



Title of Report:	Review of Equality Action Plan
Committee Report Submitted To:	Corporate Policy and Resources Committee
Date of Meeting:	24 September 2024
For Decision or For Information	For Decision
To be discussed In Committee	NO

Linkage to Council Strategy (2021-25)	
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

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

Legal Considerations	
Input of Legal Services Required	NO
Legal Opinion Obtained	NO

Screening Requirements	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 Purpose of Report

- 1.1 Section 75 of the Northern Ireland Act 1998 requires Causeway Coast and Glens Borough Council to comply with two statutory duties, ie to have due regard to the need to promote equality of opportunity and to have due regard to the desirability of promoting good relations.
- 1.2 The Act also requires the Council to set out in an equality scheme how it proposes to fulfil these statutory duties under section 75. This equality scheme outlines arrangements to assess compliance with the section 75 duties which includes putting in place an Equality Action Plan to promote equality of opportunity and good relations.
- 1.3 The most recent Equality Action Plan covered a four-year period 2019 to 2023. A review process began in 2023 and, following a detailed analysis, a new and revised Equality Action Plan has been developed for consideration by the Committee.

2.0 Review of the Equality Action Plan

- 2.1 The first step in the process involved a cross-cutting audit of the impact of Causeway Coast and Glens Council's work and functions on the nine section 75 equality categories. This Audit of Inequalities gathered and analysed information across the section 75 categories to identify any inequalities that may exist for service users and those affected by Council policies.
- 2.2 This approach led to an appreciation of the diversity of approaches required across council services to meet the needs of different equality groups and a range of action measures were developed within the action plan that are specific, measurable, linked to achievable outcomes, realistic and time bound.
- 2.3 Links have also been included to higher level strategies which address equality and diversity related issues, and implementation of the action measures will be incorporated into the Council's business planning process.
- 2.4 A consultation process was put in place to seek input from stakeholders and the public on the revised Equality Action Plan and feedback received has been integrated into the draft document attached.
- 2.5 Progress on the delivery of the action measures contained in the Equality Action Plan will be monitored on an annual basis to assess progress and ensure the Plan remains effective and relevant to the Council's work and functions. The section 75 annual progress report to the Equality Commission will also incorporate information on progress made in implementing the Equality Action Plan.
- 2.6 Once finalised and approved by Council, the Equality Action Plan will be available on the Council website or by contacting the Equality Unit.

3.0 Recommendation

It is recommended that the Corporate Policy and Resources Committee recommends to Council approval of the proposed revised Equality Action Plan 2023 – 2027 as attached.

Causeway Coast and Glens Borough Council

Draft Equality Action Plan 2023 - 2027

This Action Plan has been developed following a cross-cutting audit of the impact of the Causeway Coast and Glens Council work on the nine equality group categories.

The approach has led us to appreciate the diversity of approaches across the council services to meet the needs of different equality groups. We have included links to higher level strategies which address equality and diversity related issues rather than itemise a range of actions.

The action plan addresses the need for council to create a corporate approach to equality and diversity issues across all business planning areas.

Strategic Priorities

P1: Cohesive Leadership

P3: Improvement and Innovation

P4: Healthy and Engaged Communities

P5: Climate Change and Our Environment

Action Ref.	Issue Identified	Desired outcome(s)	Actions embedding	Timescale	Responsibility
A	Cohesive Leadership				
1	Foster deep-rooted equality and inclusion	Section 75 duties integrated and mainstreamed into business planning processes	<ul style="list-style-type: none"> Equality training for all Elected Members. Identification of a suite of equality related training for Elected Members. 	2023-2027	Policy / Equality
			<ul style="list-style-type: none"> Role of Diversity Ambassador reinvigorated within Council. 	2023-2027	SLT, Diversity Ambassador, Equality
			<ul style="list-style-type: none"> All service areas to identify at least one equality or inclusion action in yearly business plans. 	2023-2027	All areas
			<ul style="list-style-type: none"> Review, source and install a new policy system which supports best practice sharing, notification of review timescales and training. 	2023	ICT & Policy / Equality
2	Need to tackle both persistent and emerging inequalities in a strategic manner	Improved awareness and understanding of inequalities and the potential impact of decision-making on	<ul style="list-style-type: none"> 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. 	2023-2027	Corporate Performance

		each Section 75 category			
		Compliance with Equality, Disability and Rural needs legislation	<ul style="list-style-type: none"> Quarterly reminders to review and undertake both equality screening and rural needs assessment exercises for all new policies or changes to services. 	2023-2027	Policy / Equality

Action Ref.	Issue Identified	Desired outcome(s)	Actions embedding	Timescale	Responsibility
B	Improvement and Innovation				
1	Addressing Access Barriers	Creation of an accessible environment for staff and customers	<ul style="list-style-type: none"> Raise awareness that Every Customer Counts audit and action plans should be reviewed on a yearly basis. 	2023-2027	Policy / Equality
			<ul style="list-style-type: none"> Undertake a consultation process to identify barriers to service inclusion across all service areas. 	2024	Corporate Performance
			<ul style="list-style-type: none"> Review and identify options for teenager activity/socialisation in the borough. 	2023-2027	Sport & Wellbeing

			<ul style="list-style-type: none"> Review access to Leisure Centres across all Section 75 equality groupings. 	2023/2024	Sport & Wellbeing
			<ul style="list-style-type: none"> Investment in play parks to support inclusion in rural areas. 	2023-2027	Sport & Wellbeing
			<ul style="list-style-type: none"> Ensure all Council run events have changing places toilet provision. 	2023-2027	Events
			<ul style="list-style-type: none"> Publication of a schedule relating to Councils mobile changing places toilet. 	2023-2027	Town Centre Partnership & Policy / Equality
			<ul style="list-style-type: none"> Identify support for people living with disabilities to gain work experience and valuable skills through Council. 	2023-2027	Labour Market Partnership / OD/HR
			<ul style="list-style-type: none"> Extend the current provision of Easy Read documents across Council. 	2023-2027	All Areas
			<ul style="list-style-type: none"> Continued provision of subtitled online videos across all Council social media platforms. 	2023-2027	All Areas
			<ul style="list-style-type: none"> Review and identify options paper for Marina accessibility. 	2023-2027	Infrastructure
			<ul style="list-style-type: none"> Identify barriers faced by LGBTQIA+ community. 	2023-2027	All Areas

2	Identify service improvements	Improved service accessibility for staff and customers Compliance with Equality, Disability and Rural needs legislation	<ul style="list-style-type: none"> Review and identify targeted actions to encourage younger applicants for positions in Council. 	2023-2027	OD/HR
			<ul style="list-style-type: none"> Transfer the Corporate website to a more stable platform to support increased accessibility. 	2023/2024	ICT
			<ul style="list-style-type: none"> Raise understanding through education about Hate Crime in our borough. 	2023	Good Relations
			<ul style="list-style-type: none"> Undertake a review of car parking provision in Council owned car parks, relating to accessible parking. 	2024/2027	Infrastructure
			<ul style="list-style-type: none"> Increase the number of changing places toilets in the borough by 2. 	2024/2027	Infrastructure
			<ul style="list-style-type: none"> Undertake a review of accessibility at Household Recycling Centres 	2023/2024	Operations
			<ul style="list-style-type: none"> Undertake a review of accessibility of Public Conveniences and analysis of provision 	2023/2024	Operations
			<ul style="list-style-type: none"> Undertake a review of refuse collection services including communication of collection day changes 	2023/2024	Operations
			<ul style="list-style-type: none"> Reintroduction of 'Just a Minute' (JAM) Awareness Training to Council staff. 	2024/2025	Sport & Wellbeing / OD/HR
			<ul style="list-style-type: none"> Introduce an additional training module on supporting individuals with disabilities relating to the recruitment process. 	2023/2027	OD/HR

			<ul style="list-style-type: none"> Ensure all consultation programmes are filtered through the Equality Forum, Youth Voice and Age-friendly Forum. 	2023/2024	All Areas
			<ul style="list-style-type: none"> Identify the feasibility of leisure centre concessions for older people. 	2023/2024	Sport & Wellbeing
			<ul style="list-style-type: none"> Provision of premises mapping to meet the needs of Neurodiverse service users. Pilot in Leisure Centres and then spread out across Council. 	2023-2027	Sport & Wellbeing / Estates
			<ul style="list-style-type: none"> Identify the feasibility of GIS to link budget spending in the borough to areas. Thereby supporting transparent budget spending and Elected Member decision making. 	2027	GIS / Senior Leadership Team
			<ul style="list-style-type: none"> Develop a trans equality Corporate policy for Elected Members decision. 	2024/2025	Policy / Equality
			<ul style="list-style-type: none"> Improve accessibility for sign language and hearing-impaired users. 	2023-2027	Sport & Wellbeing
			<ul style="list-style-type: none"> Improve access through visual signage. 	2024	Sport & Wellbeing
			<ul style="list-style-type: none"> Achieve Autism Impact award at 3 Main Leisure Sites. 	2024	Sport & Wellbeing
			<ul style="list-style-type: none"> Introduce a Changing Places facility to Megaw Park, Ballymoney. 	2026	Sport & Wellbeing
			<ul style="list-style-type: none"> Develop a cycle hire scheme to increase usage and further develop inclusive cycling. 	2026	Sport & Wellbeing

			<ul style="list-style-type: none"> Work towards becoming an Autism Friendly Borough. 	2023-2027	Sport & Wellbeing / All areas
			<ul style="list-style-type: none"> Implement actions from the Local Government Mental Well Being Strategy. 	2023-2027	OD/HR
			<ul style="list-style-type: none"> Review Special Leave Policy to include Bereavement. 	2025/2026	OD/HR
			<ul style="list-style-type: none"> Identify mechanisms to support and improve employment skills for individuals within Section 75 groups. 	2024/2027	OD/HR

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C	Healthy and Engaged Communication				
1	Improving Data held in Council	Decision-making based on clear data	<ul style="list-style-type: none"> Identify mechanisms to improve Elected Member data with regards to the Section 75 groupings. 	2023-2027	Corporate Services
			<ul style="list-style-type: none"> Identify mechanisms to improve workforce specific data with regards to the Section 75 groupings. 	2023-2027	OD/HR

			<ul style="list-style-type: none"> Review options for data sharing across Council. 	2023/2024	Policy & Community Planning
			<ul style="list-style-type: none"> Review of data collection systems to ensure options for LGBTQIA+ community are supported. 	2023-2027	Sport & Wellbeing
			<ul style="list-style-type: none"> Audit refusal and acceptance rates of OD/HR family-friendly suite of policies. 	2023-2027	OD/HR / External Auditor
			<ul style="list-style-type: none"> Develop a data base of condition surveys for all assets to better prioritise repairs and maintenance work. 	2023/2024	Estates
			<ul style="list-style-type: none"> Measure performance against other NI Councils – Association of Public Sector Excellence. 	2023-2027	All Areas
			<ul style="list-style-type: none"> Identify Health and Safety Issues which could impact on service provision and develop a repair schedule. 	2023-2027	Estates
			<ul style="list-style-type: none"> Map all private water supplies on GIS to improve efficiency in response times. 	2023	Health and Built Environment
			<ul style="list-style-type: none"> Move towards digitisation of full plan building control applications – support the digitisation of 10% in 2024. 	2024	Health and Built Environment
			<ul style="list-style-type: none"> Map and forecast coastal management. 	2023/2024	Marinas

			<ul style="list-style-type: none"> • GIS map sports clubs in the borough. 	2027	Sport & Wellbeing
2	Improved consultation	<p>Consultation process reach all groups including those harder to reach groupings.</p> <p>Compliance with Equality, Disability and Rural needs legislation</p>	<ul style="list-style-type: none"> • Ensure all consultation programmes are filtered through the Equality Forum, Youth Voice and Age-friendly Forum. 	2023-2027	All Areas
			<ul style="list-style-type: none"> • Review supportive operational protocols in the Estates operations section. 	2023-2027	Operations
			<ul style="list-style-type: none"> • Continued business and visitor consultation using the Town Centre Forum. 	2023-2027	Town & Village Management
			<ul style="list-style-type: none"> • Undertake membership exit surveys to identify underlying issues. 	2023-2027	Sport & Wellbeing

Action Ref.	Issue Identified	Desired outcome(s)	Actions embedding	Timescale	Responsibility
D	Climate Change and our Environment				
1	Improved feelings of safety for all Section 75 groups	Citizens and Visitors increased access to natural environments	<ul style="list-style-type: none"> Programme to address anti-social behaviour in our borough. 	2023-2024	PCSP
			<ul style="list-style-type: none"> Educate staff about hate crime. 	2023-2027	GR, PCSP, OD/HR, Equality
			<ul style="list-style-type: none"> Complete LED lighting replacement within identified Car parks. 	2024-2027	Energy
2	Improve service provision for hard to reach and Section 75 Groups	Citizens and Visitors increased access to natural environments	<ul style="list-style-type: none"> Engage young people in non-traditional sporting activities. 	2023/2024	Good Relations
			<ul style="list-style-type: none"> Provide Cultural Competency training for schools. 	2023-2027	Good Relations

			<ul style="list-style-type: none"> Deliver a community arts programme of events/projects which increases engagement in the arts across Section 75 groups. 	2023-2027	Arts
			<ul style="list-style-type: none"> Deliver a museums programme of events/projects which increases engagement in the arts across Section 75 groups. 	2023-2027	Museums
			<ul style="list-style-type: none"> Develop, implement and facilitate a 5-year Age Friendly Strategy Action Plan in partnership with relevant organisations and delivery partners. 	2023/2024	Sport & Wellbeing
3	Protecting our Environment	Reduced parking ticket litter	<ul style="list-style-type: none"> Cashless transactions to be increased via marketing to 30% of all carparking transactions. This will support all Section 75 Groups and their future environment. 	2025	Car parking
		Work towards Net Zero energy (Meet NI 2050 Net Zero targets)	<ul style="list-style-type: none"> Develop a range of energy reducing programmes to reduce consumption in Council and offset carbon discharge 	2023/2024	Energy