



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2019-20

Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Ann McAleer Telephone: 03000 132 132 Email: ann.mcaleer@midulstercouncil.org
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above <input 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 2019 and March 2020

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 2019-20, 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.

- Council continues to implement its Equality Scheme which directly influences policies, practices and service delivery. Policy screening completed during the reporting period are available on www.midulstercouncil.org/equality
- Mid Ulster District Council's Equality Action (adapted by Council in September 2017) continues to be delivered via 4 themes (Accessibility, Corporate Practices, Participation Level 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. Detailed information is available in the response to Question 2.
- Council's Disability Action Plan also continued to be delivered during the reporting period.
- 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 attended monthly meetings of the Mid Ulster Disability Forum. Secretariat support is also provided by Council. The Forum continues to provide an opportunity to liaise directly with people with disabilities and with people who represent groups of people with specific disabilities. This includes Shop mobility, RNIB, Sure start, Education Authority, Social Services, Age NI, Mid Ulster Volunteer Centre, Barnardo's, Action on Hearing Loss, and Health Trust representatives.
- Council's Equality Consultee List was updated during the reporting period in line with our Equality Scheme.

Policy & Service Delivery:

- During the reporting period Organisational Development have introduced and amended a number of policies. These policies include amending the Flexible Working Policy to allow carers to take a period of paid leave should they encounter an unforeseen situation during which they are unable to identify an alternative option for care giving/provision.
- In relation to the delivery of Council events such as festivals, quiet spaces have been included to increase the accessibility of events for people with sensory needs.

This provision has been incorporated into a number of events during this reporting period. This is something that will be rolled out further during future events.

- Running exercise sessions were targeted towards 'Mothers and Others' sessions, targeting carers.
- The Winter 2019 addition of Council's corporate magazine, which is distributed Council wide, featured an article promoting accessibility and adjustments to service provision for disabled service users.
- Mid Ulster District Council also appointed an Age Friendly Officer during this reporting period.
- In November 2019 Mid Ulster District Council's Senior Management Team approved commitment to adopt Every Customer Counts initiative.
- At Halloween and Christmas 2019 a Quiet room was provided at the Coalisland celebrations while ASD friendly shopping hours were provided in Dungannon. An Autism Friendly Santa Visit was also provided by Seamus Heaney Homeplace.
- In November 2019 BSL & ISL signers available 12-2pm at Mid Ulster Job Fair (organised in partnership with DfC, Mid Ulster Skills Forum & Network Personnel).
- 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 has continued to support the Oil Stamp Scheme.
- 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 Disability Sports Coach. The Programme offers and 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'. During the 19/20 period the following groups were supported:
 - Marvels Special Olympics Club (Magherafelt) 2x a year (15-20 participants)
 - Carefully Yours Project (Magherafelt) 2x a year (12-30 participants)
 - Inspire Health and Wellbeing programme (Dungannon and Magherafelt) (Mental Health) 2x a year (15-20 participants)
 - Corkhill Care Home (Dungannon) 2x a year (8-12 participants)
 - Base Group (Magherafelt) 2x a year (8-12 participants)
 - Mid Ulster Boccia Club (Cookstown) 2x a year (6-8 participants)
 - Fit 4 U Programme (Dungannon) (Learning and Physical Disability) 2x a year (20-30participants)
 - DCD Multi- Skills Clubs (Magherafelt) 1 x a year (8-10 participants)

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- Primary Schools/ Special School Programmes (for schools with autism/units) 2x a year (15-40 participants) 4-8 schools across Mid Ulster
- Adult Centre Programmes (Cookstown and Magherafelt) 2x a year (12-30 participants)
- Gateway Club (Dungannon) 1x a year (12-25 participants)
- Summer Programmes-
- Adults Disability Friday Club (18+)- (MUSA) 1x a year (20-30 participants)
- Kids Disability Friday Club (5-11yrs)- (MUSA) 1x a year (8-12 participants)
- Inclusive Cycling Summer Camp (MUSA) x 2 (5-12yrs) and (13+yrs) 1x a year (6-10 participants)
- Willowbank (Dungannon) 2x a year (8-12 participants)
- Superstars Club (Cookstown) 1x a year (15-30 participants)
- Insight Cookstown Outdoor Bowling 1x a year (5-10 participants)
- Insight Cookstown New Age Kurling and Boccia Competitions 1x a year (8-15 participants)
- Mindwise Gym Programme (Magherafelt) (mental health) 2 x year (5-12 participants)
- Church Lane Mews (Magherafelt) (mental health) 2x a year (5-12 participants)
- Northern Trust Health Programme (Magherafelt and Cookstown) (Learning Disability) 2x a year (12-18 participants)
- Parkinson's Uk (Magherafelt) 2x a year (15-20 participants)
- Chest Heart and Stroke (Dungannon) 1 x a year (6-12 participants)
- Parkanaur College (Dungannon) (learning disability) (15 participants)
- Oakridge Social Education Centre (Dungannon) 2x a year (10-20 participants)
- Kilcronaghan Community Group (Magherafelt) 2x a year (5-10 participants)
- Knocknagin Community Group (Magherafelt) 1x a year (12-25 participants)
- South West College (Cookstown) (learning disability group) 1x a year (10-18 participants)
- Ballyronan Community Group (Cookstown) 1x a year (5-10 participants)
- Lissan Community Group (Cookstown) 1x a year (5-10 participants)
- Open Doors Group (Swatragh) (learning disability) (10-20 participants)
- Youth Included (Cookstown) (learning disability) (8-10 participants)

Disability Hub

- Junior Paralympic Club (MUSA) all year (5-8 participants)
- Inclusive Cycling Club (MUSA) Monthly (5-10 participants)

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2019-20 (*or append the plan with progress/examples identified*).

Examples of the outcomes/impact of measures included in the Equality Action Plan are set out below:

Theme 1: Accessibility

Action 1a- Increased Accessibility: The Burnavon Theatre & Arts Centre is working towards achieving the Autism Impact Award in order to make the venue more accessible for children and adults who have autism. Mid Ulster District Council also continues to be a JAM (Just A Minute) Card Friendly Organisation. Also, a Poolpod was installed in Cookstown Leisure Centre swimming pool a poolpod also available in Greenvale LC). This project as funded by DfC and Sport NI and delivered by Council in partnership with Disability Sport NI.

Action 1b-Staff Training: Action on Hearing Loss provided training for frontline members of staff who are likely to come into contact with service users who have varying levels of hearing loss.

Action 1c- Awareness Sessions: The Corporate Policy & Equality Officer delivered 6 equality training sessions between September 19 and February 19. The sessions were attended by 52 members of staff in total. John Kremer delivered an 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. Also, an Awareness training session was provided for Elected Members on Refugees & Arabic culture in June 2019.

Theme 2: Corporate Practices

Action 2b- Develop a Policy in relation to communicating with disabled people, older people, younger people, and different racial groups: Council's Accessible Communications Policy was adapted by Council in January 18. The policy has been implemented throughout the organisation and has received positive feedback from service users.

Action 2c- Develop procedural arrangements for translation and interpretation: A Draft Policy has been developed and amended and is awaiting approval.

Theme 3: Participation Levels

Action 3d-Increased Employment Opportunities: A six-week work placement opportunity was provided for Admin student from Parkanaur College, a college for students with additional learning support requirements.

Theme 4: Partnership Working

Action 4a Explore partnership working opportunities: A Women Entrepreneur Programme; The 'Imagine It' motivational boot camp was held in June 19 and was delivered by Women in Business. The project was a collaboration between Council, Women in Business and Invest NI.

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2019-20 reporting period? *(tick one box only)*

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

Please provide any details and examples:

During the 2019/20 period there have been a number of capital build projects commissioned by Mid Ulster District Council. These projects include the redevelopment of Dungannon Leisure Centre, Davagh Dark Skies Project, Knockmany Forest and Coalisland and Maghera Public Realms. Each of these projects have been equality screened and now include the following provisions:

Dungannon Leisure Centre- Accessible fitness equipment, improved accessible changing facilities and increased accessible parking provision.

Davagh Dark Skies- This new building visitor centre has included a Changing Places.

Knockmany Forest Park- The building located at the forest now includes a Changing Places and a section of path within the Knockmany Forest is now accessible for wheelchair users.

Public Realm projects: these projects have consulted closely and frequently with the Mid Ulster Disability Forum since their inception. During the reporting period this has included consultation on product selection and traffic flow.

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:

In relation to both the Knockmany Forest Project and Davagh Dark Skies, the increased accessibility standards at these venues ensure that once they become operational (both projects are currently delayed because of the Covid-19 outbreak) that people who required the use of a Changing Places facility will be able to visit these sites which are both in scenic areas. In addition, both these facilities are near main travel routes Cookstown to Omagh/the West (Davagh Dark Skies) and Dungannon/Ballygawley/Aughnacloy to Enniskillen (Knockmany Forest). Therefore, our sites provide an opportunity to people from or travelling through our District to use the Changing Places at our visitor sites. This makes not just these sites more accessible, but wider parts of our District more accessible for people who cannot be away from home for a long period without being able to access an accessible toilet/changing facility.

The Dungannon Leisure Centre refurbishment is linked to a review of leisure services across the District which will in turn lead to increased accessibility for S75 groups. This includes increased opening hours, a pool pod now being available at two of the three leisure centres and a development of the current facilities at Gortgonis, Coalisland.

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This increased service provision has involved direct consultation with Mid Ulster Disability Forum as well as a full consultation so that all Section 75 groups have been given the opportunity to respond in relation to how they believe any changes to service provision would impact upon them.

The changes and enhancements made to these capital development projects have the ability to impact positively on all Section 75 groups within the District particularly people who are disabled.

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):*
Equality Screening involved consultation with relevant groups and identified mitigating measures for each of the projects.
- 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

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- 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 are currently outlined in all job descriptions.

5 Were the Section 75 statutory duties integrated within performance plans during the 2019-20 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:

All Service Plans include the following statement:

The council is committed to fulfilling its obligations under Section 75 of the Northern Ireland Act 1998. This commitment is demonstrated by allocating the appropriate time, people and resources to fulfil our equality duties. The Equality Scheme commits us to implementing our duties effectively and in a timely way alongside implementing this Service Plan. Without impacting upon our obligations, when carrying out our equality duties we will also take into account the desirability of promoting good relations between people of different religious belief, political opinion or racial group. We are also required to take into account the need to promote positive attitudes towards people with a disability and encourage the participation of people with a disability in public life. Mid Ulster District Council are committed to fulfilling our disability duties and we set out how we intend to do this in our disability action plan.

6 In the 2019-20 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

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- 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 2018-20 reporting period, please indicate the **number** of:

Actions completed: Actions ongoing: Actions to commence:

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

Theme 2: Corporate Practices

Action 2d: Mainstreaming Equality

During this reporting period a number of capital build projects were equality screened and mitigating measures documented and changes made to projects where required.

Theme 3: Participation Levels

Action 3b: Location of Activities & 3c Provision of Child Inclusive Activities

During 2019/20 Mid Ulster District Council Events team ensured that the locations of seasonal events were featured across the District. In relation to maximising participation the following mechanisms were also put in place:

- Council events had car park provision for Blue Badge holders
- Accessible toilets where hired where required
- In our town centre across the District viewing areas close to the stage, away from crowds and free from viewing obstruction was available for anyone who wanted to avail of this space had it provided for them
- Autism friendly activities were available as pre booked activities where available at some of our events.
- Whilst planning; all event site maps considered the access to the areas for the whole community and lowered curbs where left free from obstruction.
- One event also had a community transport (accessible) bus hired to help transport people to and from the site.

PART A

- Council's Age Friendly Officer was involved in an Intergenerational Café project (in partnership with NWRC) which provided transportation for care home residents to enable them to take part in the project.
- Council's Age Friendly Officer has provided exercise activities for traditionally non leisure users, aged 50 years or over. This can include virtual cycling and Pilates classes.

Theme 4: Partnership Working

Action 4b: Provide Opportunities for Residents, Customers and Visitors to Engage Directly with Elected Members

In March 2020 Council Chair hosted a number of secondary schools in the District who had collaborated to create a group of 16 teenage girls who are currently studying STEM subjects. They presented their 'Miss Enterprise' presentation to elected members in a bid to lobby elected members to support and encourage female entrepreneurship in the District and beyond.

- 8 Please give details of changes or amendments made to the equality action plan/measures during the 2019-20 reporting period (*points not identified in an appended plan*):

The Equality Action Plan was not subject to change during this reporting 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 2019-20 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:

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During the reporting period the public consultation events on Maghera and Coalisland Public Realms continued. These events include focus groups with people who will be impacted upon by the changes to both settlements following the implementation of the schemes and while the work is being carried out.

In addition to the public realm consultations, a 12-week public consultation was held in relation to the Draft Corporate Plan (2020-2024) as well as a public consultation on the Mid Ulster Local Development Plan (LDP). In relation to the LDP displays of the documentation were housed in buildings throughout the District. The screening process identified that during this period it was important to ensure that the venues used were physically accessible as well as in shared spaces such as libraries and public/community venues.

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
- 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:

Following on from the 'walk through' exercises carried out in relation to the Coalisland and Maghera Public Realm schemes, as the projects have progressed so too have the types of Section 75 consultation carried out. This has most recently been reflected when Mid Ulster Disability Forum were consulted with directly regarding the purchase of materials for Coalisland and a proposed change to traffic flow proposals for Maghera Public Realm was also referred to the Forum for discussion/feedback.

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13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2019-20 reporting period? *(tick one box only)*

- Yes No Not applicable

Please provide any details and examples:

N/A

14 Was the consultation list reviewed during the 2019-20 reporting period? *(tick one box only)*

- Yes No Not applicable – no commitment to review

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

www.midulstercouncil.org/council/equality

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

12

16 Please provide the **number of assessments** that were consulted upon during 2019-20:

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:

The main consultations carried out during the reporting period included the following:

- Mid Ulster Local Development Plan Strategy
- Draft Corporate Improvement Objectives (commenced March 20)
- Draft Corporate Plan 2020-2024
- Revised Waste Collection Policy (commenced March 20)

- 22** Please provide any details or examples of where the monitoring of policies, during the 2019-20 reporting period, has shown changes to differential/adverse impacts previously assessed:

A draft Carers Admission Policy has been developed in relation to Theme 3 of the Equality Action Plan (Participation Levels). The policy aims to mainstream the admittance of carers free of charge to Council owned arts venues in the District. The policy aims to create a corporate approach to the implementation of people who require an essential companion in order to access our services. Monitoring from previous years had identified that legacy practices were still in place in some of Council's Arts venues. This policy aims to mitigate against differential/adverse impacts previously identified for carers attending our venues and people who require an essential carer to accompany them.

- 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:

Limited monitoring has been carried out during this period. Additional monitoring will be put in place during the 2020/21 reporting period.

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 2019-20, and the extent to which they met the training objectives in the Equality Scheme.

During the reporting period the following training was completed:

- A Refugee and Arabic culture awareness session was attended by 6 members of staff and 1 elected member. This training was also open to the public sector. 20 public sector workers attended from various organisations including; community nursing, Further Education and the community sector including First Steps Women's Group
- The Corporate Policy and Equality Officer delivered Equality Awareness training sessions for 52 members of staff
- John Kremer delivered a training session for senior members of staff with 13 attendees from a range of departments
- John Kremer also delivered Equality and Diversity training for 8 Elected Members
- In October and November 2019 Hearing Health Awareness training provided by Action on Hearing Loss. In total 10 staff were trained.

- 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 of the training sessions show that for the training delivered by the Corporate Policy and Equality Officer was well received and provided staff with useful tools to complete their work. Comments also suggested that too much information was put forward in a short space of time, therefore this training will be extended.

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

- 26** Please list **any examples** of where monitoring during 2019-20, across all functions, has resulted in action and improvement in relation **to access to information and services**:

A Council motion was passed in October 2019 in relation to making Council events more accessible for people with Autism. While this was not as a result of a formal monitoring process, formal and informal monitoring and evaluations of Council events suggested that events could benefit from working towards increased accessibility and inclusivity for people with autism. The motion was as follows:

‘that Council consider all Council organised events and where possible allocate ‘quiet hours’ to facilitate visits/attendance by children with disabilities/special needs. Council to consult with local disability groups & centres and National Autistic Society to facilitate visits to events on both individual and group basis’.

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2019-20?

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. This review will commence as soon as Council returns to the deliver of normal service post the Coronavirus Pandemic.

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- 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)*

Learning will be taken from the implementation of the 2015-2020 Equality Scheme to inform the development of an updated Equality Scheme during the 2020-21 reporting period.

- 30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2020-21) reporting period? *(please tick any that apply)*

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

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

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

8

Fully achieved

4

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}	The Chair of Mid Ulster Disability Forum is a wheel chair user, she also continues as a member of the Policing and Community Safety Partnership.	Challenges for people with a disability are highlighted and championed. Flexibility and reasonable adjustments have been put in place.	Both groups are advised directly by someone who has first-hand experience of disability.
Local ^v	The following motion was passed by Council in October 2019, 'that Council consider all Council organised events and where possible allocate 'quiet hours' to facilitate visits/attendance by children with disabilities/special	Autism Awareness Training has been provided for staff in order to provide a better understanding of how to make	Council services will be more inclusive and accessible for people with Autism. The Burnavaon Arts and Conference Centre is now also working towards achieving the Autism Impact Award. This has

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	needs. Council to consult with local disability groups & centres and Nat Autistic Society to facilitate visits to events on both individual and group basis'	Council services inclusive for people with Autism.	included Autism Friendly performances and workshops and has included partnership working with Team Aspie, a local group who support 11-24-year-old who have Asperger's syndrome.
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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.	52 members of staff receiving the training. It provided increased knowledge and awareness for staff.	Increased awareness of disability and equality legislation. Case studies and practical examples of legislation implementation in Council settings provided officers with how to deal with common queries.
2	Hearing Health Awareness training provided by Action on Hearing Loss.	10 members of staff were trained in Hearing Health Awareness.	Improved service provision for people with hearing loss.

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	Press Release for International Day of People with Disabilities	In December 19 International Day of People with Disabilities was used to	Council buildings closed to the public in March 2020, therefore it has been difficult to quantify

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		raise awareness of accessible park at Council facilities and highlighted how they shouldn't be used by people who do not need them.	the exact outcome. However, this article did serve as an awareness raising exercise and can be followed up with further articles in the future.
2	Implementation of the Accessible Communications Policy	This policy was introduced in January 2019 and during this reporting period it has been implemented.	Implementation of the Policy has ensured that communication with people with additional needs has improved and Council Officers are now aware of the benefits of providing accessible/alternative types of communication.
3	Promotion of Accessibility in Resident's Magazine	The November issue of Council's Resident's Magazine contained an article promoting accessibility and adjustments to service provision for disabled service users drafted by	This article has provided an increased awareness amongst residents of the types of reasonable adjustments that are available to people with a disability when accessing Council's goods and services.

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 achievement of people with disabilities.	A wheelchair-based sports team were recognised by a civic reception for their sporting achievement. While a person with autism was also recognised by via a civic award for receiving national learning disabilities and autism awards.	Civic receptions and civic awards celebrate the achievements of people within the District while helping to raise awareness of disability. The civic recognition process also highlights the achievements of people who reside in the District and who have a disability.
2			

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2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above: N/A

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Any new/substantially renovated play areas meet this highest possible standards of accessibility	Improved opportunities to use accessible play areas. An audit was undertaken by the Age Friendly Officer in order to improve the sites from an Age Friendly perspectives.	Improved services for children and young people with a disability.	This is an ongoing activity. The Public Parks and Play Strategy is being delivered on an ongoing basis up until 2020. The accessibility level for 2019/20 was 15.5%.

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2	Working towards the BS:8300:2009 1:2010	Principles of disability access is adhered to.	Council buildings and facilities are equitable.	This is an ongoing activity and was implemented when possible in capital build projects during 2019/20.
3	Integrate our Disability Duties into new Policies	All new and revised policies screened for impact on disability duties.	Improved service provision via inclusive policy development and decision making.	This is an ongoing activity. New policies are equality screened to ensure the inclusion of disability duties.
4	Provide up to 6 work placements per year for individuals with disability. These placements should last approximately 10 weeks.	Number of placements provided.	Opportunity provided for people with a disability.	Work placements have been provided of varying durations

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

	Action Measures not met	Reasons
1	Training provided on accessibility on universal accessibility	Training was scheduled for March 2020 but it was postponed because of the Coronavirus outbreak.

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 return continues to be submitted to Senior Management Team in order to inform members of progress in relation to the Disability Action Plan and Equality Action Plan.

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(b) Quantitative

The number of equality screenings carried out are recorded and circulated 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?

If yes please outline below: N/A

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

The current plan was amended in 2017. Any further revisions to the plan will be brought forward in the revised Actions Plans as part of a review of the 2015-2020 Equality Scheme.

PART B

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- 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.

Appendix 2 - Template for Information to be Compiled

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>
Travel & Subsistence Policy	Jobs or Employment in Rural Areas	Mid Ulster District Council has considered the needs of staff particularly those living in rural areas via the consideration of travel distances. Staff in very rural areas will have further to travel but as there are main Council buildings in the 3 largest centres of population no one should have an unreasonable distance to travel. Technology e.g. conference calling etc should be encouraged by managers to keep travel to a minimum.
Recognition of Staff Leaving/Retiring Policy	Jobs or Employment in	The policy does not impact differently on staff living in rural areas.

	Rural Areas	
Managing Bereavement in the Workplace Policy	Jobs or Employment in Rural Areas	The policy does not impact differently on staff living in rural areas.
Dignity at Work Policy	Jobs or Employment in Rural Areas	This policy aims to prevent harassment and bullying in the workplace, provide guidance to resolve any problems should it occur and prevent recurrence. This policy does not impact differently on staff living in rural areas.
Management of Overtime Policy	Jobs or Employment in Rural Areas	This policy provides guidance to all managers & staff regardless of whether they live in a rural area or not, the policy provides a standard approach across Council in relation to the management of overtime.
Health and Safety Policy	Other	This policy will impact on all staff, service users and members of the public across the district, regardless of whether they reside in a rural or urban area. There is no differential impact anticipated.
Draft Waste Collection Policy	Other	This policy ensures that residents who live in rural areas will receive the same service as urban dwellers i.e. a collection every two weeks of residual waste, recyclable waste and organic waste (on alternating weeks). However, households which are located on/up private laneways i.e. which are not adopted (and are primarily located in rural areas) are required to bring their wheeled bins to the end of the laneway for collection. This may disproportionately affect rural householders who may be more likely not to have neighbors to assist with bringing their bins to the point of collection. Households in some rural areas may also be more likely to consist of larger families and therefore generate additional waste. Households in rural areas are also more likely to be inconvenienced

		<p>by missed collections as a result of adverse weather conditions. Also, some households in rural areas have their refuse collected by One Armed Vehicles (OAVs) which requires the householder to present the bin with the handles facing away from the road (which is the opposite position to householders in urban areas). The outcome of a Northern Ireland wide Household Waste Recycling Centre (HWRC) Review completed by the Waste Resources Action Programme (WRAP) in 2018 included a high-level spatial analysis of the distribution/provision of all sites across the country using a methodology based on drive times for residents to their nearest site. An “optimised” model was subsequently produced which suggested that the residents of Mid Ulster would still be adequately served with three less sites (identified as Ballymacombs, Coalisland and Clogher) operating across the district i.e. nine instead of twelve Recycling Centres.</p>
<p>Social Enterprise Programme</p>	<p>Rural Development</p>	<p>A key issue for many rural dwellers is that of access to services, health and wellbeing and their associated need for appropriate infrastructure in both urban and rural settings, those living in rural areas often experience these more acutely due to their geographical isolation, lower population density and the dispersed nature of many rural settlements across Mid Ulster. This is further compounded by the limited availability of public transport infrastructure and the blackspots of poor broadband provision in Mid Ulster’s rural areas. As such the Contractor will be required to promote the Programme via a range of channels and media. The Programme also takes</p>

		<p>cognisance of the issue of social isolation within the District and how this can be manifested in vulnerable groups particularly those living in rural areas.</p> <p>It has put in place measures to mitigate these issues to ensure that anyone requesting support from the Programme has the opportunity to access it, regardless of location, ability to travel or access to good broadband connectivity. The Contractor will be required to provide support to all requesting it, by meeting them at the group's base or an alternative suitable location, in addition, application forms will be provided in both hard and soft copy, to ensure that those who do not have good broadband or IT capacity can access Programme information and submit Applications without issues.</p>
Performance Improvement Policy	Other	This policy ensures that rural needs consideration becomes mainstreamed in performance improvement processes across all aspects of service delivery.
Fleet Safety Policy	Other	This policy is an internal council policy; however, it does however take into consideration the geographical makeup of the areas covered by some fleet staff and the associated implications

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.