

Mid Ulster District Council



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

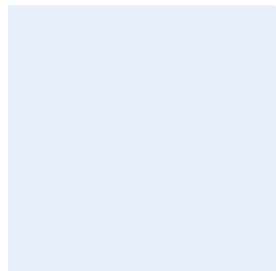
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Documents published relating to our Equality Scheme can be found at:

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

Signature:



Ann McAleer

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

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

This report reflects progress made between April 2022 and March 2023

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1 In 2022-23, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

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

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

Equality Scheme & Equality Action Plan:

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

Policy & Service Delivery:

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

PART A

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

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

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

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

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

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

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

Training:

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

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2022-23 *(or append the plan with progress/examples identified)*.

Theme 1: Accessibility of Council Services, Facilities and Events

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

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

Theme 1d: Elected Member Training

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

Theme 3: Participation Levels

3d: Increased Skills Development Opportunities

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

Theme 4: Partnership Working

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

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

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

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

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

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2022-23 reporting period? *(tick one box only)*

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

Please provide any details and examples:

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

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

PART A

- 3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

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

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

- 3b** What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

- As a result of the organisation's screening of a policy *(please give details):*
- As a result of what was identified through the EQIA and consultation exercise *(please give details):*
- As a result of analysis from monitoring the impact *(please give details):*
- As a result of changes to access to information and services *(please specify and give details):*
- Other *(please specify and give details):*

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

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

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

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

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2022-23 reporting period? *(tick one box only)*
- Yes, organisation wide
 - Yes, some departments/jobs
 - No, this is not an Equality Scheme commitment
 - No, this is scheduled for later in the Equality Scheme, or has already been done
 - Not applicable

Please provide any details and examples:

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2022-23 reporting period? *(tick one box only)*
- Yes, organisation wide
 - Yes, some departments/jobs
 - No, this is not an Equality Scheme commitment

PART A

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

Please provide any details and examples:

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

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

Please provide any details and examples:

Equality action plans/measures

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

Actions completed: Actions ongoing: Actions to commence:

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

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

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

8 Please give details of changes or amendments made to the equality action plan/measures during the 2022-23 reporting period *(points not identified in an appended plan)*:

PART A

No amendments were made to the equality action plan/measures during this reporting period.

9 In reviewing progress on the equality action plan/action measures during the 2022-23 reporting period, the following have been identified: *(tick all that apply)*

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

Arrangements for consulting (Model Equality Scheme Chapter 3)

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

- All the time Sometimes Never

11 Please provide any **details and examples of good practice** in consultation during the 2022-23 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

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

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

PART A

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

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

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

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

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

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2022-23 reporting period? (*tick one box only*)

- Yes No Not applicable

Please provide any details and examples:

14 Was the consultation list reviewed during the 2022-23 reporting period? (*tick one box only*)

- Yes No Not applicable – no commitment to review

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

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

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

16

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

1	Policy consultations conducted with screening assessment presented.
	Policy consultations conducted with an equality impact assessment (EQIA) presented.
	Consultations for an EQIA alone.

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

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

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

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

- Yes No concerns were raised No Not applicable

Please provide any details and examples:

N/A

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 2022-23 reporting period? *(tick one box only)*

- Yes
- No
- Not applicable

Please provide any details and examples:

N/A

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 2022-23 reporting period? *(tick one box only)*

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

Please provide any details:

Mid Ulster DC has adopted a Digital Transformation Strategy, the implementation of this strategy will allow for the examination of more effective monitoring techniques to be implemented over the course of the delivery of the strategy.

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

- Yes
- No
- Not applicable

Please provide any details and examples:

22 Please provide any details or examples of where the monitoring of policies, during the 2022-23 reporting period, has shown changes to differential/adverse impacts previously assessed:

No differential/adverse impacts have been identified via monitoring arrangements in 22/23.

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

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

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2022-23, and the extent to which they met the training objectives in the Equality Scheme.

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

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

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

- 25** Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

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

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

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

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

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

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2022-23?

Insert number here:

1

Please provide any details of each complaint raised and outcome:

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

Section 3: Looking Forward

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

The Equality Scheme is due for review in 2026.

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

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

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

- Employment
- Goods, facilities and services
- Legislative changes

PART A

- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

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

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

5

Fully achieved

7

Partially achieved

0

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

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

PART B

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

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

PART B

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

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

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

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

PART B

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

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

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

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Appointment of a Disability Champion and Officer and Elected Member level	Both Officer and Elected Member roles fulfilled.	Increased promotion of disability duties and related issues both internal and external to the Council.

PART B

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

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

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	'Changing Places' facilities included in capital build projects (where a need is established).	Increased accessibility at Council facilities.	Council visitor destinations and leisure venues made accessible.	5 of the 6 Changing Places have been fully completed to date. A further registration is pending
2	Any new/substantially renovated play areas meet the highest possible standards of accessibility.	Improved accessible play facilities.	Improved services for children and young people who have a disability and their siblings/friends. 24% of the Council's park equipment is now accessible.	This is an ongoing activity that will be delivered as part of the Public Parks and Play Five Year Strategic Plan 2020 – 2025.
3	Ensure accessibility details for buildings and events are available on Council's website.	Increased awareness of the accessibility of	Having accessibility information prior to	This is an ongoing activity and will be rolled out as events take place and buildings are subject to

PART B

		various Council venues and services.	attending an event or visiting a Council facility.	improvements. See Appendix 2 for examples of information provided.
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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	N/A	

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

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

(b) Quantitative

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

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

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

PART B

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

Please select

If yes please outline below:

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

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

ⁱ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

PART B

ii **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action?

Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

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

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

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

**Positive
Ageing
Month**
October

Mid Ulster

Positive Ageing Month Events

Activities, taster sessions
and informative online talks.



More events added online
www.midulstercouncil.org/positiveageingmonth2022



Mid Ulster Positive Ageing Month

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



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

Better Connected (Over 50s fitness) with Rebecca.

Fun and tailored fitness for all

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

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

Medieval History Walk

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

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

Ulster-Scots Community Network

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

Monday 10 October: 2pm - 3pm | Online

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

Age NI Community Navigator Pop Up Information Points

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

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

Alzheimer's Society Carers Information Support Programme

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

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

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

Nordic Walking

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

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

Safer Ageing and Stopping Abuse Webinar

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

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

Chatty Walks

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

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

TV Licence Help & Support Session (Online)

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

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

Cost of Living Workshop

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

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

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

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

Thursday 13 October: 10.30am – 11.30am | Online

Cookstown Multiple Sclerosis Support Group

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

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

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

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



RNID Drop-In Hearing Clinics

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

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

STEP Cost of Living Workshop

Friday 7 October: 10am – 1pm

Involve House, 16 – 18 Queens Street, Magherafelt.

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

Falls Awareness Session with SHSCT

Tuesday 18 October: 10.30am – 1pm

The Junction, Dungannon. Light Lunch provided.

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

Townlands Talk (Online)

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

Wednesday 19 October: 10.30am | Online

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

TV Licensing Scam Awareness Webinar (Online)

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

Thursday 20 October at 11am | Online

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

Games Day with Dungannon Visually Impaired Peoples (VIP) Club

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

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

Energy Efficiency in the Home (Online)

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

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

Ann Street Memories: A Look Back at Dungannon

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

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

Afternoon Tea Dance

Music and dance moves instructed by Marie Garrity.

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

Useful Contact:

Raisa Donnelly

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



Dungannon:

Changing Places - located in Dungannon Leisure Centre

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

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

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

Coalisland:

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

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

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