



Moyle PCSP

DRAFT

DISABILITY ACTION PLAN

2014-2015

This Disability Action Plan can be obtained from the Moyle Policing and Community Safety Partnership in alternative formats and it can also be downloaded from the Moyle Policing and Community Safety Partnership's website. If you would like a copy in an alternative format, please contact:

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CONTENTS

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. Actions measures
7. How the Disability Action Plan will be published

FOREWORD

Welcome to Moyle Policing and Community Safety Partnership's (PCSP) Draft Disability Action Plan (the Plan) for 2014-2015 which sets out how we intend to meet our statutory obligations 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

This 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 Moyle 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, Moyle PCSP is also required to submit to the Equality Commission a disability action plan showing how it proposes to fulfill these duties in relation to its functions.

1.3 The Moyle PCSP is committed to the fulfillment 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 –

- To provide views to a relevant district commander and to the Policing Board on any matter concerning the policing of the district;
- To monitor the performance of the police in carrying out The Policing Plan in relation to the district; and
- The local policing plan applying to the district or any part of the district;
- To make arrangements for obtaining the co-operation of the public with the police in preventing crime and enhancing community safety in the district;
- 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;

- 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;
- To prepare plans for reducing crime and enhancing community safety in the district;
- 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;
- 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
- 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 Moyle 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 Moyle PCSP has no responsibility over public life positions. The appointment of elected members to the PCSP is the responsibility of Moyle 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 Moyle 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 plans.

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 Moyle 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 our website www.moyle-council.org.

4.5 Moyle 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 Moyle PCSP will be: -

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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 Moyle PCSP has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.
- Moyle PCSP has taken positive steps to ensure access is available, both in terms of physical access to buildings, 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.
 - Moyle PCSP has actively invited representative groups with a disability to public meetings and events.
 - The information on Moyle PCSP's website is regularly reviewed and updated to ensure that it is relevant and timely in relation to all Moyle PCSP events, facilities and services.
 - Moyle PCSP have produced an inter-generational programme to tackle perceptions of crime and anti-social behavior which includes disabled participants
 - All Moyle 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 Moyle 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.
 - Moyle PCSP has consulted with a wide number of groups on issues such as policies and equality scheme requirements. Groups consulted include the following:-

*- Equality Commission for Northern
Ireland
- Equality Forum Northern Ireland*

*- The Local Government Staff
Commission for Northern Ireland
- Community Relations Council*

- Northern Ireland Human Rights Commission
- Age NI
- Employers Forum on Disability
- Disability Action
- NSPCC
- Children's Law Centre
- The Blind Centre Northern Ireland
- The British Deaf Association
- Northern Ireland Gay Rights Association
- Womens Forum Northern Ireland
- Carers National Association
- Northern Ireland Public Service Alliance
- General Municipal Boilermakers
- Amalgamated Transport and General Workers Union
- Union of Construction Allied Trades
- Northern Ireland Council for Voluntary Action
- Altananam/Broombeg Community Association
- Armoy Community Development Association
- Ballintoy and District Community Development Association
- Ballycastle Chamber of Commerce
- Ballycastle Community Development Group
- Bushmills and District Community Association

- Bushmills Development Group
- Bushmills Residents Group
- Cairns Residents Association
- Carey and Glenshesk Community Group
- Carnanmore Community Group
- Carnduff Residents Association
- Cushendall Development Group
- Cushendall Environment Group
- Cushendun and District Development Association
- Dundarave Residents and Environmental Forum
- Glenariff Development Group
- Glens Community Centre Group Ltd
- Glens Rural Community Group
- Liscolman Community Development Association
- Mosside Entertainments Group
- Moyle Womens Forum
- North Antrim Community Network
- Rathlin Development and Community Association
- St Vincent De Paul
- The Corrymeela Community
- Moyle Sports Advisory Committee
- Moyle District Partnership
- Moyle Twinning Committee
- Committee on the Administration of Justice
- NI Council for Ethnic Minorities

- It is Moyle PCSP policy to provide employment equality to all existing and potential employees, irrespective of disability (Moyle 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. Moyle 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/Officers	May 2014
Review and report on progress made on the Plan on an annual basis	Demonstrate that the outcomes set out in the plan have been achieved Annual Progress report submitted to the Equality Commission and published through a wide variety of media	PCSP Manager/Officers	Ongoing
Provide training on disability awareness to employees and members	Increases awareness of disability issues Promotion of positive attitudes towards disabled people	PCSP Manager	September 2014
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/Officers	Ongoing
Develop regular communiqué with Council Diversity Champion	Development of opportunities in partnership that promote best practice	PCSP Manager/Officers	Ongoing

Provide advice to members and employees on reasonable adjustments	Promotion of positive attitudes to disabled people and encouraging participation	Moyle Council – Health & Safety/Equality Officers	Ongoing
ACTION MEASURE	OUTCOME	RESPONSIBILITY	TIMESCALE
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
ACTION MEASURE	OUTCOME	RESPONSIBILITY	TIMESCALE
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/Officers	Ongoing
Ensure there are opportunities for people with disabilities to participate in PCSP events and meetings	Improved access to PCSP services	PCSP Manager/Officers	Ongoing
ACTION MEASURE	OUTCOME	RESPONSIBILITY	TIMESCALE
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/Officers	September 2014
Continue to improve accessibility and usability of the PCSP website for disabled people	Improved accessibility and participation	PCSP Manager/Officers	Ongoing
Include	Encouragement of	PCSP	Ongoing

requirements of disabled people in promotional material for meetings and events	participation in PCSP activities	Manager/Officers	
Audit and review internal/external communication practices to ensure information is accessible	Improved access to information in a range of formats	PCSP Manager/Officers	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/Officers	Ongoing
ACTION MEASURE	OUTCOME	RESPONSIBILITY	TIMESCALE
Seek ongoing feedback from employees and service users through regular surveys and working groups	Improved service delivery	PCSP Manager/Officers	Ongoing
Improve engagement and consultation with S75 equality groups	Greater participation from S75 groups in PCSP activities	PCSP Manager/Officers	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/Officers	Ongoing

7. HOW THE DISABILITY ACTION PLAN WILL BE PUBLISHED

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

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7.2 The availability of the Disability Action Plan will be advertised in the press and can be accessed on the Partnership's website at: www.moyle-council.org

7.3 The Moyle 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.