



<b>Subject:</b>	Equality and Diversity: Annual Report to the Equality Commission for Northern Ireland 2023-24
<b>Date:</b>	20 September 2024
<b>Reporting Officer:</b>	Nora Largey, City Solicitor/Director of Legal and Civic Services
<b>Contact Officer:</b>	Russell Connelly, Policy, Research and Compliance Officer

<b>Restricted Reports</b>									
<b>Is this report restricted?</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>								
<p><b>Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.</b></p> <p>Insert number <input type="checkbox"/></p> <ol style="list-style-type: none"> <li>1. Information relating to any individual</li> <li>2. Information likely to reveal the identity of an individual</li> <li>3. Information relating to the financial or business affairs of any particular person (including the council holding that information)</li> <li>4. Information in connection with any labour relations matter</li> <li>5. Information in relation to which a claim to legal professional privilege could be maintained</li> <li>6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction</li> <li>7. Information on any action in relation to the prevention, investigation or prosecution of crim</li> </ol>									
<p><b>If Yes, when will the report become unrestricted?</b></p> <table style="width: 100%;"> <tr> <td style="width: 80%;"><b>After Committee Decision</b></td> <td style="width: 20%;"><input type="checkbox"/></td> </tr> <tr> <td><b>After Council Decision</b></td> <td><input type="checkbox"/></td> </tr> <tr> <td><b>Sometime in the future</b></td> <td><input type="checkbox"/></td> </tr> <tr> <td><b>Never</b></td> <td><input type="checkbox"/></td> </tr> </table>		<b>After Committee Decision</b>	<input type="checkbox"/>	<b>After Council Decision</b>	<input type="checkbox"/>	<b>Sometime in the future</b>	<input type="checkbox"/>	<b>Never</b>	<input type="checkbox"/>
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<b>Sometime in the future</b>	<input type="checkbox"/>								
<b>Never</b>	<input type="checkbox"/>								

<b>Call-in</b>	
<b>Is the decision eligible for Call-in?</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

<b>1.0</b>	<b>Purpose of report or summary of main issues</b>
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1.1	The purpose of this report is to ask Members to consider and approve the Council's Annual Report to the Equality Commission (ECNI) for 2023/24. The scope of the report covers our statutory duties relating to equality and disability.
<b>2.0</b>	<b>Recommendations</b>
2.1	The Committee is asked to approve the Council's Annual Report to ECNI for 2023/24.
<b>3.0</b>	<b>Main report</b>
	<b>Key Issues</b>
3.1	Members will be aware of the Council's statutory duties relating to equality and disability: <ul style="list-style-type: none"> <li>- The Section 75 statutory duties require designated public authorities to have due regard to the need to promote equality of opportunity in relation to the nine equality categories and to have regard to the desirability of promoting good relations. A public authority's equality scheme sets out how it will comply with both duties.</li> <li>- The Disability Discrimination Act 1995 ("DDA") Section 49A requires designated public authorities to have due regard to the need to promote positive attitudes towards disabled persons, and to the need to encourage participation by disabled persons in public life. This duty is supported by an obligation to have a disability action plan.</li> </ul>
3.2	ECNI provide a template for annual reporting with Part A providing information on Section 75 and Part B outlining our actions on the Disability Discrimination Act 1995 ("DDA") Section 49A (see Appendix 1).
3.3	In preparation of the Annual Report to ECNI all Departments provide an update on actions they are delivering in both equality and diversity (Appendix 2). <ul style="list-style-type: none"> <li>- Our Equality Action Plan commenced in 2021 and expires in 2024. It contains some of the key priorities from our Corporate Plan, which will have the biggest impact on inequalities. It also promotes compliance with Section 75.</li> </ul>
3.4	Our Disability Action Plan is a detailed vision on how we plan to promote positive attitudes towards disabled people and encourage their participation in public life in relation to our functions from April 2022 to March 2025. These duties reaffirm our commitment to the Disability Discrimination Act 1995.
	<u>Financial &amp; Resource Implications</u>
3.5	None
	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.6	The Annual Report contributes to the Council's compliance with section 75 of the Northern Ireland Act 1998.
<b>4.0</b>	<b>Appendices – Documents Attached</b>

Appendix 1 - Annual Report for submission to the ECNI (Part A Section 75 and Part B Disability)
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Appendix 2 – Equality and Disability Action Plan Update 2023-24
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