



Ards and North Down Borough Council

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Equality Action Plan

2025 - 2029



Purpose of the Equality Action Plan

The Equality Action Plan is important because of a law called Section 75 of the Northern Ireland Act 1998.

This means we have to treat **everyone fairly**, regardless of their religion, political views, skin colour, age, marital status, sexual orientation, disability, or family responsibilities.



We have to check if our services are fair. Sometimes, we find things that aren't fair.

We make **plans** to **fix** these things.

We want to improve things for everyone, and make sure our services are fair and easy to use.

The Council does many things to **help people** in our **area**.



They keep **areas clean** and **nice**

They **help** people in our **community**

They maintain public spaces like **parks** and **leisure** centres

They bring **visitors** to our area

They **speak** for people who live here

They decide **how** to spend **money**.



Elected Members:

40 people are **chosen** by you to **represent** you on the Council.

They decide **how Council money** and property is **used** and how to make our **area better**.

One Elected member is known as the **Mayor**, they represent our area.



About 1,000 **people** work for the Council all with **different jobs**.

The **Chief Executive** is the person in charge.

The **Leadership Team** manage departments, **making sure** that everything **works** and making **plans**.



The **Mayor** and the **Chief Executive** want the **Equality plan** to work well.

They will use all the things the **Council** has to **help** like **money, people and time**.



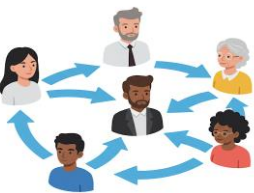
Getting Information in a Way That's Easy for You

The Council wants to make sure **everyone** can **understand important** information. So, they can give you:

- **Big letters:** If you find small print hard to **read**.
- **Easy words:** If you need things **explained** simply.
- Someone to **read** it to you: If you want to **listen** to the information.
- **Translated** into other languages: If **English** isn't your first language.
- **Use sign language**

Working Together

We want **everyone in our area** to be able to **tell us what they think**. We want to know **how** we can make our **services and plans better**.



Sharing the Plan

We will put the plan on our **website** and **social media**. If you need **extra help** to **understand**, contact the **Compliance Officer** (Equality and Disability), Telephone: 0300 0133333 or email

equality@disability@ardsandnorthdown.gov.uk



Ards and North Down Draft Equality Action Plan 2025 - 2029

This is our plan for **4** years.

Big Goal 1. Help us **decide** What **services** we give. What **plans** we make. Where we **spend money**.



Helping everyone use **computers** and **smart phones**

We want everyone to be able to use our online services.

This is important for **older** people and people with **disabilities**

We will still have **phone** lines and places people can **visit** if they don't want to use computers.



We want to make sure **everyone can get information** from the Council in the **language** and **format** they need.

We will use **Sign Video** more in Council **buildings** and have more **translation** services.



We want more **young people** to **tell** us what they **think**.

Young people will feel **welcome** and **included** in what the Council does.



We want to **help** people with **disabilities** get the **help** they **need**.

Our workers will **learn** about disabilities. We will **take away** things that **stop** people from using our services.

Big Goal 2. Making our area's money strong

We want to help our area's money grow for everyone

Helping people get **jobs**

We want to **work** with **businesses** to **create** jobs for people who **don't** have one.

We will help **people find jobs** and help businesses **find workers**.

We want to make sure everyone can use our **programs** that **help businesses**.

We will help more businesses **owned** by people who are often **left out**.

Big Goal 3. Making our area a fun and happy place

We want to make our area a **place** where everyone feels **welcome** and **happy**.

We want to work with **community groups** to help everyone in our area **feel appreciated**.

We want our **area** to be a fun, pretty, and **pleasant place** for everyone who **lives** here, **visits**, or has a **business** here.

Helping our **areas**

We will work with **groups** to help people feel **good** and help our **areas grow**.

We finish **projects** that make our areas **better** places to **live**

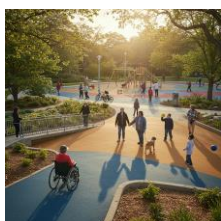




Making parks and beaches **easier** for **families**

We want to make sure there are **toilets** that are **easy** for **families** to use in our **parks** and **beaches**.

There will be **family-friendly** toilets in our parks and Beach areas.



Getting **people** to enjoy the **outdoors**

We want **more people** to have fun in our parks and on our beaches. We will make **events** that everyone can **join** in.

More people will be **using** our **outdoor** spaces, and more people will **join** our **events**.

Big Goal 4. Making our **communities safe** and **friendly**



People from **different** groups to **talk** to each other and feel **included**.

We want to help people in our communities work **together**, especially people from **different groups**

We will meet the **goals** in our **plans** about **good relations** and communities.



Stopping **Violence** against Women and Girls

We want to **stop** all kinds of **violence** and **harm** that **hurt** women and girls. We want to **fix** the **reasons** why this happens.



Dementia Safeguarding Scheme

We will provide wristbands and hang - tags that have **information** so people with **dementia** can be more **independent**

Big Goal 5. Helping people be **active** and **healthy**



Making **Groomsport** Beach **easy** to use

We want to make sure the **beach** and **toilets** at Groomsport are **easy** for everyone to **use**.

Families and groups will have fun **together** on the beach.



Helping **parks**

We want groups of **friends** to help make our parks and **green spaces better**.

More people will **help** in their **community**. Our parks will be **looked after** better. People's **ideas** for our parks will be **heard** and **used**. People will feel **more connected** to their community.



Making **Leisure** activities **open** to **everyone**

We want to **take away things** that **stop** people from **joining** in leisure activities. We want **everyone** to have **fun** and **meaningful** experiences.



Age Friendly Borough

We will make sure that people of **all ages** can live a **healthy active life**

Big Goal 6. Having a **Council** that **works** for **you**



Making sure **everyone** has a **fair** chance

We will **check** all our **rules** to make sure they are **fair** and **help** people get along. We will have **meetings** every year to check **how** we are **doing** inside the Council.



Making our **workplace** friendly to **everyone**

We will **listen to** and **help people** from different **backgrounds** who **work** for the Council, so **everyone** feels **included**.

We will **plan** to make sure everyone feels **welcome**, **safe**, and **valued**.



Helping **groups** that are often **left out**

We will have **special events** to help groups that are often left out and to **teach people** about them.

Thank
you!

We **need you** to **tell** us what you **think** of our **plan**.

You can **answer** these **questions** on a **computer**
or **smart phone**.



Scan this code with your
smart phone

If you want to talk to us, you can phone us too.

Call and ask for the Equality Officer 0300 013 3333 or email
equalityanddisability@Ardsandnorthdown.gov.uk

Thank you