

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority Annual Progress Report 2008 - 2009

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**. Please enter information at the relevant part of each section and ensure that it is submitted electronically (by completing this template) and in writing, 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**.

Name of public authority

Belfast City Council

Equality Officer

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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**

The DDA group, chaired by the Director of Corporate Services, meets monthly to assess the Council's arrangements for meeting the requirements of the Disability Discrimination Act (DDA) 1995.

The Council formed a partnership with DisabledGo, a company that provides a national access guide on the Internet, to produce a Belfast specific guide. This will give disabled people, their families and friends, detailed information on the accessibility of certain venues.

Due to the success of the project the Council has extended the contract with DisabledGo and has increased the number of buildings assessed. The total number of buildings now assessed is 750.

- **Disability Action Plan**

Under the Disability Discrimination (NI) Order 2006, two new duties took effect from 1 January 2007 requiring 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.

The Belfast City Council Disability Action Plan was submitted to the Equality Commission on 30 June 2007. We continue to review and consult upon those action plan measures implemented in support of our plan.

- **Consultation**

In support of our commitment to equality we continue to provide consultees with information concerning the Screening of our policies in the reporting year as well as updated information on our disability action plan.

- **Older People**

The Council continues to provide a range of services specifically targeted at older people such as the provision of Home Safety Check Schemes, Safety of Senior Days, concessions on entry to facilities and pest control treatments, and a range of activities delivered through Community Centres.

The Council's All Party Reference Group on Older People continues to examine the issues of older people in the city. The Group meets at least every quarter.

There is also a Council wide Officer Group and a Belfast wide Strategic Intersectoral Healthy Ageing Group which includes the Council and other agencies such as NIHE, Belfast Trust, Belfast Healthy Cities, EHSSB and Translink.

The Council continues to deliver upon its commitment towards the equality and well being of older people through the following initiatives.

- **An annual Senior Citizens Convention**

The Council will host an annual Senior Citizens' Convention in the Waterfront Hall on 18 May 2009. The 2009 event will focus mainly on financial issues such as benefits and inheritance tax.

- **Fuel Stamps**

The Council has worked in partnership with a number of local oil retailing companies across the City to develop a pilot fuel stamps scheme. Each stamp cost £5 and a full card can be used as payment for oil.

- **Transport to Roselawn Cemetery**

The bus to Roselawn Cemetery is currently being run as a pilot service in partnership with Disability Action. Details of this service are on the Belfast City Council website. The Council provided service is currently free although those wishing to use the service need to book in advance.

- **Assisted Bin Lifts**

Assisted bin lifts are available to anyone who is unable to present their wheelie bin for emptying and also for bulky waste collections. A doctor's letter or referral from a relevant organisation is required to use the service which is applied to households and not to individuals.

- **Seniors Information Directory**

In December 2008 Belfast City Council launched a 'Seniors Information Pack' which has been produced in partnership with Belfast Healthy Cities. The information in the pack can be downloaded from www.belfastcity.gov.uk/seniorsinfo.

- **‘Good Morning’ calls**

The Council continues to publicise information on the ‘good morning’ call service. The Service provides a valuable means of contact and support for many elderly and vulnerable people across the City.

- **Young people**

The Council’s Youth Forum is now into its third year. The Forum is recognized as a best practice model with which to involve young people in public decision making. The Council believes that it is important that the culture of engaging with young people becomes embedded in the Council’s processes.

- **Equality Reference Guide**

An equality reference guide for employees has been developed to address a range of work related equality issues. The Guide aims to assist employees to understand different faiths, cultural groups and other equality related issues. The Equality Reference guide was launched in June 2008.

GOOD RELATIONS

Good Relations Partnership

The Council’s work in the areas of equality and good relations is directed by the Good Relations Partnership. The Partnership was established in Spring 2008 and replaced our Good Relations Steering Panel. The Partnership meets on a monthly basis and is made up of one Councillor from each of the party political groups on the Council, plus representatives from the main churches, trade unions, business sector, minority ethnic groups and the Community Relations Council. Its role will be to continue to guide the direction of equality and good relations work previously undertaken by the Panel, with the additional responsibility of managing the Council’s work in delivering the Peace III Programme.

EU Programme For Peace And Reconciliation – Peace III Programme

We prepared our Peace & Reconciliation Plan for the EU Peace III Programme in accordance with the guidelines produced by the Special European Union Programmes Body (SEUPB). It is based on the four themes of our current Good Relations Plan for Belfast and demonstrates our commitment towards civic leadership and working in partnership with a range of public, private, voluntary and community organisations for the well-being of its citizens.

The four main objectives of the Peace Plan are:

- securing shared city space
- transforming contested space
- developing shared cultural space
- building shared organisational space.

Securing Shared City Space

Activity under this theme will support local initiatives that develop, manage and promote physical space as shared, open and welcoming. It will also support projects which provide new space for dialogue, discussion and interaction and promote mobility and connectivity within the city centre and key arterial routes and open spaces with the aim of making shared space welcoming, accessible, of good quality and safe.

Transforming Contested Space

Activity under this theme will support projects that seek to reduce inter-community tensions and conflict as well as support the peace-building initiatives necessary for the regeneration of those neighbourhoods located at the interface. This includes a mediation capacity building process; development of an intercommunity forum; engagement capacity building for hard to reach groups and youth intervention work.

Developing Shared Cultural Space

Activity under this theme projects that celebrate and respect difference and build a sense of belonging for all the different cultural backgrounds and expressions of identity in the city through dialogue and targeted interventions around sport and cultural and artistic activity along with a programme to assist the integration of new arrivals to the city.

Building Shared Organisational Space

Activity under this theme projects that build the capacity of organisations to be able to challenge prejudice, intolerance, sectarianism and racism in a shared society. This includes a learning and dissemination programme to capture best practice, stimulate debate and challenge thinking.

We have been awarded £6.3 million under measure 1.1 of the Peace III Programme “building positive relations at the local level” and will ensure that this substantial additional EU funding is used in synergy with our core funding for maximum effectiveness.

Key Initiatives led by the Good Relations Unit

In partnership with other organisations in the city, both statutory and voluntary, the Council has made considerable progress in some of the most difficult and sensitive areas of good relations work, of which the main areas are:

- Bonfire management programme
- Re-imaging communities programme
- Good relations training
- Anti-racism work
- Migrant workers – support for a Migrant Workers’ Forum
- Migrant awareness training
- Local government officers’ working group on racial equality and integration
- Eurocities INTI project on migration and integration
- Initiatives around the interfaces in Belfast
- Management of a Good Relations Fund of around £350,000 to support local initiatives that promote better community and race relations in the city
- St. Patrick’s Day small grants scheme

- Mainstreaming good relations principles in to wider areas of council work, for example:
 - St Patrick's Day 2009 – outdoor event
 - Community safety and anti-social behaviour
 - Links between good relations and community development
 - Links between good relations and economic development
 - Speeches by the Lord Mayor and senior politicians

- **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?**

- Review current Equality and Good Relations Training and Learning Strategy Action Plan and plan appropriate actions
- Continue to mainstream equality issues within the Council and in partnership with others within the city
- Continue to deliver assistance and support to Departments in relation to screening, consultation and policy development
- Continue to hold meetings of the Consultative Forum
- Coordinate the implementation of the Disability Action Plan year 3

- Implement the Belfast City Council Peace III Programme
- Continue to deliver good relations training Council-wide
- Continuing good relations inputs into a range of Council initiatives

Section 1: Strategic Implementation of the Section 75 Duties

- 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.

Please refer to Appendix 1 for details of the Council's Value Creation Map, which sets out the Council's corporate vision and aims. It is clear that several of the key elements relate to our work on equality and good relations and that various objectives such as a "vibrant, shared and diverse city" and "inequalities reduced" are underpinned by the principles of good relations.

Section 2: Screening

- Provide an update of new/proposed/revised policies screened during the year.

Title of policy subject to screening	Was the <u>F</u>ll 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>Y</u>es/<u>N</u>o	Is policy being subject to EQIA? <u>Y</u>es/<u>N</u>o? If yes indicate year for assessment.
Alleygating	<u>R</u>	<u>No</u>	<u>No</u>
Seven Day Dog Warden Service	<u>R</u>	<u>No</u>	<u>No</u>
LGSC vacancy control system	<u>R</u>	<u>No</u>	<u>No</u>
Pre employment programme for long term unemployed	<u>R</u>	<u>No</u>	<u>No</u>
Review of Advertising	<u>R</u>	<u>No</u>	<u>No</u>
Operational guidelines re Enforcement Protocols relating to the use of domestic waste receptacles	<u>R</u>	<u>No</u>	<u>No</u>
Dangerous Structures and Places policy	<u>R</u>	<u>No</u>	<u>No</u>
Street naming and buildings numbering policy	<u>R</u>	<u>No</u>	<u>No</u>
Building control enforcement policy	<u>R</u>	<u>No</u>	<u>No</u>
Publishing of Committee Reports on the Council website at same time as they are circulated to members	<u>R</u>	<u>No</u>	<u>No</u>
Policy Framework for (Re) naming Parks and Leisure Facilities	<u>R</u>	<u>No</u>	<u>No</u>

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 07 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant equality & good relations categories due to be affected.
None		

- 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.

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
N/A		

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
N/A		

Section 4: Training

- Outline training provision during the year associated with the Section 75 Duties/Equality Scheme requirements including types of training provision, numbers attending and conclusions from any training evaluations.

4.1 The number of courses delivered and delegates trained from April 2008 to March 2009.

Course Title	No. trained	No. courses
Disability Awareness for employees	452	27
Disability Awareness for managers & supervisors	93	6
Equal Opportunities and Good Relations for employees	304	25
Equal Opportunities and Good Relations for managers and supervisors	54	6

4.2 Between April 2008 and March 2009 the Council implemented a number of key elements of the Equality and Good Relations Training Strategy under the aims of awareness, challenge and capacity building:

- Delivery of a half-day good relations training programme to more than 150 employees since September 2008, as part of staff induction, and for the personal and professional development of existing employees, including managers and supervisors
- Delivery of Preventing Hate Crimes training to BCC employees
- Delivery of Migrant Worker Awareness training programme in partnership with South Belfast Roundtable on Racism to BCC staff.

Section 5: Communication

- 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 work of the Good Relations Unit which comprises both Equality and Good Relations work is directed by the interdepartmental working group the Good Relations Working Group (GRWG). The GRWG meets approximately every two months. The GRWG monitors budgets, work plans and advances policy. In addition a Good Relations Partnership was established in Spring 2008. The Partnership is comprised of Councillors and representatives of the main Churches, Trade Unions, the CRC, the business sector and the minority ethnic groups and meets monthly.
 - 5.2 The Equality Officer and Good Relations Officers report on the progress of the implementation of Section 75 to the Good Relations Working Group and Chief Officers' Management Team at officer level and to the Good Relations Partnership at political level; the Good Relations Partnership is a Working Group of the principal Committee of the Council, the Strategic Policy & Resources Committee.
 - 5.3 Progress reports are submitted to meetings of the Good Relations Partnership and Strategic Policy and Resources Committee biannually before adoption by full Council. The minutes of these meetings are available to the public via public libraries, on request and the Council's website.
 - 5.4 The Council has a continued commitment towards Equality and Good Relations, demonstrated by the willingness of elected Members and senior officers to contribute to seminars, conferences and events, both internal and external, highlights a commitment to equality at the highest level of the Council's business.
 - 5.5 As evidenced by the Corporate Plan, the Council is committed to civic leadership and promoting equality and good relations. Opportunities are taken where possible to communicate the Council's commitment to equality and good relations. These include speeches given by the Lord Mayor and Committee Chairmen. On a more informal basis, the Equality Officer and Good Relations Team give advice to various Departments on a range of issues.
 - 5.7 Internal Council newsletters are used as a vehicle to provide up-dates to inform employees of equality/good relations developments and future issues. The website is also continually updated on equality matters.
 - 5.8 The external Council newsletter – *City Matters* – includes articles and up-dates to inform the wider population about developments in the field of equality and good relations. *City Matters* is currently circulated to 130,000 households in Belfast. We promote the fact that it is available in Braille and audio; production in other formats is also available on request.

- 5.9 We maintain communication with our consultees on the AA list. We consult with user groups, targeted stakeholders and Section 75 groups in the early stages of development of new policies and service reviews.
- 5.10 Screening consultations are conducted with our AA list, focus groups and are presented on our website. The external communication of our commitment to the statutory duties and communicating progress has been enhanced with the creation of our Consultative Forum.
- 5.11 The Lord Mayor's Office was in frequent dialogue with the staff from the Unit on a range of issues relating to equality and good relations. Lord Mayor Councillor Tom Hartley took *Diversity* as one of his key themes for the year and hosted a wide variety of events during the year including those to celebrate Indian, Chinese, Mandarin, Islamic and Polish cultures; plus a reception for interface workers.
- 5.12 A Youth Forum, established by the Council, has continued to provide a platform for young people in the City to consider Council policy and initiatives, as well as highlighting issues that they felt were important and of which the Council should be made aware.

Section 6: Data Collection & Analysis

- Outline any systems that were established during the year to supplement available statistical and qualitative research.
 - Please outline any use of the Commission's Section 75 monitoring guide Outline any research undertaken/commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75.
- 6.1 The Council holds statistical information, such as the Baseline Profile of Belfast, which is up-dated annually and used in the development of the Council's Corporate Planning process.
- 6.2 The Council carries out a major Public Consultation exercise every two years. The purpose of the survey is to find out what people in Belfast think about living in Belfast and Council services.
- 6.3 Each Council department conducts appropriate surveys and focus groups related to their own requirements.
- 6.4 The Council monitors uptake of services as part of its normal procedure but details and standards vary. Consultation with service users is also common with many services having user forums, customer panels etc.
- 6.5 The Council has developed a comprehensive monitoring system for all employees.

Section 7: Information Provision, Access to Information and Services

- Detail any initiatives/steps taken during the year to improve access to services including take including provision of information in accessible formats.
- 7.1 The Council is committed to providing information in alternative formats as stated in its Equality Scheme. Links have been made and arrangements are in place with key agencies and organisations to produce work in alternative formats and languages as required.
 - 7.2 We have consulted on making all our documents available in alternative formats and have added plain English, easy read, digital daisy and signed video to our list of alternative formats.
 - 7.3 The Council has adopted the BS 8300 standard in relation to compliance with the DDA 1995. It has also registered with Disability Action's Business Support Scheme. The Business Support Scheme is a partnership between companies and Disability Action in their approach towards good practice on disability issues. The aim of the scheme is to encourage companies to be forward thinking in their approach to disability issues within the workplace, to improve their services for people with disabilities and to acknowledge their efforts.
 - 7.4 All Council Departments have been requested to include the text-phone number on their stationery and other publications.
 - 7.7 The Council's major public documents, such as *City Matters*, are made available in alternative formats on request, i.e. in other languages, on disc or audio cassette, large print or in Braille, plain English, easy read, digital daisy and signed video.
 - 7.8 Corporate Communications is committed to making the Council's website accessible. The Council's website is maintained at level AA of the W3C web content accessibility guidelines 1.0.
 - 7.9 The Council's website is reviewed annually in relation to the plain English campaign. The Council's website plain English crystal mark has been maintained.
 - 7.10 Signers have been employed at focus group meetings, seminars, interviews and launches as appropriate.
 - 7.10 The council is committed to increasing our representation of disabled people in the workforce. We have successfully implemented the Human Resource actions identified in the Disability Action Plan for 2008/2009 and have facilitated 26 work placements. In addition we conducted 4 mock interview sessions- 2 with Mitchell House; 1 with Glenveagh School; 1 with Park School and attended 5 other events (e.g. careers fair, business insight day, site visits (in conjunction with other sections), talk to school re job opportunities).

- 7.11 The Human Resources team is continuing to develop the community outreach initiatives and is currently working with the Probation Board for Northern Ireland (PBNI) and the Youth Justice Agency (YJA) to provide work experience placements for ex- offenders who are required to carry out community service orders.
- 7.12 The council is currently working with Belfast Employers Service Team (BEST), formerly the Citywide Employability Consortium (CEC), and other public sector organisations e.g. N.I. Housing Executive and Belfast Trust, in developing a pre-employment training programme for the long-term unemployed. Successful participants of this programme will be guaranteed job interviews for relevant publicly advertised posts.
- 7.13 The council has established an accessible ‘council job’ facility which will assist applicants in completing application forms
- 7.14 The council is aware of the need to continue to develop robust monitoring systems. To this end, we are committed to improving our monitoring systems. A comprehensive monitoring system to monitor our employees across all Section 75 groups was introduced. We have completed two voluntary monitoring surveys and have established internal equality groups as a result of these surveys. We will conduct the monitoring of all our employees on a 2-3 yearly basis.
- 7.16 A welcome pack outlining contact details for services and signposting to other key agencies is available in 12 languages and is accessible through our website.

Section 8: Complaints

- Identify the number of Section 75 related complaints:
 - received by the authority;
 - 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.

8.1 None.

Section 9: Consultation and Engagement

- Provide details of the measures taken to enhance the level of engagement with individuals and representative groups during the year.
- 9.1 The Council remains committed to effective consultation and conducts its consultation in accordance with the guidelines set out in its Equality Scheme, which contains over 200 groups and organisations on the AA list with whom the Council consults during the EQIA Process.
- 9.2 The Council places fundamental importance on listening to and responding to the views of Belfast residents. Our next survey to find out what people in Belfast think about living in Belfast is due to be conducted in late 2009. The findings from this survey will help us to renew our service commitment and shape our priorities.
- 9.3 The Council has developed its own set of Consultation Guidelines, informed by a consultation exercise with Section 75 groups to determine how they wished to be consulted. The major methods of engaging with Section 75 groups include focus groups, stakeholders groups, section 75 group panel, disability organisations, youth organisations and surveys.
- 9.4 Consultation processes during this current year 2008-09 included
- Face to face meetings with section 75 groups
 - Residents' survey
 - Focus groups with stakeholders groups across Departments
 - Documentation circulation (section 75 screening forms, policy documents)
 - Ormeau Park access group
 - Section 75 review
 - Consultation on Disabledgo website
 - Annual Disability event
 - Internal employee equality groups (general, disability and sexual orientation)
 - Consultation Forum (twice a year)
 - Youth Forum consultation

Section 10: The Good Relations Duty

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.

GOOD RELATIONS UNIT

1. Good Relations Partnership

The Council's work in the areas of equality and good relations is directed by the Good Relations Partnership, made up of one Councillor from each of the party political groups on the Council, plus representatives from the main churches, trade unions, business sector, minority ethnic groups and the Community Relations Council. The Partnership also has the additional responsibility of managing the Council's work in delivering the Peace III Programme.

2. EU Programme for Peace and Reconciliation – Peace III Programme

These 4 themes of the Council's Good Relations Plan have been taken forward and developed more fully as key themes in our Peace & Reconciliation Action Plan (Peace Plan) submitted to the Special European Programmes Body (SEUPB) under measure 1.1 of the Peace III Programme. These are:

- securing shared city space
- transforming contested space
- developing shared cultural space
- Building shared organisational space.

Our Peace Plan, developed entirely in-house by Good Relations staff is designed to be additional and complementary to our core work, outlined in the Good Relations Plan. We have recruited a total of 7 additional staff to implement the Programme. We will ensure that the additional £6.3 million of EU funding is used in synergy with our core funding for maximum effectiveness.

3. Conflict Transformation Project

In 2007 the Good Relations Unit was successful in drawing down funding of almost £750,000 from the Belfast Local Strategy Partnership under Measure 3.1 of the EU Programme for Peace and Reconciliation in NI (Peace II) Extension. This enabled the Unit to employ 5 additional officers for a fixed term period to undertake research on conflict transformation issues. The project finished in June 2008 and the findings were used to enhance our Peace Plan and inform the future work of the Good Relations Unit.

4. Key Initiatives led by the Good Relations Unit

In partnership with other organisations in the city, both statutory and voluntary, the Council has made considerable progress in some of the most difficult and sensitive areas of good relations work. Apart from our ongoing core work, we feel it is important to highlight some key current initiatives and innovative projects, led by our own Good Relations Officers. It is not possible to detail all of the initiatives here and the following are summaries only:

4.1 Bonfire Management Programme

Our work under the Bonfire Management Programme is now in its 3rd year. The Programme has been widely praised by the PSNI, the NI Fire & Rescue Service, the NI Housing Executive and Dept of Regional Development's Roads Service as measurable outcomes include significant decrease in incidents of anti-social behaviour, substantially reduced numbers of call-outs from the emergency services, less damage to property and faster clean-up times for the sites on the programme.

The programme has successfully attracted considerable funding (almost £110,000) from a range of external agencies, including NIO Community Safety, PSNI, NI Housing Executive, Community Relations Unit and Community Relations Council. The programme is delivered in association with Groundwork NI. There is now substantially greater involvement and ownership of the programme among the participating groups and we are investigating the development of a city-wide approach to bonfire management which could be rolled out to other areas.

In addition, in some areas where sites are diminishing, in association with Groundwork NI, we plan further development and refinement of the bonfire beacon concept, as tested with the local community in Woodvale Park in July 2008.

4.2 Re-Imaging Communities Programme

The Re-Imaging Communities Consortium is led by the Arts Council and was established at regional level to encourage local communities to reduce the number of offensive murals in NI. Under this scheme, Good Relations Unit staff have consulted with local communities with a view to removing or replacing the most aggressive murals and gable wall paintings, replacing them with a more widely acceptable mural, art work, or piece of sculpture which portrays their community in a more positive manner.

Following an extensive feasibility scoping study to identify appropriate projects, 18 separate projects were identified and applications submitted to the Arts Council and to date, we have been awarded over £200,000 for a range of 16 local projects. This work has involved considerable discussions with local community groups about the type of image they want to see their areas to project and what type of artwork they envisage best represents their neighbourhood. We will continue to work with local communities on this scheme, which has very visible results.

4.3 Good Relations Training

Our Good Relations Unit, in association with the specialist training staff from our Human Resources Service, has continued to deliver general good relations training which has become part of the Council's general induction for all new staff and which is being rolled out to all our existing Council staff. The training continues to receive an overwhelming endorsement from participants.

Good Relations Unit staff have also delivered *Preventing Hate Crimes* training to Council Community Development and Play Assistants. We have introduced a training programme on *Migrant Worker Awareness*, which aims to address some of the myths and misinformation around inward migration, raise awareness of the global context of migration and encourage discussion on the impact and challenges of migration.

4.4 Anti-Racism Work

We continue our work to tackle racism through membership and working with a number of fora across the city such as East Belfast Ethnic Support Network, Black Minority Ethnic and Faith Forum, An Munia Tober and the Village Focus Group.

4.5 Migrant and Minority Ethnic Project

Following research commissioned in 2007, the Good Relations Unit convened a working group on migrant issues and later established a Migrant Forum for Belfast in February 2008 in association with a range of external statutory and voluntary agencies.

The aim of the Forum is to encourage inter-agency co-operation in addressing issues facing migrant workers in Belfast. This group aims to provide a regular consultative forum for discussion in issues related to migrant workers, to enhance the sharing of local information and best practice to improve outcomes for migrant communities and to identify priority actions within the Council on relevant issues. This project is receiving funding under Peace III.

4.6 Migrant Awareness Training

Good Relations Unit staff have developed specific migrant awareness training. The training, aimed at community groups, addresses some of the current myths and misinformation around inward migration. It aims to raise awareness of the global context of migration and encourage discussion around the impact and challenges of migration at a local level.

4.7 Local Government Officers' Group on Racial Equality and Integration

In the past year, Belfast City Council, in partnership with 4 other Councils have set up an inter-Council Working Group at officer level on Migrant Racial Equality and Integration. The Group's purpose is to share information, learn and discuss developments and good practice in relation to migration and the issues that affect local government. The Group organized a seminar in December 2008 on how local government can support the integration needs of migrant workers.

4.8 Eurocities INTI-cities project on migration and integration

The Good Relations Unit was involved in an international Eurocities INTI-cities project which focused on benchmarking successful integration structures in European cities. It involved peer reviews of 6 other major European cities that have a longer experience of migrant integration than Belfast. This aims to encourage co-operation and the development of good practice in the integration of migrant communities at city level. The Good Relations Unit is also assisting the Development Department of the Council in a larger European URBACT project, in association with the British Council, on the economic impact of immigration.

4.9 Promoting engagement with minority ethnic communities

During the year the Good Relations Unit has worked with the Lord Mayor's Office to organize a series of receptions for migrant and minority ethnic communities to encourage better engagement between these new communities and the Council. These have included the Indian, Chinese, Muslim, Jewish, Polish, Filipino, and Refugee Communities.

4.10 Promoting better awareness within the Council on diversity issues

During the year a series of training and cultural diversity initiatives was organized for Council staff. Events included a visit to An Munia Tober, traveller support group, the Belfast Islamic Centre and the Jewish Synagogue. Each visit provided staff with the opportunity to increase their awareness of aspects of different faiths and cultures practiced in Belfast. Feedback from all visits was very positive, with staff indicating that the visits provided an excellent opportunity to learn about the history and experience of other communities in Belfast.

Other events offered to staff have included a half day workshop exploring the extent of bias, harassment and hate crimes, the impact of bias and harassment and practical skills for response and prevention. Some staff have also received migration awareness training an interactive workshop exploring both inward and outward migration and the rights of migrant workers in Northern Ireland.

4.11 Initiatives around the Interfaces in Belfast

The Council has included substantial funding proposals in our Peace Plan for major work round the interfaces and flashpoints in Belfast. The Council also participates in an interagency Interface Working Group aimed at coordinating work in tackling this issue; other organizations in this include the Community Relations Council, PSNI, NIO, Community Safety, NIHE, and North Belfast Community Action Group.

The City Council has commissioned research on a further audit/mapping exercise of the interfaces, funded through the Peace Programme.

4.12 Faith Forum

The Unit has established a Faith Forum for the city, which has representatives from all the major faiths in the city. It has met three times and discusses issues of general interest.

5.0 Mainstreaming Good Relations principles into wider Council Work

The Unit continues to ensure that good relations principles become mainstreamed in other areas of Council work. This is most evident in the following examples:

5.1 St Patrick's Day 2009 – Outdoor Event

In 2009 the efforts of the Good Relations and Events Units within the Council helped to promote St. Patrick's Day as a major shared civic event that attracted groups from all communities. The Carnival Parade element of the parade includes participants from across the City.

5.2 Community Safety and Anti-Social Behaviour

Good Relations Officers work closely with other Council staff in the area of anti-social behaviour. We are working with Parks Department staff in a pilot ASBO programme to develop an appropriate response for anti-social behaviour in the Council's parks, open spaces and recreation areas. This work is ongoing.

5.3 Links between good relations and community development

The Good Relations Unit has continued to support community and race relations projects based in Council Centres. During the year, the Unit provided training for front-line staff in the Council, particularly those based in Community and Play Centres, on good relations, anti-racism work, migrant awareness and prevention of hate crime.

We continue our support for the Council's Youth Forum, including the continuation of a good relations awareness programme developed in liaison with the members of the Forum.

5.4 Links between good relations and economic development

The link between a stable and tolerant society and the future prosperity of Belfast is increasingly being recognised and we have worked more closely with staff members from our Development Department who are involved in economic development, regeneration and tourism initiatives.

5.5 Speeches by the Lord Mayor and senior politicians

The Good Relations Unit tries to ensure that good relations principles are included in key speeches and press releases by the Lord Mayor, civic dignitaries and senior politicians. The Unit ensures that the Council gives out the clear media message that we support the promotion of equality and good relations in all our activities.

6.0 Good Relations Grant Aid Fund

The Council has a Good Relations Grant Aid Fund that provides support for local community and voluntary groups in appropriate community relations and cultural diversity projects across the city. 75% of the funding for this grant-aid scheme is drawn down from the Community Relations Unit, within the OFM/DFM.

All applications have been assessed against criteria which assist in identifying projects with most potential to contribute towards an inclusive pluralist society.

The Good Relations Partnership considers applications for grant-aid at its monthly meetings. In the year 2008-09 our Good Relations Partnership approved 71 applications totalling over £310,642 in grant-aid to a wide range of projects in all areas of the city. (**Appendix 2** details all the grants awarded under the Good Relations Fund).

It is not possible to list all organisations receiving grant aid but it is worth mentioning a few examples to illustrate the range of work undertaken in Belfast:

6.1 *Book of Honour*

Along with the News Letter, Irish News and the Belfast Telegraph, the Council co-funded a *Book of Honour* for Belfast, which records the names of those people from the council area who died in the Great War of 1914-18. This is an excellent example of a cross-community initiative which illustrates Belfast's shared history.

6.2 North Belfast Play Forum

Midnight Street Soccer - This project will use soccer to encourage young people from communities throughout Belfast to participate in a training programme which combines soccer coaching skills with workshops on conflict resolution, prejudice awareness and anti-sectarianism.

6.3 Forthriver Royals

Forthriver Royals: Shared Future Strategy Mapping Programme. This project aims to develop a programme of cross community activity bringing together nationalist, loyalist, minority ethnic communities and churches through a series of workshops. The aim is to consult with various communities and develop a 'Shared Future' Action Plan that will deliver an effective cross community / cross cultural programme in the Greater Shankill Area.

6.4 St. Patrick's Day Small Grants Scheme

This again proved to be very popular with 104 organisations applying for funding.

Section 11: Additional Comments

- Please provide any additional information/comments

N/A

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

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

28

Fully
Achieved

31

Partially
Achieved

N/A

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	Annual Disability Event May 2008	Undertook a consultation event with 100 people in attendance representing a range of groups representing disabled people	Effective consultation and profiling of our Disability Action Plan

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.

Level	Public Life Action Measures	Outputs ⁶	Outcomes / Impact ⁷
Local	Publish and develop equality management guide.	Completion of draft plan for staff by December 2008.	Improved guidance to service providers on a range of equality issues.
	Facilitate the Disabled Employees Forum to establish clear aims and objectives.	Develop terms of reference for group by third meeting in 2007.	Agreement on aims and objectives within the Council's wider Strategic direction
	Review new intranet site to ensure accessibility	Launch new site and establish regular reviews	Production of an accessible intranet website.
	Promote disability awareness including new duties under the Disability Discrimination Order as part of the induction programme for Councillors.	Yearly review of induction programme content.	Improved understanding among Councillors.
	Monitor applicants, short listed applicants and appointees with a disability.	Accurate quantitative data.	Accurate quantitative data.
	Provide at least 30 work experience placements for people with disabilities.	Improved Opportunities	Evaluate success of placement from both perspectives (council and individual)
	Ensure vacant ESS posts are filled via new 'Workable' Programme	All posts filled on a continuous basis.	Enhanced job opportunities.

⁶ **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.

⁷ **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.

	Create a greater awareness of the Council's Guaranteed Interview Scheme (G.I.S.).	Improved recruitment and selection process. Increased number of applicants with disabilities.	Consider implementation of guidance notes in line with the 'Review of Advertising' recommendations.
	Monitor reasonable adjustments we have made for disabled people.	More accessible interview process	Up to date information available.
	Raise staff awareness of the Disability Action Plan.	Positive impact on all aspects of Department's work.	Disability awareness objectives set by Units across Department. Monitor and implement good practice.
	Facilitate access and participation at Community Centres for people with learning and physical disability.	Number of Centres participating Number of people attending Number of volunteers.	Participation in local Community Centre Programmes.
	Provide work experience for disabled people.	Work experience placements provided.	To develop positive attitudes, skills and confidence for staff working with disabled people.
	Increase the number of work experience placements for disabled people.	Report and evaluation of placements.	Improved job experience
	Ensure that the Department's consultation and engagement activities take account of the needs and views of disabled people.	Disabled people will be considered and involved in the Department's planning processes.	Planning processes will include activities designed to engage with disabled people in terms of the objectives and priorities of Developing the City e.g. North Foreshore, Culture & Arts Strategy.

	Update BCC website to reflect Assisted Bin Lift Scheme for those disabled.	Consultation with website engineers.	Continued awareness of scheme.
	Undertake a project to assess the feasibility of extending the assisted lift scheme to bulky waste	To provide assistance to disabled customers who make use of our bulky waste collection scheme	Improved customer service provision for disabled customers
	Provide site visits to Cleansing Services if requested by organisations representing disabled people	Direct engagement and understanding of the needs of people with disabilities	Improved customer service provision for disabled customers
	Raise awareness of the facilities for disabled people at the council's public toilets through a programme of advertising and promotion	Increased awareness of accessibility of public toilets	Information updates to all citizens of Belfast using City Matters and on our website by March 2008
	Promote the availability of RADAR keys for all Belfast City Council toilets which comply with the National Key Scheme for Disabled people	Monitor uptake of take up of RADAR keys annually	Increased awareness of the RADAR key system
	Undertake a diversity project - In partnership with the Good Relations Unit, map existing activities and identify needs in relation to community safety/ disability issues	Research report completed. Series of workshops to be held in North, South, East, West Belfast and Shankill areas by March 08. Conference to be held by April 08. Website resource to be developed within BCC website by April 08	Grant aid targeted to address community safety issues identified by disabled people. The project aims to reduce fear of crime, and highlight community safety issues for disabled and other section 75 groups
	Develop an action plan for improving services to older people in the City	Cross departmental group established in April 2008 and an action plan approved by a Council All Party Reference Group in June 2008	Improved services for older people

		A Convention for Older People was held in May 2008. Another Convention was planned in May 2009.	
	Review the provision of health training to develop a menu of consistent and targeted training	A draft Health Development Training Provision policy is under development to take account of a number of factors including provision of training / presentations to voluntary / community and charity groups including people with disabilities. It is proposed that such education and training will be provided on request to these groups at no charge; other than the cost for materials and exams provided by an external supplier.	Target groups identified and availability of appropriate training communicated to them
	Development of Customer Improvement Plan – to include consideration of people with disabilities	Plan developed and agreed in December 2008	A customer focus of all environmental health services
	Develop and introduce outreach programmes for disabled people who use open spaces	Programme organised for various events through the year. Additional events for incoming year.	Improved use of open spaces

	Review and improve general on-site signs for all open spaces	Erecting new signs over three year period. 1 st batch being erected Feb 08 and remainder following	Better signs and information for customers
	Introduce an improvement programme for Parks and Open Spaces incorporating the audit recommendations (which include the new duties)	Phase 1 of audit recommendations complete. Phase II & III have commenced and will continue	Improved access for disabled people

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

	Training Action Measures	Outputs	Outcome / Impact
1	Contract with Disability Action to provide training to staff across the Council	Training delivered to staff across the Council	All new staff with Council will receive Disability Training on an ongoing basis
2	Ensure Belfast Waterfront Hall disability training addresses barriers to access for disabled people	Improved staff knowledge and customer service reducing barriers to participation for disabled people	Disability considerations reflected in policy development and planning process
3	Ensure that all frontline staff at recycling centres and civic amenity sites are specifically trained on providing services for disabled people	Positive attitudes, skills and confidence developed for staff working with disabled people	All new staff to receive disability awareness training annually and that a number of staff are trained in sign language
4	Promote disability awareness including new duties under Disability Discrimination Order as part of the induction programme for Councillors	Improved understanding among Councillors	Improved Induction training for Councillors

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 of Council's new Intranet Site	Launch of new Intranet site and establish regular reviews	Production of an accessible intranet website
2	Extend online recruitment system to include external applicants	Improved Access	Promotion of positive attitudes and greater encouragement of disabled people in public life via recruitment opportunities with the Council
3	Attend careers fairs, interview skills training and site visits to promote job opportunities for people with disabilities	Increased awareness of jobs within the Council and the qualifications required	Increased number of disabled applicants / appointees
4	Event management plans to have a disability access section	Improve physical access to all events	Accessible and inclusive events. Visible commitment to disability equality.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Develop an action plan for improving services to older people in the City including those with Disabilities	Hosting of a Convention for Older People in May 2008	Improved services for older
2	Development of a Customer Improvement Plan to include consideration of people with disabilities	Ensure all environmental health services are customer focused	Plan developed and agreed in December 2008
3	Actively promote the William Keown Awards in Belfast: an award scheme to raise awareness of disability issues	Greater knowledge of the William Keown Awards within the building industry and other premises	Recognition of the rights of people with disabilities in the construction and designed implement by the Building Industry
4	Continuation of the synergistic programme for Grove Well Being Centre(GWBC)		Greater opportunity for disabled customers and patients to participate in leisure services in an environment that promotes positive images to disabled people

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

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			
3			

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

Action Measures partly achieved	Milestones ⁸ / Outputs	Outcomes/Impacts	Reasons not fully achieved
Ensure that the needs of disabled people are represented on our Community Plan Partnership	Targeted consultation to be held with representatives of the disabled community to inform the development of the community planning process	Greater involvement in community decision making	Commenced in March 2009 and is an ongoing commitment
Ensure that the needs of disabled people are represented in our new Corporate Plan	Corporate planning process to include activities designed to engage with disabled people in terms of the objectives and priorities of the organisation	Needs of disabled people properly considered in our key planning document	Commenced in March 2009 and is an ongoing commitment
Ensure that our Consultation and Engagement Strategy takes account of the views of disabled people	Production of a Consultation and Engagement Strategy which includes targeted activity designed to connect with disabled people	Service planning and delivery informed by views of disabled people	Commenced in March 2009 and is an ongoing commitment
Ensure that the specific needs of disabled people are taken into consideration as part of the Council's ongoing work on customer focus	Improved customer focus for disabled people	Inclusive and tailored access to our services for disabled people	Commenced in March 2009 and is an ongoing commitment
Monitor access to zoological gardens to encourage more disabled visitors i.e. Use of Shop Mobility Scooters	Zoo facilities are being reviewed in respect of improved access using shop mobility scooters	Improved access and increased visitor numbers	Ongoing commitment

⁸ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

	<p>Continue to develop the class programme in each centre to encourage participation from disabled customers, both adults and children</p> <p>Continue the development of the synergistic programme for the Grove Well Being Centre (GWBC) which enables disabled customers and patients to use Leisure Services</p> <p>Develop joined up working between the 3 organisations involved in the GWBC so that the maximum number of customers are aware of the various classes and activities that they can attend</p> <p>Develop Special Olympics Clubs in at least 2 centres</p>	<p>End of year reports</p> <p>Attendance figures</p> <p>Attendance figures</p> <p>1 club by Sept 09</p>	<p>Increased attendance to leisure</p> <p>Increase awareness of programmes</p> <p>Better advertised programme</p> <p>Increased attendance and participation</p>	<p>Ongoing commitment to March 2010</p>
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	<p>Continue to ensure that all new staff attends Disability Awareness Training (DAT) as part of their induction training and to schedule courses in the evenings and at weekends so as to accommodate p/t workers.</p> <p>All new holiday staff will attend DAT</p>	<p>All new permanent full time and part time staff to complete training by March 2010</p> <p>All new holiday scheme staff complete training by June 2009</p>	<p>Continue to raise awareness and improve understanding, attitudes and customer care</p> <p>Best practice approach to service provision</p> <p>Assign lead officer in each centre to co-ordination distribution and collection and return of registration and evaluation forms</p>	<p>All new Staff members to complete training by March 2010</p> <p>All new holiday scheme staff complete training by June 2009</p>
	<p>Actively promote the William Keown Awards in Belfast. An award scheme to raise awareness of disability issues</p>	<p>The Service promotes the William Keown Awards to its customers. The Grove Wellbeing Centre received an award in the recent 2008 listings for which Building Control carried out plan approval and on site inspections during construction.</p>	<p>Greater knowledge of the William Keown Awards within the building industry and owners of premises</p>	<p>An ongoing commitment</p>
	<p>Encouraged licensed premises to improve standards for disabled people through the introduction of the 'Best Bar None Scheme' (which recognises licensed premises in Belfast with a national accreditation standard)</p>	<p>Difficulties with the Licensees still continue to delay this project. We have recently had discussions with the new CEx of their trade body (FRLT) and are exploring options for a revised scheme</p>	<p>Improved standards at licensed premises</p>	<p>Scheme commenced in June 2009 and remains part of our ongoing commitments</p>

	Promote facilities at Recycling Centres specifically designed for use by disabled people	Information specifically targeted to disability groups and accessible through our website and specialist disability press by March 2008 Hosting placements from local schools/organisations with disabled pupils/individuals via Council HR Placement Scheme. Contact Waste Officer (Contracts & Operations) for details.	Improved awareness of the Recycling Centres Increased customer satisfaction	An ongoing commitment
	Continue to review Assisted Bin Lift Scheme register to ensure accurate and up to date records in respect of those disabled.	Assisted Bin Lift register already in operation.	Ensure those who require assistance receive the necessary support. Ensure operational effectiveness not affected by inaccurate database.	Engagement commenced in March 2009 and an ongoing commitment
	Engage with disability groups to make them fully aware of the Assisted Bin Lift scheme and promote use of the scheme to those who require assistance.	Assisted Bin Lift scheme already in operation. Establish contact with disability groups either on an individual basis or collectively. Contact made with Disability Action who have links with the majority of other disability groups through News letters etc.	Promote positive attitude between council and those disabled including disability groups.	Engagement commenced in March 2009 and an ongoing commitment
	SNAP Consultation and Engagement (Sustainable Neighbourhood Action Plans).	Accessible information provision. Number of citizens attending and responding.	Providing information to receiving feedback from citizens re council delivery.	Ongoing commitment of SNAP team
	To utilise disabled groups to participate in the 2009 Tall Ships event.	Belfast Tall Ships event 13-16 August 2009.	6 disabled individuals to take part in BCC organised sail training via visiting ships.	Jan – August 2009

	SNAP Consultation and Engagement (Sustainable Neighbourhood Action Plans).	Accessible information provision. Number of citizens attending and responding	Providing information to receiving feedback from citizens re council delivery.	An ongoing commitment
	Event management plans to have disability access section.	Accessible and inclusive events. Visible commitment to disability equality.	Improve physical access to all events.	An ongoing commitment
	Maintain Waterfront Hall Access Group.	Maintain minutes of engagement with disabled people.	Effective and focused forum for consultation on the Hall's services and arts issues specifically related to disabled people.	An ongoing commitment
	Apply for Arts & Disability Charter (A standard for Arts Venues on Disability Access).	Development of targets, regular progress reports.	Clear standards of accessibility for disabled people accessing the Arts.	Application nearing completion
	Encourage disability groups to participate in events e.g. Lord Mayor's carnival.	Up to 21 events throughout the calendar year.	Events to have participation from disability groups/individuals.	An ongoing commitment
	To promote the Play for All summer scheme throughout BCC Community Centres and Play Centres.	Number of Playschemes Number of children attending.	Inclusive summer schemes providing educational and recreational activities for children of all abilities.	An ongoing commitment. A total of 41 children have participated in summer schemes in 11 centres
	Implementing the Disability Action Plan.	Disability considerations reflected in policy development and planning process.	Policy development and business plans reflect consideration of the impact of our work on disabled people.	Ongoing commitment
	Ensure Belfast Waterfront Hall disability training addresses barriers to access for disabled people.	Review of design and delivery of bespoke training.	Improved staff knowledge and customer service reducing barriers to participation for disabled people	Ongoing commitment

	Continue engagement with Government's new 'Workable' Programme.	Continued use of Government's 'Workable' Programme to assist employees where appropriate	Improved opportunities.	Our Council held a meeting with Disability Action on 16 th October 2008 re the workable programme. Discussions are ongoing re transfer of a few employees from Workable Programme into open employment
	Consider amendment of application form to include disability categories in line with 'Review of Advertising' recommendations.	Consider implementation of guidance notes in line with the 'Review of Advertising' recommendations.	Improved recruitment and selection process. Increased number of applicants with disabilities.	Our new application form is still under development
	Analyse data from voluntary monitoring survey relating to Section 75 categories.	Analysis completed. Liaise with Equality Officer re focus groups.	Accurate quantitative data.	Data used to develop staff focus groups to be managed on an ongoing basis
	Liaise with the Disablement Advisory Service re future communication mechanisms for providing publicly advertised council vacancies to disability organisations.	Ensure target audience is being reached.	Increased number of disabled applicants.	This communication mechanism is updated on a quarterly basis and is an ongoing commitment
	Provision of service specific refresher training for departments.	Inform departments of available budget. Disability Group to have encouraged take up of available budget.	Departments will have considered specific disability access issues which are specific to the services that they provide.	This facility is provided on an ongoing basis across our different departments

	<p>Delivery of disability awareness training to all outstanding employees.</p> <p>Continue with disability awareness training for all new starts, promotees.</p>	<p>. Training delivered to all outstanding staff.</p>	<p>All employees aware of legislative requirements</p>	<p>Contract with Disability Action has been extended for one year commencing Jan 2009.</p>
	<p>Continue to monitor reasonable adjustments made for disabled employees.</p> <p>Consider departmental suggestion to use PsE AMS fields to collect data.</p>	<p>Monitoring system regularly updated.</p>	<p>More accessible working environment.</p> <p>Managers aware of issues which may impact an employees attendance and ability to carry out duties.</p>	<p>Reasonable adjustments monitored on an ongoing basis</p>
	<p>Attend careers fairs, interview skills training and site visits to promote job opportunities for people with disabilities.</p>	<p>Increased number of disabled applicants/ appointees.</p>	<p>Increased awareness of range of jobs within BCC and the qualifications required.</p> <p>Improved interview techniques for people with disabilities.</p>	<p>9 Arranged to date. We consider this to be an ongoing commitment</p>
	<p>Extend on-line recruitment system to include external applicants.</p>	<p>New SAP functionality to be assessed for on-line recruitment for external applicants.</p>	<p>Improved access.</p>	<p>SAP functionality for external online facility not suitable. Online external facility to be targeted in 2009 /10</p>
	<p>Include photography in publications and our online systems using positive imagery of disabled people using council services.</p>	<p>Quarterly review of publication of City Matters and other publications to ensure positive imagery.</p>	<p>More positive images of disabled people.</p>	<p>Ongoing commitment</p>

	Include regular features about disability in Intercom (internal staff magazine).		At least three articles per year in the Intercom magazine.	Ongoing commitment
	Include regular features about disability in City Matters (city wide magazine for residents of Belfast).	4 articles per year in City Matters	Better Informed residents.	Ongoing commitment

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

	Action Measures not met	Reasons
1	N/A	
2		
3		

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: Annual Consultation event, face to face meetings, publication of documentation on internet and written correspondence to Disability Representative Groups and the wider Public

(b) Quantitative: Customer Survey data collected and used by the Council to measure its overall success in the delivery of its services

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.

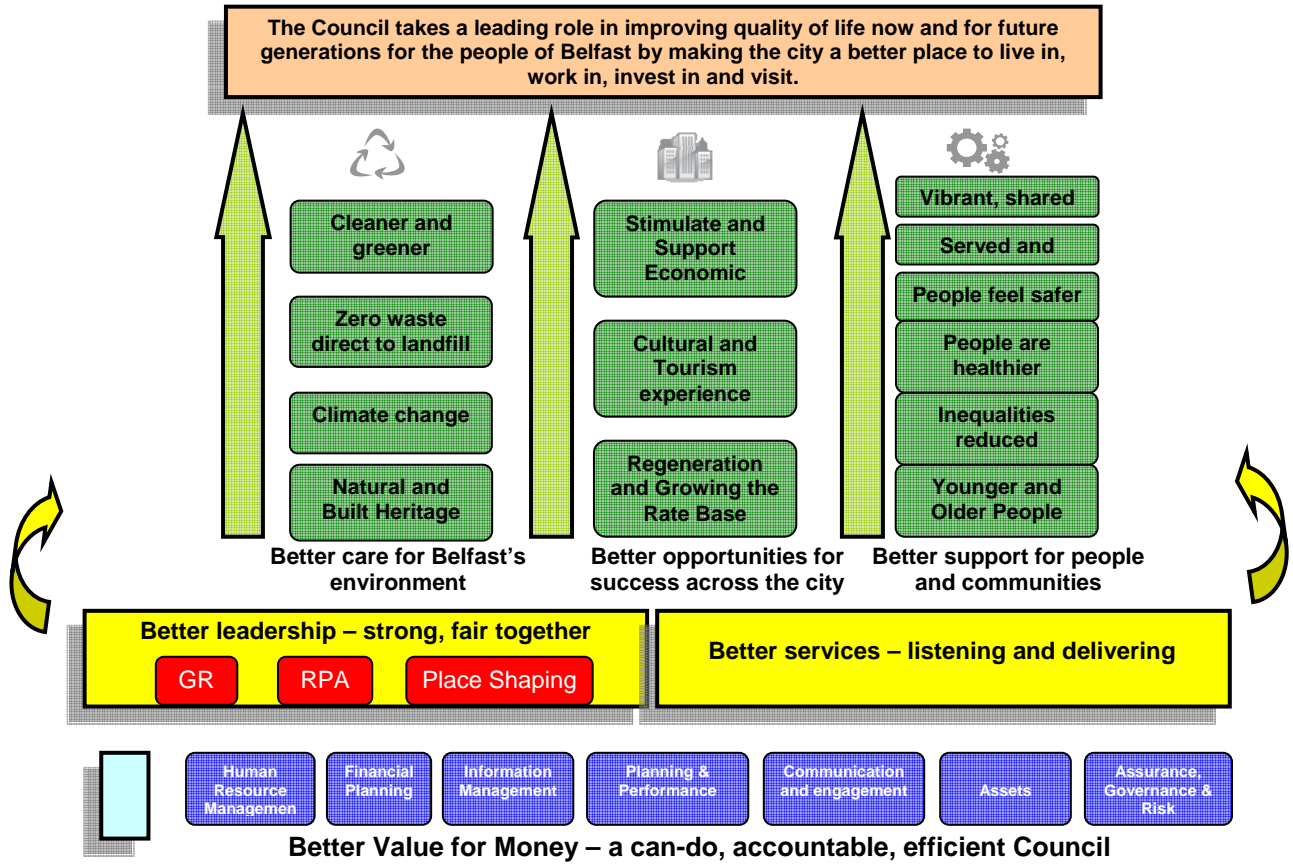
If yes please outline below:

	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.

BCC Value Creation Map



GOOD RELATIONS FUND – GRANTS AWARDED BY GOOD RELATIONS PARTNERSHIP IN 2008-2009 YEAR

GR Ref. No.	Organisation	Project Name and Summary	Area of Belfast	Amount BCC funded	Category
498/1140	Mandarin Speakers Association	Knowing China 2008 - The organisers felt that as China is hosting the Olympics this year it would provide a unique opportunity to profile Chinese history, contemporary life and culture in Belfast. The programme will offer a series of cultural events and attractions offering an insight to life past and modern day life in China. Seminars, workshops and shows will help promote understanding.	City wide	£2,000.00	Cultural Diversity
475/1145	North Belfast Play Forum	Midnight Street Soccer - This project will use soccer to encourage young people from communities throughout Belfast to participate in a training programme which combines soccer coaching skills with workshops on conflict resolution, prejudice awareness and anti-sectarianism.	City wide	£10,000.00	Community Relations
681/1148	St. Colmcilles/ Gilnahirk Inter-Church Group	St. Colmcilles/Gilnahirk Inter Church Group - To undertake a study trip to Enniskillen to meet with the Spirit of Enniskillen, inter church organisations and visit sites such as the war memorial and the site of the Enniskillen bomb.	East	£600.00	Community Relations
682/1150	Diversiton	New Neighbours Trainer Training Induction Programme: A cross-community Training for trainers programme for community representatives in North Belfast which will enable them to go on to deliver training on multiculturalism, racism, hate crime and related issues to other groups in the community.	North	£5040.00	Community Relations
592/1152	Quaker House	Quilting Towards a Peaceful Future - During structured interactions women will be invited to share their thoughts and hopes concerning their shared future. The quilt will be the physical expression of each woman's identity and experience.	North, West & East	£2,500.00	Community Relations
684/1154	Forthriver Royals	Forthriver Royals: Shared Future Strategy Mapping Programme - This project aims to develop a programme of cross community activity bringing together nationalist, loyalist, minority ethnic communities and churches through a series of workshops. The aim of the workshops is to consult with various communities and to develop a 'Shared Future' Action Plan that will deliver an effective cross community / cross cultural programme in the Greater Shankill Area.	North & West	£5,350.00	Community Relations
267/1155	Ulster Scots Heritage Council	Ulster Scots Community Relations Week event in Andersonstown Library: To bring Ulster Scots heritage and culture to Andersonstown in West Belfast. The projects seeks to develop meaningful engagement between the Ulster Scots and Irish traditions through a programme of engagement by music, exhibitions and public talks.	North & West	£1,650.00	Community Relations

GR Ref. No.	Organisation	Project Name and Summary	Area of Belfast	Amount BCC funded	Category
302/1156	Women's Information Group	Information days on cultural Diversity & Peace Building, The organisation will hold three information days, addressing issues such as culture, politics and economics. The sessions will be held throughout the city bringing women from all communities together.	City wide	£2,580.00	Community Relations
320/1158	Roden Street Community Development Group	RSCDG & Pinoy Good Relations Scheme: A joint programme of events between Pinoy Sports Association & Roden Street Community Development Group to develop relations between the local Filipino community and other residents.	West	£4,535.00	Cultural Diversity
580/1160	Community Relations in Schools	Shaping our Communities: Building a Shared Future: To engage pupils, parents and staff of Edenderry and Holy Cross Nursery Schools in a sustained programme that will work within and between each of the groupings to develop an appropriate contact programme that will facilitate engagement on key good relations issues.	North	£8,500.00	Community Relations
685/1161	Ligoniel Improvement Association	Ligoniel Life Changers Project: This proposal aims to bring together young people from the Ballysillan and Ligoniel area to participate in a year long environmental project which also aims to facilitate engagement and understanding between the two communities.	North	£5,000.00	Community Relations
686/1162	Victims and Survivors Trust	Challenging perception through film and drama: This project will bring together survivors and victims of the conflict, through a series of facilitated workshops, to write, direct and act in a short film which addresses issues of the conflict.	City wide	£7,420.00	Community Relations
588/1163	Ballynafeigh Community Development Association	Developing a community approach to better bonfire management: To bring together representatives of the 14 groups on the bonfire management programme to consult and develop a series of principles and guidelines around bonfire management that would command community support across the City of Belfast.	City wide	£4,910.00	Single identity
531/1164	Voluntary Service Bureau	Ship Ahoy - The application seeks funding to engage older people with issues of diversity and inclusion. Through this event, seniors will have the opportunity to meet other seniors from across the city to participate in activities designed to break down barriers, tackle myths and celebrate diversity.	City wide	£2,900.00	Cultural Diversity
596/1165	Barnardo's Tuar Ceatha Services	Families from different cultures- sharing our stories: This proposal aims to run a multicultural day with exhibitions, displays and workshops exploring issues around cultural diversity and the experiences of minority ethnic communities, including the travelling community.	South & West	£1,700.00	Cultural Diversity
687/1166	Women's Common Path Network	History/Cultural/Peace/Reconciliation Project: The proposed programme will enable women affected by the conflict to come together to explore and discuss issues relating to history, peace, culture and reconciliation through facilitated workshops, educational visits, a residential programme and conference. There is, therefore, potential for high levels of engagement on sensitive and contentious issues.	City wide	£5,525.00	Community Relations

GR Ref. No.	Organisation	Project Name and Summary	Area of Belfast	Amount BCC funded	Category
688/1167	Concern Worldwide	Building Unity Through Diversity: To display a photo exhibition of the faces of the world and through this, stimulate discussion and interaction on ethnicity and multiculturalism.	City wide	£5,000.00	Cultural Diversity
689/1168	Belfast Activity Centre	Good Relations Interface Project (GRIP): This proposal is to engage on a cross-community basis with twelve young men from interface areas throughout Belfast to explore their individuality and their concept of 'self'.	City wide	£7,000.00	Community Relations
690/1169	Di-verse	Diverse Cities – Celebrating diversity through poetry: A public event to launch Di-verse, including roundtable discussion on the importance of diversity in society, and poetry from a variety of cultural traditions.	City wide	£1,000.00	Cultural Diversity
279/1171	Feile an Phobail	The proposals in this application seeks funding for a number of elements of Féile that promote Good Relations and engagement with people from different communities through a variety of activities. Activities proposed will target people from within the education, youth, travelling community and minority ethnic sectors.	West	£7,500.00	Cultural Diversity
605/1172	Northern Ireland Community of Refugees and Asylum Seekers (NICRAS)	Activities Project: This proposal has two elements. It seeks to run a capacity building residential for asylum seekers and refugees and a week of activities to mark Refugee Week.	City wide	£7,500.00	Cultural Diversity
595/1173	Afro Community Association of NI	Afro Link Up: Monthly sessions will bring together people from the African community living in Belfast, with key stakeholders and others interested in Afro issues and culture. The aims are to provide social support for members of the African community who may experience social isolation, to build relations with the wider community, to raise awareness of support and services available for recent arrivals to the city, to provide training on relevant issues	City wide	£1,290.00	Cultural Diversity
345/1174	South Belfast Roundtable	South Belfast Inclusion Festival: This proposal, which has been submitted by South Belfast Roundtable on behalf of a number of community groups, aims to run an inclusion festival in South Belfast. The festival will consist of a month of activities in June organised by local community groups to promote diversity and inclusion.	South	£9,700.00	Cultural Diversity
692/1175	Smashing Times Theatre Company	Drama for Change - This nine month project is designed to pilot a drama to raise awareness of the issues surrounding sectarianism, particularly in relation to the experiences of people from disadvantaged communities and communities in interface areas of Belfast. The organisation will establish a panel of three advisors, qualified in the area of good relations to advise on the development of the drama workshop in partnership with the communities who will participate in the project.	North & West	£6,600.00	Community Relations

GR Ref. No.	Organisation	Project Name and Summary	Area of Belfast	Amount BCC funded	Category
693/1177	Crossroads Project	Heritage Celebration: This proposal is to engage with the young people who socialise in Orangefield Park, to build awareness and understanding about their culture and traditions in advance of the 11 th July bonfire which is traditionally held in the park.	East	£4,000.00	Single identity
694/1178	Highfield Women's Group	Community Relations & Good Relations Training - This proposal will engage with 15 women from the Highfield estate who are keen to enhance their knowledge in good relations issues. The main activities of this proposal will be the delivery of four training modules by Trademark and is accredited by the Northern Ireland Open College Network, level 1.	North	£7,050.00	Community Relations
577/1179	Mna Cluain Ard	Community Leadership & Community Relations Programme - This proposal is to build on the previous good relations funding award when this group received accredited good relations training. The group now wishes to avail of level 2 training and extend the invitation to the Highfield Women's Group who will have completed their level 1 training prior to this programme beginning.	North & West	£7,050.00	Community Relations
575/1180	NI Council for Integrated Education (NICIE)	Educating for a Shared Future: A training day to bring together staff and School Principles from a range of Integrated schools, both primary and post-primary, to explore 'Educating for a Shared Future'.	City wide	£4,000.00	Community Relations
279/1182	Belfast Humanist Group	Multi-Cultural Debate: To plan, organise and run a debate on multiculturalism, bringing together representatives of Islam, Christianity, Judaism and Humanism to discuss and debate areas of similarity and difference.	City wide	£1,000.00	Cultural Diversity
695/1183	Northern Ireland Children's Enterprise	Citizenship in a Divided Society - This seeks funding to bring together 12 young adults from across North and West Belfast who have been previous participants in NICE's Citizenship programmes through their school. These young people have been selected on the basis of their leadership potential to be active citizens in a divided society. The programme will be delivered over 3 residencies and engage the participants in exploring themes such as differences, stereotyping, identity, values, beliefs and conflict.	North & West	£3,900.00	Community Relations
369/1187	Ardoyne Fleadh Cheoil Project	Ardoyne Fleadh Cheoil Project - To deliver the North Belfast, A Vision for the Future debate, the annual Frank McCallan lecture and the Celebration of Faiths event as part of a week long festival in the Ardoyne.	North	£4,000.00	Community Relations
597/1188	Youth Action Northern Ireland	Spectrum2 - To deliver a 20 week artistic programme with young Polish people exploring various issues relating to Polish culture and their experiences of living in Belfast. Through meeting local youth groups and using the medium of the arts, they will engage with issues of cultural diversity, mutual understanding and relationship building. A production piece will be created documenting the experience of young Polish people living in Belfast.	City wide	£2,000.00	Cultural Diversity

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591/1191	Egyptian Society of Northern Ireland	All together – Egyptian and Arab families and the 2 nd generation with the Northern Irish Community living together: To support direct dialogue and engagement between members of the Egyptian community and the local Northern Irish community with particular emphasis on the 2 nd generation Egyptians, who were born in Northern Ireland.	City wide	£7,500.00	Cultural Diversity
569/1193	Arts Ekta	Pakistani Arts - This proposal will bring together women from Glenbryn and women from the Blackie River Centre in West Belfast to participate in a 5 week arts programme. The programme aims to promote an awareness of Islamic culture through the medium of art. The women have worked together on a previous diversity programme facilitated by the applicant. As part of the project the women will create Islamic art pieces which will be displayed at the annual Mela festival in Belfast.	North & West	£2,500.00	Community Relations
254/1195	Irish Football Association	'From Billy Boys to Not Brazil Boys: Football For All the Story So Far' - The project will provide fans with a safe and creative medium to explore future challenges in tackling sectarianism and racism within football. The DVD will be distributed to youth, community and school groups in North and West Belfast with the aim of empowering young people to tackle sectarianism and racism in football. It will be available at a later stage for wider distribution throughout Belfast.	City wide	£5,000.00	Community Relations
702/1197	The Bytes Project	Starting Over - This proposal aims to run training on issues relating to good relations and conflict management with three different groups across Belfast. Each group will engage unemployed young people from a range of communities. The training will involve initial single identity work facilitated by Tides. The participants will then be brought together for a team building session in preparation for an 8 week accredited programme exploring issues of peer leadership, conflict management and good relations.	City wide	£5,000.00	Community Relations
332/1198	Belfast Interface Project	Documenting effective practice in addressing parade-related disputes - This application seeks to build on last years publication 'Parades and Protests – an annotated bibliography' which collected together an extensive number of recent publications on parading issues into one concise booklet. This proposed project is the next stage of the process and will engage a number of individuals and groups in discussion on parades-related issues as part of the research process. In addition, the good practice highlighted in the final publication will help communities engage better in relation to disputed parades and protests.	City wide	£5,000.00	Community Relations
703/1199	Clan Mor Sure Start	Good Relations Training for Trainers Programme – A Good Relations Training for Trainers programme which will build the capacity of volunteers from the Maureen Sheehan Centre to address racism and sectarianism in the community, and also to roll out the same training to other groups in the community.	North & West	£3,100.00	Community Relations

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310/1200	Multi-Cultural Resource Centre	Positive Steps to Integration - This proposal aims to run a series of activities with families who are Asylum Seekers, Refugees or Migrant Workers. The project aims to address some of the barriers which inhibit minority ethnic communities from integrating within Northern Irish society. It also aims to promote a greater awareness among participants of their rights and entitlements within Northern Ireland.	City wide	£3,280.00	Cultural Diversity
704/1201	Stranmillis University College	Belfast Voices Community Play- Development to performance of a community play through a series of workshops involving student teachers, a multicultural group of primary school children and teachers from Botanic Primary School, Trade Unionists, refugees and asylum seekers, members of the Indian community, and a Polish group.	City wide	£5,500.00	Cultural Diversity
472/1202	Polish Association NI	Polonico – Community Festival - To create a process of community engagement during the Polish Association’s annual cultural event in October 2008, through a community photographic exhibition and series of community workshops.	City wide	£4,480.00	Cultural Diversity
705/1203	Media Ireland	Blast FM – Belfast Student Radio - The proposals in this application seek funding to enable Media Ireland to recruit and build the capacity of students from minority ethnic communities, studying in Belfast, to increase their involvement in Blast FM. This project is motivated by a desire to ensure that students from the minority communities are able to play a full part in the programming of the station.	City wide	£3,565.00	Cultural Diversity
706/1204	Green Shoot Productions	The Chronicles of Long Kesh’ - The proposals in this application seek funding for an education and outreach initiative to bring a live theatre performance, and the issues that it explores, into a wider community setting.. Alongside the performances, they develop opportunities for creative expression and cultural understanding for people at a community level.	City wide	£10,000.00	Community Relations
707/1205	Ballynafeigh Community Development Association	Shared Neighbourhood Week 2008 - A week long programme of events which will bring together people from diverse backgrounds to promote shared living and cultural diversity in a shared neighbourhood.	South	£8,000.00	Community Relations
325/1206	Indian Community Centre	Indian Summer - The proposals in this application seek funding for activities associated with celebrations around Indian Independence Day this coming August. The activities being considered include Indian dance, Indian drumming and a Bhangra Night to celebrate Indian Independence.	City wide	£2,500.00	Cultural Diversity
708/1207	Changing Attitude Ireland	Reflecting on the Churches and Intolerance - To bring together laity and clergy from the Protestant and Catholic churches in Belfast to discuss issues around intolerance over two one-day events and produce a publication of the content of the discussions.	City wide	£2,365.00	Community Relations

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709/1208	Taughmonagh Community Forum Ltd	Shared and Better Future Pilot Programme - To develop an intra and inter community Good Relations programme of engagement in the Taughmonagh community.	South	£9,994.00	Community Relations
710/1209	Creative Writers Network	New Bridges - A series of 6 workshops facilitated by literary workshop artists with new and more established communities living around the Ormeau Bridge area, to collect their writing about the lives they lead and the challenges they face as they attempt to integrate into a community which is itself in a state of flux.	South	£5,330.00	Community Relations
272/1210	Bbeyond	I AM - This proposal aims to promote awareness of Polish culture and to strengthen the connections between Belfast and Poland by showcasing Polish art and hosting Polish artists.	City wide	£900.00	Cultural Diversity
711/1211	New Lodge Arts	Tell Me Your Story- An intercommunity project for young people to capture their experiences of the Waterworks Park. This 3-month programme will engage young people from the New Lodge and the Westlands Estate. It will also engage with local senior citizens to include a history of the area and this engagement will facilitate greater inclusion and understanding among the different generations in the area.	North	£9,920.00	Community Relations
712/1214	Golden Thread Gallery	Draw Down the Walls :This proposal is to work with young people from the Glenbryn and Ardoyne catchment areas to develop a series of debates, talks and art projects using the interface walls as the central theme.	North	£5,000.00	Community Relations
514/1216	Queen's Film Theatre	Bridging the Divide, part IV:A collaborative film-making project involving Catholic, Protestant and Chinese young people from the Lower Ormeau, Donegal Pass and Lisburn Road/Village area.	South	£2,500.00	Community Relations
332/1217	Lower Shankill Community Association	Protestants and the Irish Language - To create awareness, dispel myths and promote trust, respect and understanding about the Irish language within the protestant community	West	£4,033.00	Community Relations
240/1220	Belfast Exposed Photography	Re-Imaging the Past : The organisation will recruit 16 participants who were born in the 40's and 50's from the Catholic/Protestant/Unionist/Nationalist communities throughout the city to explore history, identity and stereotyping and encourage a more critical understanding of media representation.	North & West	£2,500.00	Community Relations
467/1222	Transition Training Ltd	TIMEWARP Project - An IT and dialogue programme for 8 groups of young people from interface areas across Belfast, including accredited IT training and community relations dialogue sessions.	City wide	£5,000.00	Community Relations
751/1330	West Kirk Community Project	Take 2' Men's Project: An informal education programme for young men from the PUL community in Court electoral Ward.	West	£2,500.00	Single Identity

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752/1331	Ulster Scots Community Network	Patrick – The myth, the man, the message. To create and promote information and exhibition materials on St. Patrick in order to maximise genuine cross community engagement around his story.	City wide	£2,500.00	Community Relations
368/1332	Finaghy Crossroad Group	Inter community pensioners Christmas Social - To provide an opportunity for vulnerable elderly residents from both of the main communities in the Finaghy Crossroads area, with 100 guests from the Suffolk/Lenadoon Interface area to an event that will foster community cohesion and promote better relations within the region.	West	£2500.00	Community Relations
754/1334	Ashton Community Trust	R.E.A.L. Good Relations Project – respect engagement and listening To run a number of events as part of the REAL project with residents and young people of the New Lodge, Duncairn gardens, Limestone Road and Mount Vernon areas to promote Good Relations, engagement, respect and the concept of shared spaces.	North	£4140.00	Community Relations
756/1336	North Belfast Partnership Board	Meet the Neighbours Day: this proposal aims to run a one day information and welcome event in North Belfast targeted at established communities and minority ethnic / migrant workers and also involving key statutory agencies including the PSNI and Housing Executive.	North	£1,700.00	Cultural Diversity
393/1337	White City CDA	Improving community relations training: A training project on conflict management and facilitation skills for local volunteers. The group wish to offer 2 training courses to community volunteers in the Whitewell and White City areas. This builds on ongoing work which is seeking to manage and transform relationships at the interfaces in the area.	North	£3,950.00	Community Relations
757/1338	Splash Media	Reds Reach Out: A film examining the outreach work of Cliftonville Football Club. The project will provide opportunity for Cliftonville Football Club and its associated groups to critically examine its outreach work and explore the changes in attitudes about the club. The interviews and workshops will be an opportunity for challenging perceptions about the club and exploring racism and sectarianism in an area of the city that has been most effected by violent conflict.	North	£5,000.00	Community Relations
307/1339	Northern Ireland Tolerance Educational Cultural Association	Dialogue Works 3: This proposal is to organise three seminars examining the polarisation between eastern and western lifestyles; one facilitated roundtable discussion on opportunities for a shared future, a six week course examining similarities and differences between Christianity and Islam and the sharing and distributing of Noah's pudding.	City wide	£2,465.00	Community Relations
568/1340	Sandy Row Residents Association	Girls' Across the Divide: For three months girls' and their mothers from Sandy Row, Finaghy and Turf Lodge will meet at community centres in Sandy Row and Turf Lodge to learn about the others culture, traditions and beliefs.	South & West	£2,500.00	Community Relations

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758/1342	Lower North Belfast Community Council	Limestone Road Shared Heritage Project: An arts-based history and heritage project working with the parents of pupils at the Currie and Holy Family Primary Schools in the Limestone Road area.	North	£4,260.00	Community Relations
350/1344	An Droichead	Understanding Indian and Chinese Culture: This project aims to engage young people and adults through art and craft activities to enable them to understand and appreciate cultural diversity.	South	£1,410.00	Cultural Diversity
323/1345	Greater Village Regeneration Trust	Friday Night Project - To run a five month programme to engage young people and residents aimed at reducing tension along the interface between Donegall Road and Lower Falls.	West & South	£5,000.00	Community Relations
747/1346	Divis Youth Project	Crossing Bridges: A five month history programme for young people and other residents from Falls, Shankill and Village areas which aims to reduce tension and anti-social behaviour on the interfaces between the communities.	West & South	£3,800.00	Community Relations
759/1347	Gort na Mona Historical Society	The Culture Club Project: This proposal aims to run a programme of events to build relationships between those living in the Upper Springfield area and minority ethnic communities, through the use of workshops, historical visits and the creation of a multicultural mural.	West	£2,500.00	Cultural Diversity
530/1348	Markets Development Association	Everything Shared Project: To deliver a series of activities and events to bring together people on an inter community and intergenerational basis in the area in and around the Markets.	South	£2,450.00	Community Relations
266/1349	Northern Ireland Muslim Family Association	Working Together for a Better Future : To run a series of workshops with students and community groups aimed at raising awareness about Muslim family life in Northern Ireland and to build mutual understanding.	City wide	£2,200.00	Community Relations