

<b>Title of Report:</b>	<b>Section 75 Annual Progress Report to Equality Commission for NI</b>
<b>Committee Report Submitted To:</b>	<b>Full Council</b>
<b>Date of Meeting:</b>	<b>5<sup>th</sup> August 2025</b>
<b>For Decision or For Information</b>	<b>For Decision</b>

<b>Linkage to Council Strategy (2021-25)</b>	
Strategic Theme	Cohesive Leadership
Outcome	Council has agreed policies and procedures and decision making is consistent with them.
Lead Officer	Head of Policy and Community Planning

<b>Budgetary Considerations</b>	
Cost of Proposal	
Included in Current Year Estimates	<b>YES/NO</b>
Capital/Revenue	
Code	
Staffing Costs	

<b>Legal Considerations</b>	
Input of Legal Services Required	<b>NO</b>
Legal Opinion Obtained	<b>NO</b>

<b>Screening Requirements</b>	Required for new or revised Policies, Plans, Strategies or Service Delivery Proposals.		
Section 75 Screening	Screening Completed:	Yes/No	Date:
	EQIA Required and Completed:	Yes/No	Date:
Rural Needs Assessment (RNA)	Screening Completed	Yes/No	Date:
	RNA Required and Completed:	Yes/No	Date:
Data Protection Impact Assessment (DPIA)	Screening Completed:	Yes/No	Date:
	DPIA Required and Completed:	Yes/No	Date:

## **1.0 Introduction**

- 1.1 Under Section 75 of the Northern Ireland Act 1998 (and included as a commitment in the Council's Equality Scheme) is a requirement that the Council provide an annual report to the Equality Commission for NI on progress in meeting our obligations under the equality and good relations duties.
- 1.2 The report also requires the Council to report on how it is fulfilling its statutory duties under Section 49A of the Disability Discrimination Act 1995 by reporting on progress made on the commitments included in the Council's Disability Action Plan.

## **2.0 Annual Progress Report 2024/25**

- 2.1 A copy of the draft Annual Progress Report for 2024/25 is attached for your information.
- 2.2 The format of the report is based on a template provided by the Equality Commission and the report always covers the previous financial year. The period of time this report deals with therefore is from 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025.
- 2.3 Part A of the report relates to the Section 75 Equality and Good Relations duties and covers outcomes, impacts and good practice in relation to these areas of work, along with progress on the Council's Equality Action Plan, consultations undertaken, screening and Equality Impact Assessments undertaken, monitoring arrangements, training and complaints made in relation to equality and good relations issues.
- 2.4 Part B outlines actions achieved, partially achieved or not achieved in relation to the Council's Disability Action Plan.

## **3. Recommendation**

- 3.1 It is recommended that the Council approve the adoption of the draft Annual Progress Report for 2024/25.

# Causeway Coast and Glens Borough Council




**Causeway  
Coast & Glens  
Borough Council**

## Public Authority Statutory Equality and Good Relations Duties

### Annual Progress Report

#### Contact details:

<ul style="list-style-type: none"><li>Section 75 of the NI Act 1998 and Equality Scheme</li></ul>	Name: Elizabeth Beattie Telephone: 028 777 60318 Email: Elizabeth.beattie@causewaycoastandglens.gov.uk
<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As above <input checked="" type="checkbox"/> Name: Click or tap here to enter text. Telephone: Click or tap here to enter text. Email: Click or tap here to enter text.
Documents published relating to our Equality Scheme can be found at:	<a href="https://causewaycoastandglens.gov.uk/equality-diversity-and-the-disability-duties">Equality, Diversity and the Disability Duties - Causeway Coast &amp; Glens Borough Council (causewaycoastandglens.gov.uk)</a>
Signature:	

**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 2024 and March 2025**

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

- 1 In 2024-25, 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.*

During the reporting period April 2024 to March 2025, Causeway Coast and Glens Borough Council made significant policy and service delivery advancements to better promote equality of opportunity and foster good relations, with a strong emphasis on inclusion across all Council services and in the regeneration and use of shared community spaces. These efforts reflect and support the increasing diversity within our resident population and tourism base.

Key developments involved collaborative approaches with communities and stakeholders through co-design, consultation, and partnership forums, integrated from the earliest stages of new builds, refurbishments, policy development, and ongoing improvements. This inclusive approach was embedded across a wide range of initiatives to ensure services are accessible, inclusive, and responsive to diverse community needs. Notable examples include:

**Autism Café Partnership:** In collaboration with health and community partners, the Council supported the delivery of an accessible Autism Information Café, providing families with safe spaces to connect and access support. The café was also used to consult on digital pre-visit guides to improve service accessibility for neurodiverse users.

**Digital Employment Hub, Cushendall:** Funded through Growth Deal, this hub enhances employment and training opportunities in a rural area, offering a digitally enabled space that promotes inclusive service access for individuals, businesses, and community groups.

**Age Friendly Causeway Calendar:** A comprehensive calendar of events aimed at removing barriers and encouraging older people's active participation in community life.

**Shared Space Projects:** Inclusive community facilities such as the Ballycastle Shared Space sports facility and the PEACE IV funded Courthouse Creative Hub were developed, promoting cross-community engagement, peacebuilding, and collaboration.

**Destination teams summer campaign:** An inclusive publicity campaign prominently featured a young boy with Down syndrome. The campaign aimed to reflect the lived experiences of disabled individuals and promote a more welcoming and representative image of our borough as a tourist destination. The initiative not only encouraged greater participation in tourism by disabled people and their families but also contributed to wider awareness of the value of inclusive representation in public life.

**Environmental and Good Relations Initiatives:** Programmes involving school-aged children fostered positive use of shared spaces and community cohesion through activities like clean-ups, tree planting, and bilingual cultural events.

**Public Realm Improvements:** Accessibility and safety enhancements in Ballycastle and Ballymoney improved pedestrian infrastructure, benefiting older people, those with disabilities, and families.

**Ballycastle Museum Refurbishment:** A community-driven project focused on improving both physical and programmatic accessibility, ensuring the museum is welcoming to diverse users.

**Youth Empowerment through Causeway Young Traders Market:** This initiative supported young people under 30 in developing entrepreneurial skills within an inclusive and accessible environment.

**Equality Awareness and Staff Development:** The Council delivered comprehensive equality and diversity training for staff, raised awareness through campaigns and civic engagement, and introduced wellbeing initiatives to foster an inclusive workplace culture.

These initiatives directly align with the Council's 5 strategic priority areas:

- 1: Cohesive Leadership
- 3: Improvement and Innovation
- 4: Healthy and Engaged Communities
- 5: Climate Change and Our Environment

Outcomes and improvements achieved include:

- Increased accessibility and participation across all ages and abilities in cultural, recreational, and employment activities.
- Positive shifts in community attitudes, with 76% of participants reporting greater knowledge of different cultural traditions.

## PART A

- Enhanced cross-community engagement through shared spaces and peacebuilding projects.
- Improved inclusion of vulnerable and marginalized groups via targeted advice services and support networks.
- Stronger staff awareness and commitment to equality, resulting in a more respectful and supportive organizational environment.

Overall, these developments demonstrate the Council's ongoing commitment to promoting equality of opportunity and building cohesive, inclusive communities that welcome and empower people from all backgrounds to participate fully in civic, cultural, and economic life.

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

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2024-25 (*or append the plan with progress/examples identified*).

In 2024–25, the Council continued to implement a range of actions under its Equality Action Plan, aimed at promoting inclusion, tackling inequalities, and improving access to services across Section 75 protected groups. These measures have led to tangible outcomes in areas such as community engagement, inclusive service delivery, and cultural participation. The following examples illustrate the positive impact of these actions on individuals and communities throughout the Borough.

Action Ref: A - Cohesive Leadership

Issue Identified: 1. Foster deep-rooted equality and inclusion

Desired outcome(s): Section 75 duties integrated and mainstreamed into business planning processes

Actions embedding:

- Equality training for all Elected Members.
- Identification of a suite of equality related training for Elected Members

During the reporting period, Elected Members completed equality and diversity training covering bias, stereotyping, discrimination, and their responsibilities under equality legislation. Additional training was offered through the Equality Commission as part of the Councillor Development Charter. These sessions strengthened inclusive leadership within the Council by increasing awareness and embedding a deeper understanding of Section 75 duties in decision-making, policy development, and service planning.

Equality and inclusion were also embedded by the Mayor who met with and highlighted the work of a diverse range of groups, reflecting the Section 75 categories. These included young people and women in sport and enterprise, such as the Ballymoney Girls Youth Academy, young entrepreneurs, and Loughgiel Shamrocks Camogie team; as well as cultural and community groups like Friends of Ballycastle Museum, Moneydig Rural Network, and Roe Valley Ancestral Researchers. Engagements with RNLI volunteers, GAA teams, and recipients of New Year's Honours highlighted the importance of community background, age, and civic participation. These meetings helped raise awareness, celebrate diversity, and support efforts to tackle inequalities across the Borough.

- Role of Diversity Ambassador reinvigorated within Council.

The Diversity Ambassador acted as a visible champion for underrepresented groups and by raising awareness and encouraging open conversations, advising and encouraging participation from the different Section 75 groups through internal and external communications. Examples of this were when she promoted the Disability action Plan, attended Local Government Staff Commission networking and best practice events, advocated for inclusive designs, engaged with the community at the Hate Crime event for schools, attended the Autism Café and praised the accessibility efforts and frontline staff trained in Disability awareness.

- All service areas to identify at least one equality or inclusion action in yearly business plans.

An example of a completed action is the review of accessibility at Household Recycling Centres which the Operations team incorporated into their business plan. This was delivered through a dedicated consultation process, with questions co-produced by individuals who had experienced barriers accessing the service. It marked the Council's first full easy-read consultation, with all surveys and associated documents designed in an accessible format. This approach ensured more inclusive engagement and informed improvements to service provision for all users.

Issue Identified: 2. Need to tackle both persistent and emerging inequalities in a strategic manner.

Desired outcome(s): Improved awareness and understanding of inequalities and the potential impact of decision-making on each Section 75 category.

Actions embedding:

- Corporate consultations include specific equality of opportunity and good relations questions.
- Quarterly email sent to each Head of Service asking them to share inequalities which have been identified in their area.
- Emerging inequalities to be reviewed by Senior Leadership Team.

The final question of the Household Recycling Centre survey invited respondents to identify any service barriers, inequalities, or good relations issues they had experienced or observed. These insights, combined with internally identified inequalities, were reviewed by the Senior Leadership Team and led to a series of



practical actions, implemented across relevant departments to improve accessibility and promote more equitable service delivery. An example of this is where long-standing perception issues relating to Councils spend across the borough were alleviated through a new more transparent grants funding dashboard. This now helps community users to understand how funding decisions are made and view the geographical impact of those decisions.

The Labour Market Partnership in 2024, identified key inequalities impacting access to employment, training, and community engagement. These include economic inactivity among women, rural residents, and older adults; gender segregation in career pathways; age-related barriers; physical and communication challenges for disabled individuals; limited cross-community and ethnic minority inclusion; digital exclusion; and difficulties faced by those with caring responsibilities. In response, the Council delivered targeted initiatives such as Retrain Plus academies, youth and older adult programmes, inclusive job fairs with BSL/ISL interpreters, flexible scheduling, and mixed communication methods. These measures aim to reduce inequalities and ensure services are inclusive, accessible, and promote good relations across all Section 75 groups.

**Desired outcome(s): Compliance with Equality, Disability and Rural needs legislation**

**Actions embedding:**

- Quarterly reminders to review and undertake both equality screening and rural needs assessment exercises for all new policies or changes to services.

These education reminders have proved to increase the number of equality screenings from 19 in the last reporting to period 22 in this period. Although more work needs to be done with regards to monitoring.

**Action Ref: B. Improvement and Innovation**

**Issue Identified: 1. Addressing Access Barriers**

**Desired outcome(s): Creation of an accessible environment for staff and customers**

**Actions embedding:**

- Raise awareness that Every Customer Counts audit and action plans should be reviewed on a yearly basis.

Every Customer Counts audits continued throughout the reporting period, with improvements including external building audits. These assessments will help establish a baseline to inform and measure future accessibility enhancements.

- Undertake a consultation process to identify barriers to service inclusion across all service areas.

Heads of Service were asked to identify barriers to service inclusion, coupled with a review of complaints and requests for service. As a result, accessibility information is being gathered to inform and guide service users.

- Review and identify options for teenager activity/socialisation in the borough.

In May 2024, the Causeway Young Traders Market provided residents aged 16–30 with an opportunity to develop entrepreneurial skills and engage with the local economy. The initiative promoted youth participation in civic and economic life, supported equal opportunities, and encouraged social interaction. Additionally, "The Road to The Open" project offered inclusive opportunities for young people from diverse backgrounds to participate in new sports and to get involved in community activities, contributing to wider social engagement and inclusion.

- Review access to Leisure Centres across all Section 75 equality groupings.

During the reporting period, the Council made significant progress in enhancing the accessibility and inclusivity of its leisure services. Three Council-operated Leisure Centres achieved Autism Impact Awards, recognising efforts to create more supportive and accommodating environments for neurodiverse individuals. To further improve service delivery, JAM Card training was rolled out across Council facilities, helping staff better assist individuals who require a little extra time or support. In addition, the Council launched a weekly inclusive cycling hire scheme, providing access to hand-cycles, tandems, and tricycles. This initiative promotes physical activity, independence, and inclusive access to outdoor recreation for individuals with a wide range of needs. Collectively, these actions demonstrate the Council's commitment to removing barriers and ensuring equal access to leisure opportunities for all residents.

Quiet spaces were introduced in the Council's three main Leisure Centres, creating more supportive environments for individuals with sensory sensitivities or those seeking a calm area within busy facilities.

- Investment in play parks to support inclusion in rural areas.

As part of the Council's commitment to enhancing inclusive and accessible outdoor spaces, Greysteel Play Park was upgraded with interactive activity walls and a dedicated quiet space to support sensory engagement, creating more inclusive play opportunities for children of all abilities. In Drumsurn, an accessible path and cycling route was developed from the Community Centre to the nearby playpark, improving safe access for families and individuals with mobility needs. Additionally, a new play park at Dromore Avenue was delivered, offering modern play facilities and a green space that encourages social interaction and recreation for both residents and visitors.

- Ensure all Council run events have changing places toilet provision.

This action was embedded through a Council motion.

- Identify support for people living with disabilities to gain work experience and valuable skills through Council.

The Council, through its Labour Market Partnership (LMP), has supported a range of inclusive employment and skills development initiatives aimed at removing barriers and increasing opportunities for individuals with disabilities. Across multiple academy programmes, including the Youth Work Academy and the Non-Emergency Ambulance Care Academy, participants included individuals who disclosed a disability, demonstrating the Council's commitment to accessible pathways into training and employment. These academies also offered flexible participation options, including part-time hours, which are particularly beneficial for individuals managing health conditions or caring responsibilities.

In addition, the Council funded and supported 10 inclusive job fairs across the Borough in partnership with local Jobs and Benefits Offices. These events welcomed individuals of all backgrounds, including those with disabilities and from ethnic minority communities. To ensure accessibility, British Sign Language (BSL) and Irish Sign Language (ISL) interpreters were in attendance along with support organisations who provided tailored guidance for people with disabilities. Through these efforts, the Council continues to promote equal access to work experience and skills development for all residents, including those with additional support needs.

- Extend the current provision of Easy Read documents across Council.

Council's emphasis on communication over the reporting period has increased the number of Easy Read documents developed by 10. This has supported a wide range of individuals for example those who have a learning disability; or whose first language is not English etc.

- Identify barriers faced by LGBTQIA+ community.

Staff News articles highlighted barriers related to acceptance and language, emphasising the important role Council officers play in fostering inclusion and recognising the value of every individual.

#### Action Ref: B. Improvement and Innovation

##### Issue Identified: 2. Identify service improvements

Desired outcome(s): Improved service accessibility for staff and customers

Actions embedding:

- Review and identify targeted actions to encourage younger applicants for positions in Council.

A review of current platforms occurred to ensure Council is using the right mechanisms to attract a more diverse range of applicants. This was an outcome flowing from the last audit of inequalities in 2023, which identified that our staff base did not adequately mirror diversity and youth levels within our Council area.

Desired outcome(s): Compliance with Equality, Disability and Rural Needs legislation

- Transfer the Corporate website to a more stable platform to support increased accessibility.

During the reporting period Council launched a new and more accessible website meeting legislative requirements and extending accessibility provision.

## PART A

- Raise understanding through Development of Disability Hate crime lesson plan

A launch event for PCSPs Hate Crime lesson plan was held in October 2024, the lesson plan aims to improve education about Hate Crime in our borough.

- Undertake a review of accessibility at Household Recycling Centres

A consultation process was undertaken to identify measures to improve accessibility at Household Recycling Centres.

- Undertake a review of accessibility of Public Conveniences and analysis of provision

Unfortunately, due to staff changes in this section this review was moved to the next reporting period.

- Reintroduction of 'Just a Minute' (JAM) Awareness Training to Council staff.

Council has entered a 3-year partnership with the NOW group to increase understanding, disability awareness and improve service provision. This commenced with a staff training programme.

- Ensure all consultation programmes are filtered through the Equality Forum, Youth Voice and Age-friendly Forum.

Through the reporting period all consultations were sent to these groups.

- Provision of premises mapping to meet the needs of Neurodiverse service users. Pilot in Leisure Centres and then spread out across Council.

Maps co-produced by the Equality Forum, Leisure and Estates Services are currently in production to support neurodiverse service users. In addition, the groundwork for a pre-visit video of the Roe Valley Leisure centre has been completed alongside a pre-visit flip book. This will be rolled out in the other 3 leisure centres over the next 2 reporting periods.

- Identify the feasibility of GIS to link budget spending in the borough to areas. Thereby supporting transparent budget spending and Elected Member decision making.

To enhance accessibility and transparency, the Council's Geographical Information System (GIS) team developed an interactive Grants and Funding Dashboard. This tool allows residents to easily access funding data, understand how funding decisions are made, and view the geographical impact of those decisions. Designed to be user-friendly across a range of devices, the dashboard supports filtering and interaction, ensuring inclusive access to relevant information for all users.

- Develop a trans equality Corporate policy for Elected Members decision.

A trans equality policy has been drafted during the reporting period, however due to recent legislative uncertainty this has been put on hold until further guidance can be provided by the Equality Commission.

- Improve access through visual signage.

Visual signage improvements have been made in Roe Valley Leisure Centre and the Joey Dunlop Leisure Centre; however further work is on-going in this area.

- Achieve Autism Impact award at 3 Main Leisure Sites.

Council has achieved these awards, and a publicity event is at planning stage.

- Develop a cycle hire scheme to increase usage and further develop inclusive cycling.

Although planned for 2026 Council has moved forward with an inclusive cycle hire scheme in Joey Dunlop Centre.

- Implement actions from the Local Government Mental Well Being Strategy.

A new wellbeing hub cited on the staff portal was introduced to support on-going health and wellbeing initiatives, coupled with the introduction of a Work-Related Stress Toolkit with specific guidance for managers. Council also initiated an organisational 'Health Check' to assess workplace culture, structures, and practices. Approved in February, the process was supported by the Local Government Staff Commission, who independently gathered staff and member feedback through

surveys, focus groups, site visits, and one-to-one meetings. In addition, Council introduced an initiative to offer a private health cash plan to all employees. This complements the new wellbeing hub by encouraging staff to proactively address health concerns. These initiatives support staff retention, reduce workplace stress, promote wellbeing, and enhances Council's ability to attract new talent.

#### Action Ref: - C Healthy and Engaged Communication

Issue Identified: 1 Improving Data held in Council

Desired outcome(s): Decision-making based on clear data

Actions embedding:

- Develop a data base of condition surveys for all assets to better prioritise repairs and maintenance work.

During the reporting period the Estates Services team commissioned an external company to undertake Audits of key buildings, while internal skills are developed through a training process.

- Measure performance against other NI Councils – Association of Public Sector Excellence.

The Council continues to engage with and benchmark its performance against other Public Sector bodies through collaboration, shared learning, and participation in regional working groups and networks. This ongoing engagement enables the Council to align with best practice standards, identify gaps, and adopt innovative approaches to policy development and service delivery. This helps Council to respond effectively to emerging issues, refine strategies, implement evidence-based improvements, and contribute to consistent and equitable outcomes across the public sector.

- Identify Health and Safety Issues which could impact on service provision and develop a repair schedule.

This area has been included as part of the external Audit process.

- Move towards digitisation of full plan building control applications – support the digitisation of 10% in 2024.

Work has commenced and the initial percentage met.

### Action Ref: - C Healthy and Engaged Communication

Issue Identified: 2 Improved consultation

Desired outcome(s): Consultation process reach all groups including those harder to reach groupings.

Compliance with Equality, Disability and Rural needs legislation

- Ensure all consultation programmes are filtered through the Equality Forum, Youth Voice and Age-friendly Forum.

Consultations have been issued to these groups, with the Equality forum being a key co-production resource. The Equality Forum continued work in partnership with Council officers to improve our services and over the reporting period were involved in the following projects:

1. Accessible Signage in Leisure Centres.
2. Recruitment & Selection Advertising Platforms.
3. Assisted Help Scheme at Recycling Centres.
4. Go Succeed "Request for Agency feedback on needs of their client groups who are entrepreneurs".
5. Ballycastle Public Realm.
6. Ballymoney Public Realm.
7. Coleraine Town Plan.

- Continued business and visitor consultation using the Town Centre Forum.

The Town Centre Forums composes of members of the community, business and specialist representatives. This forum was involved in various sustainability and development projects to improve the towns in our Borough. Examples are the Seafront Improvement Project, reviews of sheltered walkways, local business interaction at community events, improvements to car parking and flower planting in town areas. This work has promoted inclusive economic participation and engagement across diverse groups, while supporting the creation more welcoming, safe, and user-friendly public spaces.



Action Ref: - D Climate Change and our Environment

Issue Identified: 1 Improved feelings of safety for all Section 75 Groups

- Educate staff about hate crime.

Staff have been educated about hate crime as part of the Staff News education process and PCSP hate crime initiative.

- Complete LED lighting replacement within identified Car parks.

LED lighting replacement within identified car parks has commenced, with ad hoc replacements already incorporating LED technology. Full site replacements have been completed at Dunluce Car Park (Portrush) and Newal Road Car Park (Ballymoney).

Action Ref: - D Climate Change and our Environment

Issue Identified: 2 Improve service provision for hard to reach and Section 75 Groups

Desired outcome(s): Citizens and Visitors increased access to natural environments

- Engage young people in non-traditional sporting activities.

To support the engagement of young people in non-traditional sporting activities, Council developed and opened new all-weather, outdoor multi-use games areas (MUGAs) in both Magilligan and Dervock. These inclusive facilities provide flexible, accessible spaces that accommodate a wide range of recreational activities beyond traditional team sports, such as street soccer, basketball, and informal fitness games. Additionally, Council completed a refurbishment of Mosside community centre hall, creating a functional, inclusive indoor space for recreation and sports activities. The upgraded facility is designed to support all age groups and abilities, enhancing accessibility and promoting health, wellbeing, and social inclusion, particularly within this rural community.

As part of this wider effort, Council also facilitated two multi-sports events involving four schools and 120 young participants, offering sports not typically available in school settings. These events played a positive role in bringing young people from different community backgrounds together, encouraging social interaction, mutual understanding, and a shared sense of community belonging. By creating these opportunities, the Council supported young people to become more actively engaged in uniting their communities.

- Provide Cultural Competency training for schools.

As part of its cultural competency work with schools, Council delivered workshops and exhibitions designed to help children explore shared history, heritage, and cultural diversity. Through programmes such as the Peace Heroines workshop, creative history projects linked to local war memorials, and the World of Stories initiative, where pupils gained a deeper understanding of different traditions and the legacy of peacebuilding in Northern Ireland. These activities encouraged positive attitudes, mutual respect, and cultural awareness, helping young people appreciate the richness of local culture and feel more confident engaging with those from different community backgrounds.

All age groups:

Council extended its peacebuilding and cultural initiatives to all age groups through a broad range of Good Relations and the commissioning /development of shared space programmes. These included arts, heritage, and environmental projects designed to bring individuals from different cultural, religious, and community backgrounds together in meaningful and inclusive ways. New initiatives include:

Digital Employment Hub at Cushendall; to support job creation, enhance business collaboration, and increase community engagement.

Ballycastle Shared Space Project, a shared community sports facility with Ballycastle School, forming part of what is expected to be Northern Ireland's first shared education campus.

Courthouse Shared Space Creative Hub, to support people from different backgrounds to create and meet fostering inclusion, peace and collaboration as well as playing a part in regenerating the area by hosting start-ups and micro businesses.

- Deliver a community arts programme of events/projects which increases engagement in the arts across Section 75 groups.

These included workshops, festivals, and collaborative projects engaging people of all ages, abilities, and cultural backgrounds. Notable examples include:

Shared Space Arts Events: These events promoted cross-community interaction through inclusive performances and exhibitions.

Good Relations Week 2024: This week featured a range of activities, including Ulster Scots and Irish cultural events, encouraging participation from ethnic minorities and diverse groups.

Creative Practitioners' Bursary Scheme: This scheme provided funding to support creative skills training or development programmes for creative practitioners residing or professionally based in the Causeway Coast and Glens Borough Council area.

- Deliver a museums programme of events/projects which increases engagement in the arts across Section 75 groups.

Initiatives such as 'A Causeway Safari Tale' welcomed over 400 children from diverse educational settings, while the '100 Objects for 100 Years' exhibition offered accessible storytelling across multiple museum sites. Events for Ulster-Scots Language Week and reminiscence sessions in local libraries further supported cultural inclusion for older people and those with sensory impairments. These initiatives were attended by individuals of all ages, backgrounds, and abilities.

Action Ref: - D Climate Change and our Environment

Issue Identified: 3 Protecting our Environment

Desired outcome(s): Work towards Net Zero energy (Meet NI 2050 Net Zero targets)

- Develop a range of energy reducing programmes to reduce consumption in Council and offset carbon discharge

Council has commenced construction of a new portable community centre in Drumsurn. The project includes the development of an accessible path and cycling route to the nearby playpark and incorporates solar panels, making it one of the first Net Zero new builds in the Borough. This initiative promotes long-term environmental sustainability.

## **Labour Market Partnership Equality Response 2024/25**

### **Introduction**

The Causeway Coast and Glens Labour Market Partnership (LMP) is a programme funded by the Department for Communities (DfC) aimed at tackling key challenges in the local labour market. We offer support to individuals who are unemployed, economically inactive, under-employed, or in need of upskilling. In addition, the partnership assists local employers in recruiting and retaining staff.

Our work is collaborative by nature. Within the Council, we engage closely with departments such as Economic Development, Community Development, and the Funding Unit. We also maintain strong partnerships with a wide range of external statutory and non-statutory organisations.

The Labour Market Partnership aims to promote inclusion and equality in all programmes that we deliver. In 2024-2025 our action plan included programmes that impacted several Section 75 groups. These programmes have been summarised below.

## **2024/2025 Action Plan**

### **Business Start Up and Seed Fund – Inclusion (All)**

Work is ongoing on this academy and equality monitoring has not been completed by all the applicants, but so far there has been a strong gender mix.

### **Retrain Plus – Inclusion (All)**

The Retrain Plus programme in the year 2024-25 contained the following academies: Non-Emergency Care Academy, Transport (HGV and Bus Driving) Academies, Taxi Academy, Security Academy, Lifeguard Academies, Youth Work Academy and the Childminding Academy. All academies were open to all residents within the Causeway Coast and Glens area who were over the age of 18, currently unemployed, under-employed or at risk of redundancy. All participants also required a legal right to work in the UK.

Participants represented a diverse range of ages and community backgrounds, including both males and females. The Childminding Academy primarily attracted female applicants, whereas the HGV and Taxi Academies saw a higher proportion of male participants. Other academies had a more balanced gender distribution.

The Youth Work Academy was predominantly comprised of single participants under the age of 18 and participation was split across the community in terms of the two main religious background groups.

The Non-Emergency Ambulance Care Academy had the highest number of participants aged over 50 compared to other academies.

Overall, the majority of participants were between the ages of 18 and 49, with a smaller number under 18 and over 50.

Participants mostly self-reported being married, in civil partnerships or single.

There was an approximately equal distribution between participants with dependents and those without. Many academies offer opportunities for applicants to work part time hours as well as full time hours which can be especially beneficial for those with dependents.

Finally, some individuals across the various academies disclosed having a disability.

### **Personal Learning Account Fund – Inclusion (All)**

The Personal Learning Account Fund can provide up to £500 towards accredited or industry recognised training required for career development. Applicants must be aged 16 and over, have the legal right to work and live in Causeway Coast and Glens Borough. The aim of this fund was to remove a financial barrier preventing many individuals from upskilling.

Within the borough there was a vast range of ages who applied and a mix of genders. Final monitoring has not been completed yet.

### **LMP Outreach – Inclusion (All)**

The CCG LMP have attended many events to outreach to local community groups across the borough. This included ‘Connecting Communities’ held at Glenariff Community Centre and a ‘Meet the Funders event’ held in Limavady Arts Centre, both in September 2024.

The LMP also attended an Asylum Seekers Information event held in Portrush in June 2024, to connect to asylum seekers and encourage them to reach out once they apply and receive the legal right to work in the UK.

### **Job Fairs – Inclusion (All)**

In partnership with local Jobs and Benefits Offices, we have supported and funded 10 job fairs across the borough over the past year. These events were held in Coleraine, Limavady, Dungiven, Loughgiel and Ballymoney. The job fairs were open to all individuals aged 16 and over, attracting attendees of all ages and backgrounds, including those from ethnic minority communities.

To ensure inclusivity, several support organisations participated in the job fairs to address the needs of residents with disabilities. Additionally, the LMP provided both Irish Sign Language (ISL) and British Sign Language (BSL) interpreters to remove communication barriers for members of the Deaf community.

### **Inclusive Recruitment and Outreach Efforts**

Over the past year, we have implemented a range of inclusive recruitment strategies to promote participation in our programmes.

Digital marketing through the Council’s website and social media channels has enabled us to reach a broad and varied audience. However, we remain conscious that not all individuals have equal access to online platforms.

To ensure wider accessibility, we have also utilised traditional communication methods, including posters, flyers, press releases and radio advertisements.

Recognising the importance of engaging underrepresented and hard-to-reach groups, we collaborated with a range of partners to support recruitment efforts. These included local Jobs and Benefits Offices, community and voluntary sector organisations, and other departments within the Council.

### **Communication**

Across all of the LMP programmes, we have consistently emphasised the importance of incorporating flexibility wherever feasible. Aware of the varied barriers participants may encounter, we have embraced a flexible approach ourselves and have strongly encouraged our contractors to do the same wherever possible.

Please see examples highlighted below:

- Offering both morning and afternoon workshops, events, and training sessions has allowed individuals with dependents to take part in our programmes.
- Online sessions have been well received not only by participants with dependents, but also by those facing health challenges that make in-person attendance difficult. This approach has also helped overcome transport limitations, especially in rural areas.
- Recognising that not everyone is comfortable with online formats or has the necessary digital skills or internet access, we have also prioritised offering in-person events and sessions

### **Conclusion**

Inclusion and equality are central to the ethos of the LMP programme. Over the past year, we have been proud to engage with and support individuals of all ages, backgrounds, and circumstances.

Looking ahead, we remain firmly committed to embedding diversity, equity, and inclusion across all aspects of LMP programme delivery and future initiatives.

In addition, there were other on-going initiatives and examples of good practice which have been outlined in [Appendix 1](#).

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2024-25 reporting period? *(tick one box only)*

☒ Yes

☐ No (go to Q.4)

☐ Not applicable (go to Q.4)

Please provide any details and examples:

Practices have been adjusted to better identify and respond to inequalities as evidenced by increased equality screenings, quarterly reviews of emerging inequalities, and targeted Labour Market Partnership programmes addressing barriers across gender, age, disability, rurality, and ethnicity.

Service delivery was enhanced through inclusive leisure initiatives like autism-friendly centres, JAM Card training, accessible cycle hire, quiet spaces, and upgraded play parks. Policy improvements included hate crime awareness in staff communications and lesson plans.

Communication practices also evolved, with more Easy Read materials produced and improved visual signage, supporting broader access. The Council improved digital access and transparency via an interactive funding dashboard and improved corporate website.

- 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:

The changes made will have a direct and positive impact on individuals across all Section 75 categories by reducing barriers, increasing inclusion, and promoting equality of opportunity. For example:

- People with disabilities benefit from autism-friendly leisure centres, JAM Card recognition, accessible cycling options, improved signage, Easy Read materials,

and enhanced digital access, potentially supporting greater independence and participation in public life.

- Older people and young people have better access to services, information and public spaces through upgraded play parks, youth-focused market and sports initiatives, and quiet spaces, supporting social interaction and wellbeing.
- People of different ethnic backgrounds and those with language barriers gain improved access to services through inclusive communications, translated or simplified materials, and hate crime awareness initiatives that promote safer, more welcoming environments.
- Men and women, particularly those impacted by gender segregation in the workforce, benefit from targeted Labour Market Partnership programmes aimed at improving access to training and employment.
- People of different community backgrounds, sexual orientations, and religious beliefs are more supported through inclusive leadership, a commitment to good relations, and public engagement that celebrates diversity and challenges discrimination.
- Rural residents now face fewer access challenges due to improved physical infrastructure and digital tools that make services and funding information more transparent and accessible.

Overall, these measures help ensure individuals feel seen, supported, and empowered to participate fully in civic, economic, and social life within the Borough.

**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):*

Equality Screenings supported the improvement of services to meet the needs of individuals linked to various Section 75 groupings.

☐ As a result of what was identified through the EQIA and consultation exercise *(please give details):*

Click or tap here to enter text.



☒ As a result of analysis from monitoring the impact *(please give details)*:

This annual review has also highlighted the need for improved monitoring systems.

☒ As a result of changes to access to information and services *(please specify and give details)*:

The identification of barriers to information for some citizens and visitors supported increased Easy Read documents and Councils accessible provision will continue in the next reporting period.

☒ Other *(please specify and give details)*:

The quality of equality screening documents was reviewed. While refresher training has reduced the number of screenings which cited no mitigation was necessary, there still appears to be issues around monitoring. While some areas had clear monitoring methods in place, others did not. Over the next period this needs to be addressed with education around monitoring and the types of systems that could be put in place to improve the effectiveness of the screening process.

## 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 2024-25 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:

All Council job descriptions contain a clear obligation placed on staff to comply with and actively promote the Council's policies and procedures relating to equality and diversity.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2023-24 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

- 6 In the 2024-25 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 corporate plan
- ☐ No, the organisation's planning cycle does not coincide with this 2023-24 report
- ☐ Not applicable

Please provide any details and examples:

Equality measures were included in Business Plans, departmental objectives and continued to be addressed within the corporate planning process. Action Plans from Every Customer Counts assessment were incorporated into annual business improvement planning.

**Equality action plans/measures**

- 7** Within the 2024-25 reporting period, please indicate the **number** of:

Actions completed:

6

Actions ongoing:

33

Actions to commence:

3

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

A consultation was taken to identify barriers to service inclusion, the corporate website was moved to a more stable platform, Household Recycling centres were reviewed for accessibility, Just a Minute Awareness training was reintroduced, our 3 Leisure Centres now have achieved their Autism Impact Awards, and a cycle hire scheme was piloted and is now in place.

- 8** Please give details of changes or amendments made to the equality action plan/measures during the 2024-25 reporting period (*points not identified in an appended plan*):

As this is the second year of the Equality Action Plan, although the Public Conveniences review was pushed to the 2025/2026 the Cycle hire Scheme planned for 2026 was brought forward so there were still 6 completed actions.

- 9** In reviewing progress on the equality action plan/action measures during the 2024-25 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 2024-25 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:

- At planning stage for Coleraine Leisure Centre a consultation was opened aiming to reach existing and non-users to determine public expectations and develop the facility's outline design.
- Various engagement events were held with members of the public, stakeholders and community representatives at the planning stage of the 15<sup>th</sup> Open at Royal Portrush. This informed traffic and transport, sustainability, business operations and allowed people to find out more about volunteering and being part of this event.
- In November 2024, a comprehensive stakeholder engagement process including a consultation meeting was held to discuss the future of Benone Holiday and Leisure Park Complex bringing together approximately 100 people, to discuss their views on a future vision for this site.
- Accessible QR codes and easy read consultation questionnaires were developed and used within the consultation process to ensure greater inclusion and improved feedback.

- The Equality Forum continues to work as a consultation medium. Consultation methods in this reporting period included site visits, mock-up reviews, face-to-face/hybrid meetings and focus groups.
- Production of increased Easy Read versions of documents, peer reviewed in conjunction with the Cedar Foundation.
- The actions contained in the Autism Action Plan were consulted on and progressed via partnership working with the Northern and Western Health Boards, regional and local autism groups and champions. Actions were co-designed, developed and fulfilled in partnership with these groups.
- The Diversity Ambassador raised the profile of various equality actions and campaigns and encouraged consultation involvement through video and social media messages. The Ambassador also attended best practice events and shared examples of our own good practice.
- A video of the draft pre-visit guide was developed and taken to a Northern Region Autism Café to directly consult with final users who were not on any of our current consultation lists.

**12** In the 2024-25 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 by email with an opportunity to opt in/out of the consultation
- ☐ Internet discussions
- ☐ Telephone consultations
- ☒ Other *(please specify)*: Hybrid meetings/ videos/specialist information cafes

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:

The consultations undertaken were inclusive of all Section 75 categories. The accompanying questionnaires captured detailed equality data, particularly in relation to gender, age, and ethnicity. The gender breakdown of respondents closely reflected the borough's population, with the majority identifying as either male or female, and the distribution across categories aligning with local demographic data.

Notably, the ethnicity data indicated greater diversity among respondents compared to the most recent census. This may suggest a shift in the borough's demographic composition or improved engagement with minority ethnic communities.

In terms of age, the largest proportion of respondents fell within the 55–64 age bracket. While this deviated slightly from the general population profile, it was anticipated based on the specific topics under consultation, which were likely to attract greater interest from this age group.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2023-24 reporting period? *(tick one box only)*

☒ Yes

☐ No

☐ Not applicable

Please provide any details and examples:

Emails, tweets and Facebook messages were sent to equality consultees and community groups within the Council area and flyers/postcards handed out at events/workshops and events to encourage participation in equality either as a consultee or as part of the Councils equality forum. A video of the draft pre-visit guide was developed and taken to an Autism Café to directly consult with new Autistic individuals and their families who would eventually use the final video.

- 14** Was the consultation list reviewed during the 2024-25 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)**

[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

Screening outcome reports can be found here: [Screening Outcome Reports - Causeway Coast & Glens Borough Council \(causewaycoastandglens.gov.uk\)](https://causewaycoastandglens.gov.uk/screening-outcome-reports)

Annual reports can be found here: [Annual Equality Reports - Causeway Coast & Glens Borough Council \(causewaycoastandglens.gov.uk\)](https://causewaycoastandglens.gov.uk/annual-equality-reports)

The equality scheme can be found here: [Equality Scheme - Causeway Coast & Glens Borough Council \(causewaycoastandglens.gov.uk\)](https://causewaycoastandglens.gov.uk/equality-scheme)

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

22

- 16** Please provide the **number of assessments** that were consulted upon during 2023-24:

22 Policy consultations conducted with **screening** assessment presented.

1 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:

The EQIA Consultation in relation to the draft Public Memorials Policy continued into this reporting period

- Engagement with the elected members, staff, Council's Equality Scheme consultees, members of the public, equality forum and youth voice.
- Direct consultation with members of the public, Elected Members and staff through a paper survey, on-line survey and written submissions.

#### The Planning Application Validation Checklist consultation

- Engagement with the elected members, staff, Council's Equality Scheme consultees, members of the public, equality forum and youth voice.
- Direct consultation with members of the public, Elected Members and staff through a paper survey, on-line survey and written submissions.

#### Coleraine's new Leisure Centre planning stage consultation

- Engagement with Council's Equality Scheme consultees, members of the public, equality forum and youth voice.
- Direct consultation with members of the public, through an on-line feedback process.
- Consultation and co-design with disability representatives.

#### Coleraine town plan design of engagement consultation

- Direct consultation with equality forum.

#### The Labour Market Partnership

- On 20th November 2024 a review of the 2024/27 Strategic Assessment was carried out by Causeway Coast and Glens Labour Market Partnership Members to review employability outcomes and local labour market conditions in the Causeway Coast and Glens Borough Council Area. Key inequalities were identified through a combination of labour market statistics, equality monitoring, and direct community consultation. Data from NISRA and Jobs & Benefits Offices highlighted gaps in employment and skills among underrepresented groups. Targeted outreach events, such as community forums and an asylum seekers' event, gathered lived experiences to inform service design. Equality forms captured data on age, gender, disability, and caring responsibilities, while feedback from partners and participants helped identify barriers like transport, digital exclusion, and flexible access needs. This ensured programmes were inclusive and responsive to diverse community needs.



- 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 2024-25 reporting period? *(tick one box only)*

☒ Yes

☐ No

☐ Not applicable

Please provide any details and examples:

EQIA review of the Flags Policy

EQIA draft Public Memorials Policy

**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 2024-25 reporting period? *(tick one box only)*

☒ Yes

☐ No, already taken place

PART A

☐ No, scheduled to take place at a later date

☐ Not applicable

Please provide any details:

Data sources were updated. Internal staff data was also updated and provided to staff. Communication documents were re-prioritised to support reformatting into easy read.

- 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:

In line with the absence policy monitoring an introduction of a work-related stress toolkit for managers was introduced. Following recruitment monitoring a review of recruitment advertising platforms occurred. In addition, a women in leadership initiative was offered.

- 22** Please provide any details or examples of where the monitoring of policies, during the 2024-25 reporting period, has shown changes to differential/adverse impacts previously assessed:

Members from the LGBT+ community are now more visible in our community with a member from Causeway Pride chairing our Equality Forum.

Councils' Recruitment Advertising platforms were reviewed to identify ways to increase the reach and encourage more diverse applicants. A new process will now be implemented.

The ODHR team worked closely with each of the Directors, Managers and Supervisors to assist and support employees who were absent from work through a range of preventative proactive measures alongside the reactive measures to include referrals to Occupational Health. Together with a range of other Health and Wellbeing activities this

demonstrated a positive impact on absence figures for 2024/25, reducing the days lost per employee figures from 18.06 days to 15.02 days.

- 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:

**1. Household Recycling Centre Accessibility Consultation**

What was monitored: Responses to the consultation, including equality, good relations, and service barriers.

Contribution: This was Council's first full easy-read consultation, co-produced with individuals who had experienced barriers to access. The data directly informed practical service improvements, like physical upgrades and communications adjustments, ensuring more inclusive access.

**2. Quarterly Email to Heads of Service on Emerging Inequalities**

What was monitored: Internal identification of service-based inequalities.

Contribution: Enabled early detection of trends and service issues across departments. This fed into strategic planning, with examples like the development of a transparent Grants Funding Dashboard to address perceptions of geographic inequality in funding.

**3. Equality Screening and Rural Needs Monitoring**

What was monitored: Number and scope of equality screenings and rural assessments.

Contribution: Increased screenings from 19 to 22 during the period, improving the integration of Section 75 considerations into policy decisions. Quarterly reminders ensured this remained a live part of planning processes.

**4. Labour Market Partnership (LMP) Programme Monitoring**

What was monitored: Participation data and barriers to employment across Section 75 categories.

Contribution: Identified key inequalities (e.g. economic inactivity in women, older adults, disabled individuals, and rural residents), shaping programmes like Retrain Plus, inclusive job fairs, and targeted academies—resulting in more accessible and responsive employment services.

**5. Equality Forum Engagement and Co-Production**

What was monitored: Service user feedback from Section 75 groups through the Equality Forum.

Contribution: Informed planning of accessible signage, recycling centre support schemes, and inclusive economic initiatives (e.g. Go Succeed feedback). This ensured services met the real-world needs of diverse user groups.

## 6. Autism Impact Audits in Leisure Centres

What was monitored: Sensory and communication barriers experienced by neurodiverse users.

Contribution: Directly led to changes such as quiet spaces, signage improvements, and the introduction of neurodiverse-friendly maps and pre-visit resources, supporting inclusive leisure policy and planning.

## 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 2023-24, and the extent to which they met the training objectives in the Equality Scheme.

Training	No of Attendees
Dignity at Work Training	39
Diversity, Inclusion & Equality	1
Disability Equality	212
JAM Card training	340
ONUS Trusted Colleague	6
Health & Wellbeing for Managers	7
Mental Health Awareness for Managers	10
Mental Health First Aid	8
Women in Leadership	5
	628
Mandatory E-Learning	
Being aware of your unconscious bias	21
Dignity at work	197
Disability awareness	59
	277

Enhanced staff communication through HR News monthly newsletter

Induction training sessions all include a section on the provision of S75, general Equality and Diversity issues and Good Relations.

In addition, Makaton signs and symbols are provided in all Staff news editions to develop the understanding of this language and support improved interaction and communication. Awareness raising emails and staff news articles which include lived experiences continue to develop understanding and the acceptance of differences.

The above training sessions have met the following training objectives contained in the Council's Equality Scheme:

- Continue to deliver a suite of equality and diversity related training for all staff.
- Develop a corporate approach to enhancing the customer experience.
- Compliance and improved recording processes.
- Review issues identified on an annual basis and develop actions to address them.

**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:

The Jam Card training has supported staff to interact better with customers empowering them to provide an improved service. As a result of the autism awareness Coleraine Leisure Centre and Roe Valley Leisure Centre staff have been awarded the Autism Impact Award, this understanding also led to improvements in service provision and increased usage of the centre by neuro-diverse individuals, and it is hoped that this will also lead to improved health and wellbeing outcomes.

Mental Health awareness training has enabled staff to feel increased support within their workplace, enabling staff to freely ask for help and reasonable adjustments where necessary.

The reinvigoration of the Diversity Ambassador role through increased staff information, education articles and a higher profile will continue to support the mainstreaming of equality and good relations in a relevant and meaningful manner.

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

- 26** Please list **any examples** of where monitoring during 2024-25, across all functions, has resulted in action and improvement in relation **to access to information and services**:

**1. Equality Screening Monitoring**

Ongoing monitoring of policy screenings led to an increase in completed equality screenings (from 19 to 22), highlighting a greater integration of equality considerations into decision-making and helping to identify access barriers at an earlier stage.

**2. Household Recycling Centres Consultation**

Monitoring feedback from a co-produced, easy-read consultation identified barriers for disabled users. In response, accessibility improvements are planned to site layouts and communication materials, enhancing access for all service users.

**3. Inclusive Employment through Labour Market Partnership (LMP)**

Data gathered through LMP consultations and programme monitoring identified access barriers by gender, age, disability, and rurality. As a result, tailored initiatives such as flexible academy models, inclusive job fairs with sign language support, and targeted outreach were implemented to reduce inequalities in employment and training.

**4. Every Customer Counts Audits**

Monitoring from annual audits—including new external building audits—identified physical access issues across facilities. These findings are now informing future accessibility improvements and building upgrades.

**5. Website Accessibility Upgrade**

User testing and performance monitoring led to the development of a new corporate website, meeting updated accessibility standards and improving navigation for users with disabilities or low digital literacy.

**6. Easy Read Document Expansion**

Tracking of service user needs prompted a ten-document increase in Easy Read formats, supporting users with learning disabilities or limited English proficiency to better access key Council information.

**7. Visual Signage Review**

Monitoring feedback from neurodiverse users and disability groups led to improved signage development to support more accessible navigation.

**8. Equality Forum Input to Consultations**

The inclusion of the Equality Forum in ongoing consultation processes ensured continuous monitoring of equality impacts, resulting in improved co-produced services such as leisure accessibility maps and public realm projects.

### Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2024-25?

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:

2025

- 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)*

Training with regards to monitoring and the importance of such.

Screening refresher training.

- 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

PART A

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

Improved data collection, sharing and analysis. Information with regards to Transgender service provision.



## 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:

6	1	1
Fully achieved	Partially achieved	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 <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
National <sup>iii</sup>	N/A	Click or tap here to enter text.	Click or tap here to enter text.
Regional <sup>iv</sup>	N/A	Click or tap here to enter text.	Click or tap here to enter text.
Local <sup>v</sup>	An inclusive marketing campaign ran focused on increasing visibility and inclusion through tourism and destination marketing.	By placing disability inclusion at the heart of our promotional materials, the campaign aimed to reflect the lived experiences of disabled individuals and promote a more welcoming and representative image of our destination.	The initiative not only encouraged greater participation in tourism by disabled people and their families but also contributed to wider awareness of the value of inclusive representation in public life

PART B

	<p>The Equality Forum continued to be used as a consultative and representative forum within Causeway Coast and Glens.</p> <p>A working group continued to improve access to services for people with Autism. People with a disability were supported to attend and fully engage in Council matters. Improved accessibility for individuals with a disability to participate in physical activity initiatives, access sport and improve well-being.</p>	<p>A wide range of S75 groups continued to be represented at the Equality Forum including a range of groups representing those with disabilities.</p> <p>Actions in the Autism Action Plan continued to be overseen by Elected representatives who commissioned the service improvement Action plan. Local disability groups continued to be involved in consultation initiatives and forward planning. Inclusive programmes were facilitated for individuals with a disability.</p>	<p>Representatives from local Disability Groups both co-created and were consulted on major policy and infrastructure projects. (E.g. Area Redevelopments). Due to successful initiatives group membership has expanded.</p> <p>Actions outlined in the Autism Action plan continue to be achieved. Representatives advised, directed and co-developed initiatives and policies. Increased people with a disability were able to participate, exercise and socialise.</p>
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
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PART B

1	Induction Training Sessions.	Quarterly induction training sessions for all new employees of Council. These sessions include a section on equality, diversity and good relations.	New employees awareness of the legislative requirements relating to equality and good relations have been improved and a baseline of skills and knowledge is developed.
2	Training Sessions for staff on: Disability Awareness, Health & Wellbeing for Staff.	Training for relevant staff on a range of equality and disability issues continued.	Employees of Council have up-to-date awareness of equality and disability issues affecting people with specific disabilities. Promotion of positive attitudes towards people with a disability.
3	Awareness raising training for staff and elected members.	Monthly awareness emails to all staff and elected members.	Promotion of positive attitudes towards disabled people through acknowledging the contribution of people with a disability.
4	Members training programme.	Members training programme delivered.	Members capacity will be developed to ensure awareness of legal obligations in relation to employment and service delivery.

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	Continuous improvements supporting accessibility for individuals with a disability to access information about all Council Services.	Easy Read was identified as important communication tool.	10 new Easy Read documents were developed. Feedback supported Councils ambition to become more inclusive.

PART B

2	Attendance of Diversity Champion at training and networking events.	Training and networking events for Disability Champions arranged by the Local Government Staff Commission.	Greater awareness and knowledge of issues facing people with disabilities and development of positive attitudes to people with a disability. Sharing of equality and diversity best practice information between elected representatives and Councils.
3	Improve disability awareness of staff via e-briefings, newsletters, staff meetings, emails, intranet and internet.	Provision of an awareness programme for staff continued in 2024 - 2025. Disability related topics were highlighted to staff.	There was an emphasis on Makaton throughout the reporting period and staff were educated on the Makaton language through weekly Makaton signs and action. This has improved accessible communication used by staff and elected representatives.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Improve disability awareness via information and links on the Council website.	Articles by the Diversity Champion provided via social media. Specific information provided on the website.	Information provided to Citizens via the website and social media will raise awareness and acceptance.
2	Encouraging consultation and asking people to feed into Councils decision making process.	Advertisement via social media, newspapers and emails to encourage others to take part in our consultation exercises.	New individuals joined the consultation list. New individuals/representatives joined the equality forum.

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

PART B

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Screening of new and revised policies for impact on the Disability Duties.	Screening process included consideration of the Disability Duties.	Improved awareness of the Council's obligations under the Disability Duties and inclusion in policy development work within Council.
2	Advice provided to disabled Councillors and staff on reasonable adjustments.	Practical actions and advice available on reasonable adjustments.	Improved participation in the workplace by Councillors and staff with a disability.
3	The impacts of Hate Crime required education and awareness.	A hate crime youth education event was arranged to improve knowledge; this was coupled with materials for schools to increase support people with disabilities.	Improved awareness of what a hate crime is and how to complain and/or support someone who needs it.

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	Reinvigorate the role of Diversity ambassador within Council	Improved awareness of equality and diversity issues	Tweets/X or Facebook likes and articles or updates from the Diversity Ambassador	This initiative was initially set for one year and successfully achieved its objectives. However, due to the positive outcomes identified, it has now been

PART B

				extended for the full duration of the action plan.
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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	The accessibility review of Councils Public Convenience facilities	Due to other work pressures and large-scale staff recruitment in this area as an ongoing impact of the Review of Public Administration this measure was moved to the following year.
2	Click or tap here to enter text.	Click or tap here to enter text.
	Click or tap here to enter text.	Click or tap here to enter text.

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

- Review of substance of relevant Complaints/Comments.

## PART B

- Feedback from service users.
- Review of the Disability Action Plan.

### (b) Quantitative

- Number of complaints received regarding accessibility and disability related issues.
- Number of requests for specific services received, e.g. interpretation services, information in alternative formats, etc.
- Number of training sessions provided and attendance at same
- Audits undertaken as part of the “Every Customer Counts” initiative and number of actions in Action Plans delivered.

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?

Yes

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	Reinvigorate the role of Diversity ambassador within Council	Tweets/X or Facebook likes and articles or updates from the Diversity Ambassador	Extended to each year of the plan to truly embed the role. Marked as partially completed.

## PART B

2	Although planned for 2026 Council has moved forward with an inclusive cycle hire scheme in Joey Dunlop Centre.	Click or tap here to enter text.	Click or tap here to enter text.
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5	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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.

<sup>i</sup> **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.

<sup>ii</sup> **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.

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

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

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



## Appendix 1 - Additional on-going good practice initiatives:

### Good Relations Initiatives

#### 1. Sports Participation for Young People

- **Action:** Provide young people opportunities to participate in sports not usually available at their schools.
- **Stats:**
  - 4 schools involved (100%)
  - 4 sessions completed (200%)
  - 140 participants (117%)
  - 82% participants reported positive role in bringing different community backgrounds together.

#### 2. Community Peace Building Projects

- **Action:** Support local communities to deliver peace-building projects.
- **Stats:**
  - 5 groups funded (125%)
  - 155 participants (155%)
  - 76% more knowledgeable about different cultural traditions
  - 58% improved attitude towards people from different religious backgrounds

- 47% first-time participants in Good Relations (GR) projects

### 3. Local Environmental Projects in Shared Spaces

- **Action:** Pilot environmental projects in shared spaces to increase comfort and social cohesion.
- **Stats:**
  - 2 areas involved (100%)
  - 3 projects delivered (150%)
  - 203 participants (1015%)
  - 71% made new friends from different backgrounds

### 4. Arts and Cultural Initiatives to Promote Shared Space Use

- **Action:** Develop arts and culture events to encourage use of shared spaces.
- **Stats:**
  - 3 shared space events (150%)
  - 2 Ulster Scots events, 2 Irish language events (133%)
  - 1592 participants (159%)
  - 280 participants in Churches' shared space initiative (100%)

### 5. Peace Heroines Exhibition Workshops

- **Action:** Deliver peacebuilding workshops focusing on local historical female figures.
- **Performance:**
  - Not delivered due to staff shortages and recruitment issues (0%)

### 6. War Memorial Stories Project

- **Action:** Pupils research local war memorial stories to create exhibitions.
- **Stats:**
  - 6 workshops (150%)
  - 2 schools (100%)
  - 51 participants (170%)
  - Design & print of pop-ups, booklets, and launch event completed (100%)

### 7. World of Stories Project

- **Action:** Increase cultural diversity understanding via exhibitions and workshops.

- **Performance:**
  - Pop-ups and booklets completed (100%)
  - Exhibitions and workshops postponed, planned for next year

#### **8. Young Musicians Program in the Glens Area**

- **Action:** Explore shared musical heritage through public performance.
- **Stats:**
  - 1 performance delivered (100%)
  - 79 participants (158%)
  - 97% gained knowledge about different cultures
  - 100% improved attitude towards different religious backgrounds
  - 86% more likely to attend diverse community events

#### **9. Holocaust Memorial Day 2025**

- **Action:** Deliver an exhibition acknowledging the past.
- **Stats:**
  - 1 exhibition delivered (100%)
  - Attendee numbers unknown

#### **10. Staff Training on Memorials Policy**

- **Action:** Training workshops on new memorials policy.
- **Stats:**
  - 1 staff training, 1 councillor, 1 advisory group training (150%)
  - 18 participants total

#### **11. Youth Empowerment and Civic Engagement Program**

- **Action:** Build young people's confidence and engagement in community decision-making.
- **Stats:**
  - 1 co-design meeting (100%)
  - 4 preparatory workshops (100%)
  - 1 finale event (188%)
  - 300 participants
  - 97% new to GR projects

- 100% reported increased confidence and skills

## **12. Participatory Budgeting (PB) Project**

- **Action:** Support local PB projects to foster community cohesion.
- **Stats:**
  - 1 area engaged (Limavady, 100%)
  - 1 PB initiative delivered in partnership (100%)
  - 15 groups funded, 6 by CCGBC (100%)

## **13. Positive Media Campaign for CCGBC**

- **Action:** Promote area as welcoming through newsletters and media articles.
- **Stats:**
  - 5 newsletters (83%)
  - 21 press releases (140%)
  - Increased awareness and positive attitudes

## **14. Integration Projects for Newly Arrived Individuals and Families**

- **Action:** Deliver ESOL, community integration, and info events.
- **Stats:**
  - 1 ESOL programme delivered (100%)
  - 100% participants increased language skills
  - 96% increased confidence
  - 87% felt project brought different backgrounds together
  - 1 community integration project delivered (100%)
  - 1 info event (50%)
  - 8 AS working group meetings (80%)

## **15. Cultural Awareness in Primary Schools and Wider Community**

- **Action:** Workshops and events to increase understanding of diverse cultures.
- **Stats:**
  - 10 schools (100%)
  - 40 workshops (100%)
  - 291 participants (146%)
  - 95% enjoyed participation

- 100% increased knowledge and improved attitudes

#### **16. Participation in Anti-Hate Crime Forum**

- **Action:** Engage stakeholders to raise hate crime awareness.
- **Stats:**
  - 3 meetings attended (75%)

#### **17. Good Relations Partnership with Housing Associations**

- **Action:** Joint working on GR initiatives in housing.
- **Stats:**
  - 3 meetings held with Apex and Triangle Housing

#### **18. Statutory Cohesion Group Facilitation**

- **Action:** Monitor and respond to community tensions.
- **Stats:**
  - 5 meetings (125%)
  - 1 multi-agency bonfire site visit (100%)
  - 25 participants

#### **19. Community Leaders Engagement**

- **Action:** Facilitate meetings with community leaders to respect cultural identity.
- **Stats:**
  - 2 meetings held (100%)
  - Increased cultural knowledge and respect

#### **20. Promotion of Ulster Scots and Irish Culture**

- **Action:** Deliver cultural events promoting language and traditions.
- **Stats:**
  - 4 steering group meetings (100%)
  - 5 Ulster Scots initiatives (250%)
  - 4 Irish Cultural initiatives (200%)
  - 2 joint cultural initiatives (100%)

- 555 participants (278%)
- 100% participants at sample events gained knowledge of traditions

## **21. Asylum/Refugee Programme - Workshops & Community Engagement**

### **• Actions:**

- Law Centre and statutory agency workshops for asylum seekers
- Community engagement and well-being support
- Localised welcome booklet and resource provision

## **Operations Initiatives**

### **1. LiveSmart Community Environmental Grant Programme**

- Small grants of up to **£750** awarded to a wide range of groups (Community Associations, Environmental Groups, Scout Groups, Sports Clubs).
- Funded activities included **litter clean-ups, waste reduction, recycling promotion, and carbon footprint reduction** (e.g. planting).
- Delivered across **all four legacy areas**, supporting cross-community and intergenerational engagement.
- 

### **2. Community Fridge Network Support**

- Partnered with organisations in **Ballymoney, Ballycastle, Cloughmills, Gortnaghey, and Magilligan** to support community fridges aimed at food sharing and waste reduction.

### **3. Use of Persuasive Technology in Recycling**

- Participated in a Strategic Investment Board initiative to explore **behavioural science-based technologies** that influence recycling habits.
- Response to post-COVID and cost-of-living challenges affecting sustainable behaviours.

### **4. Rathlin Zero Waste Campaign**

- Provided advice and support on Council contributions to Rathlin Island's **Zero Waste initiative**, encouraging sustainable island-wide waste reduction.

### **5. LiveSmart Education Programme**

- Reached **1,105 children and young people** through school visits, community events, and youth programmes (e.g. *Streetwise*).
- Promoted environmental awareness and action on recycling and waste reduction.

**6. Bicycle Reuse Scheme**

- Diverted **92 bicycles** from landfill in partnership with the *Bikes for Africa* project, contributing to sustainable reuse and international aid.

**7. LitterSmart Community Participation**

- Council facilitated **930 participants** in litter picks, involving **schools, churches, community groups, sports clubs, and local businesses**.
- Part of the Council's **2022–2026 Litter Strategy**, supported by a multi-agency working group.

**8. LiveSmart Community Outreach**

- LiveSmart information stands delivered at events including **Ballymoney Spring Fair, Ballysally Health Fair, Causeway Loneliness Network, Rasharkin Well-Being Day**, and more.
- Targeted engagement with housing associations and local festivals.

**9. Eco-Schools Engagement**

- Delivered **waste and recycling talks**, sustainability project support, and **recycling centre visits** to local schools engaged in the *Eco-Schools* programme.

**10. Fairtrade Initiatives**

- **Fairtrade Borough status renewed** in 2024.
- *Fairtrade Café Awards* presented to local businesses during *Fairtrade Fortnight*, promoting ethical consumerism.

**11. Paint Reuse Scheme**

- Public access to unused paint via recycling centres in **Ballymoney, Coleraine, Crosstagherty, and Portrush**, supporting reuse and cost savings for households and community groups.

**12. Vape Recycling Scheme**

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- Expanded **vape recycling** across the borough's **Household Recycling Centre network**, responding to emerging waste stream challenges.

### 13. **Limavady Community Development Initiative (LCDI)**

- Practical and financial support to **special needs workers and people with learning disabilities**, providing **training and work experience** in reuse and recycling.
- Delivered **Christmas toy reuse campaign** in 2024—second-hand toys collected and redistributed to local families.

### 14. **Accessible Information for Visually Impaired Residents**

- Recycling information leaflets made available in **TextSpeak** format on the Council's **'Bins and Recycling' web page**, enhancing digital accessibility.

## **PCSP Initiatives**

### **1. Development and Rollout of Disability Hate Crime Lesson Plan**

Partners involved: PCSP, PSNI, Disability Action, Mencap, Autism NI, Causeway Neurodiversity, Hate Crime Advocacy Service, Education Authority

Purpose: Educate young people on disability hate crime and inclusion

Outputs:

Lesson plan adapted from "I am Me" Scotland

Tested with local schools for relevance and impact

Lesson plan launched during Hate Crime Awareness Week – 17 October 2024

### **2. Promotion and Engagement**



Launch Event Features:

Guest speakers from "I am Me" Scotland, PSNI, Education Authority, and youth with lived experience  
Information stands and partner showcases  
Overwhelmingly positive engagement from participants

Promotional Materials:

2 short videos created by 11 local young people via EA's CADI programme  
Used across PCSP social media in lead-up to launch

### **3. Participant Feedback and Outcomes**

How Much Did We Do:

1 lesson plan created  
2 promotional videos developed  
1 major launch event delivered

How Well Did We Do It:

100% participant satisfaction with the awareness event  
100% of young people involved satisfied with their project experience

Is Anyone Better Off:

100% reported increased knowledge about disability hate crime  
100% felt safer and knew how to access support services following training

### **4. Recognition and Awards**

In February 2025, the project was selected as a finalist in the NILGA Local Government Awards under the Equality, Diversity, and Inclusion category.

### **5. Impact Reflections from Participants**

Sample responses to "What do YOU plan to do to play your part in an inclusive society?":

"Include the lessons into citizenship curriculum"

"Ensure youth programmes raise awareness of disability hate crime"

"Run a social action programme using today's resources"

## **Sport, Wellbeing & Inclusion Initiatives**

### **Programmes Encouraging Participation in Sport**

1. 'The Road to the Open' Primary School Golf Programme  
Delivered in partnership with R&A, Royal Portrush GC, Bushfoot GC & Roe Valley Resort.  
School coaching by professionals; concluded with a Mini Open tournament.  
6 new Community Golf Leaders qualified.  
150 children participated.
2. Online Sports Directory  
Launched on Council website.  
Publicly accessible database of 15 local clubs.
3. Sports Grant & Bursary Programme  
£20,000 funding provided for safety equipment, representative athletes, coach education & new sports events element.  
58 recipients supported.
4. Sport & Wellbeing Grant Programme  
£20,000 support for community associations and clubs to run wellbeing initiatives.  
40 grants awarded.

5. Coach Education (Various Sports)  
18 new Cricket Ireland Level 1 coaches.  
24 students completed Coaching Children qualification.  
28 students trained in NIVB Volleyball.  
32 students completed Ulster Hockey Teachers Award.  
Total: 102 coaches and students trained.
6. Summer Recreation Programme 2024  
7 weeks across the borough.  
  
26 camps delivered with 5 local clubs and 5 NGBs.  
697 children participated.
7. Easter Recreation Programme 2024  
3 days of multi-sport camps.  
158 children participated.
8. Friendship Football League  
20-week league with 12 community teams.  
Held on 20 Friday nights.  
180 participants.

### **Youth and School-Focused Initiatives**

9. Causeway Healthy Kids Project  
Health, wellbeing and nutrition programme.  
Delivered in 13 primary schools in deprived areas.  
370 pupils participated.
10. Get Active Stay Active Programme  
20-week programme in community and leisure centres.  
Offered football, table tennis, dance, gymnastics for club entry pathways.

198 participants.

11. After Schools Programme

15 weeks of sports coaching in 14 schools.

Structured into 3x5 week blocks.

527 children participated.

12. Shared Education Programme

3 sessions involving 7 schools.

Promoted integration and community cohesion through sport.

180 pupils participated.

13. Sport NI Community Play Programme

Funded play sessions for 12 schools targeting Key Stage 1.

585 children involved.

### **Inclusive Sport & Wellbeing**

14. Inclusive Summer Scheme

3-day scheme at JDLC with Mae Murray Foundation.

Music, art, crafts and sports activities.

24 children participated.

15. Inclusive Family Events

6 events at locations across the borough (e.g. JDLC, Roe Mill, Portrush).

Featured sensory play, inclusive cycling, and sports.

300 participants total.

16. Inclusive Cycling Hire Scheme

Weekly inclusive cycle hire (May–Sept 2024) from JDLC.

20 users accessed bikes along the riverside path.

17. PAN Disability Club

2 x 10-week sports programmes for children with disabilities at JDLC.

180 sessions delivered to children and young people.

**Active Ageing Initiatives**

18. Active Life Programme

Older adult fitness and activity sessions in 5 towns.

Locations: Limavady, Dungiven, Coleraine, Ballymoney, Ballycastle.

260 participants.

19. Nordic Walking

Delivered across 8 locations including Ballycastle, Coleraine, and Castlerock.

50 participants.