



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Roisin MacRory Telephone: 028 6634 6216 Email: roisin.macrory@waterwaysireland.org
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above <input type="checkbox"/> (double click to open) Name: Telephone: Email:

Documents published relating to our Equality Scheme can be found at:

<https://www.waterwaysireland.org/>

Signature:

This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2019 and March 2020

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1 In 2019-20, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

Events Programme

The Events Programme continued to enhance and promote equality of opportunity and good relations. These events bring together a wide range of people from all sections of the community in a recreational environment supporting and promoting social interaction and integration locally. They also attract many international visitors which provides economic opportunities for local areas. As a fundamental part of the Events application process, organisers must address equality and inclusivity in their applications and applications are particularly welcome for events which include participants from the Section 75 groups.

In the reporting period Waterways Ireland sponsored over 100 events across the island of Ireland and successfully delivered a number of programmes in partnership with Triathlon Ireland, Canoeing Ireland, Rowing Ireland, Swim Ireland and Sports Partnerships.

The Events Programme seeks to attract new waterways users and fosters the ethos that events should be open and accessible to all.

Training

Central to delivering our equality of opportunity and good relations obligations is training interventions, both for new and existing staff. All new employees, permanent or temporary, are made aware of Waterways Ireland's Equal Opportunities Policy and their responsibilities as part of induction into the Body.

In early 2020, over 270 staff, North and South, undertook workshop based or eLearning course on Diversity & Inclusion in the Workplace. which provided compliance training ensuring they are aware of their roles and responsibilities in promoting a diverse and inclusive workplace for everyone.

The Equality Officer undertook Policy Screening training in 2020.

Affirmative Action / Recruitment

Recruitment exercises for positions in Northern Ireland are undertaken in line with the Body's Affirmative Action Plan which seeks to improve the profile of Waterways Ireland within the Protestant community and aims to address an identified imbalance in the applicant pool for job opportunities.

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Despite the Body's ongoing commitment to the its Affirmative Action programme, there has not been a significant change in the organisation's applicant base. In an effort to ensure that we promote opportunities to apply as widely as possible we have turned to the use of social media platforms such as Facebook and Twitter for advertising, in addition to traditional methods. Waterways Ireland's Facebook accounts have a combined following of over 16,000 followers and provide a wonderful platform for reaching out to as many eligible and suitably qualified candidates as possible. All job opportunities are also promoted and advertised through the organisation's website, <https://www.waterwaysireland.org/>

Waterways Ireland continued its programme of working with local schools to provide help and support on Careers Days, including, for example, advice on interview skills. Staff attend a number of Careers Fairs in QUB and UU with the aim of promoting the range of gap year placements available in Waterways Ireland and attracting graduate applications for future vacancies.

In December 2019 Waterways Ireland hosted a group of Administration and IT students from South West College's (SWC) Enniskillen Campus in the Boardroom of our HQ building. A number of our staff provided presentations to the group from across a range of divisions including Marketing and Communications, Property and Legal, Human Resources and IT. SWC's Course Director noted that "both students and staff found the visit very informative in terms of the nature and breadth of work that Waterways Ireland is responsible for, and the size and structure of the organisation, and also food for thought regarding employability skills for students".

Disability Action Plan

Waterways Ireland's Disability Action Plan continued to be implemented and monitored as reported in Part B of this Progress Report. Interim Action Measures were developed for 2019 and 2020 to facilitate alignment of a new Disability Action Plan to the Body's next Corporate Plan, due 2021.

Sport NI in conjunction with Disability Sport delivered a Disability Inclusion Training course at Omagh Leisure Centre in February 2020. This training also included Autism and Manual Handling training for all participants. The aim of the training was to provide an understanding of the barriers faced by people with a disability with regard to participation in sport and outdoor activities. The training was also aimed at promoting disability inclusion in sport and active recreation activities.

We offered this training opportunity to our activity providers and three staff from an activity provider in Enniskillen completed the training.

Education / Learning

National Biodiversity Week took place from 18-26 May 2019. The aim of the programme is to connect people with nature and show the fun and wonder that can be found outside. Waterways Ireland hosted a series of Biodiversity Week workshops and welcomed 180 primary level students to our HQ in Enniskillen and to the Lock Keepers Cottage in Toomebridge. Activities were delivered in partnership with

environmental experts from organisations including RSPB (Royal Society for the Protection of Birds) and Source to Tap.

Island Explorers Programme took place on Devenish Island on Lough Erne in September 2019. The programme was delivered to 52 Students from two Primary schools, St Joseph's Ederney and St Mary's Newtownbutler. This programme introduces participants to the rich ecological and heritage value of the iconic island on Lough Erne complimented by the physical activity of rowing a traditional currach.

Our Education and Environment teams took part in a schools convention at Share Discovery Village as part of their Lough Erne Landscape Partnership (LELP) project in September 2019. The aim of the convention was to provide primary schools pupils with a unique opportunity to learn and participate in the natural and built heritage of Upper Lough Erne, to develop skills and to learn how to conserve and be a part of their natural environment. Over 350 local children from 15 schools, mainly in Primary 6, had the opportunity to spend half of the day out canoeing on the lough with Share Discovery Village and Erne Paddlers and the other half of the day was spent attending nature based educational workshops with specialist organisations including: the RSPB, Fermanagh Beekeepers Association, Butterfly Conservation, Bug Life, Source to Tap, Marble Arch Global Geopark and Fermanagh and Omagh District Council.

Bugs and Beasties Halloween workshops were hosted in partnership with Source to Tap at our HQ in Enniskillen and RSPB in Toomebridge in October 2019. The workshops brought to life the vast array of species which can be found along our waterways from animals and plants to mini-beasts. 274 primary school students took part in the workshops across both locations. Each group learned about the importance of biodiversity and fully functioning ecosystems and discussed the relationships between organisms within food webs.

We delivered our popular 'Waterways Wildlife Wonders' workshops as part of the annual **Northern Ireland Science Festival** in February 2020. The workshops were delivered in conjunction with Source to Tap and RSPB at our HQ in Enniskillen and at the Lock Keepers Cottage in Toomebridge with 244 primary school students participating.

We worked with a group of P5 students from The Model PS Enniskillen and St Patrick's PS Mullanaskea on their exploring maps project in February 2020. The project was a local study of Lough Erne under Shared Education and was jointly delivered by our Education, Archive and Property & Legal teams. The group of 60 students had the opportunity to compare old maps from the WI Archive with modern mapping technology such as GIS.

The Body hosted a number of events and activities across the waterway corridors during **Engineers Week 2020** to encourage primary and post-primary students, their teachers and parents to explore the world of engineering as well as highlighting the

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diverse career opportunities engineering offers. 239 students participated in activities rolled out in Enniskillen on the Erne and at Portna, Kilrea on the Lower Bann.

A number of students with learning difficulties such as Autism and Asperger's and physical disabilities were facilitated to ensure they could participate fully in all events and activities.

The Body's Education Events are provided at minimal or no cost to the school, affording the opportunity for access to fun and interesting educational programmes for all children and lessens the risk of cost/disability being a barrier to access or participation. Positive contribution and goodwill is also generated in the local communities.

Improvements to Services and Facilities

Equality considerations are an integral part of all infrastructural programme planning, with upgrades to jetties and walkways incorporating appropriate access, materials and signage. New and/or refurbished buildings are completed under the guidelines for accessibility in the Building Regulations legislation.

Development of Blueways and Greenways continued using the towpaths along our waterways, thus enabling a much greater and diverse population of users to enjoy recreational activities and enhanced health benefits associated with being close to water, nature and the escapism of this unique environment.

A new Blueway route linking Toome and Coleraine along the Lower Bann corridor took step towards being a reality when work was completed on Phase One of a project at Glenone, Portglenone. This work involved development of a new multi-use public path along the riverbank, accessing angling stands and associated facilities at the site, known locally as Molloy's Ford. Disabled angling stands are available along this path.

Activity providers and others licenced to operate on our property are asked to follow the guidance in relation to dealing with children and vulnerable adults provided by various state departments in the appropriate jurisdictions.

Public Use of the Waterways Ireland Headquarters

The Body publically promotes access to our meeting rooms for charity and community groups at minimal or no cost, so that equality groups can avail of the facilities offered at our fabulous headquarters building located on Lough Erne in Enniskillen. This promotes equality of opportunity and good relations.

Each week groups such as 'Parkinson's Support Fermanagh' and Positive Future use our meeting room space for therapy, art, crafts and cooking sessions. The building is also used by local arts groups and schools to host events and exhibitions.

By promoting and facilitating access to our headquarters building and its adjoining property we are using our resources to benefit a much wider population of users, and

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in doing so also furthering the reach of our public message to promote new equality and good relations opportunities throughout Waterways Ireland.

- 2** Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2019-20 (*or append the plan with progress/examples identified*).

Waterways Ireland continued to promote equality of opportunity and good relations through Training and Development interventions in delivery of the Equality Action Plan.

We continued to maintain our positive working relationship with the Equality Commission NI and representatives from the Human Resources Team and the Equality Section met with ECNI representatives in September and October of 2019 respectively. The purpose of the meetings was to review the ongoing work of the Body, seek advice and to discuss potential improvements to services across the organisation.

New staff, both permanent and temporary, are made aware of Waterways Ireland's Equal Opportunities Policy as part of their induction into the organisation.

Promoting good relations internally, particularly given the North / South nature of the Body, is seen as critical to the success of the organisation. In order to improve relations further an Internal Communications Group was established. One of the outcomes saw communications being issued to staff both via email and via an organisation-wide WhatsApp group. This has proved particularly useful in the current Covid-19 situation when many staff are working from home and the normal information conduits are not available.

All recruitment exercises for positions in Northern Ireland were highlighted to representatives of the Protestant community in the locality of the vacancy, and they were asked to communicate the employment opportunities within their areas.

Waterways Ireland encourages all schools to take part in our Education programme.

Delivery of the Equality Action Plan ensured a focused and measured approach to implementing equality throughout the organisation.

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3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2019-20 reporting period? *(tick one box only)*

Yes No (go to Q.4) Not applicable (go to Q.4)

Please provide any details and examples:

Creation of an Internal Communications Group which distributes organisational information to all staff via email and WhatsApp messaging.

3a With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

Vastly improved access to information especially for those with disabilities and a growing number of aging employees who are not office based and have little or no knowledge of, or access to computers, who can now receive information through their mobile phones. This change also aids good relations throughout the organisation because of a consistent communication message.

3b What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

As a result of the organisation's screening of a policy *(please give details):*

As a result of what was identified through the EQIA and consultation exercise *(please give details):*

As a result of analysis from monitoring the impact *(please give details):*

As a result of changes to access to information and services *(please specify and give details):*

Other (*please specify and give details*):

Improved Internal communications was one of the areas that featured quite strongly in staff feedback sessions organised in Mid-2019.

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2019-20 reporting period? (*tick one box only*)

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

5 Were the Section 75 statutory duties integrated within performance plans during the 2019-20 reporting period? (*tick one box only*)

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

An Action of the 2020 Equality Action Plan provides for inclusion of equality measures into performance management and review for key staff.

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6 In the 2019-20 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation’s ongoing corporate plan
- No, the organisation’s planning cycle does not coincide with this 2019-20 report
- Not applicable

Please provide any details and examples:

Equality action plans/measures

7 Within the 2019-20 reporting period, please indicate the **number** of:

Actions completed: Actions ongoing: Actions to commence:

Please provide any details and examples *(in addition to question 2)*:

	<p><u>Action Completed:</u> 'Develop and incorporate equality and good relations targets for all aspects of the divisions' work'</p> <ul style="list-style-type: none"> • These reflected Waterways Ireland's commitment to mainstreaming Equality and Good Relations into all our work programmes, and were incorporated into the yearly Business Plan for each operating division/section.
	<p><u>Action Completed:</u> 'Monitor and regular report on progress of the Equality Action Plan'</p> <ul style="list-style-type: none"> • The Equality Officer monitors and reports on delivery of the Equality Action Plan periodically to the Director of Finance & Personnel and thereafter the Senior Management Team. The Chief Executive reports on equality matters through periodic monitoring reports to our sponsoring government departments.
	<p><u>Action Completed:</u> 'Review issues identified on an annual basis and develop actions to address them as required.'</p> <ul style="list-style-type: none"> • Interim Equality Action Plan 2020 has been developed which continues the implementation of the previous Action Plans but prioritises a refresh of the equality and disability agenda among our staff and visitors to our waterways throughout 2020. This will ensure that measures included in the new Corporate Plan and Equality and

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	Disability Action Plans 2021-2023 will not only reflect our statutory obligations but also deliver real and measurable outputs.
	<p><u>Action Completed:</u> 'Training for staff;</p> <ul style="list-style-type: none"> • New employees at induction are made aware of Waterways Ireland's Equal Opportunities Policy. • Diversity and Inclusion in the Workplace training delivered to staff. • Equality Officer undertook Policy Screening training.
	<p><u>Action Completed:</u> 'Review of Website to meet WAI – AA for accessibility'.</p> <ul style="list-style-type: none"> • Website continues to conform to AA standards.
	<p><u>Action Completed:</u> 'Inclusion of diverse images in publications'</p> <ul style="list-style-type: none"> • Corporate documents reviewed.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2019-20 reporting period (*points not identified in an appended plan*):

During 2020, Waterways Ireland commenced development of a new long term strategy and three year Corporate Plan 2021-2023. The Interim Equality Action Plan priorities for 2020 are:

1. Refresh the Equality Agenda among Waterways Ireland staff.
2. Provide a working environment where employees are treated with fairness, dignity and respect.
3. Attract, recruit and retain a diverse range of employees in a culture which celebrates diversity and inclusion.
4. Deliver services that are accessible, inclusive and responsive to visitors to our property and waterways.

9 In reviewing progress on the equality action plan/action measures during the 2019-20 reporting period, the following have been identified: (*tick all that apply*)

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way
- Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

All the time Sometimes Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2019-20 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

One formal public consultation took place during the reporting period in relation to capital works to repair Carnroe Weir, Kilrea. Waterways Ireland engaged with the local community and representative organisations. Feedback was sought online and through a drop-in event to demonstrate the need for the project, the proposed works and its impacts through information boards and visuals.

Waterways Ireland regularly engage with communities and representative organisations in the development of its capital, maintenance and Greenway and Blueway programmes.

During 2019, the Chief Executive (Acting) hosted feedback sessions with all staff in the organisation encouraged to participate. Uptake was high and good feedback has led to a number of measures including a staff well-being survey being planned for later in 2020. An improved internal communications programme has been implemented across the organisation.

- 12** In the 2019-20 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- Face to face meetings
- Focus groups
- Written documents with the opportunity to comment in writing
- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other *(please specify)*:

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Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

- 13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2019-20 reporting period? *(tick one box only)*

Yes No Not applicable

Please provide any details and examples:

- 14 Was the consultation list reviewed during the 2019-20 reporting period? *(tick one box only)*

Yes No Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

- 15 Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

0

- 16 Please provide the **number of assessments** that were consulted upon during 2019-20:

0	Policy consultations conducted with screening assessment presented.
0	Policy consultations conducted with an equality impact assessment (EQIA) presented.
0	Consultations for an EQIA alone.

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- 17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

N/A

- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (*tick one box only*)

Yes No concerns were raised No Not applicable

Please provide any details and examples:

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2019-20 reporting period? (*tick one box only*)

Yes No Not applicable

Please provide any details and examples:

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2019-20 reporting period? (*tick one box only*)

Yes No, already taken place
 No, scheduled to take place at a later date Not applicable

Please provide any details:

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? (*tick one box only*)

Yes No Not applicable

Please provide any details and examples:

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Despite WI's ongoing commitment to the organisation's Affirmative Action programme, there has not been a significant change in the organisation's applicant base. In an effort to ensure that we promote opportunities to apply as widely as possible we have turned to the use of social media platforms such as Facebook and Twitter for advertising in addition to traditional methods.

- 22** Please provide any details or examples of where the monitoring of policies, during the 2019-20 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

Monthly reporting on our Business Plan and Corporate Plan at the Senior Management Team meetings ensures that equality and good relations issues are raised, addressed and incorporated into service delivery planning and policy development.

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2019-20, and the extent to which they met the training objectives in the Equality Scheme.

All staff informed of the equality obligations set out in the Waterways Ireland Equality Scheme, with relevant Plans and documents available on our staff intranet as well as the corporate website. Section 75 statutory duties form part of induction training for new staff on an ongoing basis-

- 25** Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

- Waterways Ireland staff undertook an eLearning course on Diversity and Inclusion in the Workplace. Staff had to achieve an 80% pass to complete the online course. Operational staff received their training through a series of workshops.
- Equality Officer undertook Policy Screening training.

Public Access to Information and Services (Model Equality Scheme Chapter 6)

26 Please list **any examples** of where monitoring during 2019-20, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Our publications are screened to make sure we are providing accessible documents for all.

In addition, the provision of tablets to Operational foremen during 2019 has ensured that our policies are more easily accessible to employees who would not have had this openness in the past.

Access to information is now available to all staff on via email and an organisational WhatsApp group, this has been especially helpful during the Covid-19 lockdown when staff were home based with limited or no access to the normal communication channels, their colleagues and line managers.

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2019-20?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

N/A

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

The Equality Scheme will be reviewed in 2020.

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

Screening and consultation

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2019-20) reporting period? *(please tick any that apply)*

Employment

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- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state): Covid-19

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:

6

Fully achieved

Partially achieved

Not achieved

2. Please outline below details 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 ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ	Ensure the needs of people with disabilities are incorporated into Waterways Ireland Corporate Plan and Business Plan	Ensured a mainstreaming approach to disability issues was adopted throughout the organisation.	Disability considerations are incorporated into all infrastructural works at design and development stages, and accommodation is provided for all employees disability requirements as our standard operating practice.
Regional ^{iv}			
Local ^v			

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

	Training Action Measures	Outputs	Outcome / Impact
1	Provide disability equality training to all new staff members	New staff receive induction training which includes Equality Scheme commitments.	Ensures that new staff are made aware of disability equality issues and Waterways Ireland's commitment to addressing any concerns raised.

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	Raise awareness of Disability Action Plan amongst all staff	Provided periodic updates to senior management on Action Plan commitments and programme delivery.	This created awareness of Waterways Ireland's shared disability obligations, and provided the opportunity for managers to direct their staff to achieve programme delivery.
2	Provide appropriate information and advice service to people with disabilities	The website is 'AA Compliant' and is updated on an ongoing basis with information in an accessible format. There were no requests for information in an alternative format during this reporting period.	This promotes equality of opportunity and accessibility to Waterways Ireland's facilities and services.

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		The provision of rooms within our Headquarters building for local community groups	
3	Highlight disability issues in communications	Use of positive images of people with disabilities enjoying our waterways.	<p>This increased staff knowledge and awareness of specific disability issues and their shared obligations to implement the disability agenda.</p> <p>Promotes the importance of engendering understanding and respect for disability considerations both among staff and our customers.</p>

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Work with recreational providers to create opportunities for people with disabilities to participate in waterway activities	Waterways Ireland worked with Row the Erne through our Education Programme to maximise opportunities for people with disabilities and enable their participation in waterways activities.	<ul style="list-style-type: none"> Increased participation of people with disabilities in waterway activities, and in doing so, built their confidence, skills, social well-being and positively changed their lives. This action also publically demonstrated Waterways Ireland's commitment to promoting the waterways to people with disabilities and reinforced the message that there are no barriers to their participation. Sport NI in conjunction with Disability Sport delivered a Disability Inclusion Training course at Omagh Leisure Centre in February 2020. This training also included Autism and

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			<p>Manual Handling training for all participants. The aim of the training was to provide an understanding of the barriers faced by people with a disability with regard to participation in sport and outdoor activities. The training was also aimed at promoting disability inclusion in sport and active recreation activities.</p> <p>We offered this training opportunity to our activity providers and three staff from an activity provider in Enniskillen completed the training.</p>
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2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

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

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

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				

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

	Action Measures not met	Reasons
1		
2		

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

The Equality Unit continues to review the effectiveness of actions and to report to the Senior Management Team. Waterways Ireland is committed to carrying out its Disability Duties and promoting equality of opportunity in all its work programmes through a range of actions. Further monitoring tools will be put in place during the next reporting programme and through the new Disability Action Plan 2021-2023.

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(b) Quantitative

Waterways Ireland has reviewed the effectiveness of the actions detailed in the Interim Action Measures developed in 2019 to enable us develop a future plan in direct alignment with our new Corporate Plan 2020-2023.

We aim to have our new Corporate Plan, and associated Equality and Disability Plans ready for consultation in Autumn 2020.

The new Disability Action Plan 2021-2023 will build upon the measures already delivered and additionally include the following:-

- Ensure access provision for participants with a disability is managed and supported by Waterways Ireland's work with 3rd parties to achieve increased use of the inland waterways for recreational activity.
- Review promotion of vacancies, update Waterways Ireland's Recruitment & Selection process in order to increase the number of job applicants with disabilities.

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 select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			

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4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

-
- ⁱ **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.
 - ⁱⁱ **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.
 - ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments
 - ^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level
 - ^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.