

Mid Ulster District Council



Public Authority Statutory Equality and Good Relations Duties

Annual Progress Report 2017-18

Contact:

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

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

www.midulstercouncil.org/equality

Signature:

A rectangular box containing a handwritten signature in blue ink that reads "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 2017 and March 2018

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 2017-18, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

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

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

Equality Scheme & Equality Action Plan:

- Council continues to implement its Equality Scheme which directly influences policies, practices and service delivery. Policy screening reports were issued in April 2017, September 2017 and December 2017. These reports are available on www.midulstercouncil.org/equality
- An Equality Action plan was developed, externally consulted upon and subsequently adapted by Council in September 2017. This plan will be in place until 2020. The plan was based upon an Audit of Inequalities carried out in 2014. The plan includes 4 themes (1. 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. For details see question 2 below.
- In June 2017 a revised and updated Disability Action Plan was issued for a 14 week consultation. One consultee requested hard copies of the plan. Follow up e-mails and telephone calls were made upon request to a number of other consultees.
- Council's Equality Consultee List was updated in October 2017
- Mid Ulster Disability Forum is now named as Council's primary consultee in relation to the implementation of Council's Disability Action Plan. The Corporate Policy and Equality Officer attends monthly meetings of the Mid Ulster Disability Forum. Secretariat support is also provided by Council. This provides an opportunity to liaise directly with people with disabilities and with people who represent groups of people with specific disabilities. This includes shop mobility, RNIB, Sure start, Education Authority and Health Trust representatives.

Policy & Service Delivery:

- 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 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 17/18 period 170 people with a disability were also supported via Everybody Active small grants programme.
- Language Line telephone interpretation service for customers who do not speak English is now operational at the three civic receptions and the leisure centre receptions.
- The Mid Ulster Disability Forum's Access Mid Ulster website is now hosted on the equality section of Council's website.
- Community Development has provided support for funding applications for a range of organisations including; Disability, Seniors and Women.
- Council has continued to support the Oil stamp scheme.
- Ongoing good relations activity across the Council area in partnership with the community and voluntary sector.
- Ranfurly House Arts & Visitor Centre 11 outreach groups participated in a variety of arts projects throughout the 17/18 period. The Members/trustees (representatives from groups) hold their meetings in Ranfurly House Arts & Visitor Centre in Dungannon four times throughout the year. Each group is offered an eight week arts project of their choice, if they wish they can run with two, four week projects as opposed to one eight week project. Members/trustees agree on arts projects for their groups, the project is delivered at their centre, it is evaluated and feedback on how projects were received by their participants is shared at management meetings. This information allows other members to make informed decisions in regard to the suitability of the various art forms for their group. Activities have included dance, storytelling, pottery and candle making.
- Council is represented on the Day Opportunities Multi-Agency Forum.
- 'Autism Hour' was held throughout all Council facilities from 10am-11am on Monday (2nd October). Actions required include the following:
 - Significantly reducing or turning off background music. PA announcements were only made when necessary
 - Switching off, reducing or dimming lights
 - Staff were briefed and made aware of practical ways of accommodating customers with Autism

Training:

- Disability Awareness Training was provided for staff and elected members at Council locations throughout the District. This resulted in 40 members of staff and 5 elected members receiving the training.
- Council's Senior Management Team also received Disability Awareness Training (provided by Employers for Disability NI) in November 2017.
- Equality Screening training was provided to staff at two separate Council locations in September 2017 and October 2017.
- 10 staff received Just A Minute training. 44 more staff will receive online training with a view to the training being rolled out Council wide during the 2018/19 period.
- Council in partnership with the Southern Health Trust, the Public Health Agency and provided two Dementia Awareness Skills Workshop in May 2017. The workshops were open to any members of the public who have contact with people with dementia. The session was an opportunity for businesses, services providers, community organisations, carers and individuals who would like to broaden their knowledge about dementia, to help improve how services can be delivered for people and their carers living with Dementia locally.
- Elected Members were provided with Good Relations Training on 18 May 2018. This training was provided by the Equality Commission in partnership with NILGA.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2017-18 (*or append the plan with progress/examples identified*).

Mid Ulster District Council's Equality Action Plan is attached as Appendix A. The current status of the measures are set out below:

Action 3a: Everybody Active sample and it demonstrated varying times and locations (indoor and outdoor) and seasonal activities.

Action 3b: Locations throughout the District have been utilised for events and programmes. This will be further examined in 2018.

Action 3c: Examples include buggy-fit where carers can exercise and bring along a child in their care. 105 carers attended these sessions with children in their care during the 17/18 period. Family Fun Night Swim is another activity where parents/guardians and the children can enjoy activities together.

Action 3d: This information currently unavailable.

Action 3e: Examples of this include:

- As part of Dementia Awareness Week in April 2017 Council staff were provided with a Factsheet on Dementia and Details on Supporting a Person with Dementia. Details of the dementia awareness helpline were also provided to staff.
- In December 2017 staff were informed of a new Education Authority initiative for young people with disabilities based in the Dungannon area.
- Carers Trust information was also circulated to staff in February 2018 regarding where and how support could be sought from the Health Trust.

Action 4a: Partnership working for 2018 is linked to Council's involvement in the Mid Ulster Disability Forum.

Action 4b: This action is now to be carried out in 2019 following local government elections-Options are being assessed for the best way to provide opportunities for residents, visitors and customers with elected members.

PART A

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2017-18 reporting period? *(tick one box only)*

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

Please provide any details and examples:

One example of a change to policy, practice, procedures and/or service delivery areas is the processes involved in relation to consultation in relation to Public Realm Scheme implementation. As a result of lessons learned from previous similar projects the decision was taken to involve the Mid Ulster Disability Forum (MUDF) at an early stage in order to ensure that equality of opportunity was integrated into the planning process at the earliest possible opportunity. The group took part in a 'walk through' in the town to point out aspects of the development that could be amended in order to make the town more accessible and pointed out practical issues to the capital development team who facilitated the process.

Changes to practices in bin collection have also been made (upon request) in order to make the service more accessible. A sign language interpreter was also used at a civic request in order to provide equality of opportunity for attendees who required sign language interpretation.

- 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:

With regard to the public realm, consultation with members of the MUDF provided feedback to suggest that they found this exercise in relation to the public realm development really useful and informative and that they found it beneficial to point out potential issues directly to the team delivering the project. This process of direct consultation with people with various disabilities in relation to capital developments is something that Council hopes to replicate on new projects going forward. From the viewpoint of Council it is invaluable to receive relevant information on what differences can be made that will benefit individuals who will be direct users.

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

As a result of the organisation's screening of a policy *(please give details):*

During 2017/18 23 plan/policies and strategies were screened of these 23 required mitigating measures which included provision of alternative formats, addressing language barriers and providing pictorial signage.

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 2017-18 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

PART A

Please provide any details and examples:

These have been integrated in line with all employees being bound by all Council policies, procedures, statutory duties and local government competency framework.

5 Were the Section 75 statutory duties integrated within performance plans during the 2017-18 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:

N/A for 2017/18, however Council's Performance Team are working towards inclusion of Section 75 statutory duties for the 17/18 Corporate Improvement Plan.

In the 2017-18 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 2017-18 report
- Not applicable

Please provide any details and examples:

Council's Corporate Plan received a midterm review during the 2017/18 period. The mainstreaming of Section 75 statutory duties was unaffected.

Equality action plans/measures

7 Within the 2017-18 reporting period, please indicate the **number** of:

Actions completed:	2	Actions ongoing:	11	Actions to commence:	2
--------------------	---	------------------	----	----------------------	---

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

One example relates to Action 1c which sits under the theme of accessibility in the Equality Action Plan. The action is titled, 'Awareness sessions regarding the specific needs of S75 groups'. This process commenced during the 2017/18 process with Council's commitment to roll out the Just A Minute (JAM) initiative within Council facilities.

Another example relates Action 3e of the Equality Action Plan- This action fits under the area of participation of carers. Staff have been provided with signposting information (via email) in relation to where they can access support for either themselves or members of their family who may act as an unpaid or voluntary carers for family members, neighbours or friends.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2017-18 reporting period (*points not identified in an appended plan*):

The Equality Action was developed during the 2017/18 period. A 14 week public consultation was held in relation to the development of the Action Plan. The finalised Equality Action Plan is attached as Appendix A.

9 In reviewing progress on the equality action plan/action measures during the 2017-18 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 2017-17 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:

Good practice was carried out in relation to the public consultation held in relation to the development of the Equality Action Plan and the reviewed Disability Action Plans. The process was publically advertised, information was available on Council’s website and consultation events were held in varying locations and at various times of day.

Good practice was also displayed in relation to the development of the new Gateway Signage that was rolled out throughout the District in December 2017. RNIB were consulted with directly in relation to the format and font included in the signage. The feedback was taken on board and the sample signage was amended to reflect the suggestions provided.

- 12** In the 2017-18 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

PART A

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:

Council's Corporate Policy & Equality Officer met with the Dungannon based Lobbying Activism Research Group (upon their request) as a focus group session. The aim was to consult the group in relation to implementing Council's Equality Duties and provide them with answers to their queries in relation to specific issues. The members raised issue in relation to consultation techniques, leisure development in Dungannon, bin collections and Our Community Plan. The Corporate Policy & Equality Officer also met with Loup Women's Group in April 2017 (upon their request) to advise them of what Council does/implements to accommodate/support S75 groups.

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2017-18 reporting period? *(tick one box only)*

Yes

No

Not applicable

Please provide any details and examples:

Equality Consultees were notified that the Equality Action Plan and Revised Disability Action Plan was approved in October 2017. Awareness-raising activities were also included as part of internal and external functions such as the Equality Officer's attendance at meetings and generally championing the disability duties.

14 Was the consultation list reviewed during the 2017-18 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)

Information on council's statutory duty arrangements can be found at:-

www.midulstercouncil.org/Council/Equality

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

23

16 Please provide the **number of assessments** that were consulted upon during 2017-18:

0	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:

N/A Council did not undertake any assessments during 17/18.

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

Yes No concerns were raised No Not applicable

Please provide any details and examples:

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

19 Following decisions on a policy, were the results of any EQIAs published during the 2017-18 reporting period? (*tick one box only*)

Yes No Not applicable

Please provide any details and examples:

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 2017-18 reporting period? *(tick one box only)*

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

Please provide any details:

An audit of Councils monitoring procedures is scheduled to take place in June 2018 and be presented to Council's Senior Management Team in September 2018.

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:

A review of the service users of registration services in the Dungannon Office for weddings prompted a decision was taken to provide information signage applicable to weddings in various languages. This was in response to a high percentage of the service users not having English as a first language. This signage has provided improved ease of use of Council services for weddings for people who do not have English as their first language.

22 Please provide any details or examples of where the monitoring of policies, during the 2017-18 reporting period, has shown changes to differential/adverse impacts previously assessed:

No information is currently available. Following the audit (as referenced in the response to No. 20) methods of collection will be put in place following SMT approval.

- 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:

Increased monitoring identified and recommended via screening has led to an improvement of service improvement in relation to policy implementation and revision.

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 2017-18, and the extent to which they met the training objectives in the Equality Scheme.

- Disability Awareness Training was provided for staff and elected members at Council locations throughout the District. This resulted in 40 members of staff and 5 elected members receiving the training
- Council's Senior Management Team also received Disability Awareness Training in November 2017
- Equality Screening training was provided to staff at two separate Council locations in September 2017 and October 2017.
- 10 staff received Just A Minute training. 45 more staff will receive online training with a view to the training being rolled out Council wide during the 2018/19 period.
- Council in partnership with the Southern Health Trust, the Public Health Agency and provided two Dementia Awareness Skills Workshop in May 2017 These workshops are open to anyone who may comes into contact with people with dementia. This is an opportunity for businesses, services providers, community organisations, carers and individuals who would like to broaden their knowledge about dementia, to help improve how services can be delivered for people and their carers living with Dementia locally.
- Elected Members were provided with Good Relations Training on 18 May 2018. This training was provided by the Equality Commission in partnership with NILGA.

While the training set out above has met some of the commitments made in Section 5.4 of the Equality Scheme the development and implementation of an equality training plan will be delivered during the remaining period of the current equality scheme i.e. 2018-2020.

PART A

- 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:

Equality Screening training was provided to staff at two separate Council locations in September 2017 and October 2017. This training has equipped staff with the confidence and awareness to complete equality screening. The benefits of the training were reflected in the evaluations sheets completed by the participants and were also reflected in increase in the number of equality screenings.

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

- 26** Please list **any examples** of where monitoring during 2017-18, across all functions, has resulted in action and improvement in relation **to access to information and services**:

The Equality Action Plan influenced the Equality Action Plan to address accessibility of services as an area of improvement for Council. Language Line telephone interpretation service for customers who do not speak English is now available to become operational at the three civic receptions and the leisure centre receptions.

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2017-18?

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

PART A

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

The focus of the Equality Scheme arrangements for 2018/19 year will be implementing additional monitoring and the development of an equality training programme.

- 30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2017-18) reporting period? *(please tick any that apply)*

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

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

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

5

Fully achieved

6

Partially achieved

2

Not achieved

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

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

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ			
Regional ^{iv}			
Local ^v	The Chair of Mid Ulster Disability Forum who is a wheel chair user was appointed as the Vice-Chair of the PCSP. She is also a member of the Mid Ulster Disability Forum.	First hand experiences and priorities of people with a disability are championed as part	Times and locations of meetings have been made flexible in order to meet the needs of people with various disabilities.

PART B

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

	Training Action Measures	Outputs	Outcome / Impact
1	Disability Awareness Training was provided for staff and elected members at Council locations throughout the District. This resulted in 35 members of staff and 4 elected members receiving the training	Increased knowledge and awareness for staff and elected members.	Increased awareness of disability legislation and the development of a greater understanding of the issues relating to service users.
2	Council's Senior Management Team also received Disability Awareness Training in November 2017	Increased knowledge and awareness for Council's management, particularly in relation to reasonable adjustments.	Demonstration of Council's commitment to the implementation of our Equality Scheme and Disability Action Plan.
3	Equality Screening training was provided to staff at two separate Council locations in September 2017 and October 2017. This resulted in 22 (including 7 Heads of Service)	Increased awareness of disability legislation and the need for mitigation and monitoring.	Increased number of Equality Screenings being carried out. Amended process has been put in place for Public Realm developments.

PART B

	members of staff receiving the training.		
4	10 staff received Just A Minute training. 45 more staff will receive online training with a view to the training being rolled out Council wide during the 2018/19 period.	Commencement of the rolling out an improved customers service process for access Council's facilities and services.	Improved accessibility of Council services.

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	Implementation of Language Line	Improved access to services for people whose first language is not English.	Improved customer services and communication arrangements.
2	Development of a draft Translation and Interpretation Policy	A clear process for how council services can be made accessible for people who require translation and/or interpretation.	It is intended that publications and events will be accessible people regardless of their disability.

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	Providing the honour of a Civic Reception to people with disabilities	Two recipients of Civic Receptions had disabilities.	Civic receptions celebrate the achievements of people within the District and as a result raises awareness of disability in sport.
2			

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	Condensed Disability Action Plan- a condensed version of the revised Disability Action Plan was provided to members of staff and made available on the intranet	Increased awareness of Council’s Disability Action Plan amongst staff from all departments.	Effective joined up working to deliver on Equality Scheme Commitments.
2			

PART B

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

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Integrate our disability duties into new Policies	Amended policies in place	Improvement of mitigating measure, identified via the equality screening process.	This is an ongoing activity.
2	Working towards the BS: 8300:2009 +a1:2010	Principles of disability access to be adhered to.	Council buildings and facilities which are equitability.	This is an ongoing activity.
3	'Equality Proof' our Community Plan	Screening completed.	Better promotion of equality and services for people with a disability.	This screening will be completed by May 2018.
4	Develop and implement a set of accessible information protocols for Corporate Communications	Policy Adopted.	Protocols implemented.	Will be completed during the 2017/18 period.
5	Continue to assess and improve accessibility of website and other communication materials	Improved accessibility of Council materials/publications.	Improved communication with service users.	This is an ongoing activity.
6.	Provide up to 6 work placements per year for individuals with disabilities. These placements should last approximately 10weeks.	Opportunities provided for people with a disability.	6 placements were provided during 17/18. The placements ranged from the following periods: <ul style="list-style-type: none"> • Ongoing once per week from 2013 	Placements were provided on the basis of the length of time that was suitable to the needs of the person undertaking the placement as well as the associated needs of the service.

PART B

			<ul style="list-style-type: none"> • Ongoing once per week from 2015 • 1x 13 weeks (July to Oct) • 1x1 week • 1x 4 weeks • 1x 13 weeks 	
--	--	--	---	--

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

	Action Measures not met	Reasons
1	Any new/substantially renovated play areas meet the highest possible	Information not available.
2	Training provided on accessibility on universal accessibility auditing	Difficultly sourcing the training within Northern Ireland.

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

(a) Qualitative

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

(b) Quantitative

The number of equality screenings carried out each quarter is recorded.

PART B

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

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

Please select

If yes please outline below:

The Disability Action Plan was revised during the reporting period. The plan was revised in order to allocate timescales, performance indicators and responsibility. The revision also reflected the changes that occurred in the transition from the legacy Councils into Mid Ulster District Council, including the approval of Council's Equality Scheme and the development of an Equality Action Plan. The revisions streamlined some of the original action, bringing similar actions together. The revision made were subject to public consultation.

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

PART B

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?

No the current plan was revised via public consultation in 2017. There are currently no plans for any further amendments.

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.

^{vi} **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

Appendix A- Equality Action Plan

Appendix B- Disability Action Plan