

Disability Discrimination Order
(Northern Ireland) 2006

Disability Action Plan



2009-2010

This Disability Action Plan can be obtained from the Council in alternative formats, including in large print, in Braille, on audio cassette and on computer disc. It can also be downloaded from the Council's website.

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

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Foreword

This Disability Action Plan is an important document in that it is a statement of the Council's commitment to and proposals for fulfilling the statutory obligations in compliance with Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006). This Act places new duties on public authorities, when carrying out their functions to have regard to the need:

- to promote positive attitudes towards disabled people; and
- to encourage participation by disabled people in public life.

The Plan is also important because it outlines how disability issues can be more effectively mainstreamed within the council, thus ensuring that they are central to the whole range of policy decision-making within the Council.

Cara McShane
Chairperson

Richard Lewis
Clerk & Chief Executive

MOYLE DISTRICT COUNCIL – DISABILITY ACTION PLAN
Year Three

2009-2010

Action Measure	Timeframe	Outcome	Responsibility	Output
<u>Mainstreaming</u> Review recruitment and selection/ work placement procedures	September 09 - August 10	Improved employment opportunities for disabled people	Human Resource Manager	Review completed
Prepare Annual Report on Implementation of Plan	July 2010	Monitor and report on progress	Human Resource Manager	Report completed
Equality and Diversity Working Group to include the Disability as a fixed agenda item	Quarterly meetings	Increased awareness of disability issues Promotion of positive attitudes towards disabled people	Human Resource Manager	Meetings held
Disability Working Group reporting to the Equality and Diversity Working Group	Quarterly meetings	Increased awareness of disability issues	Human Resource Manager	Meetings held

		Promotion of positive attitudes towards disabled people		
Quarterly reports to the Strategic Management Team	Quarterly	Increased awareness of disability issues Promotion of positive attitudes towards disabled people	Head of Corporate Services	Meetings held
Raise staff awareness of the Disability Action Plan.	September 09- August 10 - ongoing	Positive impact on all aspects of Department's work.	Disability Action Group	Disability awareness objectives. Monitor and implement good practice.
Ensure that the Council's consultation and engagement activities take account of the needs and views of disabled people.	September 09- August 10	Disabled people will be considered and involved in the Department's planning processes.	All senior Staff	Planning processes will include activities designed to engage with disabled people in terms of the objectives and priorities

Ensure that the needs of disabled people are represented in the Corporate Planning process and any related RPA planning process	September 09-August 10	Corporate planning process to include activities designed to engage with disabled people in terms of the objectives and priorities of the organisation	Senior Management team	Ensure that the needs of disabled people are represented in our new Corporate Plan
Ensure that the specific needs of disabled people are taken into consideration as part of the Council's ongoing work on customer focus	September 09-August 10-ongoing	Improved customer focus for disabled people	All departments	Inclusive and tailored access to our services for disabled people
<u>Training and Guidance</u> Include disability awareness training as part of induction process. Provide mop up training for all other staff.	September 09-August 10	Increased awareness of disability issues Promotion of positive attitudes towards disabled people	Human Resource Manager	100% of new staff employees and Members trained
Source specialist training for recruitment and selection panels and HR officers through the	September 09-August 10	Increased awareness of	Human Resource Manager	Senior Managers trained

Local Government Staff Commission		disability issues Promotion of positive attitudes towards disabled people		
Explore the experiences of disabled people in accessing our services	September 09- August 10	Increased awareness of disability issues Promotion of positive attitudes towards disabled people	Disability working Group	Improved access to services
Ensure that all internal training is accessible for disabled people	September 09- August 10	Increased awareness of disability issues Promotion of positive attitudes towards disabled people	Human Resource Manager	Improved access to services

<p><u>Encouraging participation in public life</u> Encourage disabled people to apply for/participate in public life positions by effectively publicising the Disability Action Plan (Moyle Matters/Internet/Annual event)</p>	September 09- August 10	Better promotion of equality for disabled people Higher participation of disabled people in public life	Disability Champion (Officer) and Disability Working Group	Number of disabled people in public life positions
Continue to create opportunities for involving disabled people in alternative employment schemes (ongoing)	September 09- August 10 - Ongoing	Improved employment opportunities for disabled people	Human Resource Manager	Ongoing monitoring and returns from alternative employment schemes
Encourage others to promote the participation of disabled people in public life by opening up dialogue with Community Group leaders	September 09- August 10 - ongoing	Promotion of positive attitudes towards disabled people	Community Development Officer	Meetings held
<p><u>Internal measures</u> Support Disability Champion at Officer and Elected Member level to progress the disability duties</p>	September 09- August 10	Increased awareness of disability duties Promotion of positive attitudes towards disabled people	Council and Disability Working Group	Appointments made

Include a section in the biannual confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability	September 09- August 10	Promotion of positive attitudes towards disabled people	Human Resource Manager	Completed returns
Provide workplace support to those with a disability, including making reasonable adjustments to the physical environment, duties, working hours, terms and conditions(as required, ongoing)	September 09- August 10	Increased awareness of disability issues	Human Resource Manager	Support and Adjustments (as required)
Ensure all departments are incorporating the Disability duties in all new projects	September 09- August 10	Increased awareness of disability issues	Disability Working Group	Informed Staff
Consider introducing a Guaranteed Interview Scheme (G.I.S.).	September 09- August 10	Improved recruitment and selection process. Increased number of applicants with disabilities.	Human Resource Manager	Consider implementation of guidance notes in line with the 'Review of Advertising' recommendations.
Monitor disabled people who apply, are short listed and appointed to the Council	September 09- August 10	Collect baseline information	Human Resource Manager	Improved database and information gathering
Monitor reasonable adjustments we have made for disabled people.	September 09- August 10	Monitor reasonable adjustments we	Human Resource Manager	More accessible interview process.

		have made for disabled people.		Up to date information available.
Monitor complaints, comments and compliments regarding our services from disabled people	September 09- August 10- ongoing	Collect baseline information on comments from disabled service users	Human Resource Manager	Improved database and information gathering
<u>Communication</u> Review external and internal communication policies, practices and procedures including new issues arising form RPA	September 09- August 10 - Ongoing	Disabled people portrayed in a positive role	Disability Champion / Disability Working Group	Updated Policies, Practices and Procedures
Ensure that all council publications and media work contain positive images and references to disabled people	September 09- August 10 - ongoing	Promotion of positive attitudes towards disabled people	Disability Champion/ Disability Working Group	Evidence of positive images
Ensure publications are readily available in alternative formats when requested	September 09- August 10	Promotion of positive attitudes towards disabled people	Disability Working Group	Provision of Materials in alternative formats
Include a specific page on Disability on the Council's website ongoing	September 09- August 10	Promotion of positive attitudes towards disabled	Disability Working Group	Website page
Include regular articles on Disability in Moyle	September 09-	Promotion of	Disability Working	Articles in Moyle

Matters	August 10	positive attitudes towards disabled	Group	Matters
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This Plan will be reviewed after one year.

Signed by:

Chairperson

Chief Executive