

EQUALITY COMMISSION FOR NORTHERN IRELAND
Public Authority 2007 - 2008
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 2007 to 31 March 2008**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 July 2007 to 31 March 2008**. 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 **30 September 2008**.

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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Human Resource Manager
Moyle District Council
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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.

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.

Sports Day

The Council organises a very successful and well attended Disability Sports day every year entitled 'get a life, get active'.

Cushendall Park

The Council has upgraded the Park in Cushendall. The park upgrade has been redesigned to meet the needs of disabled people.

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 Disability Action Plan to the Equality Commission by 30 June 2007.

The Council's Disability Action Plan was completed in consultation with Regional and Local Disability groups. Consultees attended a special consultation event on Tuesday 29th May 2007. To encourage a partnership approach to these requirements the Council worked with Moyle District Policing Partnership, Ballymoney Borough Council and Ballymoney District Policing Partnership. The event was a great success.

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.

Moyle Disability Forum

The Council continues to work with the Moyle Disability Forum. We have worked with the Forum to ensure the meaningful development of the Disability Action Plan and in policy development.

Disability in Employment Policy

The Council developed a Disability in Employment Policy to ensure that the working environment and conditions of employment, as far as practicable, which are available within the Council offer disabled people the opportunity to seek, obtain and maintain employment with the Council. This work continues.

Women in Local Councils - Making a Difference

The Council continues to support the initiative, Women in Local Councils – Making a Difference. The Council adopted the Declaration of Principles and appointed Gender Champions both from Officer and Elected Members. The Council is also committed to developing a Gender Action Plan. The Action Plan has been endorsed by the Equality Commission and aims to:

- Ensure that policies and practices meet legal requirements
- Promote Best Practice
- Address gender under-representation and job segregation.

Gender Working Group

A gender working group made up of councillors and officers has been established to develop a gender action plan for both officers and councillors. Female employees have attended Women's development training programmes.

Welcome Guide

A Welcome Guide, designed to assist people who are new to the areas of Moyle, Coleraine and Ballymoney such as visitors, employees or new residents was developed. We have particularly attended to the needs of migrant workers in the area by translating the guide into a variety of languages: Portuguese, Polish, Bulgarian, Romanian, Russian, Simplified Chinese and Traditional Chinese. The welcome guide provides information on services within the areas and signposts readers to other key agencies. The Welcome continues to be a well used resource and is available on our website.

A new additional educational resource for Polish citizens is also being prepared. This product, to be entitled "Living on the North Coast", is a joint initiative between Moyle, Coleraine and Ballymoney Councils and is designed to provide information on local culture, environment, political structure, Council Services, education, personal safety and other pertinent information. This new resource will hold more up-to-date information than the Welcome Pack produced in 2005/06 and will include subjects not covered before. It will also be posted on the Council website.

The resource will be printed in English and Polish (on facing pages) as this is deemed to be the most significant of the minority ethnic communities in the Causeway area, but may in future be produced in other languages.

Website updated

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

GOOD RELATIONS

Executive Summary

The 2007/08 financial year was a successful year for Moyle District Council's Good Relations Programme, building on the initiatives and activities in previous years.

Significant progress was made in a number of areas, including inter church activities and exploration of cultural traditions. 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 has been developing over time into a "leaner", more fit for purpose programme aimed at tackling the issues that divide us. The programme recognises this and, based on its Good Relations Strategy, will be in a better position to address difference based on race, religion and political opinion.

This was the second year of the Good Relations strategy (2006-2009) which was commissioned to give a clear and firm direction for the programme, based on current issues and needs in the community. This has directed the programme to comply with changes outlined in the "Shared Future" document and Racial Equality Strategy.

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).

The 2007/ 2008 Good Relations programme 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.

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 District Council and Northern Regional Forum of Good Relations Officers. Includes Ballymoney, Coleraine, Limavady (all in new RPA structure), Magherafelt & Derry
- Continue to deliver assistance and support to Departments in relation to screening, consultation and policy development.
- Continue to hold Equality Working Group meetings.
- Co-ordinate and implement the Disability Action Plan Year 2.
- Review Monitoring arrangements and develop internal monitoring systems.
- Develop Gender Action Plans for Officers and Councillors.
- Review the EQIA schedule.
- Review the Council's Language Policy for non English speakers.
- Identify priorities for the implementation of the DDA upgrade.
- Final arrangements to complete the EQIA in Access to services.
- Review Equality and Disability Training within the Council
- Support the work of Moyle Disability Forum.
- The Council will complete work on Single Status.

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	•	
Persons of different	•	

political opinion		
Persons of different racial groups	•	
Persons of different age	•	
Persons with different marital status	•	
Persons of different sexual orientation	•	
Men and women generally	•	
Persons with and without a disability	•	
Persons with and without dependants	•	

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 2007-08.

- 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 The Good Relations Officer delivered the annual programme of activities as planned, despite a staff changeover. Work also began on a "refreshed" three-year Good Relations Action Plan for the period 2008-2011
- 1.5 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.

1.6 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.

1.7 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	Was initial screening decision changed	Is policy being subject to EQIA? <u>Y</u> es/ <u>N</u> o? If yes indicate
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	issued for consultation? <i>Please enter F or R</i>	following consultation? <u>Yes/No</u>	year for assessment.

Section 3: Equality Impact Assessment (EQIA)

Please provide an update of policies subject to EQIA during 2007/08, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2008-09.

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.

EQIA Timetable – April 2007 - March 2008

Title of Policy EQIA	EQIA Stage at end March 08 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant equality & good relations categories due to be affected.
Community Services	4	
Access to Council Facilities and Services	4	
Human Resource Policies	6	

Where the EQIA timetable for 2007/08 (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. Plans have been put in place to correct this situation. Once our review of equality operations is complete we will forward a revised schedule.

Ongoing EQIA Monitoring Activities April 2007- March 2008

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

2008-09 EQIA Time-table

Title of EQIAs due to be commenced during April 2007 – March 2008	Existing or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Purchasing Policy	Existing	2008
Arts and Culture Policy	Existing	2008

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.

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. A comprehensive training programme relating to equality and disability issues is planned for the period 2008/2009. Both elected Members and employees will receive 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 Working Group (EWG). The EWG

usually meets bi monthly. The EWG reviews work plans, the EQIA timetable and considers policy issues. Unfortunately the EWG has not met for some time due to staff resources. There are plans to get the equality agenda and EWG back on track in 2008/09.

- 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 as and when required.
- 5.4 During the review period the Council has continued its Internal Council Newsletter called 'Staff Matters' this is circulated to all staff within the Council. 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 - "StaffNet". 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 for employees and councilors both groups receive information in relation 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 Working Group.
- 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 EWG, the JCC and the Strategic Management Team provide feedback regarding the effective communication of the statutory duties.

- 5.11 Work undertaken in relation to the Access EQIA has already highlighted further areas of improvement within the Council in relation to Communication.
- 5.12 The Council has invested resources into improving the website to ensure accessibility.

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 data base 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.

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

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

- recruitment
- 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 has worked with Ballymoney and Coleraine Councils to develop a Welcome & Information Pack for New Citizens. The Pack contains information in relation to Councils and Council Services, Emergencies, Personal and Community Safety, Advice and Support, Housing, Medical Services, Post Offices, Education, Employment, Other Agencies and Public Transport.

It is available in Chinese Traditional, Chinese Simplified, Russian, Polish, Romanian, Portuguese and Bulgarian

A new additional educational resource for Polish citizens is also being prepared. This product, to be entitled "Living on the North Coast", is a joint initiative between Moyle, Coleraine and Ballymoney Councils and is designed to provide information on local culture, environment, political structure, Council Services, education, personal safety and other pertinent information. This new resource will hold more up-to-date information than the Welcome Pack produced in 2005/06 and will include subjects not covered before. It will also be posted on the Council website.

The resource will be printed in English and Polish (on facing pages) as this is deemed to be the most significant of the minority ethnic communities in the Causeway area, but may in future be produced in other languages.

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 review 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 completed a review of our consultation list and sought feedback from consultees regarding continuing to be a consultee of Council.
- 9.3 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.

Mission Statement

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

Themes and Aims

1) Promoting Good Relations

Aim "To support opportunities for the development and promotion of Good Relations within Moyle district

2) Enhancing Civic Leadership

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

3) Supporting Community Engagement

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

4) 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 a Council wide consultation and equality strategy.
- 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

Cross Community Contact

Irish School of Ecumenics

An Irish School of Ecumenics training course was held during April and May 2007 in the Marine Hotel.

Ballycastle Church Action

Ballycastle Church Action is an interchurch group formed to identify ways in which local churches could work together for the service of the community, and has representatives from the three main denominations in the town. A number of others serve the group in a personal capacity, some of whom come from denominations or backgrounds not represented in the town.

The group has successfully launched its first project “Good Morning Ballycastle” which provides a free and confidential telephone care / alert scheme for older people living in the community. The project aims to reduce the feeling of fear, vulnerability and isolation experienced by many and is serviced by a bank of volunteers and a part-time coordinator.

Payment was made to BCA for their programme of interchurch, cross-community activities, which included language classes for migrant workers in Ballycastle and a drama project.

Hands on History

“Hands on History” is a project aimed at encouraging communities to examine and assess their own identity. It also provides the opportunity for local groups to meet and exchange.

Two Hands on History events were held in Dunseverick and Liscolman, both facilitated by Dr Bob Curran who is knowledgeable about the history and folklore of the locality. This initiative allows communities to explore their own history, culture and traditions in an all inclusive and non-threatening way, thus allowing communities to work together on the respective aspects of their own histories and traditions

Community Dialogue

Community Dialogue is an ongoing process aimed at building understanding between and among people. To date several dialogues have been held in the Causeway area and all have been important in providing space and time for some open and honest conversations on a range of issues vital to the people in the room and their communities.

Community Dialogue gives everyone a chance to express how they feel about Northern Ireland issues, what concerns them and ideas around moving forward.

A Community Dialogue event was held in Ballycastle Golf Club as a joint initiative between Moyle Good Relations programme and Kilcranny House, and facilitated by Anne Carr. The discussion allowed a diverse range of people to share perspectives, acknowledge differences and find points of agreement on the issues around Dealing with the Past. A report was subsequently submitted to the Dealing with the Past Consultative Group.

Another Community Dialogue took place in the Bayview Hotel Portballintrae on the subject of Hate Crime and its impact on communities, facilitated by Kilcranny House. This was in response to a series of incidents in that area.

Cultural Activities and Grant Aid to Groups

Grant Awards 2007 / 2008

Group	Activity	Spend
North Antrim Dalriada Group	Historical Tour: Saints & Shared Religious Heritage	£250
Bushmills Peace Group	Trip to Benedictine Community House, Rostrevor	£250
Ballycastle & District Probus Club	Inter-club quiz initiative	£250

Exploring the Main Traditions

An event entitled “Kick with the Other Foot ... the Return Match” was held in order to reciprocate an earlier event when Armoy Rugby Club had hosted Armoy Hurling Club. (See under Regional CR Issues, below). On this occasion, Willie Anderson was the guest speaker - his presentation included stories of his high profile rugby career and his experience as a player and trainer of Gaelic Football. Within this presentation were messages of sportsmanship, teamwork, vision, determination and a love of the game, all of which he stated are common to any given sport and can act as a powerful force to unite people from different sporting backgrounds.

Also under this strand, support was given to Pobal in respect of their Ródseó na Gaeilge 08, Ballycastle event. Pobal is an organisation established to support Irish language development and whose Mission Statement is “Driving the positive development of the Irish language forward into a new, shared society”.

This was an enjoyable evening of music and song in the traditional Gaeilge Arts to which a number of community groups from across Moyle district were invited, including those communities who would normally have little exposure to the Irish language.

International Cultural Celebration

Moyle Good Relations Programme supported Spreading Wings project in this initiative. The Spreading Wings project is a community arts project funded by Moyle District Council, Moyle Community Safety Partnership and the Arts Council NI.

This contribution enabled a series of music workshops on the Gamelan (Indonesian instrument) enjoyed by a wide range of people from different parts of the community who also learned about the stories and traditions from the Indonesian culture of Java. This gave participants a practical and creative experience with a cultural element from outside the area.

Minority Ethnic Information Sessions

A joint initiative was undertaken with Cushendall Development Group and the Causeway Institute in the provision of English classes for the migrant worker population living locally. This language provision is part of a programme to help communities integrate and deal with recent demographic changes.

Moyle Good Relations Programme partnered with community police to organise a Welcome Evening in Cushendall for the growing migrant population. The event incorporated a number of speakers and provided useful information from various speakers together with a chance for local residents to befriend their new neighbours. Food served was a cross-cultural combination of Irish and Polish.

Under this strand, sponsorship of a calendar promoting diversity in the workplace was undertaken also. This entitled sponsors to 50 free copies which were distributed to Moyle District Council staff and elected members.

Regional CR Issues

Regional forum

The Northern Regional Forum of Community/ Good Relations Officers comprises the officers from the Councils of Moyle, Ballymoney, Coleraine, Magherafelt, Limavady and Derry, who work collectively on projects of regional interest. Hospitality for meetings is rotated.

This year's regional project, entitled "Heads On Hands On", involved practical accredited training in Facilitation Skills and two days of field trip activities. The field trips were to Derry and the Ballymoney/ Causeway area, exposing a mixed group of participants to both nationalist and unionist perspectives. The aim of this initiative was to equip people in the community and voluntary sector to facilitate events with a good relations focus in their own areas.

As part of “Heads On Hands On”, groups of trainees from each Council area were required to organise a mini project to consolidate their training. Moyle participants identified a common interest in sport as a potential means of bringing the two communities into closer contact with one another and presented the concept to Armoy Rugby Club and Armoy Glen Rovers GAC. The idea was well-received by both clubs. The trainees then undertook to organise a cross-community sports event in Armoy: the rugby club hosted the hurling club and had Mickey Harte, Tyrone Gaelic Football Manager, as guest speaker at the event which was entitled “Kick with the Other Foot”.

(This was later reciprocated in a follow-up event, detailed under Cultural Activities & Grant Aid to Groups/ Cultural Traditions)

February saw the culmination of the “Heads On Hands On” programme with an awards ceremony for successful participants.

The Northern Regional Forum also organised a one-day workshop entitled “Who is My Neighbour?” which addressed the issues of cultural diversity and migration.

Tackling Hard Issues

Victims

The Good Relations Programme provides for victims / survivors of the “Troubles” through the activities of the WAVE Trauma Centre (Ballymoney) who have members in the Moyle area

Funds were used to organise a residential with Wave’s Moyle members, during which they participated in facilitated workshop sessions on the themes of Struggling with Difference and Struggling with Conflict and which culminated in the making of a Tree of Diversity sculpture. Subsequent to the residential, WAVE also wished to purchase art materials for follow-up therapeutic arts/ crafts and a display cabinet for the sculpture.

Hate Crime Prevention

Hate Crime is defined as any criminal offence committed against a person or property that is motivated by hatred of someone because of their race, colour, ethnic origin, nationality, religion, gender, sexual orientation or disability.

A meeting was organised with community police officers and a community cohesion consultant to formulate a strategy for addressing racist attacks in the area and other incidences of hate crime.

A Community Dialogue event was organised on the subject of Hate Crime (see detail under Cross-Community Contact/ Community Dialogue, above)

Further copies of the Diversity Calendar were purchased and circulated throughout the communities of Moyle. This was part of a strategy to use diversity awareness as one means of changing attitudes to minorities – it is hoped that this will result in a reduction in hate crime.

Under this strand, a project was undertaken in association with NEELB Youth Service, involving young people from an area where hate crime is quite prevalent. The programme covers subjects such as Conflict, Prejudice and Stereotyping and aims to promote understanding, acceptance, and tolerance of the cultural and religious

differences among the people of Northern Ireland. One of the objectives is to encourage tolerance that may have generally beneficial effects in the communities in which the young participants live as they grow to adulthood.

The participants will, at a future date, share their experiences of the Project in an informal setting with Moyle Youth Council –a small group of young people who currently meet in the Ballycastle area but who are actively trying to encourage membership from all communities within the Moyle District.

Promotional goods bearing a good relations message were designed, purchased and distributed during Community Relations Week – these were highlighters bearing the message “Highlighting Diversity – don’t tolerate it, celebrate it!”

Emblems Working Group

Meetings of the Emblems Working Group continued throughout the year, with efforts made to secure more community representatives to complement those who are in a statutory capacity. An Information Evening was held in an effort to increase awareness of and generate interest in the group. The services of a facilitator have been secured to help in the delicate nature of the subject matter discussed in these meetings.

The group is still evolving and seeks to address the issue of how cultural identity is expressed in Moyle, providing a safe space to discuss difficult issues.

Training

A course on “Introduction to Conflict Resolution & Mediation Skills Training” was held at the Causeway Hotel.

The aims of this OCN accredited training course were to explore the dynamics of conflict and to enable people to work positively with diverse individuals and groups.

Moyle Good Relations Programme also funded five places on a “Dialogue for Peaceful Change” course - this is a five-day residential programme designed to equip participants with the skills to assist in overcoming division and resolving conflict.

Youth Programmes

Cultural Traditions

A joint programme on Cultural Traditions was undertaken with the Spreading Wings Arts Project and involved Moyle Alternative Drumming Community (MAD) and Moyle Gateway. Young people from these 2 organisations enjoyed a series of workshops facilitated by Different Drums of Ireland, The Beat Initiative and Open Arts.

This project was designed to promote cross-community interaction and awareness, and to continue the development of a cross-community Ballycastle Carnival team. The programme involved using facilitators who specialise in the Lambeg and the bodhran and those who specialise in bringing a more international aspect to the process. These workshops helped to introduce other traditions with songs, rhythms and instruments

from a variety of cultures, deepening the participants' awareness of others and other identities.

Youth Groups

A local youth group participated in the "Causeway Quest" which is essentially a bus tour around the Causeway Coast, exploring the old Dalriada Kingdom with audio visual aids. The group also benefited from a series of 'themed' games organised as part of the tour, which help educate and raise awareness on the culture, heritage and folklore of the District.

Prejudice Awareness

A Prejudice Awareness Workshop was held for a group of young people aged 12-15 from Cushendun. The 1½ hour workshop included three fun and interactive games which encouraged participants to examine and explore issues around stereotyping, prejudice and good citizenship. Go-karting and refreshments provided the incentive to participate in the training.

A joint initiative was organised and executed in association with Moyle District Council's Sports Development department, known as The Friendship League. Teams of under-14 footballers came from various towns and villages across Moyle District to participate in competitive football combined with Prejudice Awareness training delivered by the Irish Football Association while teams were off-pitch.

Moyle Youth Council

Moyle Youth Council participated in a Political Speed Dating event during Local Democracy week, during which they engaged in a number of three-minute interactions with Councillors of varying political views.

This cross-community group has been struggling with numbers and motivation and does not currently have Moyle-wide representation as desired. Therefore the Good Relations Programme undertook to organise two separate training days in Corrymeela when staff and a team of young international volunteers worked with members on capacity-building and planning for the future.

Other

Publicity & Promotion

The Good Relations programme part-sponsored the production of the Moyle Matters magazine which goes out twice-yearly to every householder in the Moyle District Council area. This is an opportunity to send a Good Relations message into every home. A good relations article was submitted on the changing demographics of Northern Ireland and the community's struggles to adapt to new migration in the wake of the conflict.

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 Coordinator 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 community 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.

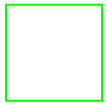
- Please outline any use of the Commission's Good Relations Guide.

Section 11: Additional Comments

- Please provide any additional information/comments

Annual Report July 2007/ March 2008
'Disability Duties' Questions

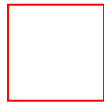
1. How many action measures for this reporting period have been?



Fully
Achieved



Partially
Achieved



Not
Achieved

11 Fully Achieved

7 Partially Achieved

7 Not Achieved

2. Please outline the following detail 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 ¹	Outcomes / Impact ²
National ³			
Regional ⁴			
Local ⁵			

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 forums.

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

	Training Action Measures	Outputs	Outcome / Impact
1			
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	Include positive attitudes of disabled people in council publications	Media coverage of disabled people	Improved media coverage of disabled people
2	Review accessibility of Council website	Introduced Browse aloud to website	Improved accessibility
3	Raise awareness of Disability Action Plan by hosting event	Event held	Promotion of positive attitudes and effective consultation

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Appoint a Disability Champion	Member available to progress disability duties	Promotion of duties Increased awareness of disability issues
2	Work closely with the Disability Advisory Service to provide work experience	Improved job opportunities	Provide work experience for disable people
3	Work with schools and colleges to enable disabled young people to access work experience	Improved job opportunities	Improved job opportunities
4	Provide workplace support for disability persons	Improved standards in the workplace	Promote 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	An additional question has been added to the screening form	Revised screening form	Disability issues are considered at policy development stage resulting

			in improved equality of opportunity for disabled people
2	Prepare Annual Report on Plan	Updated report	Monitor and report on progress
3	Quarterly reports to Strategic Management Team	Updated reports	Review progress towards the implementation of the Plan
4	Introduce Sports Day for able bodied and disabled participants	Event held	Promote positive attitudes and encourage inclusion

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	Disability and Equality Training for employees	Plan has been put in place to deliver training in 2008/09	All staff trained	Staff Resources
2	Disability and Equality Training for elected Members	Plan has been put in place to deliver training in 2008/09	All Members trained	Staff Resources
3	Specialist Equality Training for Managers	Plan has been put in place to deliver training in 2008/09	All Managers trained	Staff Resources
4	Review Training and Development Strategy to ensure all training provision is accessible to disabled employees	Plan has been put in place to deliver in 2008/09	Improved access	Staff Resources
5.	Conduct a confidential employee and Elected member monitoring survey to determine the number of staff and elected Members with a disability	Survey for employees and elected Members planned for 2008/9	Provision of baseline data on which to monitor progress	Staff Resources

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	Work with local business network to raise awareness of DDO.	No occasion to do so. Staff resources
2	Involve disabled people in disability training	Training delayed until 2008/09
3	Audit life positions under Council's remit	Staff resources
4	Encourage disabled people to apply for public life positions	Staff resources. Will be advanced 2008/09
5	Elected Members engage transport providers to be aware of disabled users in rural areas	Staff Resources. Will be advanced through the Disability Champion in 2008/09
6	Identify gaps in data available in relation to disability	Staff Resources

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

(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?

No