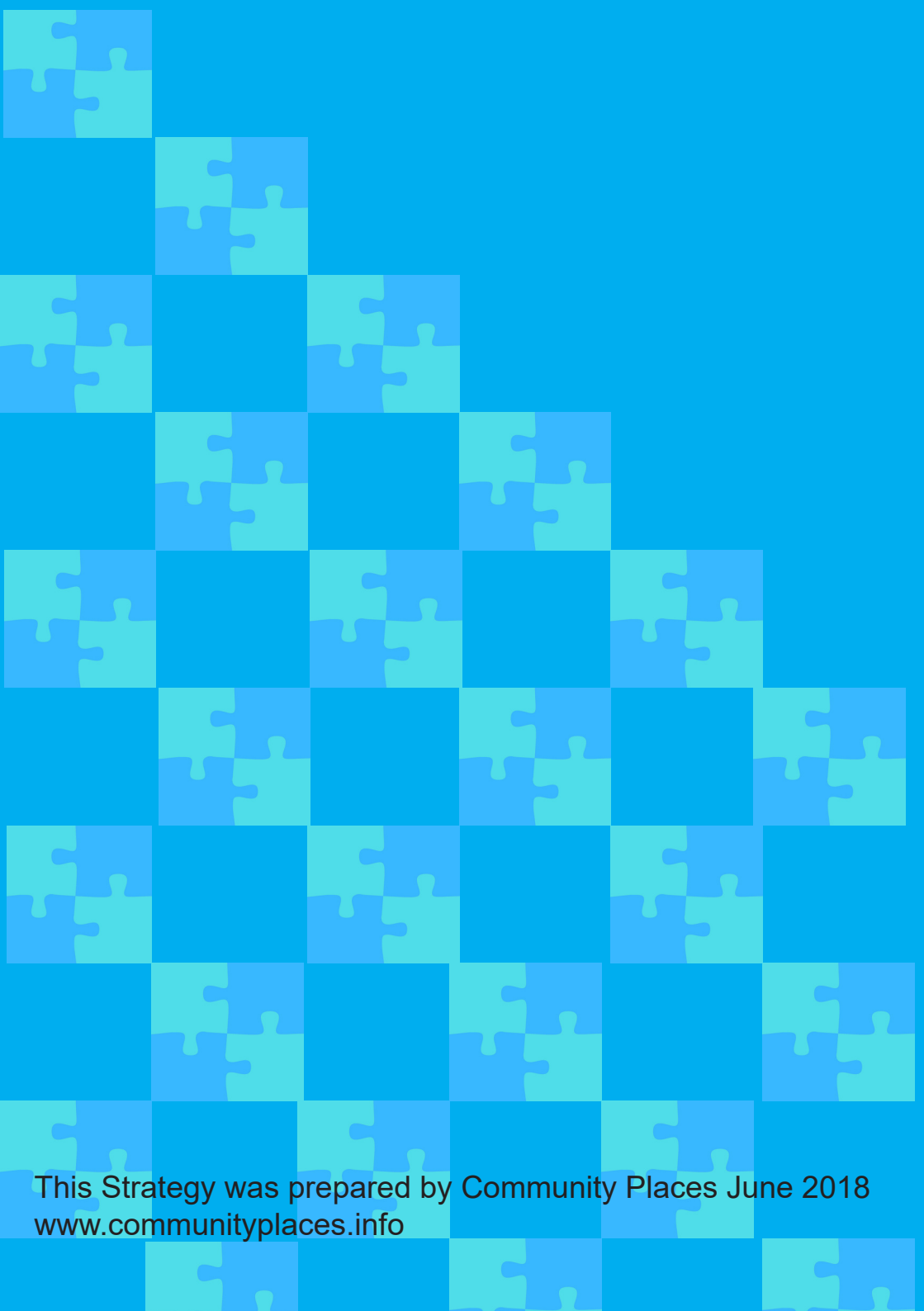
Mid Ulster Disability Forum

Our Strategy

2018 - 2022



Mid Ulster Disability Forum



This Strategy was prepared by Community Places June 2018
www.communityplaces.info

Welcome from our Chair

I am pleased to introduce the Strategic Plan for Mid Ulster Disability Forum 2018-2022. Much hard work was devoted to this by all members of the Forum and was facilitated by Dr Louise O’Kane from Community Places. We are therefore very proud with the end product which will guide our work for the next number of years. This strategy sets out our outcomes – the difference we want to make for people with disabilities and their carers. We hope that it will help us to continue to strengthen our partnership working; encourage others to get involved; and promote the work and achievements of the Forum. The strategy has been developed taking into account equality considerations, good relations, social inclusion and rural proofing. Ursula Marshall, Chair MUDF.



Voice

Passion

Working
Partnership

About the Forum

The Forum includes representatives from a range of organisations and groups who are working towards the inclusion of people with disabilities and their carers. Our work is informed by regional and local priorities as set out in the draft Programme for Government Framework 2016-21; relevant Departmental plans and strategies, and the ‘Our Community Plan – 10 Year Plan for Mid Ulster’ with its aim of “people, communities and organisations coming together to improve local well-being and quality of life” (p.4). We cover the entire Mid Ulster Council area and adopt a pan disability approach to our work.

Our Mission

The Forum is established to promote the benefit of people with disabilities and their carers in Mid Ulster District Council area by:

Our Aims

Providing a forum and voice for those with disabilities and their carers to highlight local priority needs.

Providing opportunities for those with disabilities to engage and socially integrate within the community.

Consulting with local statutory, community and voluntary agencies to help address social isolation, discrimination and improve access to services for people with disabilities.

Our Work



Representing Needs and Lobbying

Members represent and lobby for the needs of those affected by disability through a range of panels including: Town Centre Forums; Housing Forum; Policing and Community Safety Partnership and Community Planning Partnership to name a few. The Forum is also the named Equality Consultee for Mid Ulster District Council.



Awareness Raising and Sharing Information

The Forum meet on a monthly basis to promote the inclusion of disabled people in the area. Through its work it raises awareness of the needs of those affected by disability and signposts to and shares information and good practice.



Project Delivery

Examples of recent project delivery include: Access Mid Ulster Website; Youth Included Project and the Provision of Specialist Equipment to promote social inclusion.

Access Mid Ulster

The www.accessmidulster.com website provides access information on shops, leisure and commercial buildings in the main towns in Mid Ulster. This is an ongoing project which promotes accessible social and community infrastructure.



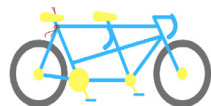
Cookstown Youth Included Project

In partnership with the Education Authority Youth Service we developed the Youth Included Project for those aged 11-19 years. The project works with younger people with special educational needs or disabilities and their non-disabled peers to build self-esteem and confidence through fun leisure and educational opportunities. Activities encourage the development of individual skills, understanding and inclusion between peers.



Provision of Specialist Equipment

To promote social inclusion we previously supported projects which provided specialist equipment e.g. iPads, tandem bicycles, and video cameras to children and young people with disabilities, voluntary and community groups, parents and non-disabled peers.



Our Outcomes - The difference we are working to achieve

Outcome 1 - The needs and issues of those affected by disability within the Mid Ulster Area are highlighted and addressed at a local level and beyond.

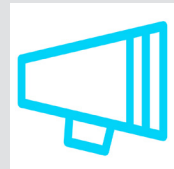
Outcome 2 - District wide awareness of disability issues and strong connections with decision makers.

Outcome 3 - Children and adults with disabilities will be less isolated and have access to more inclusive social opportunities.



Our Way of Working With Others

We understand and value the need to work together with others. Only with the combined interventions and efforts of a range of organisations and groups working smarter together can we improve the lives of disabled people and their carers across the locality.



Why Get Involved?

Have a stronger and more effective voice.



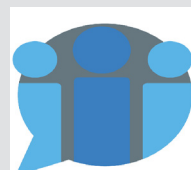
Highlight issues and connect with decision-makers.

Get peer support and mentoring.



Network and meet other people working or volunteering to improve disability issues.

Share information and good practice.



Signpost and referrals to other support services.

Get Involved - If you would like to further the inclusion of those affected by disability why not come along to our monthly Forum meetings. Each meeting focuses on a particular theme or issue and will keep you up to date and informed.

To find out more or to volunteer with us please contact:

Mid Ulster Disability Forum
Gortalowry House
94 Church Street
Cookstown
BT80 8HX

028 8676 4714
accessmidulster.com/about-us/
midulsterdisabilityforum@hotmail.com

Thanks to the following organisations who contributed to the development of this strategy: Action on Hearing Loss; Age NI Mid Ulster Seniors Network; G-old Community Partnership Surestart; Magherafelt Children's Disability Team; Mid Ulster Age Well; Mid Ulster District Council; Northern Health and Social Care Trust; Royal National Institute of Blind People; Shopmobility; Willowbank; and the Youth Service Education Authority.



Annex A - Template for Information to be Compiled

APPENDIX B

Information to be compiled by Public Authorities under Section 3(1)(a) of the Rural Needs Act (NI) 2016.

(To be completed and included in public authorities' own annual reports and submitted to DAERA for inclusion in the Rural Needs Annual Monitoring Report).

Name of Public Authority:

Reporting Period: April 20 to March 20

The following information should be compiled in respect of each policy, strategy and plan which has been developed, adopted, implemented or revised and each public service which has been designed or delivered by the public authority during the reporting period.

<i>Description of the activity undertaken by the public authority which is subject to section 1(1) of the Rural Needs Act (NI) 2016¹.</i>	<i>The rural policy area(s) which the activity relates to².</i>	<i>Describe how the public authority has had due regard to rural needs when developing, adopting, implementing or revising the policy, strategy or plan or when designing or delivering the public service³.</i>
1. Draft Bonfire Management Policy	<ul style="list-style-type: none">Community Safety	This draft policy focused on health and safety and legislative requirements, as well as considering social and economic needs of people in rural areas. The health and safety and legislative requirements were also considered.
2. Community Events on Council Land	<ul style="list-style-type: none">Community Safety	The need for safe, well managed community and public events has been identified throughout the District. While rural needs have been considered as part of the process, the policy does not place specific focus on either rural or urban areas within the District.
3. Mid Ulster District Council	<ul style="list-style-type: none">Rural Businesses	The development of the Mid Ulster Community Plan

Community Plan	<ul style="list-style-type: none"> • Rural Tourism • Rural Housing • Jobs or Employment in Rural Areas • Education or Training in Rural Areas • Broadband or Mobile Communications in Rural Areas • Transport Services or Infrastructure in Rural Areas • Health or Social Care Services in Rural Areas • Poverty in Rural Areas • Deprivation in Rural Areas • Rural Crime or Community Safety • Rural development 	<p>has taken account of the needs of people in rural areas within the district particularly in terms of how services could and should be delivered ensuring that those most vulnerable have access to services at a local level and where high quality services can be maintained.</p>
4. Mid Ulster Local Development Plan 2030 (Draft Plan Strategy)	<ul style="list-style-type: none"> • Rural Business • Rural Tourism • Rural Housing • Jobs or employment in rural area • Education or training in rural areas • Broadband or mobile communication in rural areas • Transport services or infrastructure in rural areas • Poverty in rural areas • Deprivation in rural areas • Rural crime or community safety • Rural development • Agri Environment • Other - Vulnerable landscapes, minerals and renewable energy 	<p>The aims, objectives and operational subject planning policies of the draft strategy will encourage sustainable growth across the rural area in an effort to sustain rural communities and resist economic and social decline.</p> <p>In order to continue to facilitate a sustainable level of rural housing, the Draft Plan Strategy has made provision for housing development to be acceptable within rural settlements subject to normal planning considerations and has also included additional provision for rural housing including the allowance of dwellings for carers, fishermen and dwellings in a non-farm cluster as well as carrying through the existing provisions for dwellings for farmers and for replacement dwellings, all subject to meeting the relevant policy tests and criteria.</p>

5. General Data Protection Register Policy	N/A	This policy was developed as part of a legislative requirement. All stakeholders, including rural stakeholders were considered during the development of the policy.
6. Re-development of Gortgonis Leisure Facility	<ul style="list-style-type: none"> • Health or Social Care Services in Rural Areas • Education or Training in Rural Areas • Rural Businesses 	<p>To inform this redevelopment project, information was gathered through public consultation, informal user group meetings and the completed submitted questionnaires would be used in the final facility design. Information discussed and suggested at meetings by different parties has been noted and inputted into the new design. Some particular issues addressed include:</p> <ul style="list-style-type: none"> • Within this area there is no facility like the one that has been planned for Gortgonis Leisure facility, therefore offering the area a greater opportunity to participate and enjoy the activities and services that will be provided. • A wider range of activities and services will be on offer to sections of the community. • A marketing campaign will be used to reach all sections of the urban and rural Community including advertising, leaflet drops, social media etc to make everyone aware of what is on offer. • The re-developed facility will be an important part of the area and a facility which the local community can be proud of.
7. Maghera High School Site	<ul style="list-style-type: none"> • Jobs or Employment in Rural Areas • Rural Businesses 	The redevelopment of the Former Maghera High School Site has been designed to address the needs identified during the public consultation for the Local Economic Development Strategy and Community planning process. The scheme has been co-developed based on the key findings and

		<p>emerging priorities of the Mid Ulster Community Plan to date, with particular reference to the Economic Growth theme and the Local Economic Development Strategy “Our Plan for Growth”.</p> <p>This scheme will contribute to job creation and investment in the area through:</p> <ul style="list-style-type: none"> • Encouraging better and more diverse use of an existing vacant site. • Building a stronger and more competitive economy. • More people employed in a rural area. • More vibrant rural economy. • Supporting local economic regeneration. • Attracting investment to the region • Acting as a catalyst to develop key opportunity sites across Mid Ulster
8. Cemetery Management & Memorial Safety	N/A	<p>The policy is being introduced in order to make cemeteries and old burial grounds under the management of Mid Ulster District Council safe places to work in and for the public to visit. The sites are based throughout the District, including in rural areas. This policy will be implemented equally at all active cemeteries regardless of location.</p>
9. Moneymore Recreation Centre	<ul style="list-style-type: none"> • Rural Businesses • Health or Social Care Services in Rural Areas • Education or Training in Rural Areas 	<p>In relation to this project, questionnaires were completed, submitted and held on file & inputted into the new design. Feedback included:</p> <ul style="list-style-type: none"> • Information discussed & suggested at the meetings by different parties have been inputted into the new design. • Within this Rural area there is no facility like the one that has been refurbished, therefore offering the rural area a great opportunity to participate

		<p>and to enjoy the services we will be providing.</p> <ul style="list-style-type: none"> • A wider range of activities and Services will be on offer to all the parts of the community. • We will be vying to reach all sections of the Rural Community through advertising, leaflet drops, social media etc to make sure everyone is aware of the programmes, classes, schemes & services we will have on offer. • The new upgraded facility will be an important part of the rural area and a facility which the local community can be proud of.
10. Dual Language and Street Signage	<ul style="list-style-type: none"> • Rural Housing 	<p>Surveys completed in relation to the policy identified there is a social need to facilitate a process that accommodates requests from residents to have their street sign displayed in their chosen language as well as in English. No other specific social or economic need in rural areas was identified.</p>
11. Street Naming and Numbering Policy	<ul style="list-style-type: none"> • Rural Businesses • Rural Housing • Broadband or Mobile Communications in Rural Areas • Health or Social Care Services in Rural Areas • Rural Crime or Community Safety 	<p>Rural businesses and rural residents must have an identifiable postal address for their premises for ease in receiving deliveries and services which may assist with economic needs.</p> <p>However, this is a positive benefit which would have a similar effect for urban businesses and urban residents, therefore no relevant difference in relation to economic needs.</p>
12. Villages Programme	<ul style="list-style-type: none"> • Rural Development 	<p>The Village Renewal Scheme has been designed to address the needs identified during the public consultation period and to fully integrate with the Community planning process. The scheme has been co-developed based on the key findings and emerging priorities of the</p>

		<p>Mid Ulster Community Plan to date, with particular reference to the rural development theme and priorities within this. This scheme will contribute to building strong, inclusive and sustainable rural communities by supporting the following key issues through two-tiered strategic investment in settlement areas. This will include:</p> <ul style="list-style-type: none"> • Encouraging better and more diverse use of existing resources/property including vacant buildings • Encouraging the retention and development of essential services within the village • Supporting the development/upkeep of the natural and built heritage features • The development of safe walking routes/paths to support healthier lifestyles and link communities • Recreational and leisure facilities including provision of play or outdoor spaces • Physical/environmental improvements to encourage greater footfall/use of the village • Streetscape or environmental works building on the uniqueness and distinctiveness of each village • Build on the unique assets of each village as an economic and regeneration driver / develop niche villages e.g. based on tourism or a reputation for particular business strengths • Development of affordable accommodation in villages
13. Winter Maintenance Policy	<ul style="list-style-type: none"> • Infrastructure in Rural Areas 	<p>Due to the higher level of footfall in the 3 main towns of Cookstown, Dungannon and Magherafelt,</p>

		<p>facilities in these urban areas would be treated (if required) before progressing to the 2 other identified towns of Maghera & Coalisland. Maghera is the only rural town included in the Plan as it is an identified settlement with significant footfall and has a broad range of public facilities and services. This plan is implemented in line with the financial resources available.</p>
14. PEACE IV Capital Project	<ul style="list-style-type: none"> • Health and Wellbeing • Deprivation in Rural Areas • Community Safety • Rural Development 	<p>Mid Ulster District Council has considered the need for providing and investing in shared quality open spaces in our rural villages. Six have been identified across Mid Ulster. This is part of a wider programme of investment in all our 50 villages through Council PEACE and Rural Development funding. All rural villages are receiving investment between £40,000 and £250,000 through co-design with local communities and as part of community planning and local participation.</p>
15. Outdoor Recreation Strategy	<ul style="list-style-type: none"> • Rural Development 	<p>Information gathered through public consultation included the following:</p> <ul style="list-style-type: none"> • Initial user group meeting and the completed questionnaires has influenced the final strategy. • Information discussed and suggested at consultations have all been noted and inputted into the final consultation. • The strategy will provide a greater range of opportunities for people living in the rural area. • Within the strategy a wider range of outdoor recreation opportunities will be provided for the community

		<ul style="list-style-type: none"> Information discussed & suggested at the meetings by different groups have been noted & inputted into the final strategy
16. Parks and Play Strategy	<ul style="list-style-type: none"> Rural Development 	<p>Information/comments gathered in the consultation process have influenced the final strategy. This includes:</p> <ul style="list-style-type: none"> Surveys completed via SurveyMonkey have been used to input into the final strategy. Information gathered through public consultation. Informal user group meeting, via email, telephone, etc. Questionnaires have been held on file and used in the final strategy. Information discussed and suggested at consultations has been noted and inputted into the final strategy. The strategy will offer a greater range of opportunities for people living in the rural area. Within the strategy a wider range of outdoor recreation opportunities and services will be on offer to sections of the community.
17. Villages Spruce Up Scheme	<ul style="list-style-type: none"> Rural Businesses 	<p>The scheme will contribute to building strong, inclusive and sustainable rural communities by supporting the following:</p> <ul style="list-style-type: none"> Encourage better and more efficient use of existing commercial properties including vacant properties Encourage retention and development of essential services within villages Support the development/upkeep of the

		natural and built heritage features <ul style="list-style-type: none"> • Improvements to external and/or internal of commercial properties • Improve the aesthetics of the villages • Encourage rural businesses to invest in their properties
--	--	---

NOTES

1. This information should normally be contained in section 1B of the RNIA Template completed in respect of the activity.
2. This information should normally be contained in section 2D of the RNIA Template completed in respect of the activity.
3. The information contained in sections 3D, 4A & 5B of the RNIA Template should be considered when completing this section.