



## **Introduction**

Section 75 of the NI Act 1998 requires public authorities to comply with two statutory duties.

The first duty is the equality of opportunity duty which requires public authorities in carrying out their functions relating to N Ireland to have due regard to the need to promote equality of opportunity between the nine equality categories - persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation, men and women generally, persons with a disability and persons without, and persons with dependants and persons without.

The second duty is the good relations duty and requires public authorities to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group.

In order to fulfil the above, all public authorities are required to develop an Equality Scheme and have this approved by the Equality Commission for NI.

An equality scheme is a statement of the commitment of the public authority to fulfilling its Section 75 statutory duties. The Commission in addition recommends that a public authority should develop action measures to promote equality of opportunity and good relations.

Action measures should be tailored to the specific functions, duties, objectives, and policies of the organisation and certain functions may be more relevant than others to the Section 75 statutory duties. Consequently, the Commission also recommends that it may be helpful to develop an action plan, which details the action measures, in order to help ensure compliance with the statutory duties.

This action plan covers the period 2021-2025 in order to mirror the Equality Scheme of Council and has been subject to a public consultation. It should be noted that measures in the plan will not all be undertaken within the same time-frame and that priorities may alter over time. Consequently, the action plan should be viewed as a flexible living document and it will be reviewed accordingly.

By working to the above recommendations Council believes that this further underlines its commitment to fulfilling its obligations in respect of the two Section 75 statutory duties.

<b>Theme 1: Service Provision</b>					
<b>Potential Inequality or Key Issue</b>	<b>Desired/Intended Outcome</b>	<b>Sec 75 Group Impacted / Potentially Impacted</b>	<b>Actions</b>	<b>Responsible Unit/Department</b>	<b>Monitoring and Timescales</b>
<p>1.1 Not all individuals may be accessing the appropriate level of service they require</p> <p>(Access to waste collection services)</p>	<p>To ensure that identified groups e.g. elderly, larger families, those with health conditions/disabilities (inclusive of those medical conditions that generate additional volume of waste) have access to waste collection services</p>	<p>Age Dependants Disability Gender Race</p>	<p>Continue to provide assisted lifts as appropriate and bin upgrade assessment in line with Council policy</p>	<p>Waste Management &amp; Operational Services</p>	<p>No. of assisted lifts and No. of bin upgrades provided</p> <p>Ongoing feedback and annual review</p>
<p>1.2 Some residents may wish streets or Council property/facilities to be named in a language other than/in addition to English</p>	<p>Ensure that appropriate policies and processes are in place to consider requests and that they comply with current legislation</p>	<p>Political opinion Race Religious belief</p>	<p>Apply current policy to requests for street naming</p> <p>Review current policy and/or develop new policy as required</p>	<p>Building Control / Environmental Services Directorate Environmental Services (ES) Committee</p> <p>All relevant services</p>	<p>Ongoing monitoring of requests and annual review</p>
<p>1.3 Cemetery Provision</p>	<p>To ensure that cemetery provision is available to all faiths and also those of no faith</p>	<p>Political opinion Race Religious belief</p>	<p>To make explicit that all faiths, and none, will be accommodated (as far as practicable).</p> <p>Continue through the development of a corporate cemetery strategy.</p>	<p>Environmental Health/Environmental Services Directorate</p>	<p>Ongoing monitoring of interments, including breakdown by faith, where known.</p> <p>Evidence of consideration given to issues raised</p>

<p>1.4 Some children may not be able to access relevant play facilities that they may require</p> <p>(Inclusive Fixed Play Equipment Provision)</p>	<p>Inclusive opportunities available to children, regardless of ability and background, as far as practicable.</p>	<p>Age Dependants Disability Gender</p>	<p>Development of Inclusive Fixed Play Equipment Provision Policy (with input from key stakeholders)</p> <p>Active consideration of needs of different abilities in development and refurbishment of facilities</p>	<p>Parks &amp; Amenities</p>	<p>Evidence of consideration and new facilities developed/provided</p> <p>Feedback from users and key stakeholders</p> <p>Annual review</p>
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<b>Theme 2: Access to Information</b>					
<b>Potential Inequality or Key Issue</b>	<b>Desired/Intended Outcome</b>	<b>Sec 75 Group Impacted / Potentially Impacted</b>	<b>Actions</b>	<b>Responsible Unit/Department</b>	<b>Monitoring and Timescales</b>
<p>2.1 Some individuals/groups may be disadvantaged by not having full access to information provided by Council</p> <p>(Ensure information is accessible to all)</p>	<p>Ensure all individuals/groups have access to information they may require</p>	<p>Age Dependants Disability Gender Political opinion Race Religious belief</p>	<p>To keep under review requests for information in various formats across Council</p> <p>Monitor all electronic/social media avenues to promote accessibility</p>	<p>All Council Departments &amp; Units, including Communications core services such as:</p> <p>Waste Management</p> <p>Environmental Health</p> <p>Parks &amp; Amenities</p> <p>Sports Services</p>	<p>Ongoing monitoring of requests and feedback</p> <p>Annual review</p>

<b>Theme 3: Our Community</b>					
<b>Potential Inequality or Key Issue</b>	<b>Desired/Intended Outcome</b>	<b>Sec 75 Group Impacted / Potentially Impacted</b>	<b>Actions</b>	<b>Responsible Unit/Department</b>	<b>Monitoring and Timescales</b>
<p>3.1 Some individuals, children/young people as well as adults with a range of disabilities, may not have access to appropriate toileting/cleaning facilities locally</p> <p>(Adequate provision and distribution of Changing Places Toilets across Council facilities and area)</p>	<p>Improved provision of appropriate toilet facilities which meet the needs of those with severe disabilities.</p>	<p>Age Dependants Disability Gender</p>	<p>Carry out public consultation and develop draft Changing Places Policy and Guidance</p> <p>Active consideration of CP facility in all relevant new projects and refurbishments, according to policy</p> <p>Active promotion of CP provision to Council partners as appropriate</p>	<p>Assets Unit/Service Transformation Directorate</p>	<p>Number of projects where a CP facility is considered</p> <p>No of new facilities provided within the Council area</p> <p>Feedback and annual review</p>
<p>3.2 Some individuals/groups may find the location of Council facilities a deterrent to use or may find certain buildings and premises inaccessible.</p> <p>(Location/provision of facilities including indoor and outdoor leisure; council property and public service sites)</p>	<p>Facilities and services are located to ensure accessibility as far as is practical to all potential users.</p> <p>Equitable services delivered across the Council area by ensuring that its estate is fit for purpose and meets ongoing needs.</p>	<p>All</p>	<p>Audit of existing facilities Political feedback Capital investment schedule Review of capital programme GIS mapping Demographic study</p> <p>Estates strategy to be approved and Estates action plan to be developed</p>	<p>Parks &amp; Amenities Sports Services Communities Assets Waste Management &amp; Operational Services</p>	<p>Ongoing</p> <p>Feedback and annual review</p>

			Facilities and services, including accessibility measures, promoted accordingly		
3.3 Some groups may feel that they can't access available grants  (Access to grants)	To ensure equitable access to grants and grant aid	All	Use all feasible communications media  Publicise grant finder  Targeted promotion to under-represented groups as appropriate	Sports Services  Communities  Economic Development	No. of grant applications  Feedback and Annual review Monitor applications from different locations within Council and, where feasible, by equality group.
3.4 Digital Inclusion – No one left behind	The Council Digital strategy's vision is to help people in our local communities by using digital innovation and technology to deliver better council services. The strategy recognises that technology can bring improvements in efficiency, effectiveness and help improve the overall quality of service delivery.	All	Three year Strategy developed, with associated action plan.  Planning to recognise that not all citizens will be equally able to access digital services and may require adjustments or alternative provision.	Service Transformation Directorate	Customer engagement survey.  Digital exclusion mapping.  Digital services review.

<b>Theme 4: Health and Wellbeing</b>					
<b>Potential Inequality or Key Issue</b>	<b>Desired/Intended Outcome</b>	<b>Sec 75 Group Impacted / Potentially Impacted</b>	<b>Actions</b>	<b>Responsible Unit/Department</b>	<b>Monitoring and Timescales</b>
<p>4.1 Some individuals/ groups may feel that they can't participate in various leisure activity programmes</p> <p>(Access to physical activity programmes)</p>	Elderly, disabled or socially isolated are accommodated equitably	Age Dependants Disability Gender Race Sexual Orientation	<p>Engagement to identify those in need</p> <p>Tailoring of 'inclusive' CSAW programmes</p> <p>Proactive promotion to and targeting of under-represented groups</p>	Parks & Amenities	<p>Review of users</p> <p>Ongoing feedback and annual review</p>
<p>4.2 Some families/ households may feel excluded from various sports activities</p> <p>(Vitality Household Membership)</p>	To provide increased accessibility to a wide range of health and physical wellbeing programmes and activities	Age Dependants Disability Gender Marital status Race Sexual orientation	<p>Equality screened</p> <p>New concession groups</p> <p>GIS mapping</p> <p>Targeted marketing</p>	Sports Services	<p>Membership numbers</p> <p>User categories/numbers</p> <p>Independent survey/ feedback</p> <p>Annual review</p>
<p>4.3 Some individuals/ groups may feel they can't participate in various leisure activities due to costs</p> <p>(Charging policy)</p>	To ensure price is not a barrier to participation irrespective of socio-economic circumstances by offering a range of activities with concessionary rates as appropriate	Age Dependants Disability Gender Marital status Race	<p>GIS mapping</p> <p>Non user feedback</p> <p>Targeted marketing</p> <p>Comparison with public and private competitors</p>	<p>Parks &amp; Amenities</p> <p>Sports Services</p> <p>Communities</p>	<p>No. of users including concessions</p> <p>Feedback and Annual review</p>



<b>Theme 5: Training</b>					
<b>Potential Inequality or Key Issue</b>	<b>Desired/Intended Outcome</b>	<b>Sec 75 Group Impacted / Potentially Impacted</b>	<b>Actions</b>	<b>Responsible Unit/Department</b>	<b>Monitoring and Timescales</b>
5.1 Customer facing staff, and supervisors, may feel that they require (regular) training to deal with the broad range of customers	To ensure that such staff can deal with a broad customer base	All	Identify training needs  Deliver annual programme which includes both generic equality awareness training and issue-specific training for identified target groups	Equality Officer and HR & OD Heads of Service	Ongoing  Evaluation of training delivered  Feedback from staff and evidence of impact
5.2 Managers and senior staff require “refresher” training in respect of a strategic and/or emerging issues	To ensure staff are equipped to deliver on Council’s equality commitments and duties  To ensure that equality considerations are embedded in planning and service delivery	All	Identify training needs and provide training on areas such as: Policy development Equality Screening Cultural awareness Disability awareness Rural Needs	Equality Officer and HR&OD  Delivery may include external providers (including Equality Commission)	Ongoing as training needs identified  Evaluation of training delivered  Feedback from participants and evidence of impact
5.3 Given their role as decision makers Elected Members require appropriate training	To ensure that Elected Members are aware of their responsibilities regarding Section 75 and provide leadership and direction as appropriate	All	Identify training needs and provide training as considered necessary	Equality Officer and HR&OD  Delivery may include external providers (including the Equality Commission)	Ongoing as training needs identified

<b>Theme 6: Policy development and business planning</b>					
<b>Potential Inequality or Key Issue</b>	<b>Desired/Intended Outcome</b>	<b>Sec 75 Group Impacted / Potentially Impacted</b>	<b>Actions</b>	<b>Responsible Unit/Department</b>	<b>Monitoring and Timescales</b>
<p>6.1 All relevant activities/policies may not be screened and hence comply with commitments in the Equality Scheme</p> <p>6.2 Potential inequalities or issues not identified in a timely manner and therefore not addressed fully in policy development and business planning</p>	<p>All activities/policies developed and screened in parallel in a timely manner to ensure compliance with the Section 75 statutory duties</p> <p>Equality issues identified at an early stage and appropriate action taken</p> <p>Improved processes and consistency of approach across Council functions/departments</p> <p>Screening outcomes to be evidence based</p>	All	<p>Policy development and Equality screening to be undertaken as early as possible, supported by targeted consultation and ongoing monitoring as appropriate</p> <p>Review of processes and templates to ensure equality considerations built into business planning</p> <p>Regular review and reporting, including to Committee/Council, as appropriate</p>	Equality Officer, all Council departments and Corporate Management Team	<p>Ongoing, with quarterly Departmental Management Team</p> <p>Updates as well as annual review of activities/policies</p> <p>Review of processes in Year 1 of plan</p> <p>Feedback from service users, consultees and staff</p>

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22 September 2021