



Derry City & Strabane
District Council

Comhairle
**Chathair Dhoire &
Cheantar an tSratha Báin**

Derry Cille & Stràbane
Deistrick Cooncil

Derry City and Strabane District Council

Equality Action Plan 2024 – 2027

This Equality Action Plan can be obtained from the Council in alternative formats, including large print, Braille, easy read, audio alternative format and/or language. It can also be downloaded from the Council's website at:

www.derrystrabane.com

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

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Derry City and Strabane District Council

Equality Action Plan

January 2024 to March 2027

Section 75 of the Northern Ireland Act 1998 requires public authorities to comply with two statutory duties.

The first duty is the equality of opportunity duty which requires public authorities, in carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity between the equality categories:

- persons of different religious belief
- political opinion
- racial group
- age
- marital status
- sexual orientation,
- men and women generally
- persons with a disability and persons without
- persons with dependants and persons without.

The second duty is the good relations duty and requires public authorities to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group.

In order to fulfil the above, public authorities are required to develop an Equality Scheme and have this approved by the Equality Commission for NI. This is a statement of the commitment of the public authority to fulfilling its Section 75 statutory duties. In

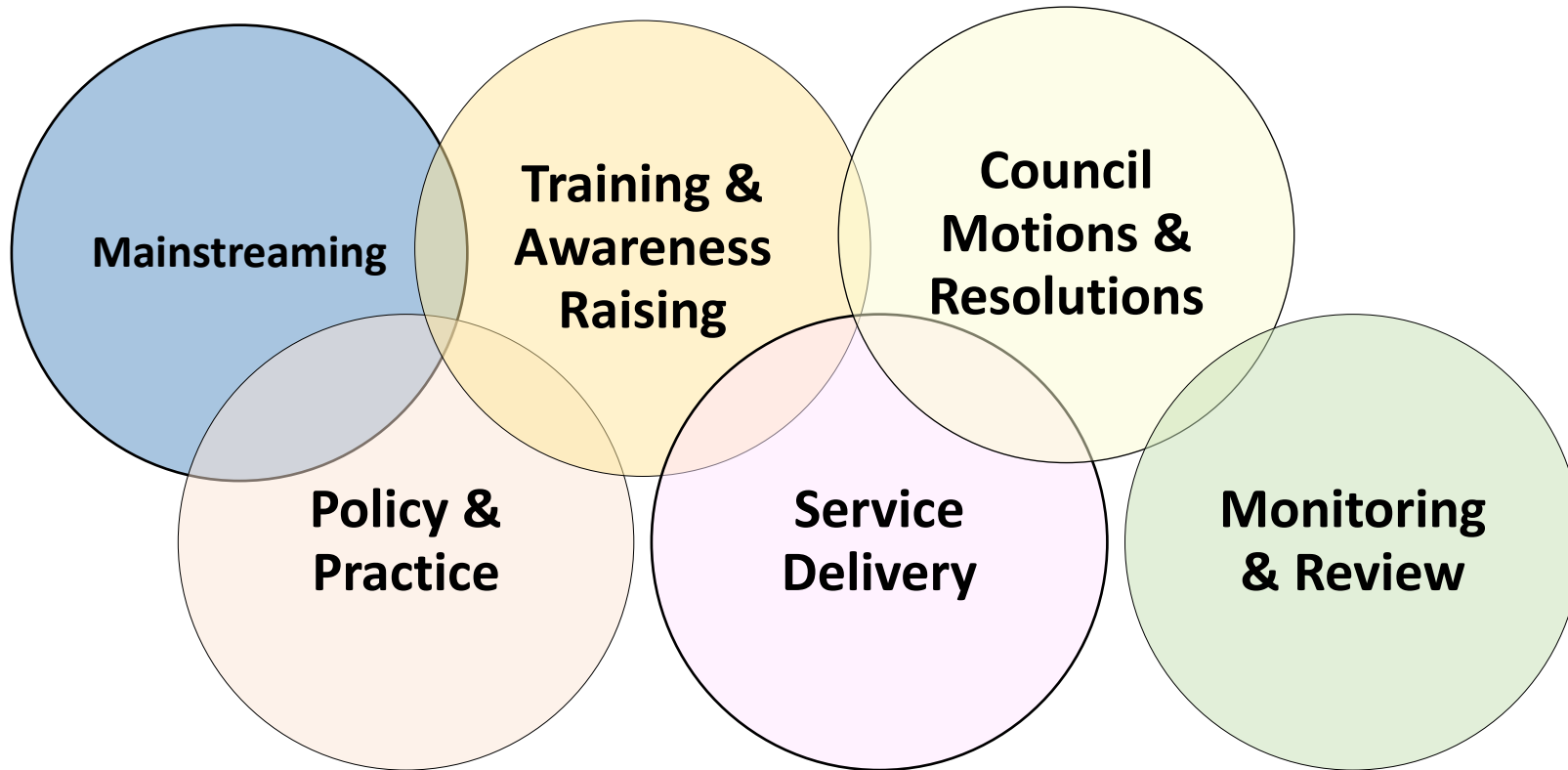
addition, the Commission recommends that the Council should develop action measures to promote equality of opportunity and good relations.

This action plan covers the period April 2024 - March 2027 and was finalised following a public consultation.

It should be noted that this is a dynamic document and action measures and timescales may change over the three year period as a result of annual reviews and priorities.

We will also seek to promote good practice across the range of our policies and in respect of all equality categories. The Plan will build on existing equality work undertaken by Council and assist in meeting future equality requirements.

The action measures identified relate to our latest Audit of Inequalities and are set out under the following inter-related thematic areas:



Mainstreaming

Inequality/issue/rationale	Key Activities/action measures	Milestone	Responsibility	Output/Measure/Impact/Monitoring
Ability of S75 groups to influence decision making and engage with decision makers	<p>M1 Hold at least 2 Equality Assurance and Oversight Group (EAOG) meetings per year to discuss policy and service development in Council.</p> <p>Rebuild/enhance membership of EAOG to ensure inclusivity and diversity.</p>	April 2024 onwards	Policy Officer (Equality)	<p>At least 2 Meetings with EAOG which includes representative groups – feedback received on Council policy</p> <p>All services will be more accessible</p> <p>S75 groups will be more involved in decision-making</p>
Policies take account of experiences, needs, and priorities of s75 groups and good relations	<p>M2 Continue to screen all new policies to assess the significance of the policy on the equality duties</p>	April 2024 onwards	Directors, Heads of Service inc Human Resources and Policy Officer (Equality)	<p>100% of new and revised policies screened for impact on equality duties</p> <p>Better promotion of equality of opportunity and good relations</p>
Policies /plans/ services take account of experiences, needs, and priorities of s75 groups and good relations	<p>M3 Involve s75 groups in service planning and predevelopment exercises</p>	April 2024 onwards	All officers responsible for service planning and policy making	<p>All s75 groups within the Derry City and Strabane District Council area will be included on established/tailored communication channels</p>

				More accessible and inclusive services for people with a disability - Issues which may affect people with a disability will be sorted out at the earliest possible juncture.
Good governance	M4 Review and report on progress of the Equality Action Plan annually	July 2024 annually	Policy Officer (Equality)	Annual progress report completed and forwarded to the Equality Commission
	Submit in year progress updates on equality and disability action plans to internal task group and GSP committee	Yr 2 onwards	Policy Officer (Equality)	Staff and Diversity Ambassadors updated
Policies/plans/services take account of experiences, needs, and priorities of s75 groups and good relations	M5 Feedback encouraged from s75 groups on the implementation of the equality duties	Ongoing	EAOG/Policy Officer (Equality)	S75 groups have an opportunity to have their voice heard
Staff across the Council are involved in promoting and shaping Council's approach to the statutory Equality Duties	M6 Establish and develop a cross departmental internal staff task group to champion the promotion of equality of opportunity and good relations. To include participation of Diversity Ambassadors.	Jan 2025 onwards	Lead Democratic Service & Improvement Officer, Policy Officer (Equality)	Staff can make a positive contribution to shaping policy and practice across the Council Best practice identified and rolled out.

Members and Officer collaborate on a regional basis to share learning and promote best practice	M7 Participate in Local Government Diversity Ambassador Programme	2024 onwards	Diversity Ambassadors (Elected Member(s) and Officer(s))	Better promotion of equality issues both internal and external by Ambassadors Best Practice initiatives introduced into Council.
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Policy & Practice Review

Inequality/issue/rationale	Key Activities/action measures	Milestone	Responsibility	Output/Measure/Impact/Monitoring
Equality Commission Recommendation	M8 To have revised the Equal Opportunity Policy in relation to all equality grounds.	Year 1	HR	Policy reviewed and updated as appropriate
Gap identified in Audit of Inequalities	M9 Review monitoring practice and implement improvements as necessary.	Years 1-3	Policy Officer (Equality) with all customer facing sections.	Gap identified from Audit of Inequalities
Lack of awareness and availability of information in an appropriate format affects certain sectors of the community – specifically in	M10 Review of Council’s Code of Practice on Producing Information Roll out awareness sessions for staff	Year 1 Year 2 and ongoing	Policy Officer (Equality), Marketing Team	Review completed Training/awareness raising delivered Evidence of information provided in accessible formats

terms of the Age, Disability and Racial Group categories.	Prepare easy read versions of key documentation Ensure all information emanating from Council is available to all	Ongoing		
Equality Scheme Commitment to screening	M11 To support service officers to screen all new/reviewed policies.	Years 1-3	Policy Officer (Equality)	Number of policies/projects screened
Gap identified in Audit of Inequalities. Years 1, 2 and 3	M12 Further embed practice on the Codes of Practice on Producing Information and Inclusive Meetings and Events.		Policy Officer (Equality) with relevant departments.	Evidence of needs being met and good practice collated for progress report.
Good practice.	M13 To work with the LG Equality & Diversity Group to identify good practice policy that Council can adopt.	Years 2 & 3	Policy Officer (Equality)	Good practice promoted.
Good practice	M14 To work with the Diversity Ambassadors to promote Council's good practice initiatives.	Years 2 & 3	Policy Officer (Equality)	Good practice promoted.
Gap identified from Audit of Inequalities.	M15 Explore options to revise the Procurement Policy to include the use of social value clauses, in line	Year 2	Policy (Equality) Officer, Procurement Manager.	Gap identified from Audit of Inequalities.

	with best practice outlined in Procurement Policy Note 01/21.			
Equality Commission guidance	M16 Review the Equality Scheme	Year 2 - 2025	Policy Officer (Equality)	Equality Scheme reviewed and updated as necessary. Submitted to Equality Commission for approval if significant changes made.

Monitoring and Review

Inequality/issue/rationale	Key activities/Action measures	Milestone	Responsibility	Output/Measure/Impact/Monitoring
Employment Monitoring duty in Fair Employment & Treatment Order	M17 To have completed the annual monitoring return in respect of community background and sex (of employees) and submit to the Equality Commission.	Annually	Human Resources (HR)	Annual monitoring return completed and submitted to Equality Commission within timescale. Feedback from Equality Commission.
Good practice/Local Government Staff Commission recommendation	M18 Review employment monitoring arrangements in light of the Equality Commission's 2022 guidance on equality monitoring for employment purposes.	Review started in year 1	HR	Review underway.
Good practice	M19 Review any affirmative/ positive action measures actioned and complete triennial Article 55 Review (if requested). To have met with the Equality Commission to discuss any issues arising from the annual/triennial review (if necessary).	Years 2 & 3	HR	Review completed and submitted to Equality Commission, if requested. Feedback from Equality Commission and any recommended action taken.

Council Motion/Good practice	M20 Develop plan to put in place systems to monitor employment in relation to equality categories other than community background and sex.	Year 2	HR	Plan developed and staff and Equality Commission consulted. Monitoring systems in place and data being captured. Initial baseline established.
Lack of monitoring data across Council services in general - Gap identified as part of Audit of Inequalities.	M21 Deliver awareness raising sessions on monitoring of services. Internal monitoring systems to be set up	Year 2	Relevant service managers supported by Policy Officer (Equality)	Training/awareness provided and evidence of monitoring systems being implemented.
Gap identified in Audit of Inequalities	M22 Begin to collate monitoring data on the NW Ministry of Youth Participation	Year 1	Children and Young People's Officer and Education Authority	Monitoring system in place and data being collected.
Gap identified in Audit of Inequalities	M23 Monitor usage of recycling centres to determine if UK-wide trends concerning age and gender apply locally. (With a view to heightening awareness of Assisted Bin Collection service, and bulky lift service, if appropriate)	Year 2/3	Waste Services Team with Policy Officer (Equality)	Data and feedback analysed.

Good practice	M24 To have met, if necessary, with the Equality Commission to discuss any issues arising from the annual Section 75 progress report. Identify and agree any action measures required following annual report.	Annually	Policy Officer (Equality)	Feedback from Equality Commission Recommended action taken.
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Training & Awareness

Inequality/issue/rationale	Key activities/Action measures	Milestone	Responsibility	Output/Measure/Impact/Monitoring
Commitment in Equality Scheme	M25 Continued rollout of training on screening and EQIA, engagement/communication, relevant policies, awareness of S75 groups' needs, priorities and experiences to staff and Elected Members	Ongoing Years 1-3	Policy Officer (Equality)	Improved screening process Policies/plans/services take account of experiences, needs, and priorities of s75 groups and good relations. Removal of barriers and improved access to services and information
Equality Commission recommendation	M26 Equal opportunity awareness training for all new starts, to cover employment and access to services.	Ongoing till years 3	HR	Staff more aware of duties of council as employer/service provider/public authority
Gap identified in Audit of Inequalities	M27 Review and deliver a training plan to further mainstream equality across the organisation.	Years 1-3	Policy Officer (Equality)	Annual review of training completed and plan in place for following year. Evidence of take up across functions/service areas.
Need for elected members to understand the equality issues of all S75 categories in order to best represent their interests	M28 Training needs of Elected Members identified and training provided through Member Learning & Development Programme.	Years 1-3	Mayoral and Member Services Officer (with Policy Officer support)	Number of equality related training sessions provided and number of attendees. Feedback from Members on effectiveness of training.

Service Delivery

Inequality/issue/rationale	Key Activities/action measures	Milestone	Responsibility	Output/Measure/Impact/ Monitoring
Social Wellbeing				
Leisure facilities are being under-used by various section 75 categories (i.e. women, carers, people with a disability, people of different ages, ethnic minority groups)	<p>M29 Deliver a sports and physical activities programme to promote greater activity by people with a disability, women, girls, older people and those living in areas of high social need.</p> <p>Review programming/opening times/concessionary rates and/or reduced price, free programmes, inclusive sessions, etc to cater for all sectors of the community and introduce at least one new tailored programme per annum to cater for underrepresented groups</p> <p>e.g.</p> <ul style="list-style-type: none"> Develop and pilot leisure programmes tailored for girls and women with dependents 	Ongoing till Yr 3	Director of Health & Community Head of Leisure and Community Development	<p>Increase in usage by underrepresented groups.</p> <p>Service monitoring information</p> <p>Data reported in annual service plan and equality progress reports</p>

<p>Gap identified in Audit of Inequalities.</p>	<ul style="list-style-type: none"> • Promote Council’s leisure offer to pupils with Special Educational Needs (outside of what is available in school Physical Activity lessons). • Raise awareness of leisure initiatives amongst older people: • Deliver a Trans swim programme <p>Engage with Equality and Assurance Oversight Group to define the nature of physical activity that they would like to see on offer in our leisure facilities (other than sports provision).</p>			
<p>Gap identified in the Audit of Inequalities</p>	<p>M30 Develop and implement Lesbian, Gay, Bisexual and Transgender customer care guidelines to include piloting LGBTQIA+ only leisure sessions, and review with staff and users.</p>	<p>Year 2, 3</p>	<p>Heads of Service and external stakeholders, Policy Officer (Equality).</p>	<p>Number of participants. Improved uptake and satisfaction levels</p>
<p>Rural areas are more likely to suffer in terms of social wellbeing in terms of:</p>	<p>M31 Review community centre provision across the Council area and update or provide new</p>	<p>Ongoing, Yr 1-3</p>	<p>Head of Leisure and Community Development</p>	<p>Communities will have facilities that meet their need</p>

<ul style="list-style-type: none"> • Lack of local facilities • Lack of youth clubs and professionally trained youth workers • Isolation • Transport • Capacity • Communication 	programmes/ facilities, as necessary.			User/Participant/ satisfaction details
Physical access has been cited as a barrier to participation particularly in some Cultural facilities for people with a disability.	M32 Council is working towards achieving Every Customer Counts approach for facilities Access and Inclusion initiatives	Ongoing Yr 1-3	Head of Culture Relevant facilities managers	Number of Access & Inclusion/Accessibility initiatives including audits completed. Evidence of increase in levels of participation by different S75 groups including people with a disability. Service monitoring data and feedback

Inequality/issue/rationale	Key activities/action measures	Milestone	Responsibility	Output/measure/Impact/Monitoring
Social Wellbeing				

<p>Women, people with a disability, older people and people from the LGBT community expressed higher levels of worry about all crime</p>	<p>M33 Continue to roll out community warden scheme</p> <p>Raise awareness of other Police and Community Safety Partnership (PCSP) initiatives such as community warden scheme and "safer homes" campaign</p>	<p>Ongoing, Yrs 1-3</p>	<p>PCSP Manager</p>	<p>Crime statistics for Council Areas</p> <p>PCSP survey results</p> <p>Improved feeling of safety reported</p>
<p>People from certain S75 groups are less likely to do voluntary work due to barriers which include:</p> <ul style="list-style-type: none"> · Access and location/timing of meetings or events · Language · Stigma/discrimination faced by minorities - Suitable opportunities 	<p>M34 Raise awareness of volunteering opportunities at Council events</p> <p>Roll out awareness sessions for staff on Council's Code of Practice on arranging accessible meetings and events</p>	<p>Year 2 and 3</p>	<p>Arts and Culture Manager, Policy Officer (equality)</p>	<p>Monitoring of volunteers taking part in Council activities</p> <p>Improved participation in public life with more members of S75 groups actively volunteering or supporting volunteers in local organisations and community projects</p>
<p>Promotion of Good Relations as per S75(2)</p>	<p>M35 Continue to deliver the Good Relations Strategy and Action Plan 2022-25, across the following 4 themes:</p> <ul style="list-style-type: none"> • our children and young people • our shared community • our safe community 	<p>Years 1-3</p>	<p>Inclusive and Shared Community Team</p>	<p>Programme delivered as per Good Relations Strategy and Action Plan. Evidence of improved relations and inclusivity.</p>

	<ul style="list-style-type: none"> our cultural expression 			
Promotion of good relations	M36 Deliver cross-community projects under the PEACEPLUS	Ongoing	Programme manager (PEACE)	<p>Programme delivered as per annual Plan under Theme 1: Building Peaceful and Thriving Communities</p> <p>Programme data</p>
Access to services and information in alternative languages	M37 Promote Irish, Ulster-Scots and the availability of council services in alternative language formats. Enhance access to Council services and information in a range of languages.	Ongoing	Policy Officer (Language)	<p>Improved access to services and information.</p> <p>Number of requests for alternative languages.</p>
Under-representation of some groups in public life eg women, people with a disability	M38 Continue to work with schools during Local Democracy Week, devising initiatives to encourage children and young people to participate in local politics.	Ongoing	Mayoral and Member Services Officer	<p>Greater awareness of local democracy and participation in public life</p> <p>Number of participants by s75 group</p>
As per Council's commitment to the World Health Organisations (WHO) Age Friendly Declaration and the commitment to the WHO's Global Network of	M39 Deliver Age Friendly Action Plan	Ongoing	Age Friendly Coordinator	<p>Greater inclusion of older people and better access to services.</p> <p>Targets delivered as per Plan</p>

Age Friendly Cities & Communities.				
Commitment as per the action plan towards recognition as a Child Friendly City/Community.	<p>M40 Deliver the Child Rights Action Plan, to include training to staff and elected members</p> <p>Maintaining our strategic partnerships with EA Youth Service, Western Health and Social Care Trust and the Youth Justice Agency</p>	Years 1-3	Children and Young People's Co-ordinator	<p>Children and young people more involved in council planning and decision making</p> <p>Targets delivered as per Plan including training and partnership work.</p>
As per Strategy being developed by Arts and Culture.	<p>M41 Implement equality related actions as identified in new Arts Strategy (to be developed in 2024)</p>	Years 1-3	Arts & Culture Manager	<p>Greater inclusion in arts.</p> <p>Targets delivered as per Plan</p>
Domestic and Sexual Violence – priority in Policing and Community Safety Partnership action plan	<p>M42 Develop a support programme with a focus on raising awareness of the harm caused by domestic and sexual violence and increase awareness of the support available to victims of domestic and sexual violence.</p>	Years 1-3	Policing and Community Safety Partnership Officer	<p>Actions/targets delivered as per Plan</p>

<p>Hate crime – priority in Policing and Community Safety Partnership action plan</p>	<p>M43 Develop a programme with a focus on raising awareness of hate crime to include racism, sectarianism, and homophobia and increase awareness of the support available to victims of hate crime.</p>	<p>Years 1-3</p>	<p>Policing and Community Safety Partnership Officer</p>	<p>Initiatives delivered as per Plan</p>
<p>Youth engagement – priority in Policing and Community Safety Partnership action plan</p>	<p>M44 Develop a support programme with a focus on youth engagement, promoting respect for the law and for each other. Initiatives will include diversionary programmes and targeted interventions.</p>	<p>Years 1-3</p>	<p>Policing and Community Safety Partnership Officer</p>	<p>Activities delivered as per Plan</p>

Economic Wellbeing				
Inequality/issue/rationale	Key activities/action measures	Milestone	Responsibility	Output/Measure/Impact/Monitoring
Lack of job opportunities in the Derry City Council area	<p>M45 Subject to legislation, incorporate social clauses in all capital work with significant spend.</p> <p>Identify investment opportunities for business which is primarily focused on disadvantaged areas.</p>	Ongoing till Yr 3	Director of Business and Culture	<p>Creation of more jobs/ apprenticeships/opportunities for local people as per legislation</p> <p>Analysis of Capital Projects and employment impact will be carried out annually</p>
Skill barriers for men, women and the young and older people, the long-term unemployed and people with a disability	<p>M46 Work with Employment and Skills team to continue targeting the long term unemployed and up-skill potential employees for employment opportunities.</p> <p>Ring fence at least 2 jobs per annum for people with a disability</p> <p>Review Council's commitment to ring-fencing two jobs per annum for people with a disability, with a view to re-initiating it.</p>	<p>Ongoing to Yr 3</p> <p>Ongoing to Yr 3</p> <p>Year 2</p>	<p>Director of Business and Culture</p> <p>Lead HR Officer</p> <p>Lead HR Officer</p>	<p>Underrepresented groups provided with work-related skills to enable them to avail of any job opportunities.</p> <p>Analysis of annual performance indicators from Employment and Skills unit.</p> <p>Increased participation of people with a disability in the workplace - HR staff Statistics.</p> <p>Review completed with recommendations.</p>

<p>Lack of entrepreneurialism in the following Section 75 groups:</p> <ul style="list-style-type: none"> • Young people • People with a disability • People from minority ethnic groups <p>(Audit of Inequalities)</p>	<p>M47 Explore methods to address underrepresentation and develop appropriate plans.</p>	<p>Year 2</p>	<p>Head of Business, Enterprise and Entrepreneurship Team with Policy Officer (Equality)</p>	<p>Opportunities to address underrepresentation identified and plans in place to implement, eg, through support programmes such as Labour Market Partnership and Regeneration programme</p> <p>Regional stats by LGD</p> <p>Breakdown of participants on any initiative & outcomes</p>
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Environmental Wellbeing				
Inequality/issue/rationale	Key activities/action measures	Milestone	Responsibility	Outcome/Measure/Impact/Monitoring
<p>Gap identified from Audit of Inequalities</p>	<p>M48 Finalise and publicise policy on Erection of Street Nameplates in a language other than English.</p>	<p>Year 1 onwards</p>	<p>Director of Environment and Regeneration/Head of Environment</p>	<p>Policy developed and publicised (when approved).</p> <p>Increased visibility of languages - number and nature of signage requests</p>

Transport can sometimes be a barrier to accessing the civic amenity service particularly for older people, women, people with dependants and people with a disability	M49 Raise awareness of bulky lift service to ensure everyone in the Council area are aware of alternative method for their waste disposal.	Ongoing to Yr 3	Director of Environment and Regeneration	Increased number of people availing of the bulky lift service. Decrease in amount of domestic rubbish being dumped illegally Cleaner Environment Monitor uptake of services
Lack of understanding on how to use civic amenity service and recycling bins	M50 All information and signage should be available in an appropriate format so that those whose first language is not English and those with low literacy levels can use the service properly.	Ongoing to Yr 3	Director of Environment and Regeneratio	Demand for information in various formats identified and information provided as required.

Motions and Resolutions

Inequality/issue/rationale	Key Activities/action measures	Year passed	Lead Responsibility
All-inclusive autism swim sessions	That this Council will ask officers to bring forward a report on the ability of council to facilitate weekly all- inclusive autism, family friendly swim sessions within the district.	2024	Head of Leisure & Community Development

	<p>These sessions would be delivered free of charge and would be available to adults/children with autism or additional needs.</p> <p>There are limited activities in the northwest for families of children with additional needs with most having to travel a significant distance to engage in anything available, this alone can be difficult not to mention stressful and traumatic.</p> <p>This provision would help immensely as most people have a leisure centre that is within a reasonable travel distance.</p>		
<p>Gender Responsive Budgeting</p>	<p>This Council notes that gender-responsive budgeting is an internationally recognised tool to analyse public spending for its effect on gender equality and improve the effectiveness of government policies.</p> <p>Council acknowledges Northern Ireland Women’s Budget Group's assessment that gender-responsive budgeting is crucial to promoting gender equality and securing policies that mitigate disproportionate gender impacts of public spending.</p> <p>Council further acknowledges that Northern Ireland lags significantly behind other areas of Great Britain and other OECD countries in terms of implementing gender-responsive budgeting practices.</p> <p>Council recognises that the collection of gender-specific data allows for a deeper analysis of how policies and budgets affect individuals and therefore requests that Council officers work towards ensuring that all Council collected data is disaggregated by gender.</p> <p>Council also instructs Council officers to compile a report on other measures that Council could take to introduce gender-responsive budgeting, with consideration given to embedding gender impact assessments into budget statements and annual reports.</p>	<p>2024</p>	<p>Lead Democratic Services & Improvement Officer</p>

	Council further instruct Council officers to engage with the Northern Ireland Women's Budget Group to explore the feasibility of undertaking a pilot gender budget analysis project within Derry City and Strabane District Council.		
Visually Aware City and District	<p>That this Council commences the process to make the City and District a visually-aware space, welcoming to all our residents who are blind or partially-sighted. From difficulty accessing treatment and services, navigating public spaces, to a lack of emotional and practical support, blind and partially sighted people each face their own set of challenges every day.</p> <p>The Council recognises the expertise of the RNIB, their vision for a world where blind and partially sighted people participate equally, and their goal of breaking down the barriers for blind and partially sighted people.</p> <p>This Council will therefore commence work with RNIB, in partnership with North West Regional College and the College's Design Innovation for Assisted Living (DIAL) Centre, towards making the City and District a visually-aware space, through the provision of training, information and best practice guidelines to civic institutions and local businesses.</p> <p>And this Council commits to work towards training all public facing staff members and elected members in understanding sight loss.</p>	2024	Lead Democratic Services & Improvement Officer
Free leisure access	Council explores giving free admittance to council leisure facilities to all those over 75	2024	Head of Leisure & Community Development
Accessible city and district	Council will invite the National Autistic Society, Autism NI & AustisticAlly to present to the relevant committee on how we become a Safe Space and welcoming to all our residents who are neurodivergent. Council will consider the implementation of programmes like; 'Quiet sessions' with no music in our leisure centres, access to videos on our website showing our facilities to allow for anyone attending to familiarise themselves. And having access to visuals aids so	2024	Senior Leadership Team

	<p>staff and visitors are better able to communicate, this will allow for users who are neurodivergent to enjoy our facilities fully.</p> <p>Council will contact the EA to express a need to invest in more autism units / suites across our schools, and will highlight the lack of provision currently in our secondary schools.</p> <p>Furthermore, Council will work with other agencies to identify funding streams to improve our disability access provision and to take forward any recommendations from the presentation alongside our working group which will be set up to identify how to make our city & district more accessible to residents with Disabilities.</p>		
LGBTQI+ Working Group	That this Council sets up a working group to engage with the LGBTQIA+ community, and to identify and share learning with all relevant LGBTQIA+ support services, which will include an official quarterly meeting between Council and all relevant LGBTQIA+ support services. This working group will bring a paper to H&C identifying ways Council can raise awareness and support the LGBTQIA+ community, beyond Foyle Pride.	2024	Community Development
Assistance for Blind and Partially Sighted People in Local Hospitality Venues	That this Council will work with RNIB and Angel Eyes NI to ensure that local hospitality venues are welcoming to all our residents who are blind or partially sighted.	2024	Business & Culture / H&C
Violence Against Women and Girls	Council condemns the increase in violence against women and girls in communities across the district and across Northern Ireland.	2024	H&C lead, cross cutting

	<p>Council believes that women and girls across the district should be able to live their lives free from the threat or fear of violence and commits to working with women's sector organisations in the district to address the significant safety issues facing people.</p> <p>Council agrees to write to the First and deputy First Ministers to seek clarity on how resources will be deployed under the Ending Violence Against Women and Girls Strategic Framework to address the challenges facing women and girls in this district.</p> <p>Council further agrees to work proactively with other councils to establish and implement best practice across the facilities it manages to enhance safety measures and ensure that women and girls feel safe in all public spaces.</p> <p>Council endorses the 10 key actions presented by Foyle Woman's Information Network and will present a report to the next appropriate committee with recommendations and a timeline for implementation.</p>		
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