

<p><b>Title of Report:</b></p> <p><b>Review of Equality Action Plan and Disability Action Plan for Derry City and Strabane District Council</b></p>	<p><b>Officer Presenting: Lead Democratic Services and Improvement Officer</b></p> <p><b>Author: Policy Officer (Equality)</b></p>
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## **1 Purpose of Report/Recommendations**

- 1.1 To present Members with a revised draft Equality Action Plan and Disability Action Plan for Derry City and Strabane District Council in accordance with its duties under Section 75 of the Northern Ireland Act and Section 49 of the Disability Discrimination Order respectively.
- 1.2 To endorse the proposal to begin a consultation exercise with Section 75 groups / representatives so as to ensure that the action plans are inclusive and robust.

## **2 Background**

- 2.1 In order to comply Section 75 of the Northern Ireland Act and Section 49 of the Disability Discrimination Order the Council has reviewed its existing action plans and prepared a draft Equality Action Plan (Appendix 1) and a draft Disability Action Plan (Appendix 2) for the period 2020 to 2023.
- 2.2 These action plans take forward the commitments set out in the Council's Equality Scheme (2020-2023) and Disability Scheme (2020 – 2023).
- 2.3 Approved Equality and Disability Plans, are subsequently submitted to the Equality Commission.
- 2.4 Details of progress in relation to these plans is presented in the Annual Progress Report to the Equality Commission. The most recent version of this report was presented at the July meeting of this Committee (Min Ref GSP 86/19).

## **3 Key Issues**

- 3.1 The draft Equality Action Plan and draft Disability Action Plan have been reviewed and updated to build upon the success of actions contained within the previous action plans and to include new initiatives which tie in with commitments made within the Inclusive Growth Plan and add value to the equality and disability agenda (See Appendix 1 & 2).

- 3.2 In recognition of the importance of these documents and a commitment within the Schemes to engage with relevant stakeholders in the development of these plans, Officers are proposing to consult with Section 75 consultees over the required 12-week period which will run from 2<sup>nd</sup> March 2020 to 18th May 2020 to seek their input.
- 3.3 Members' feedback would also be welcomed and once all feedback has been considered, final draft action plans will be brought back to this Committee for further consideration and approval.
- 3.4 Members are advised that it is intended to introduce an annual review process whereby the plans will be assessed each year not only to determine their progress but also to ensure that the actions set out within each plan are current / relevant.

#### **4 Financial, Equality, Legal, HR, Improvement, Rural Needs and other Implications**

- 4.1 The development and delivery of the Equality and Disability action Plans will facilitate Council's compliance with its duties under Section 75 of the Northern Ireland Act and Section 49 of the Disability Discrimination Order.
- 4.2 The integration of the Section 75 duties into the job descriptions of all employees within Council i.e. all job descriptions have the following duty included – **“comply with and actively promote the Council's policies and procedures on all aspect of equality”** will assist in the delivery of the action plans.
- 4.3 Equality and/or disability actions will also be reflected, as appropriate in relevant Directorate Delivery Plans.

#### **5 Recommendations**

- 5.1 That subject to Members' comments that approval is given for a 12-week consultation in relation to the following documents (1) the draft Equality Action Plan 2020-2023 and (2) the draft Disability Action 2020-2023.

#### **Background Papers**

- Draft Equality Scheme 2020-2023
- Draft Disability Action Plan 2020-23