

Armagh City, Banbridge and Craigavon Borough Council Equality Action Plan for the Period 2020-2023

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- Large Print
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www.armaghbanbridgecraigavon.gov.uk

If you would like a copy in an alternative format, please contact:

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Community Plan Strategic Theme 1 – Confident, Healthy, Welcoming Community

Corporate Plan Theme Committed Council – Take a one Council approach with clear, robust and accountable processes

Equality/Inequality issue by Section 75 group	Positive Action Measure	Performance Indicator		Provisional Timescale & Description of monitoring arrangements	Lead Responsibility
		Output	Outcome/Impact (For s75 categories)		
All categories					
Inclusion of equality and good relations measures into the Council's Performance Improvement Plan, Departmental/ operational Plans and service plans	Inclusion of equality and good relations measures into the Council's Performance Improvement Plan, Departmental/ operational Plans and service plans	Departmental /operational plans and service plans must reflect where appropriate the Council's Commitment to the promotion of equality and good relations	Services that promote equality of opportunity and good relations	A cross directorate working group informs the Performance Improvement Plan These plans are reviewed annually.	All Directorates
Ongoing screening for equality of opportunity and good relations in all Council decision making	All Council strategies, plans, projects and services to be screened for equality of opportunity and good relations in accordance with the requirements of the Council's Equality Scheme.	All Council decisions are made having mainstreamed section 75 responsibilities into the decision making and service delivery process 100% of policies screened for compliance	All screening decisions are included in a policy screening report and issued quarterly to consultees in accordance with the requirements of the Equality Scheme	Ongoing 2020-2023 Monitoring Arrangements All policies must have a completed equality screening form attached before they are considered by the relevant Council Committee.	All Directorates

Community Plan Strategic Theme 1 Confident, Healthy, Welcoming Community

Corporate Plan Theme Committed Council- Increased Customer Satisfaction with Council Services

Equality/Inequality issue by section 75 category	Positive Action Measure	Performance Indicator		Provisional Timescale & Description of Monitoring Arrangements	Lead Responsibility
		Output	Outcome/Impact (For s75 categories)		
All categories					
There is an ongoing requirement to provide training on the equality and disability duties.	Delivery of Equality and Disability Training to elected members, line managers and employees	All staff members will be offered some training dependant on their role within the organisation. A minimum of two sessions to be delivered each year.	Increased understanding among staff members and elected members of equality scheme, equality and anti-discrimination legislation and issues affecting colleagues and customers	Annual Monitoring Arrangements Training to be reviewed annually	Policy & Diversity Officer
	Delivery of policy screening and EQIA training to Heads of Department and Managers	A minimum of two sessions to be delivered each year	Increased understanding among staff members and elected members of equality scheme, equality and anti-discrimination legislation and issues affecting colleagues and customers	Annual Monitoring Arrangements Training to be reviewed annually	Policy & Diversity Officer
	Introduce an Equality e-learning module	An e-learning module to be made available to staff as refresher training	Increased understanding among staff members and elected members of equality scheme, equality and anti-discrimination legislation and issues affecting colleagues and customers	2021	Policy & Diversity Officer and Learning and Development Manager

Community Plan Strategic Theme 1 Confident, Healthy, Welcoming Community					
Corporate Plan Theme Committed Council – Take a one Council approach with clear, robust and accountable Increased customer satisfaction with Council services					
Equality/Inequality issue by section 75 category	Positive Action Measure	Performance Indicator		Provisional Timescale & Description of Monitoring Arrangements	Lead Responsibility
		Output	Outcome/Impact (For s75 categories)		
All categories					
Incomplete section 75 monitoring available for the Council's workforce	The Council workforce will be monitored for section 75 breakdown	Section 75 monitoring information will be available for the whole workforce	This information will help inform future equality screening of policies and Equality Impact Assessments	2021	HR Manager
The Council and partners have a duty to ensure opportunities for the full participation of all section 75 groups in the community planning governance structure and its operation	Identify any gaps in section 75 involvement and those facing barriers to inclusion and deliver targeted projects with communities to ensure everyone can shape the community plan and its actions	Greater involvement from section 75 groups	Targeted projects will be delivered to ensure everyone can shape the community plan and its actions	November 2020	Community Planning Partnership
Age					
	Work with Children and young people to develop innovative models to engage them in the partnership	Innovative models of engagement	Greater involvement from children and young people	November 2020	Community Planning Partnership

Community Planning Strategic Theme 1 Confident, Healthy, Welcoming, Community
 Theme 2 Enterprising, Skilled, Tourism Economy

Corporate Plan Theme Committed Council – Take a one Council approach with clear, robust and accountable processes
 Increased Customer Satisfaction with Council Services

Equality/Inequality issue by section 75 category	Positive Action Measure	Performance Indicator		Provisional Timescale & Description of Monitoring Arrangements	Lead Responsibility
		Output	Outcome/Impact (For s.75 categories)		
Age					
The Council wants to hear the views of young people in relation to the delivery of Council services	Organise a Local Democracy Event	Local Democracy Event to be held in October. Target audience will be post primary students	Improved engagement with young people	October (annual event) Monitoring Arrangements Feedback from the Participants	Policy & Diversity Officer
Men and Women					
Through positive civic leadership, the Council can raise awareness of the issues affecting women in the workplace	Organise an International Women's Day Event for post primary schools.	International Women's Day Event to be held in March. Target audience will be post primary students	The event will raise awareness of the issues affecting women in the workplace	March (annual event) Monitoring Arrangements Feedback from the Participants	Policy & Diversity Officer
	Organise an International Women's Day Event for staff	International Women's Day Event to be held in March. Target audience will be staff members	The event will address issues and provide the opportunity for discussion of issues affecting women in the workplace		Policy & Diversity Officer

Community Planning Strategic Theme 1 Confident, Healthy, Welcoming Community

Corporate Plan Theme Community – Include everyone in Community Life
 Work with partners to reduce inequalities in health

Equality/Inequality issue by section 75 category	Positive Action Measure	Performance Indicator		Provisional Timescale & Description of Monitoring Arrangements	Lead Responsibility
		Output	Outcome/Impact (For s75 categories)		
Men and Women					
Increase women's involvement in decision making in communities	Further develop the capacity of the ABC Women's Network	2 Outreach programmes to be delivered	Greater involvement of women in community decision making	2021	Good Relations Department
Reduce the gap in life expectancy between men and women	Holistic health programmes to be delivered in the Borough	3 holistic health programmes to be delivered	A reduction in the life expectancy gap between men and women	Annual	Environmental Health department will lead with assistance from Council's Health and Recreation Department Southern Health and Social Care Trust and Public Health Agency
	Support the annual male health conference	Male health conference	A reduction in the life expectancy gap between men and women	Annual	Environmental Health Department

Community Plan Strategic Theme 1 Confident, Healthy, Welcoming Community					
Corporate Plan Theme Committed Council – Increased customer satisfaction with Council services					
Equality/Inequality issue by section 75 category	Positive Action Measure	Performance Indicator		Provisional Timescale & Description of Monitoring Arrangements	Lead Responsibility
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Disability					
A number of venues in the Borough have been surveyed by AccessAble but the initiative requires further publicity	Organise an annual consultation event to be held with consultees. Explore additional ways of raising awareness of the initiative with AccessAble and members of the Customer Care Project Team	Annual Consultation Event to be held Annual report to be prepared for Heads of Department	Greater awareness of the initiative and more disabled people availing of services/facilities in the Borough.	Annual Monitoring Arrangements Feedback from consultees, Customer Care Project Team and Staff members	Policy & Diversity Officer Customer Care Project Team
The NOW Group has introduced the JAM Card (an abbreviation of 'Just a Minute) for people with learning disabilities/difficulties to use when accessing services. Following the roll out of training to Council staff It is important to maintain awareness of the initiative.	Jam Card initiative to be discussed with Facility Managers	Quarterly meetings to be held with Facility Managers so that new members of staff are advised on how to interact with disabled people when presented with the JAM Card	Greater awareness of the initiative and more disabled people availing of the Council's services	2020-2023 Monitoring Arrangements Feedback from customers and staff members	Policy & Diversity Officer Customer Care Project Team

Community Plan Strategic Theme 1 Confident, Healthy, Welcoming Community					
Corporate Plan Theme Committed Council – Increased customer satisfaction with Council services					
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Disability					
The NOW Group has introduced the JAM Card (an abbreviation of 'Just a Minute) for people with learning disabilities/difficulties to use when accessing services. Following the roll out of training to Council staff It is important to maintain awareness of the initiative.	The initiative and the availability of the e-learning module will be publicised on the Council Intranet.	Information on the initiative will be publicised biannually on the Council Intranet.	Greater awareness of the initiative and more disabled people availing of the Council's services.	2020	Policy & Diversity Officer

Community Plan Strategic Theme 1 Confident, Healthy, Welcoming Community					
Corporate Plan Theme Committed Council – Increased customer satisfaction with Council services					
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Disability, Age					
Inclusion of Equality & Good Relations measures in the development and delivery of the Community Support Helpline-Support to older people and those with a disability was provided during the Covid-19 Crisis.	Provision of Community Support Helpline	During the Covid-19 crisis the Council supported over 1200 people through the helpline. This included individuals and families.	The Community Development Department will work with a range of partners to enable an effective wraparound support service to be provided to individuals, families and communities across the Borough. This will allow Officers to develop programmes that provide direct support to individuals and assist with the recovery process.	This helpline was first implemented in April 2020 in response to the Covid-19 Crisis. It has been agreed that the helpline will continue on a pilot basis for a further 3 months and will be reviewed again in December 2020. The information will be used to inform the Covid-19 recovery planning.	Lead – Community Development Department Working in partnership with other Council Departments and with the Health Trust (SHSCT), Advice NI, Southern Regional College, Jobs & Benefits and Foodbanks.

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Religious Belief, Political Opinion					
The Council works to the former Councils' arrangements in relation to flags and emblems	It is envisaged that the Community Development Working Group will consider this matter	The Council's Community Development Working Group will explore and develop options for progression on the arrangements around flags and emblems		2020-2021	Community Development Working group