



Armagh City
Banbridge
& Craigavon
Borough Council

Armagh City, Banbridge and Craigavon Borough Council

DRAFT Equality Action Plan

2024-2027

FURTHER INFORMATION AND ALTERNATIVE FORMATS

This Equality Action Plan can be obtained from the Council in alternative languages, audio, magnification, colour contrast and other access functionalities by clicking on the Website Accessibility tab at the top of the page on the Corporate website. It can also be downloaded from the Council's website at: [Equality – Armagh City, Banbridge and Craigavon Borough Council \(armaghbanbridgecraigavon.gov.uk\)](http://armaghbanbridgecraigavon.gov.uk)

If you would like a hard copy/or a copy in an alternative format, not already available on our website, please contact:

Armagh City, Banbridge and Craigavon Borough Council

Policy, Equality & Diversity Team
Armagh City, Banbridge and Craigavon
Borough Council
Old Armagh City Hospital
39 Abbey Street
Armagh
BT61 7DY

Tel: 0300 0300 900

E: equality@armaghbanbridgecraigavon.gov.uk

Contents

Purpose of the Equality Action Plan	3
How we developed the Plan.....	3
Actions 2024/2027	4
1. Community Wellbeing.....	4
2. Economic Growth	6
3. Service Delivery	7
4. Staff, Leadership and Resources.....	8

Purpose of the Equality Action Plan

This plan has been developed to address some of the equality issues identified in the Audit of Inequalities which are relevant to the Council's functions. The Equality Commission recommended that Equality Schemes are accompanied by an Action Plan in order to improve outcomes for the section 75 groups.

How we developed the Plan

This Audit of Inequalities was carried out by Council and identified a range of equality issues that exist for each section 75 group with supporting evidence which includes regional and local strategies, programmes, initiatives, statistical baseline data and relevant legislation.

- Previous audits and action plans were reviewed
- There was consideration of the Council's corporate priorities
- Meetings were held with the Council's Inclusive ABC Working Group.
- Individual meetings were also held with Officers from the different service areas in order to identify appropriate actions.

Actions that have been included in the Equality Action Plan cut across Council functions. Inequalities are addressed for each section 75 group and include associated performance indicators and timescales to address the inequalities identified. The Council believes that the actions included in the Plan are likely to have the most significant impact on equality of opportunity and good relations.

A number of actions have been retained in the Equality Action Plan as they are ongoing requirements. These include actions in relation to training and actions to improve Section 75 data collection.

The following tables outline our actions 2024-2027 and these have been linked to the priorities in our new Corporate Plan.

Actions 2024/2027

1. Community Wellbeing

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
All	Undertake activities to provide opportunities for people from all section 75 groups to take part in community planning such as Participatory Budgeting.	Community Planning Team	The number of activities provided annually	1	Greater involvement from section 75 groups in the community planning process, helping to improve equality outcomes for a range of groups
Gender Age Disability Dependants Race Religion/Political Opinion	Under the 3 overall objectives of Mental Health & Wellbeing, Suicide Prevention and Physical Health & Wellbeing - work with people in the top 30% deprived areas of the Borough to deliver programmes that will tackle Health Inequalities.	Community Development	Action Plan Delivered and reports produced	Annual Action Plan and quarterly reports *(funding dependant)	Improved Health Outcomes for people who participate in the programmes
Gender Age Dependants	Delivery of Sporting programmes to improve health & wellbeing across the categories of Age,	Sports Development Team	The number of sports development events/ activities	10	Improved Health & Wellbeing outcomes for, Older & Younger People, Men, Women

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
	Gender and Dependants. Note: Disability specific programmes are recorded in the Disability Action Plan and Audit of Inequalities		delivered annually		and those with dependants.
Race Religion Political Opinion	Peace Plus Local Community Action Plan submitted to SEUPB for approval in August 2024.	Community Development Department	Action Plan Delivered	Annually from approval date of Action Plan	Improved shared and inclusive local services, facilities and spaces that make a significant and lasting contribution to peace and reconciliation
Gender	Delivery of Holistic Male Health Programmes	Community Development Department	The number of Holistic Male Health Programmes delivered annually	3	Improved Health & Wellbeing outcomes for men
Gender	Support the annual Male Health Conference in partnership with Southern Area Men's Health Steering Group	Community Development Department	Male Health Conference Delivered along with SAMHSG	Annually	Improved Health & Wellbeing outcomes for men
Age	Organise & Deliver Local Democracy Event	Democratic Services Team	Local Democracy Week Event delivered	Annually each October	Improved engagement with young people

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
Age	Report on the actions achieved under the Age Friendly Action Plan	Age Friendly Officer	Delivery of Action Plan	Annually	To promote physical and social environments that support healthy and active ageing and a good quality of life for older people in the Borough

2. Economic Growth

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
Gender Disability Race Age	Women Returners Programme Disability Employment Programme (12 people) Migrant Workers Support Get Future Ready Programme	Economic Development - Labour Market Partnership	Annual: Completion rates Qualifications achieved by completers Placements completed Employment gained by completers Employment sustained 6 months post programme	80% 80% 80% 50% 50%	Reduction in the % Working Age Economic Inactivity rate.

			Number who complete Get Future Ready	1000 March 2025 / 2026 /2027 * * (funding dependant)	
--	--	--	--------------------------------------	--	--

3. Service Delivery

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
All	Engage with Council departments on collection of section 75 data to inform decision making and develop guidance on collation and use of monitoring data	Policy, Equality and Diversity Team	Monitoring Guidance developed for staff	April 2024	Improved services for all section 75 groups
Disability Race	Review of the Accessible Communication & Inclusive Language Guide, Inclusive & Accessible Events Guide and Translation and Interpretation Procedure to ensure staff can support customers effectively	Policy, Equality and Diversity Team	Guides and Procedures Updated	By end of March 2026	Customers will have timely access to accessible information

4. Staff Leadership and Resources

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
All	Council's Diversity Ambassadors(Lord Mayor, Deputy Lord Mayor, Policy, Equality & Diversity Manager and Organisational Development and Performance Manager) to participate in the Diversity Ambassador Programme and explore networking opportunities across the 11 Councils	Diversity Ambassadors	The number of workshops attended annually	4	Increased awareness of Diversity issues impacting on Council employees and customers
All	All new and amended policies screened before Council approval and implementation	All Directorates with the support of the Policy, Equality and Diversity Team and Heads of Department	Equality and Good Relations Implications section completed on all covering reports tabled at the relevant committee Completed equality screening exercise attached to relevant committee report	Ongoing 2024-2027	Equality and Good Relations implications are considered in a timely way improving outcomes for the section 75 groups. Screening decisions are included in a policy screening report, tabled at the Governance,

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
					Resources and Strategy Committee and issued to equality consultees
All	Mandatory Induction Training for all new employees, which includes: <ul style="list-style-type: none"> • Introduction to Equality Scheme and Disability Action Plan • Examples of barriers faced by disabled people • Appropriate language and etiquette • DDA and reasonable adjustments • The Council's Equal Opportunities and Dignity at Work policies and procedures 	Policy, Equality and Diversity Team and the Organisational Development & Performance Team	The % of new staff completing Induction Training within first 3 months of employment	80%	Increased awareness of equality and disability legislation and understanding of issues relating to our customers

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
All	Provide Equality and Diversity Training for all staff	Policy, Equality & Diversity Team and the Organisational Development & Performance Team	The number of annual training sessions	3	Increased awareness of equality and disability legislation and understanding of issues relating to our customers
All	Provide Equality and Diversity Training for Elected Members	Policy, Equality and Diversity Team	The number of annual training sessions	1	Increased awareness of equality and disability legislation and understanding of issues relating to our customers
All	<p>Encourage Tier 4 Managers to support staff completion of corporate eLearning modules – Equality and Diversity in the Workplace and Autism Awareness</p> <p>The Equality and Diversity in the Workplace Module covers:-</p> <ul style="list-style-type: none"> • Equality section 75 duties • Disability Duties • Equality in the workplace 	Organisational Development and Performance Team & Policy, Equality and Diversity Team	<p>The number of Team meetings attended annually to raise awareness of online training modules and other disability and equality related matters.</p> <p>E-Learning reminder for Tier 4 Managers at Keeping Connected Network meetings</p> <p>The % completion rate of the 5 eLearning modules</p>	<p>3</p> <p>1</p> <p>Year 1 (2024/25) 40%</p>	Increased awareness of equality and disability legislation and understanding of issues relating to our customers

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
	<ul style="list-style-type: none"> Respectful Language DDA and reasonable adjustments		(Baseline is 25% October 2023)	Year 2 (2025/26) 60% Year 3 (2026/27)80%	
Race Religion Political Opinion	The Council's Emerging Issues Working Group will explore and develop options for progression on the arrangements around flags and emblems	Head of Community Development	Options for progression of the arrangements around flags and emblems developed by the Working Group	Time frame to be agreed with Working Group	Agreed Council Policy Position on Flags & Emblems
Gender Age Dependants	Promotion of Health & Wellbeing activities and awareness raising for categories of Gender, Age and those with dependants	ABC Council Workplace Health & Wellbeing Committee	The number of Health & Wellbeing activities delivered for staff	Annually	Improved Health & Wellbeing Outcomes for staff
Gender	Organise International Women's Day Events during the month of March for post primary schools, staff. and promote using Council's social media platforms	Policy, Equality and Diversity Team, Communications & Branding Team	The number of events held to celebrate International Women's Day.	2	The event will raise awareness and profile of International Women's Day
All	Establish a section 75 baseline for the Council's staff in partnership with Local	Human Resources in partnership with Local Government Staff Commission	Monitoring questions agreed and issued to Council staff for completion.	2024-2025	Data will be available to inform policy reviews and how we can best support our workforce

Section 75 Equality Group	Action	Lead Responsibility	Performance Indicator	Standard/Target	Expected Outcome/Impact
	Government Staff Commission				