

EQUALITY COMMISSION FOR NORTHERN IRELAND
Public Authority 2008 - 2009
Annual Progress Report on Section 75 of the NI Act 1998 and
Section 49A of the Disability Discrimination Order (DDO) 2006

This report template includes a number of self assessment questions regarding implementation of the Section 75 statutory duties from **1 April 2008 to 31 March 2009**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 April 2008 to 31 March 2009**. Please enter information at the relevant part of each section and ensure that it is submitted electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his/her absence, the Deputy Chief Executive to the Commission by **31 August 2009**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

Name of public authority (Enter details below)

Moyle District Council

Equality Officer (Enter name and contact details below)

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DDO (if different from above):

S75 Executive Summary

- What were the key policy/service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?

EQUALITY

Disability Issues

During the review period the Council engaged the services of a consultant to conduct an equality impact assessment of Access to the Council's Services and Facilities. The EQIA is currently in draft form and will be consulted on in due course.

Moyle District Council is committed to delivering services to all disabled people including children and adults with a learning disability.

Disability Action Day

The Council has been organising an action day for disabled and able bodied people for the past three years. The aim of this day is to raise awareness of issues relating to disability.

Disability Information Day

The Council extended the Disability Action Days to include an information Day for Disabled people. This day would provide invaluable access to the disabled community on services available. This year the Council is hosting two separate sessions to enable different groups to participate.

Sports Day

The Council organises a very successful and well attended Disability Sports day every year.

This year has been particularly successful as the Gym has been refurbished to meet DDA standards.

Cushendall Park

The Council has worked with a local group "Friends" to develop a new Play park in Cushendall. The park is the only one of its kind in Northern Ireland as it is fully DDA

compliant. The Council has contributed towards the funding of this project as well as leased the park to the Friends group and has a Service Level Agreement in place to support and maintain the park. The Official Launch of the new Cushendall Park is being held on 7th July 2009.

Ferry and Marina Services

Moyle District Council has worked with Department of Regional Development to create two new pontoons in the Ballycastle and Rathlin Marinas. These pontoons are fully DDA compliant.

The Council is also working with Rathlin Island Ferries to ensure that the new ferry service is DDA compliant. This service is due to commence operations in July 2009.

Disability Action Plan

In accordance with the requirements of the Disability Discrimination (NI) Order 2006, two new duties took effect from 1 January 2007 which requires public authorities, when carrying out their functions, to have due regard to the need to:

- Promote positive attitudes towards disabled people; and
- Encourage the participation by disabled people in public life

In accordance with these duties the Council submitted a review of year one Disability Action Plan and the Plan for Year two to the Equality Commission in August 2008.

Disability Working Group

The Council established a Disability Working group consisting of Cllr Mc Mullan as the Disability Champion and staff representing Council. The Group appointed an officer Disability Champion to champion disability work internally with other staff.

The Disability Working Group was established during this operating period. The aim of this group is to discuss:

- disability matters
- advance the disability agenda in the council and
- report to the Equality and Diversity Working Group.

Disability Champion

As part of the Council's commitment to implement the requirements of the Disability Discrimination (NI) Order 2006, the Council appointed a Disability Champion from the elected members. Cllr Oliver McMullan is currently the Council's Disability Champion he works closely with other colleagues at a number of different levels to:

1. Promote, and add value to the Council's Disability Action Plan.

2. Co-ordinate and attend regular meetings with the others to:
 - share good practice
 - contribute to a steering group implementing the Disability Action Plan, record and report progress to the Equality Commission and to the Council and other groups as required.
 - assist the Council to develop good practice as appropriate
 - raise awareness of Disability issues within the Council area.
3. Understand and effectively represent priorities for the local government sector in terms of disability equality.
4. Engage and influence councillors and stakeholders in the aims and objectives of the Disability Action Plan.

Equality and Diversity Working Group

The Equality Working Group met and reviewed its membership. The group now comprises of the HR Manager, the Good Relations Officer, the DPP Manager, the Disability Champion (officer Level), Administration Officer and the Head of Corporate Services. This working group is now known as the Equality and Diversity Working Group. This aim of this group is to discuss equality, good relations and issues related to disability matters. In addition the group aims to ensure the Council is compliant with it's equality and good relation duties. This group receives updates from the Disability Working group, DDP Manager, and other sections of the council through the Head of Corporate Services. The Head of Corporate Services reports quarterly to the Senior Management Team on Equality, Good Relations and Disability matters.

Equality and Disability Training

A comprehensive training programme was delivered to all Council staff and Councillors on Equality and Disability Issues.

Website updated

The Council continues to review the accessibility of the website regarding accessibility features.

Other initiatives

- The Council continued to mainstream equality issues within the Council and in partnership with others within the District.

- The Council continues to forge good working relationships with other Councils which will form the new cluster Council namely: Ballymoney, Limavady, and Coleraine,
- The Council has co-ordinated and implemented the Disability Action Plan Year 2.
- The Council has established the Big Word Language translation system for non English speakers.
- The Council has identified priorities for the implementation of the DDA upgrade.
- The Council has completed work on Single Status.

GOOD RELATIONS

Executive Summary

The 2008/09 financial year was again a successful year for Moyle District Council's Good Relations Programme, building on the initiatives and activities in previous years, and experiencing some new learning which will direct future activities.

Significant progress was made in a number of areas, including internal good relations training, the function of the Good Relations Working Group and effective use of the Arts in engaging those who have previously not engaged with the Good Relations Programme. Key to success in the programme was working in partnership with other public, voluntary and community sector agencies. A number of community groups were assisted with Grant aid to run a number of community based projects and activities, not to mention the support in phone calls, follow ups, guidance and advice.

The Good Relations Programme continues to develop into a "leaner", more fit for purpose programme aimed at tackling the issues that divide us. Undertaking the writing of a refreshed Strategy for 2008-2011, and Focus Group research within the District, has helped to hone the Programme and should put Moyle District Council into a better position for addressing difference based on race, religion and political opinion.

This was the first year of the 'refreshed' Good Relations strategy (2008-2011) which was commissioned to give a clear and firm direction for the programme, based on current issues and needs in the community. This revised Moyle plan complements the Peace III plan and clearly outlines how it currently links to Shared Future and the Racial Equality Strategy – and by implication the Programme for Cohesion and Integration – the successor of these two strategies.

It is recommended that the Moyle District Council Good Relations Programme continues into the next financial year, basing its activities on its new, refreshed three-year Action Plan (2008-2011) and particularly on the revised Action Plan for 2009/ 10.

The 2008/ 2009 financial budget continued to avoid activities regarded as "soft" in an attempt to tackle the difficult issues of division in our community more seriously. This process should continue. Moyle District Council continues to fund Christmas activities outside of the Good Relations Action Plan, but staff resources remain a difficulty and, since Council wishes to maintain the Christmas Lights Switch On and a Senior Citizens Christmas Event grant scheme (which replaced an annual function), it is likely that the Good Relations Officer will still be required to dedicate substantial time to these activities.

What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?

Moyle District Council has planned a number of initiatives to keep equality and goods relations awareness high on the agenda and to fulfil it's obligations under Section 75. As in previous years, the Council has made plans to promote equality of opportunity and encourage good relations both internally within the Council and within the community.

- Continue to mainstream equality issues within the Council and in partnership with others within the District.
- Continue to forge good working relationships with Ballymoney, Coleraine, Limavady District Council
- Continue to deliver assistance and support to Departments in relation to screening, consultation and policy development. Provide information on the new guidelines on Equality duties presented by the Equality Commission.
- Provide equality clinics for Senior staff developing high level strategies
- Continue to hold Equality and Diversity Working Group meetings.
- Continue to hold Disability Working Group meetings.
- Co-ordinate and implement the Disability Action Plan Year 2.
- Review Monitoring arrangements and develop internal monitoring systems.
- Review the EQIA schedule.
- Continue to implement the DDA upgrade.
- Final arrangements to complete the EQIA in Access to services.
- Review Equality and Disability Training within the Council and assess the need to provide an induction programme for new employees and provide a mop up training session for employees who were absent from the initial training session.

Please give examples of changes to policies or practices which have resulted in outcomes. If the change was a result of an EQIA please tick the appropriate box in column 3:

	Outline change in policy or practice which have resulted in outcomes	Tick if result of EQIA
Persons of different religious belief	<ul style="list-style-type: none"> • Good Relations Work Ongoing 	
Persons of different political opinion	<ul style="list-style-type: none"> • 	
Persons of different racial groups	<ul style="list-style-type: none"> • 	
Persons of different age	<ul style="list-style-type: none"> • 	
Persons with different marital status	<ul style="list-style-type: none"> • 	
Persons of different sexual orientation	<ul style="list-style-type: none"> • 	
Men and women generally	<ul style="list-style-type: none"> • Single Status completed 	
Persons with and without a disability	<ul style="list-style-type: none"> • Sports Day and Information Day hosted to improve relationships with the disabled community • Established Disability Working Group and Disability Champions 	
Persons with and without dependants	<ul style="list-style-type: none"> • 	

Section 1: Strategic Implementation of the Section 75 Duties

- Please outline evidence of progress made in developing and meeting equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2008-09

- 1.1 The Council agreed to adopt the new Corporate Plan 2005 – 2009.
- 1.2 As the Council's Corporate Plan shapes the future direction of all of its services this was an opportunity to ensure that the principles of Equality and Good Relations were central to it.
- 1.3 Both the Chairman and the Chief Executive have taken the opportunity through the Corporate Plan to demonstrate their commitment to Equality and Good Relations by stating very clearly in the introduction their commitment to build, “a focus on equality and good relations into everything we do”.
- 1.4 This commitment is reiterated within the Purpose and Values outlined within the Plan. These are:

“Moyle District Council exists to maintain and improve the well-being of the people of Moyle. It does that by listening to them; by being the voice for Moyle; and by providing good local government services within Moyle. In its work the Council wants to:

- Defend the uniqueness of Moyle District
- Be open, friendly and transparent
- Promote and demonstrate equality and good relations
- Make best use of its resources

As an associated objective under the theme of,

“Providing civic Leadership and Encouraging the participation and involvement of local people” the Council has indicated several commitments which will further equality and good relations within the Council, they include:

- Lead on a young people's strategy for the District and
- Develop programmes/projects that recognize the particular needs of different sectors and groups and those who feel socially excluded.

- 1.5 Under the theme of, Being a Well run Council, the Council has confirmed that it will adhere to the Equality legislation and fulfill all of the statutory duties in relation to Equality and Good Relations.

1.6 During the review period Equality and Good Relations was reviewed on a monthly basis at the Strategic Management Team meeting. The Head of Corporate Services reports on all of the issues relating to Equality and Good Relations and facilitates discussion and agreement regarding any areas identified for action.

Section 2: Screening

Please provide an update of new/proposed/revised policies screened during the year.

The equality agenda has not been progressed as far as we would have hoped. The delay in furthering the equality of opportunity agenda has been due to staff resources and operational reasons. The screening and EQIA progress has not advanced since our last annual report. Plans have been put in place to correct this situation.

Title of policy subject to screening	Was the <u>F</u> ull Screening Report or the <u>R</u> esult of initial screening issued for consultation? <i>Please enter <u>F</u> or <u>R</u></i>	Was initial screening decision changed following consultation? <u>Yes/No</u>	Is policy being subject to EQIA? <u>Yes/No</u> ? If yes indicate year for assessment.

Section 3: Equality Impact Assessment (EQIA)

- Please provide an update of policies subject to EQIA during 2008-09, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2009-10

EQIA Timetable – April 2008 - March 2009

Title of Policy EQIA	EQIA Stage at end March 09 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant Section 75 categories due to be affected.
Community Services	4	
Access to Council Facilities and Services	4	
Human Resource Policies	6	

- Where the EQIA timetable for 2008-09 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

The equality agenda has not been progressed as far as we would have hoped. The delay in furthering the equality of opportunity agenda has been due to staff resources and operational reasons. The screening and EQIA progress has not advanced since our last annual report. The Council has spent considerable resources on Equality during the operating period. All Councillors and staff have been trained on Equality and Disability related issues. The Council established Equality and Diversity working group and a Disability working group. The Council also established an equality system. It will take time for this investment to filter through the departments and operations.

Ongoing EQIA Monitoring Activities April 2008- March 2009

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased

2009-10 EQIA Time-table

Title of EQIAs due to be commenced during April 2009 – March 2010	Existing or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Access EQIA		2010 Stage 6

Section 4: Training

- Please outline training provision during the year associated with the Section 75 Duties/Equality Scheme requirements including types of training provision and conclusions from any training evaluations.
- 4.1 A comprehensive training programme relating to equality and disability issues was delivered during the period 2008/2009. Both elected Members and all employees received training.

Section 5: Communication

- Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact/success of such activities.
- 5.1 The implementation of Equality within the Council is directed by an Inter-departmental working group the Equality and Diversity Working Group. Due to operational reasons this group had not met in the 2007 -2008 reporting period. The council has refocused on Equality issues during the reporting period 2008-2009 and the Working group has been reconstituted. The Equality and Diversity Working group met twice during the year. The Head of Corporate Services Chairs the newly formed Equality and Diversity Working group.
- 5.2 The Head of Corporate Services reviews equality matters with the Strategic Management Team on a monthly basis.

- 5.3 The Council has in place a Joint Consultative Committee which facilitates communication between employees and the Council regarding the implementation of Equality and Good Relations. The following trade unions are represented on the JCC: - NIPSA and GMB. The JCC meets on a bimonthly basis.
- 5.4 During the review period the Council has established an Internal Council Newsletter called 'Staff Matters' this is circulated to all staff within the Council every other month. This newsletter is used as a vehicle to provide up-dates to inform employees of equality/good relations developments and future issues.
- 5.5 The external Council Newsletter ' Moyle Matters' is also used as a vehicle to provide articles and up-dates to the wider population about developments in the field of equality and good relations.
- 5.6 Internally throughout the review period the Council has continued to develop the internal intranet. The intranet has proved a valuable tool in communicating and consulting with staff regarding Equality and Good Relations.
- 5.7 Our statutory duty is maintained in relation to communicating with our consultees on our Consultation List. We conduct targeted consultation in relation to the development of new policies or changes to our original EQIA schedule. The screening decisions are consulted through a screening report which is forwarded to our Consultation List, focus groups and on the website.
- 5.8 During Induction both employees and councilors groups receive information relating to Equality and Good Relations within the Council.
- 5.9 The Annual Progress Report is also central to the communication process in relation to the delivery of our statutory duty. The Progress Report is completed by the Human Resource Manager and the Good Relations Officer in consultation with the Equality and Diversity Working Group (EDWG).
- 5.10 The Human Resource Manager and Good Relations Officer attend lectures, seminars and conferences throughout the year and actively seek to develop the service. In addition all of the groups outlined above, the EDWG, the JCC and the Strategic Management Team provide feedback regarding the effective communication of the statutory duties.

Section 6: Data Collection & Analysis

- Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken/commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75.

6.1 Considerable statistical information is held centrally within the Council in relation to the District of Moyle; this is updated annually and used in the development of the Council's Corporate Planning Process.

6.2 During the last review the Council established a system detailing information which is available for all Council officers when undertaking an Equality Impact Assessment or developing new policies and procedures within the Council.

6.3 During the review period the Council considered the monitoring information forwarded to all job applicants. The monitoring form has been revised in accordance with the Equality Commissions guidelines.

- Please outline any use of the Commission's Section 75 Monitoring Guide.

The Commission's Section 75 Monitoring Guide has been used in:

- Recruitment procedures
- Development of Staff Survey
- Monitoring the independent members of the DDP.

Section 7: Information Provision, Access to Information and Services

Please provide details of any initiatives/steps taken during the year, including take up, to improve access to services including provision of information in accessible formats.

7.1 The Council is committed to providing information in alternative formats as outlined within the Equality Scheme. Information is available on request in alternative formats such as large print, Braille, disc and audio cassette and in minority languages to meet the needs of those not fluent in English.

7.2 The Council is in the process of upgrading the website.

Section 8: Complaints

- Please identify the number of Section 75 related complaints:
 - received and resolved by the authority (including how this was achieved);
 - which were not resolved to the satisfaction of the complainant;
 - which were referred to the Equality Commission.

No complaints were received during this accounting period.

Section 9: Consultation and Engagement

- Please provide details of the measures taken to enhance the level of engagement with individuals and representative groups during the year.

- 9.1 During the review period the Council commenced an exercise to review the current consultation mechanisms currently in place within the Council. This work is currently ongoing.
- 9.2 The Council also participated in a Smaller Council's Network regarding Equality facilitated by the Local Government Staff Commission. This is ongoing.

Section 10: The Good Relations Duty

- Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.

In order to outline the annual progress and review of the year, it is useful to recap on the mission statement, themes and aims. When refreshing the Strategy and Action Plan in line with new guidelines from CRU, the number of themes increased from 4 to 5 as detailed below:

Mission Statement

“To focus on good relations issues within the district in a constructive, enduring and cost beneficial manner”

Themes and Aims

1) Enhancing Civic Leadership – promoting Good Relations by Example

Aim “To develop civic leadership through equitable and transparent governance and by enabling others to participate in civic society”

2) Promoting Good Relations

Aim “To support opportunities for the development and promotion of Good Relations within Moyle District”

3) Supporting Community Engagement toward a Shared Community

Aim “To cultivate inter and intra community engagement and to encourage the development of better relations within the community as a whole”

4) Addressing the visible manifestations of sectarianism and racism in the Moyle area

Aim: “To address the visible manifestations of sectarianism and racism in the Moyle area”

5) Understanding & Celebrating Cultural Diversity

Aim “To support the understanding and non threatening celebration of the rich diversity of cultures in Moyle, harnessing it for the greater good of all residents and visitors”

Wider roles

- Continuing support for the Good Relations event programme, which will facilitate and expand cross community contact and which also allows for celebration of diversity and single identity.
- Administration and evaluation of Good Relations Grant Aid Programme to encourage greater cross-community contact.
- Endeavour to improve perception, profile and understanding of Good Relations with:
 - Elected Members
 - Council Staff and Officers
 - the Community
 - Local Press

- To research methods of improving channels of communication which will ensure that accurate and relevant information is relayed to those who need it in a timely and efficient manner.
- To contribute to the Council's Equality & Diversity Working Group.
- To co-ordinate and manage the Good Relations Working Group
- To support local groups to identify training, skills development and support needs of local community groups who have aspirations to tackle specific local Good Relations issues.
- To assist mainstreaming of good relations by enhancing awareness of implications on the service and delivery of other departments and provide appropriate information and training.
- Continuing commitment to encourage greater involvement and participation of socially isolated groups.
- Ongoing and regular monitoring and evaluation of programme.

Good Relations Programme Breakdown and Analysis

Enhancing Civic Leadership – promoting Good Relations by Example

In order for Moyle District Council to fulfil its obligations under Section 75 and to ensure civic leadership in good relations, the first activity in this strand was to prepare a refreshed three-year Action Plan for the period 2008-2011. Assistance for this was procured from Therese Hogg (Blu Zebra) who worked in partnership with the Good Relations Officer.

Diversity calendars were purchased and distributed to Council Staff throughout the organisation. This is part of ongoing efforts to mainstream a Good Relations ethos within Council.

Good relations training was provided for both Council staff and elected representatives during "Anti Racism in the Workplace Week" in November. The training was in two parts:

(1) Intercultural Awareness training (delivered by Europe Direct) covered how our culture in NI differs from other countries, often leading to misinterpretation when we meet people from differing national backgrounds. This can lead to unnecessary offence and interpreting as bad manners something which is merely a cultural difference in

behaviour. The training was well received and evaluation was very positive. Trainees generally felt that they were now much more aware of cultural differences and more equipped to deal with them sensitively as they meet people from different backgrounds.

(2) Traveller Awareness training (delivered by An Múna Tober) provided insight to the culture, lifestyle & aspirations of Irish Travellers, covering issues such as:

- History, language & perceptions
- The rich culture of Irish Travellers
- Differences & similarities between Irish Travellers & Romany/ Roma gypsies
- Discrimination & racism
- Issues re education, health, accommodation etc

Most participants found this training interesting and informative. Some felt it had changed their perception of Traveller culture to some extent and that they were now more aware of the issues facing Irish Travellers.

As a result of this training, new relationships have been formed between the Travelling Community, Moyle Councillors, the PSNI and the NI Housing Executive: a working group has now been established (2009/ 10) to attempt to secure a temporary site in Ballycastle and to improve relationships between the Travellers and the local community.

Under this strand, there was also a commitment to review public perception on (1) the state of good relations within the Moyle District and (2) how well Council is regarded in promoting good relations. This research was undertaken by Ballymoney Community Resource Centre who conducted two focus groups in different areas of the Moyle District: Cushendall and Bushmills. Sample size in both cases was unfortunately relatively small, meaning that the results were not necessarily reflective of the local population en masse, however the findings were considered when planning for 2009/ 10.

Elected representatives participated in a Political Speed Dating event during Local Democracy week with members of Moyle Youth Council. The event allowed the young participants to engage in a number of three-minute interactions with Councillors of varying political views.

This initiative has proved to be very popular with Councillors who recognise the importance of relating to their young constituents in this positive way, understanding the issues that face Moyle, and encouraging them to play a part in the community after they leave school.

Promoting Good Relations

The Good Relations Working Group continues to meet quarterly. This is an interagency group established to consult on the work of the Council's Good Relations programme, to offer space for local stakeholders to talk about good relations issues affecting Moyle, and to promote the acceptance of one another's cultures.

This year saw some development in the Group's procedures: firstly, it was felt that the appointment of a Chair was important, so that a spokesperson (other than a Council

Officer) could be available to make statements to local media on relevant matters, as appropriate. It was acknowledged that the appointment of a Chair would also be helpful to the Good Relations Officer, who had to this point been setting the Agenda, chairing the meetings, and reporting to the meeting.

Secondly, the Group decided to commence each of their meetings with a presentation from a Good Relations Grant recipient, in order to be more informed on good relations activities happening in the community which had received supported from the Good Relations Programme. Guest speakers this year were:

Damian Gorman, award-winning playwright and resident of Ballycastle – presentation on ‘Stars - A Ballycastle Nativity’

‘Connecting Cultures’ - presentation on their intercultural family week residential in Corrymeela

Bushmills Peace Group – presentation on the origins and development of the group, geographic and religious/ political breadth of membership, and annual outing.

Glens & Dalriada U3A Group – presentation on their two-day conference on the Cultural Heritage of the Antrim Glens/ The Planter & the Gael.

Thirdly, the Group decided to rotate their quarterly meetings around different locations within the District.

Moyle Matters is a publication from Moyle District Council which is issued to all residents twice per year. The Good Relations Programme takes this opportunity to promote good relations to every home and to improve public awareness of the Programme by submitting an article to every issue. This year, articles were submitted on (1) Northern Ireland - 10 years after the Agreement, still a ‘work in progress’ (2) Good Relations at Christmas and Beyond – information on ‘Stars – A Ballycastle Nativity’ and opportunities for community involvement.

Articles were also routinely submitted to local press on other activities throughout the year which formed part of the Good Relations Action Plan.

Under the strand entitled “Using the Arts to Showcase Good Relations”, an event for primary school children was held during Community Relations Week, facilitated by Willie Drennan & Ian Burrows of the Ulster Scots Folk Orchestra/ Nae Goat’s Toe. This interactive event was attended by over 70 children from the three Ballycastle Primary Schools and was hosted by Bunscoil An Chaistil, the Irish Language school. Facilitators demonstrated various instruments associated with the Ulster Scots tradition and the session included story-telling and poetry.

Also under this part of the Action Plan, the Good Relations Programme supported an interchurch project in December 08 which involved the creation and public exchange of 3 giant willow lanterns, made in the form of the three kings from the nativity story. These were made by three teams, one from each of the main congregations in Ballycastle (Catholic, Presbyterian, Church of Ireland). Each lantern also ‘wore’ a cloak, incorporating stories, poems and pictures contributed by a wide variety of groups in the town (Creative writers group, Causeway Women’s Aid, Over 55s group, the two Secondary Schools and others) with youth groups assisting in their making. The

lanterns were brought together on the platform at the annual Carol Service and switching on of the Christmas tree lights, and exchanged between the three churches in front of an audience of about 300 people. This allowed a very public and visible manifestation of the good working relationship between the three main churches in the town, thus promoting good relations to a wide audience. This public art work between the three churches was innovative and a significant strengthening of their commitment to each other and to the local community.

Investments in time and money were also made to “Stars – A Ballycastle Nativity”. This play is a cross-community initiative which will involve all sections of the community and will be staged in 2 of the local schools: Act One of the show will take place in Cross & Passion College, and Act Two in Ballycastle High School – the audience being processed, within the play, across the Moyle Road which separates them - a strong Good Relations metaphor in keeping with the One Small Step ethos.

The Good Relations Programme also worked in partnership with Pobal an Chaistil to organise an evening of traditional music in March, featuring music from both Irish & Scottish traditions.

Part of Promoting Good Relations in Moyle involves visible joint working with other Councils. The 6 Councils within the Northern Regional Forum organise an annual project which enables us to work together in promoting good relations. This year's project was entitled “A March Through Time” and provided an opportunity for approximately 30 people from the community/ voluntary sector to participate in project which examined the traditions of commemoration and parading in NI Society. The aim of the project was to explore the reasons for marching and commemorations both in the North and South of Ireland and how our history has influenced marching and commemorations of the present day. The project looked at both Orange and Green perspectives and incorporated an Introductory/ Preparatory day, a residential which took in visits to the site of the Boyne and Kilmainham Gaol, and a Closing/ Reflective day.

Under this strand, Good Relations merchandise was designed and produced which was subsequently used to promote Good Relations values within the Moyle District: an on-bus advertising campaign took place during January 2009, and a quantity memo pads and magnetic bookmarks bearing a Good Relations message were procured. For all of these initiatives, the image used was the winning image in a P7 poster competition on Diversity:



(Additional detail can be found in the section on ‘Understanding & Celebrating Cultural Diversity, below). The promotional products were distributed to local secondary schools in March (including the school where the artist is now a Year 8 pupil) and also given out at an event in Community Relations Week.

Supporting Community Engagement toward a Shared Community

One element of this part of the Programme was dedicated in 2008/ 09 to engaging socially excluded groups. Moyle worked together with Coleraine and Ballymoney in producing a new educational resource for new citizens entitled “Living on the North Coast”. This was designed to provide information for new citizens on local culture, environment, political structure, personal safety and other pertinent information not provided in previous publications targeting this group. The resource was printed in English and Polish on facing pages so as to assist language development also. Polish was deemed to be the most significant of the minority ethnic communities in the Causeway area, but this publication may in future be produced in other languages. An official launch event took place for this new publication during Community Relations Week – the resource has already proved immensely valuable to new citizens wishing to engage with the local community.

In addition to this, the Good Relations Officer facilitated a meeting between NICEM, Ballycastle Church Action and some local Polish workers. This was to investigate how the local churches might be able to work alongside NICEM during a six-week Welcome Clinic and beyond, to the benefit of the migrant population living in Ballycastle. Following this meeting, it was agreed that Ballycastle Church Action would host NICEM for a six-week Welcome Clinic. During this period, information was given on local environment and services, together with conversational skills for everyday situations. Guest speakers participated in some of the sessions which covered issues such as driving, social life, leisure facilities, housing, police services, and access to health services.

Under this strand, Good Relations grant payments were made to groups who were undertaking projects with a good relations focus. These were as follows:

Grant Awards
2008 / 2009

Group	Activity	Spend
North Antrim Dalriada Group	Cross-Community Heritage Tour: Castles & Dwellings in Dalriada	£250
Bushmills Peace Group	Inter-Churches Trip to Armagh Cathedrals	£250
Connecting Cultures/ Corrymeela	Intercultural Family Week Residential	£500
Young Farmers' Clubs of Ulster	"Rural Youth Europe" Event on Democracy, Dialogue & Citizenship	£250
Glens & Dalriada U3A	2-day conference on the Cultural Heritage of the Antrim Glens/ The Planter & the Gael.	£250

The Good Relations Programme also sought under this strand to engage representatives from the community/ voluntary sector in mediation training. Response was low with only two places being taken up this year on the Dialogue for Peaceful Change course held at Corrymeela. This is a 5-day residential programme which requires quite a commitment from participants and therefore made recruitment difficult - the lack of response also confirmed our sense that traditional training courses are unlikely to ensure community engagement in the future.

Within this strand we also have programme costs dedicated to providing 'financial support to programmes of engagement in keeping with the Good Relations strategy'. Payment was made to Ballycastle Church Action in recognition of the interchurch/ cross-community work that it carries out all year round. In 2008/ 09, that included production of promotional literature on the organisation and the organisation of a Community Forum on the Eames/ Bradley report

Martin Lynch's new play "Chronicles of Long Kesh", which tells the story of the Maze prison from its opening in August 1971 to its closure in 2000, came to Ballycastle in February. Members of the Moyle community were offered a funded opportunity to attend the play and subsequently participate in a follow-up dialogue workshop to discuss the issues raised in the play. Characters included both Republican and Loyalist prisoners, their families and prison officers, therefore lending itself to much debate on the accuracy of how each character was portrayed. Martin Lynch held a pre-show audience with participants, during which he described his own journey in coming to write the play, and the engagement he had with prisoners from both traditions prior to writing. The post-show dialogue was held a few days later and was facilitated by Damian Gorman (local playwright) and Lyn Moffett (Good Relations practitioner). This project was very well received and drew participants who had not previously engaged with the Good Relations Programme.

Under the Training & Capacity Building element of this strand, and partly in response to local concern about racist attacks in the District, we offered a course entitled Pride & Prejudice which focussed on dealing with racial prejudice in our communities. This programme was contracted to Trademark for delivery across Moyle. Difficulties in generating community interest in this programme contributed to the decision (as outlined in our 2009/ 10 Action Plan) to focus less on traditional training programmes in the future and more on Arts-related initiatives which tend to be more successful in drawing people to engage in Good Relations issues.

Addressing the visible manifestations of sectarianism and racism in the Moyle area

Work continued early in the year on developing the formation of an Emblems Working Group, which aimed to examine the impact of cultural expression on local communities, encourage non-threatening expressions of cultural identity and promote sensitivity to other cultures. The group always sought community participation as an essential requirement to its success but found this difficult to secure and therefore decided to disband.

(This was a sub-group of the Good Relations Working Group which continues to meet quarterly but is not specifically focussed on this one subject).

Understanding & Celebrating Cultural Diversity

In trying to support the understanding and non-threatening celebration of the rich diversity of cultures in Moyle, and to facilitate good relations on the sensitive issue of Parading, the Good Relations Officer continues to implement the recommendations made in Moyle District Council's 2006 Parade Review:

One of these recommendations was a poster competition for schools celebrating cultural diversity in Moyle and promoting the themes of Shared Space and Shared Future. This competition was launched to P7 children in May and was intended to

encourage children to think about their own identity and that of others, to accept difference, to value and celebrate cultural diversity, rather than simply tolerate it or feel threatened by people who appear different to themselves. The project also aimed to add value to the Primary curriculum on Personal Development and Mutual Understanding. Prizes were offered as an incentive to participate.

As part of this theme, the Good Relations programme also supported a range of language/ cultural classes to promote the inclusion of new communities. To this end, English Language classes were organised for the migrant worker population in Cushendall; venue costs were covered by the Good Relations Programme and the Northern Regional College sponsored the tutor.

This year also saw the beginnings of a three year Cultural Heritage programme in Moyle Secondary Schools, designed to enable and support increased understanding of local cultural heritage, traditions, cultures, languages & history. Activities targeted Yr 8 schoolchildren in 2008/ 09 and will continue over the next 2 years when these same children are in year 9 and year 10. It is intended to show differences and similarities between the cultures of the two predominant communities in Northern Ireland, using various media such as music, art or shared history.

The Good Relations Programme worked in association with local cultural organisation 'Imeall Tra Teo' who helped to generate interest and secure support from the 4 secondary schools to participate in this programme, and who also helped to manage the delivery of the 4 workshops. Imeall Tra Teo has significant experience in the language and culture of North Antrim, and the links between this area, Donegal and Scotland. Chosen facilitators for the first year of this initiative were "Ailsa", a Braid Scots group who have developed materials specifically for Key Stage 3 of the New Revised Northern Ireland Curriculum – their material introduced the students to Scots Irish music and literary culture. Participants learned about the Co Antrim poets –where they met, and what they wrote about – and about the links between the music of Ireland and Scotland. Over the next two years of this initiative, the focus will shift to other expressions of local cultural heritage, using language or the arts as a medium for engagement, and continuing to promote respect and inclusion.

Also within this strand of the Programme, three separate musical events were facilitated by Beyond Skin/ The Motion Project during March. The "Interactive Musical Experience" took place in Cushendall (senior citizens), Bushmills (youth) and Ballycastle (youth), providing an opportunity for participants to hear, play and learn about music from around the world, and to meet musicians from different cultural backgrounds who currently live in Northern Ireland. "Beyond Skin" is a charity which specialises in addressing racism, sectarianism and prejudice in Northern Ireland through the universal language of music and art. The response from young and older participants alike was very positive. Photos of all three events can be seen on: <http://www.beyondskin.net/themotionproject-moyle-area.htm>

Also under this strand, the Good Relations programme addressed the politically sensitive issue of language by organising a Language Diversity event in association with

local organisation Pobal an Chaistil. This provided an opportunity to understand and celebrate our cultural diversity and to appreciate the inherent value of both Irish and Ulster Scots. This event was uniquely delivered by “Lurgan Spade” which comprises Liam Logan, an Ulster Scots speaker and broadcaster originally from North Antrim, and Dr Ian Malcolm, an Irish speaker, freelance journalist and commentator on unionist affairs in the Irish language media. In their presentation, both promoted the concept that both languages belong to everyone and should not be considered as political weapons, but valued in their own right as part of our shared heritage.

The event was informal and entertaining but informative, and promoted the philosophy of a shared past, present and future, encouraging a culture of respect for difference as well as a celebration of diversity. Gary Blair of the Ulster Scots Agency also attended and was very supportive of the event.

Non-funded activities

Moyle Community Safety Partnership

The NIO Community Safety Unit sets out a range of proposed structures and actions designed to create the conditions for improving community safety throughout Northern Ireland.

This is delivered at a localised level by Moyle Community Safety Partnership, of which the Good Relations Officer is an active member. Throughout the financial year the GRO has been meeting monthly with the Partnership.

Please contact the Community Safety Manager for more information on Moyle Community Safety Partnership.

Networking and Partnership

The GRO spends considerable time developing and maintaining formal and informal links with local statutory agencies, Churches, community groups and the voluntary sector to develop a co-ordinated approach to improving good relations within the District.

The GRO also acts in an advisory capacity to community groups and in linking them to single identity or cross community organisations, some of this is achieved by attending seminars and conferences throughout Northern Ireland.

Section 11: Additional Comments

- Please provide any additional information/comments

Annual Report 1 April 2008 / 31 March 2009
'Disability Duties' Questions

1. How many action measures for this reporting period have been?



Fully
Achieved



Partially
Achieved



Not
Achieved

Fully achieved	11
Partially Achieved	3
Not Achieved	4

2. Please outline the following detail on all actions that have been fully achieved in the reporting period.

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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 ¹	Outcomes / Impact ²
National ³			
Regional ⁴			
Local ⁵	Established Disability Working Group. Councillors and Officers participate	Regular meetings discussing Disability related issues in Moyle District Council	Increased awareness of Disability Issues in the Council and more activity in the council district

2(b) What **training action measures** were achieved in this reporting period?

¹ **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.

² **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.

³ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

⁴ **Regional**: Situations where people can influence policy decision making at a middle impact level

⁵ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

	Training Action Measures	Outputs	Outcome / Impact
1	Train all staff in Disability Equality Awareness	All staff trained	Increased awareness of Disability Issues, including etiquette, language and attitudes
2			
3			
4			

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	Review external and internal communication policies, practices and procedures	Four disability meetings held during the year	Increased awareness of the need to improve communication internally and externally. This has been placed on the Disability Group's agenda.
2	Sports Fun day	The council decided to extend the sports fun day to two separate days to improve communication and access to all disabled people and groups in the area.	Increased knowledge of Council services, job opportunities, access to staff and facilities.

3	Quarterly reports to the Strategic Management Team	Four reports per year from the Disability Group and the Equality and Diversity Working group to the Senior Management Team	Increased activities and awareness of disability action measures throughout the Council.
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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Publication of the Disability Action Plan	Publish the Disability Action Plan on the Website and in Moyle Matters	Increased awareness of the Disability Duties and the Council’s response
2	Host Disability event	Encourage people to view Moyle District Council as an accessible employer and Moyle District council as welcoming to disabled people.	Increased awareness of the services and facilities available to Disabled people in the Moyle District Council area.
3	Establish Disability Working Group	Hold at least three meetings per year.	Encourage attention to the Disability Action Plan throughout the Council
4	Dialogue with Community Group Leaders	Invitation to Council events	Promotion of positive attitudes towards disabled people

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

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Disability Champions at Councillor Level and Officer level	Two people appointed to act as the Council’s Disability Champions	Increased activity and awareness of disability related issues in the Council.

			Promote positive attitudes to disabled people
2			
3			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones ⁶ / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Review Recruitment and Selection policies and work placement procedures	Increased numbers of disabled people applying for and getting jobs at the council	Awareness of Job prospects in the Council	Work ongoing
2	Provide workplace support to disabled people and make reasonable adjustments to workplace environment	Reasonable adjustments	Awareness of reasonable adjustments facility	This action could be further enhanced when we complete the staff survey and investigate if employees require support and adjustment
3	Review external and internal communication policies, practices and procedures	Policies, practices and procedures analysed against the Disability Duties.	All policies reviewed	Ongoing

⁶ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

4. Please outline what **action measures** have not been achieved and the reasons why?

	Action Measures not met	Reasons
1	Staff Survey not completed	Staff resources
2	Positive images of disabled people in council publications	No publications produced during the current year. However Staff have been made aware of the issue.
3	Shadow work placement scheme	No placement this year
4	Source specialist training for recruitment and selection panels	General Disability Training this year took priority

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

Qualitative

Disability Issues

Moyle District Council is committed to delivering services to all disabled people including children and adults with a learning disability.

During the review period the Council engaged the services of a consultant to conduct an equality impact assessment of Access to the Council's Services and Facilities. The EQIA is currently in draft form and will be consulted on in due course.

Disability Action Day

The Council has been organising an action day for disabled and able bodied people for the past three years. The aim of this day is to raise awareness of issues relating to disability.

Disability Information Day

The Council extended the Disability Action Days to include an information Day for Disabled people. This day would provide invaluable access to the disabled community on services available. This year the Council is hosting two separate sessions to enable different groups to participate.

Sports Day

The Council organises a very successful and well attended Disability Sports day every year. This year has been particularly successful as the Gym has been refurbished to meet DDA standards.

Cushendall Park

The Council has worked with a local group "Friends" to develop a new Play park in Cushendall. The park is the only one of its kind in Northern Ireland as it is fully DDA compliant. The Council has contributed towards the funding of this project as well as leased the park to the Friends group and has a Service Level Agreement in place to support and maintain the park. The Official Launch of the new Cushendall Park is being held on 7th July 2009.

Ferry and Marina Services

Moyle District Council has worked with Department of Regional Development to create two new pontoons in the Ballycastle and Rathlin Marinas. These pontoons are fully DDA compliant.

The Council is also working with Rathlin Island Ferries to ensure that the new ferry service is DDA compliant. This service is due to commence operations in July 2009.

Disability Action Plan

In accordance with the requirements of the Disability Discrimination (NI) Order 2006, two new duties took effect from 1 January 2007 which requires public authorities, when carrying out their functions, to have due regard to the need to:

- Promote positive attitudes towards disabled people; and

- Encourage the participation by disabled people in public life

In accordance with these duties the Council submitted a review of year one Disability Action Plan and the Plan for Year two to the Equality Commission in August 2008.

Disability Working Group

The Council established a Disability Working group consisting of Cllr Mc Mullan as the Disability Champion and staff representing Council. The Group appointed an officer Disability Champion to champion disability work internally with other staff. The

The Disability Working Group was established during this operating period. The aim of this group is to discuss:

- disability matters
- advance the disability agenda in the council and
- report to the Equality and Diversity Working Group.

Disability Champion

As part of the Council's commitment to implement the requirements of the Disability Discrimination (NI) Order 2006, the Council appointed a Disability Champion from the elected members. Cllr Oliver McMullan is currently the Council's Disability Champion he works closely with other colleagues at a number of different levels to:

3. Promote, and add value to the Council's Disability Action Plan.
4. Co-ordinate and attend regular meetings with the others to:
 - share good practice
 - contribute to a steering group implementing the Disability Action Plan, record and report progress to the Equality Commission and to the Council and other groups as required.
 - assist the Council to develop good practice as appropriate
 - raise awareness of Disability issues within the Council area.

3. Understand and effectively represent priorities for the local government sector in terms of disability equality.
4. Engage and influence councillors and stakeholders in the aims and objectives of the Disability Action Plan.

Equality and Diversity Working Group

The Equality Working Group met and reviewed its membership. The group now comprises of the HR Manager, the Good Relations Officer, the DPP Manager, the Disability Champion (officer Level), Administration Officer and the Head of Corporate Services. This working group is now known as the Equality and Diversity Working Group. This aim of this group is to discuss equality, good relations and issues related to disability matters. In addition the group aims to ensure the Council is compliant with it's equality and good relation duties. This group receives updates from the Disability Working group, DDP Manager, and other sections of the council through the Head of Corporate Services. The Head of Corporate Services reports quarterly to the Senior Management Team on Equality, Good Relations and Disability matters.

Disability Working Group

The Council established a Disability Working group consisting of Cllr Mc Mullan as the Disability Champion and staff representing Council. The Group appointed an officer Disability Champion to champion disability work internally with other staff. The

The Disability Working Group was established during this operating period. The aim of this group is to discuss:

- disability matters
- advance the disability agenda in the council and
- report to the Equality and Diversity Working Group.

(b) Quantitative

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.

Please delete: No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisations annual review of the plan? If so, please outline proposed changes?
