

# DISABILITY ACTION PLAN 2010/11

## Newtownabbey Borough Council

1.1	<p><b>Introduction</b></p> <p>Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), Newtownabbey Borough Council is required when carrying out its functions to have due regard to the need to:</p> <ul style="list-style-type: none"><li>• promote positive attitudes towards disabled people; and</li><li>• encourage participation by disabled people in public life ('the disability duties').</li></ul> <p>Under Section 49B of the DDA 1995, Newtownabbey Borough Council is also required to submit to the Equality Commission a <b>disability action plan</b> showing how it proposes to fulfill these duties in relation to its functions.</p>
1.2	<p>Newtownabbey Borough Council is committed to implementing effectively the disability duties and this disability action plan. We will allocate all necessary resources (in terms of people, time and money) in order to implement effectively this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plans.</p> <p>We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this disability action plan effectively implemented. We will ensure the effective communication of the plan to staff and to providing all necessary training and guidance for staff on the disability duties and the implementation of the plan.</p> <p>We confirm our commitment to submitting an annual report to the</p>

	<p>Equality Commission on the implementation of this plan as well as carrying out a five yearly review of this plan.</p> <p>We are committed to consulting with disabled people when implementing and reviewing our plan.</p> <p>Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within Newtownabbey Borough Council will be:-</p> <p>Helen McBride  Corporate Improvement Manager  Mossley Mill  Newtownabbey  BT36 5QA</p> <p>Telephone number: 028 9034 0038  Fax number: 028 9034 0062  Email: <a href="mailto:hmcbride@newtownabbey.gov.uk">hmcbride@newtownabbey.gov.uk</a>  Textphone: 028 9034 0109</p> <p>If you require this plan in an alternative format (such as in large print, in Braille, on audio cassette, easy read or on computer disc) and/or language, please contact the above person to discuss your requirements.</p>
<p>1.3</p>	<p>We confirm our commitment to submitting an annual progress report on the implementation of this plan to the Equality Commission and carrying out a five year review of this plan, or plans submitted to the Equality Commission over the five year review period.</p> <p>A copy of this plan, our annual progress to the Equality Commission and our five year review of this plan will be made available on our website <a href="http://www.newtownabbey.gov.uk">www.newtownabbey.gov.uk</a></p>

1.4	<p><b>Functions</b></p> <p>Outlined below is the range of functions of Newtownabbey Borough Council.</p> <ul style="list-style-type: none"> <li>• the provision of facilities for recreational, social and cultural activities including leisure centres, community centres, parks, open spaces, sports grounds and places of entertainment</li> <li>• street cleansing</li> <li>• waste collection and disposal</li> <li>• the provision of burial grounds</li> <li>• the provision of grant aid to support the Arts, community development and the promotion of tourism and economic development</li> <li>• the administration and regulation of certain matters relating to the environment, public health and public safety including building control, food safety, statutory nuisance, dangerous buildings, air pollution, noise pollution, dog control, consumer protection and health and safety</li> <li>• the licensing and regulation of street trading, places of entertainment, amusement centres, sex establishments, societies lotteries, cinemas and petroleum stations</li> <li>• the making of bye-laws and regulation of same.</li> </ul>
1.5	<p><b>Public Life Positions</b></p> <p>The range of public life positions for which Newtownabbey Borough Council has responsibility are as follows:-</p> <p>Newtownabbey Community Safety Partnership  Newtownabbey District Policing Partnership  Newtownabbey Good Relations Partnership  Newtownabbey Local Strategy Partnership  User Groups</p>

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### **Previous Measures**

Outlined below are the key measures which Newtownabbey Borough Council has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

#### **Promoting positive attitudes towards disabled people**

- Disability awareness training was provided for staff
- Deaf awareness training provided in conjunction with RNID for all staff who have significant access to the public.

#### **Encourage the participation of disabled people in public life**

- The Council delivered a sports and leisure specific course which was designed by Disability Sports NI to provide staff with the knowledge and understanding they need to deliver services which are more inclusive of people with disabilities.
- In 2003 NBC trained nine officers in Basic Sign Language and communication tactics for people who are deaf or hard of hearing which was specifically tailored to NBC.
- In 2006 5 officers attended a course to learn how to sign and communicate with deaf people.
- British Sign Language Stage 2/3 – the Council has supported one officer through Continuous Professional Development to study for BSL Stage 2. The officer is now studying for BSL Stage 3.
- HR work with the Disablement Advisory Service (Department of Employment and Learning) and the Occupational Health Service to develop the best solutions for individual cases.
- A number of policies which relate to accessibility to Council facilities and services were grouped together for an Equality Impact Assessment (EQIA) which was carried out in 2004.

With regard to physical accessibility, accessibility audits had identified a number of adverse impacts across council sites. The action required arising from these was prioritised for implementation in accordance with the requirements of the Disability Discrimination Act.

- The Council has completed a number of projects to improve accessibility to its main buildings.
- In addition, the Council has a programme underway to update or replace its playgrounds. Activities for young people with disabilities have been integrated into the design of these facilities.

3	<p><b>Action Measures</b></p> <p>The following outlines the measures which have already been taken since the first disability action plan of 2007/8, and the actions planned for 2010/11, together with performance indicators or targets.</p>
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**Measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life**

<b>Objective</b>	<b>Action</b>	<b>Measured by/PI/Timescale</b>	<b>Responsibility</b>	<b>Outcome/Comment</b>
Promoting positive attitudes towards disabled people	Review of external and internal communication policies, practices and procedures	Inclusion of positive and proportionate imagery in all corporate documentation by June 2008  Ongoing review of website.	Marketing & PR Manager	Website redesigned. Browsealoud provided. Podcasts giving information on upcoming Council events and initiatives.
	Review complaints procedure to ensure disabled customers/service users can raise concerns where an employee has not displayed positive attitudes towards him/her	Any necessary changes to complaints procedure in place by September 2007	Customer Relations Officer	Complaints procedure can be used by all. Information available in alternative formats on request. Complaints may be verbal or made on behalf of another person.

Objective	Action	Measured by/PI/Timescale	Responsibility	Outcome/Comment
	Ensure that there are appropriate measures to deal with employees who do not display positive attitudes towards people with disabilities.	Audit of existing policies, practices and procedures by June 2008	Human Resources Manager	Disciplinary procedure and harassment policy in place. These deal with employees who do not display positive attitudes towards people with disabilities.
	Ensure that the promotion of positive attitudes towards disabled people is mainstreamed.	Inclusion of additional question on S75 screening pro forma to assess the significance of the disability duties by September 2007	Corporate Improvement Manager	S75 screening pro forma amended.
	Provide training and guidance on the disability duties to all staff and elected members.	Ongoing provision of training and guidance, including induction training and disability awareness training	Training & Development Manager	Interactive disability awareness training package has been purchased and is available to staff on intranet.

Objective	Action	Measured by/PI/Timescale	Responsibility	Outcome/ Comment
		Theatre at Mill staff to receive disability confidence training by December 2010	Theatre Manager/ Training and Development Manager	New action for 2010/11
	Provide specialist training for senior managers, recruitment and selection panels, HR officers and front line staff.	Ongoing	Training & Development Manager	Training provided as need identified.
	Appoint a disability champion at officer and elected member level to progress the disability duties	By June 2008	Chief Executive	Councillor M Girvan elected member and Corporate Improvement Manager officer disability champion. Officer Disability Champion has attended training provided by LGTC.

Objective	Action	Measured by/PI/Timescale	Responsibility	Outcome/ Comment
	<b>Disability Champion information to be provided on website.</b>	<b>Information to be on website by September 2010</b>	<b>Corporate Improvement Manager/ e comms Officer</b>	<b>New action for 2010/11</b>
	Refer issues relating to the progress of the disability duties to the Equality Sub Committee of the Policy & Governance Committee	Ongoing	Chief Executive	Ongoing. P & G committee have not felt the need to refer any issues as it has dealt with them in full committee.
	Conduct a confidential employee and elected member monitoring survey to determine number of people with a disability	By June 2008	Director of Central Services	Members' survey conducted. In staff survey in Spring 2009 only one member of staff indicated they had a disability. 16% of those who responded to the survey did not wish to answer this question.

Objective	Action	Measured by/PI/Timescale	Responsibility	Outcome/Comment
	Encourage staff to undertake volunteering opportunities with people with disabilities as part of the Council's Corporate Social Responsibility Strategy	Number of staff volunteering/ number of opportunities provided	Directors/ Corporate Improvement Manager	New action for 2010/11

Objective	Action	Measured by/PI/Timescale	Responsibility	Outcome
Encouraging participation by disabled people in public life	Engage with DisabledGo to provide access guide to Newtownabbey  <b>Establish disability focus group in conjunction with DisabledGo</b>	Website to be in place by Autumn 2009  <b>Group to be established by December 2010</b>	Corporate Improvement Manager  <b>Corporate Improvement Manager</b>	DisabledGo website launched in September 2009. Work ongoing to develop this.  <b>New action for 2010/11</b>
	Map existing positions in Council eg working groups, user groups	Availability of statistics on number of positions filled by individuals with a disability by June 2008	Corporate Improvement Manager	Information not available due to reluctance of individuals to provide information on disability.
	Encourage disabled people to apply for/participate in public life positions such as user forums	Number of vacant positions filled by individuals with a disability by June 2008	Customer Relations Officer	No vacant positions. User Group to be established in conjunction with DisabledGo.



Signed on behalf of Newtownabbey Borough Council by:

Paul Lee BA  
Mayor

Jacquie Dixon  
Chief Executive

26th July 2010  
Date