



Derry City & Strabane
District Council
Comhairle
Chathair Dhoire &
Cheantar an tSratha Báin
Derry Cille & Stràbane
Deistric Cooncil

Equality Action Plan for Derry City and Strabane District Council 2020 – 2023

Drawn up in accordance with Section 75 and Schedule 9 of the Northern Ireland Act 1998

Inequality	Positive action measures	Performance Indicator - Outcome	Lead Officer	Time-scales	Monitoring
Social Wellbeing - Health					
Leisure facilities are being under-used by various section 75 categories (i.e. women, carers, people with a disability, people over 65 years of age, ethnic minority groups)	<p>Deliver a sports and physical activities programme to promote greater activity by people with a disability, women, girls, older people and those living in areas of high social need.</p> <p>Review programming/opening times/concessionary rates and/or reduced price, free programmes to cater for all sectors of the community and introduce at least one new tailored programme to cater for each underrepresented groups</p>	Increase in usage by underrepresented groups.	Director of Development	Ongoing	Service monitoring information Data reported in annual equality progress report
<p>Rural areas are more likely to suffer in terms of social wellbeing in terms of:</p> <ul style="list-style-type: none"> • Lack of local facilities • Lack of youth clubs and professionally trained youth workers • Isolation • Transport • Capacity 	Review community centre provision across the Council area and update or provide new facilities	Communities will have bespoke facilities that will allow all user groups to enhance and expand on the services offered to the community	Head of Health and Wellbeing	Ongoing	Monitored annually as part of Statement of Progress on Strategic Growth Plan

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<ul style="list-style-type: none"> Communication 					
<p>Physical access has been cited as a barrier to participation particularly in some Cultural facilities for people with a disability.</p>	<p>Council is working towards achieving Every Customer Counts Charter status for facilities</p>	<p>Success in achieving ECC status</p> <p>Increase in the levels of usage by S 75 groups not only for people with a disability</p>	<p>Head of Business & Culture/Head of Health and Wellbeing</p>	<p>Ongoing</p>	<p>Access audits</p> <p>Service monitoring data</p>

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Lack of awareness and availability of information in an appropriate format affects certain sectors of the community – specifically in terms of the Age, Disability and Racial Group categories.	<p>Review of Council’s Code of Practice on Producing Information</p> <p>Roll out awareness sessions for staff</p> <p>Prepare easy read versions of key documentation</p>	Ensure all information emanating from Council is available to all	Lead Democratic Services and Improvement Officer (LDIO) /Marketing Team	Ongoing	Carry out annual review to ensure that Council’s information complies with the Code of Practice
Social Wellbeing - Community Development					
<p>Barriers to people fully participating in public/political life</p> <p>Under-representation from certain S75 groups due to a perceived lack of skills and confidence.</p>	<p>Review timetable of meetings times and incorporate where possible some flexibility</p> <p>Roll out awareness sessions to staff on Council’s Code of Practice on arranging accessible meetings and events.</p>	Increased attendance and participation at meetings, consultations and events especially by women, lone parents, people with a disability where relevant	LDIO/Party Leaders	Ongoing	<p>Monitor attendance at meetings</p> <p>Monitor gender breakdown of elected members</p>

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Women are significantly under-represented in elected office, on public bodies	Develop a programme of awareness raising and confidence building to encourage people to play an active part in civic life, including building on events around Local Democracy Week.				
Women, people with a disability, older people and people from the LGBT community expressed higher levels of worry about all crime	Continue to roll out community warden scheme Raise awareness of other Police and Community Safety Partnership (PCSP) initiatives such as community warden scheme and “safer homes” campaign	Improved feeling of safety in the home	PCSP Manager	Ongoing	Crime statistics for Council Areas PCSP survey results
People from certain S75 groups are less likely to do voluntary work due to barriers which include:- · Access and location/timing of meetings or events · Language · Stigma/discrimination faced by minorities - Suitable opportunities	Develop a volunteer policy for staff Raise awareness of volunteering opportunities at Council events Roll out awareness sessions for staff on Council’s Code of Practice on arranging accessible meetings and events	Improved participation in public life with more members of S75 groups actively volunteering or supporting volunteers in local organisations and community projects	HR Unit/Arts and Culture Manager	Ongoing	Monitoring of volunteers taking part in Council activities
Need for elected members to understand the equality issues	All Councillors will receive equality/diversity training to promote	Residents will benefit from Councillors being	LDIO		No of complaints received about

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of all S75 categories in order to best represent their interests	a greater understanding of equality issues and obligations	better prepared to represent their views			non-representation of issues
Economic Wellbeing – Economy and Enterprise					
Lack of job opportunities in the Derry City Council area	Subject to legislation incorporate social clauses in all capital work with significant spend. Identify investment opportunities for business which is primarily focused on disadvantaged areas.	Creation of jobs/apprenticeships for local people as per legislation Creation of more job opportunities for local people	Director of Business and Culture Director of Business and Culture	Ongoing March 2015	Analysis of Capital Projects and employment impact will be carried out annually
Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability	Work with Employment and Skills team to continue targeting the long term unemployed and up-skill potential employees for employment opportunities Ring fence at least 2 jobs per annum for people with a disability	Upskill underrepresented groups in the workforce to avail of any job opportunities Have increased participation of people with a disability in the workplace	Director of Business and Culture HR Unit	Ongoing January 2020	Analysis of annual performance indicators from Employment and Skills unit HR Staff Statistics

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<ul style="list-style-type: none"> • Under-representation of various S75 categories in entrepreneurial activity. • There is a general lack of employment in rural areas and respondents feel that there needs to be a balanced approach in the Council area to job creation. • Perceptions and barriers towards participating in Arts and Culture activities for all ages needs to be addressed to encourage the development of job opportunities in this area. • Lack of job opportunities for young people. • Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability. 	<p>Derry City Council will work with relevant stakeholders to deliver the “Strategic Growth Plan 2017-2032”</p>	<p>Increase in number of local people accessing work as there will be Improved job opportunities for local people as part of objectives under regeneration programme</p>	<p>Derry City Council & External Stakeholders</p>	<p>January 2020 onwards</p>	<p>Statement of Progress on Community Plan</p>

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Environmental Wellbeing					
Transport can sometimes be a barrier to accessing the civic amenity service particularly for older people, women, people with dependants and people with a disability	Raise awareness of bulky lift service to ensure everyone in the Council area are aware of alternative method for their waste disposal.	Increased number of people availing of the bulky lift service. Decrease in amount of domestic rubbish being dumped illegally Cleaner Environment	Director of Environment and Regeneration	Ongoing	Monitor uptake of services annually
Lack of understanding on how to use civic amenity service and recycling bins	All information and signage should be available in an appropriate format so that those whose first language is not English and those with low literacy levels can use the service properly.	Information provided in a number of formats as identified by front line officers	Director of Environment and Regeneration	Ongoing	Review demand for information in various formats annually.

Training

<p>Lack of awareness of the needs and priorities of increasingly diverse communities within the Council area when delivering Council services</p>	<p>Ensure Equality module forms part of Induction training for new staff to ensure basic awareness of statutory duties</p> <p>Provide training in the Equality screening/equality impact assessment processes so that staff can identify needs and priorities of all users when reviewing and developing services</p>	<p>No of sessions held</p> <p>Staff will be more aware of the importance of consulting with S75 consultees will be involved in the review and development of Council services/policies</p>	<p>LDIO</p>	<p>February 2020 onwards</p>	<p>No of complaints from S75 groupings regarding Council failing to meet their needs</p>
<p>Lack of participation of Section 75 groupings in consultation exercises</p>	<p>Provide training in the Equality screening/equality impact assessment processes so that S75 representative group can understand the importance of their participation in shaping Council's policies and services which may affect them</p>	<p>No of sessions held</p> <p>Increase in number of S75 groups who provide input into Equality consultations</p>	<p>LDIO</p>	<p>September 2020 onwards</p>	<p>No of complaints from S75 groupings regarding Council failing to meet their needs</p>

Monitoring

Lack of monitoring data across Council services in general	Carry out an Audit of Inequalities Deliver awareness raising sessions on monitoring of services Internal monitoring systems to be set up	Inequalities highlighted – staff more aware of the need to ensure that services are inclusive and available to all	Senior Leadership Team	April 2020 onwards	Statistics gathered through Council's monitoring systems to inform Annual Progress Report Data collated for audit of inequalities and Statement of progress
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