



DISABILITY ACTION PLAN 2016-2017

CONTENTS

Foreword

1. Introduction
2. The PCSP – Roles and Function
3. Public Life Positions
4. Commitment to implementation of the Disability Action Plan
5. Previous Measures
6. Action Measures
7. How the Disability Action Plan will be published

This Disability Action Plan can be obtained from the Mid Ulster Policing and Community Safety Partnership in alternative formats and it can also be downloaded from the Mid Ulster Council website.

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

Name: Michael McCrory

Phone number: 03000 132 132

Email: pcsp@midulstercouncil.org

FOREWORD

Welcome to the Mid Ulster Policing and Community Safety Partnership's (PCSP) Disability Action Plan for 2016-2017 which sets out how we intend to meet our statutory obligation and also how disability issues will be more effectively mainstreamed by making sure they are central to the whole range of policy and decision making within the PCSP.

The Disability Action Plan is a statement of the PCSP's commitment to meeting its statutory obligations under Section 49a of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006). The amended 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

1. INTRODUCTION

- 1.1 Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006) requires the Mid Ulster PCSP, in carrying out its functions, to have due regard to the need:
- to promote positive attitudes towards people with disabilities; and
 - to encourage participation in public life by people with disabilities.
- 1.2 Under Section 49B of the DDA 1995, Mid Ulster PCSP is also required to submit to the Equality Commission a Disability Action Plan showing how it proposes to fulfil these duties in relation to its functions.
- 1.3 The Mid Ulster PCSP is committed to the fulfilment of its disability duties in all parts of its organisation and has set out how it intends to do so in this Plan.

2. THE PCSP – ROLE AND FUNCTIONS

- 2.1 The functions of a PCSP shall be—
- (a) to provide views to a relevant District Commander and to the Policing Board on any matter concerning the policing of the district;
 - (b) to monitor the performance of the police in carrying out
 - (i) the policing plan in relation to the district; and
 - (ii) the local policing plan applying to the district or any part of the district;
 - (c) to make arrangements for obtaining the co-operation of the public with the police in preventing crime and enhancing community safety in the district;

- (d) to make arrangements for obtaining the views of the public about matters concerning the policing of the district and enhancing community safety in the district and to consider fully any views so obtained;
- (e) to act as a general forum for discussion and consultation on matters affecting the policing of the district and enhancing community safety in the district;
- (f) to prepare plans for reducing crime and enhancing community safety in the district;
- (g) to identify targets or other indicators by reference to which it can assess the extent to which those issues are addressed by action taken in accordance with any such plans;
- (h) to provide any such financial or other support as it considers appropriate to persons involved in ventures designed to reduce crime or enhance community safety in the district; and
- (i) such other functions as are conferred on it by any other statutory provision.

2.2 PCSPs aim to make our community safer by focusing on the policing and community safety issues that matter most in each local council area.

In making communities safer PCSPs will:

- consult and engage with the local community on the issues of concern in relation to policing and community safety. The Policing Committee has a responsibility to provide views to the relevant District Commander and the Policing Board on policing matters
- identify and prioritise the particular issues of concern and prepare plans for how these can be tackled
- monitor - a Policing Committee comprising the political and independent members will monitor the performance of the police and work to gain the co-operation of the public with the police in preventing crime
- deliver a reduction in crime and enhance community safety in their district, directly through their own actions, through the work of their delivery groups or through support for the work of others

3. PUBLIC LIFE POSITIONS

- 3.1 Mid Ulster PCSP has been designated as a 'public' authority' under provisions contained in the Commission for Complaints (Northern Ireland) Order 1996 as amended by the Police (Northern Ireland) Act 2000 and have public duties and responsibilities as set out in Section 16 of the Police (Northern Ireland) Act 2000.
- 3.2 Mid Ulster PCSP has no responsibility over public life positions. The appointment of elected members to the PCSP is the responsibility of Mid Ulster District Council by virtue of the Police (NI) Act 2000 (as amended). The appointment of

independent members to the PCSP is the responsibility of the Northern Ireland Policing Board by virtue of the Police (NI) Act 2000 (as amended).

4. COMMITMENT TO THE IMPLEMENTATION OF THE DISABILITY ACTION PLAN

- 4.1 Mid Ulster PCSP 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 effectively implement this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operating plan.
- 4.2 We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this disability action plan is effectively implemented.
- 4.3 We will ensure the effective communication of the plan to employees and provide all necessary training and guidance for employees and Members on the disability duties and the implementation of the plan.
- 4.4 Mid Ulster PCSP confirms its commitment to submitting an annual report detailing specific actions to the Equality Commission on the implementation of this plan as well as carrying out a five yearly review of this plan.

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 the Council website at www.midulstercouncil.org

4.5 Mid Ulster PCSP is also committed to consulting with disabled people when implementing and reviewing its plan.

4.6 Responsibility for implementing, reviewing and evaluating this Disability Action Plan and the point of contact within the Mid Ulster PCSP will be: -

Name: Michael McCrory
Title: PCSP Manager
Telephone: 03000 132 132
Email: pcsp@midulstercouncil.org

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, (if English is not your first language), please contact the above person to discuss your requirements.

5. Previous Measures

5.1 Outlined below are the key measures which Mid Ulster PCSP has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

- Mid Ulster PCSP has taken positive steps to ensure access is available, both in terms of physical access to buildings and to the Mid Ulster Policing & Community Safety Office, as well as having access to appropriate information in a format that is suitable to meet individuals' needs.
- All meetings of the PCSP are held in venues with disability access.
- The information on Mid Ulster PCSP's webpage is regularly reviewed and updated to ensure that it is relevant and timely in relation to all Mid Ulster PCSP events, facilities and services.
- Mid Ulster PCSP promotes the development of Neighbourhood Watch Schemes across the District
- All Mid Ulster PCSP policies are screened to ensure they comply with Section 75 of The Northern Ireland Act, 1998. As those with a disability and those without a disability are a dimension within the 9 categories, all Mid Ulster PCSP policies are scrutinised to ensure any adverse impact identified in relation to this group is removed. This practice will continue and where adverse impact, or potential adverse impact is identified, then appropriate corrective action will continue to be taken.

- Mid Ulster PCSP has consulted with a wide number of groups on issues such as policies and equality scheme requirements.
- It is Mid Ulster PCSP policy to provide employment equality to all existing and potential employees, irrespective of disability (Mid Ulster District Council being the employing body). All employees and applicants for employment (actual or potential), are treated fairly and selection for employment and promotion will be on the basis of aptitude and ability. Mid Ulster PCSP is fully supportive of the duty to make reasonable adjustments in relation to a disabled person at selection and whilst in employment.

ACTION MEASURES

The measures which the PCSP intends to take in order to implement the disability duties include:

ACTION MEASURE	OUTCOME	RESPONSIBILITY	TIMESCALE
Organisational Commitment & Leadership			
Publish and promote the Disability Action Plan	Full dissemination of the PCSP's commitment to the disability duties	PCSP Manager	Dec 2016
Review and report on progress made on the Plan on an annual basis	<p>Demonstrate that the outcomes set out in the plan</p> <p>Annual Progress report submitted to the Equality Commission and published through a wide variety of media</p>	PCSP Manager	Ongoing
Provide training on disability awareness to employees and members	<p>Increases awareness of disability issues</p> <p>Promotion of positive attitudes towards disabled people</p>	NI Policing Board/ PCSP Manager	Ongoing
Inclusion of an additional question as part of the S75 screening pro-forma to reflect the disability duties	Production and use of new S75 screening pro-forma	PCSP Manager	Ongoing

ACTION MEASURE	OUTCOME	RESPONSIBILITY	TIMESCALE
Provide advice to members and employees on reasonable adjustments	Promotion of positive attitudes to disabled people and encouraging participation	Mid Ulster District Council Health & Safety/Equality Officers	Ongoing
Access to Public Life			
Promote opportunities for people with disabilities to participate in civic life	People with disabilities being seen as contributing to society and participating in public life	NIPB	Ongoing
Encouraging Participation			
Review public access to meetings and audit physical access on a continuous basis	Commitment to continuous improvement and encouragement of participation	PCSP Manager	Ongoing
Ensure there are opportunities for people with disabilities to participate in PCSP events and meetings	Improved access to PCSP services	PCSP Manager	Ongoing
Communication & Engagement			
Host events to encourage positive interaction between people with disabilities and those without	Promotion of positive attitudes to disabled people Greater participation	PCSP Manager	Ongoing

ACTION MEASURE	OUTCOME	RESPONSIBILITY	TIMESCALE
Continue to improve accessibility and usability of the PCSP website for disabled people	Improved accessibility and participation	PCSP Manager	Ongoing
Include requirements of disabled people in promotional material for meetings and events	Encouragement of participation in PCSP activities	PCSP Manager	Ongoing
Audit and review internal/external communication practices to ensure information is accessible	Improved access to information in a range of formats	PCSP Manager	Ongoing
Advertising of services/events to include positive images of disabled people and non-disabled people	Promotion of positive attitudes to disabled people	PCSP Manager	Ongoing
Seek ongoing feedback from employees and service users through regular surveys and working groups	Improved service delivery	PCSP Manager	Ongoing
Improve engagement and consultation with S75 equality groups	Greater participation from S75 groups in PCSP activities	PCSP Manager	Ongoing
Ensure as far as possible that information issued by the PCSP is written in Plain English including presentations to local groups	Access to information for all, including people with disabilities	PCSP Manager	Ongoing

8. HOW THE DISABILITY ACTION PLAN WILL BE PUBLISHED

8.1 Following submission to the Equality Commission for Northern Ireland, this Plan will be available by contacting:

Name of Officer: Michael McCrory

Contact Details Tel: 03000 132 132

Email: pcsp@midulstercouncil.org

8.2 The availability of the Disability Action Plan will be advertised in the press and can be accessed on the Partnership's webpage at: www.midulstercouncil.org

8.3 Mid Ulster PCSP will, through our ongoing work with people with disabilities and people with learning disabilities, find appropriate ways of communicating the Plan. The Plan will be produced in clear print and plain language, and will be available in alternative formats on request, including large print, computer disc and Easy Read format.