



Disability Discrimination (NI) Order 2006

Derry and Strabane Policing and Community Safety
Partnership (PCSP)

DRAFT Disability

Action Plan

This Disability Action Plan can be obtained from the Derry and Strabane Policing and Community Safety Partnership (PCSP) in alternative formats and it can also be downloaded from the Derry Policing and Community Safety Partnership's webpage www.derryandstrabane.com

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

Derry and
Strabane PCSP
C/o Derry City and Strabane
District Council
98 Strand Road
Derry
BT48 0RZ

Or

Derry and
Strabane PCSP
C/o Derry City and Strabane
District Council
47 Derry Road
Strabane
BT82 8DY

Tel: 028 7125 3253
or 028 7137 6565

Email:
pcsp@derrystrabane.com

Foreword

Welcome to Derry and Strabane Policing and Community Safety Partnership's (PCSP) Disability Action Plan for 2017-2018 which sets out how we as a Policing and Community Safety Partnership intend to improve the quality of life for all people with disabilities who live in, work in or visit the Derry City and Strabane District Council area.

As Chairperson of the Derry and Strabane Policing and Community Safety Partnership and Chief Executive of Derry City and Strabane District Council, we would like to express our personal commitment to the objectives set out in the Plan. It is important for us to be conscious of the Disability Discrimination (NI) Order 2006 and supporting legislation when carrying out our functions. We, along with the membership and employees of the Partnership, will work to meet the targets that we have set ourselves, and will provide the support and leadership required to ensure that the Disability Action Plan is implemented effectively.

The Disability Report and Action Plan for the Derry and Strabane PCSP is available from the Council website at: <http://www.derrystrabane.com>

Councillor Gus Hastings
Chairperson (Derry and Strabane PCSP)

John Kelpie
Chief Executive

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1. Purpose of the Disability Action Plan

1.1 Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006) requires the Derry and Strabane Policing and Community Safety Partnership, 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 Disability Discrimination Act 1995, the Derry and Strabane Policing and Community Safety Partnership is 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 Derry and Strabane Policing and Community Safety Partnership is committed to the fulfillment of its disability duties in all parts of the functions of the partnership and has set out how it intends to fulfill its disability duties in respect of our Disability Action Plan.

1.4 The Derry and Strabane PCSP Disability Action Plan relates to the following key areas:

- Physical disabilities
- Sensory disabilities
- Learning disabilities
- Mental Health disabilities
- Hidden disabilities

It also covers people who are included in more than one of these areas.

2. Derry and Strabane Policing Community Safety Partnership – its role and functions

On 1 April 2015 – Policing and Community Safety Partnerships (PCSPs) were established under the Justice Act (Northern Ireland) 2011 for each of the 11 new Council areas.

On 24 June 2015 – The Derry and Strabane PCSP was legally constituted following the appointment of independent members through a public appointments process carried out by the Northern Ireland Policing Board.

The work of Policing and Community Safety Partnerships is overseen by the Joint Committee. This is a group made up of representatives from Department of Justice (DOJ) and the Northern Ireland Policing Board (NIPB).

2.1 The functions of PCSPs as laid out in Justice Act (Northern Ireland) 2011 Part 3 and Schedule 1 outlines the functions of a PCSP are as follows:-

- a) to provide views to the District Commander for any police district which is, or is included in, the district and to the Board on any matter concerning the policing of the district;
- b) to monitor the performance of the police in carrying out the Policing Plan in relation to the district; and
 - i) the local Policing Plan applying to the district or any part of the district;
- c) to make arrangements for obtaining;
 - i) the views of the public about matters concerning the policing of the district; and
 - ii) the co-operation of the public with the police in preventing crime;

- d) to act as a general forum for discussion and consultation on matters affecting the policing of the district
- e) such other functions as are confirmed on it by any other statutory provision
- 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 ii)

the functions of a PCSP mentioned in section 2.1a), b), c)

iii) are referred to in this part as its “restricted functions” and

iv) must be exercised, on behalf of the PCSP, by the Policing Committee of the PCSP

References, in this section to enhancing community safety in any district are to make the district one in which it is, and is perceived to be, safer to live and work in particularly by the reduction of actual and perceived levels of crime and other anti-social behaviour.

2.2 In the performance of the above roles the PCSP carries out functions in the following areas:

- **Consult** with the public to find out what issues in relation to policing and crime are of concern within the Derry City and Strabane District Council area;

- **Identify** local policing priorities arising from the consultation and discuss these with the PSNI Area Commander and encourage the Area Commander to take these issues into account when the Derry and Strabane Local Policing Plan is being drawn up;
- **Monitor** police performance against the objectives contained in the Derry and Strabane Local Policing Plan and the Northern Ireland Policing Plan as it relates to the council area;
- **Engage** with the community to obtain the co-operation of the public with the police in preventing crime;

3. Public life positions over which the Derry and Strabane Policing and Community Safety Partnership has responsibility

3.1 The Derry and Strabane Policing and Community Safety Partnership has been designated as a 'public authority' under provisions contained in the Justice Act (Northern Ireland) 2011.

3.2 The Derry and Strabane Policing and Community Safety Partnership has no responsibility over public life positions. The appointment of elected members to the Policing and Community Safety Partnership is the responsibility of Derry City and Strabane District Council by virtue of the Justice Act (Northern Ireland) 2011. The appointment of independent members to the PCSP is the responsibility of the Northern Ireland Policing Board by virtue of the Justice Act (Northern Ireland) 2011.

3.3 The Derry and Strabane Policing and Community Safety Partnership will work with community safety forums/teams, residents groups, Neighbourhood Watch Coordinators, community associations, youth groups, sporting organisations and any other user groups that have an interest in community safety and policing.

4. The PCSP's commitment to the effective implementation of the Disability Action Plan

4.1 The Derry and Strabane Policing and Community Safety Partnership is committed to implementing effectively the Disability Action Plan. We will allocate all necessary resources (in terms of members, staff, time and budget) in order to effectively implement this plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operational plans.

4.2 We will ensure the effective communication of the plan to employees and members and provide all necessary training and guidance for employees and members on their disability duties and the implementation of the plan.

4.3 We will include a formal progress report on meeting the objectives in our annual report to the Equality Commission.

5. Effective engagement and consultation

The PCSP is committed to engage effectively with disabled people and related organisations representing disability in the drafting, implementation, monitoring and review of this Plan.

5.1 We will consult with the list of consultees identified as relevant to our Disability Action Plan and responses will be recorded accordingly.

5.2 All consultations will seek the views of those directly affected by the matter/policy, the Equality Commission and such other groups who have a legitimate interest in the matter, whether or not they have a direct economic or personal interest.

5.3 Initially all consultees as a matter of course, will be notified (by email or post) of the matter/policy being consulted upon to ensure they are aware of all consultations. Thereafter, to ensure the most effective use of our and our consultees' resources, we will take a targeted approach to consultation for those consultees that may have a particular interest in the matter/policy being consulted upon and to whom the matter/policy is of particular relevance.

5.4 To ensure effective consultation with consultees on Section 75 matters, we will develop a programme of awareness raising on the Section 75 statutory duties and the commitments in our Disability Action Plan by undertaking the following:

- Issue of a press release, which will also be placed as a news item on the PCSP facebook page when the Disability Action Plan is approved by the Equality Commission for Northern Ireland.
- Communicating through the use of social media.
- Inform all consultees of how to access a copy of our approved equality scheme and action plan following the Disability Action Plan's approval by the Equality Commission for Northern Ireland.

5.5 The consultation period allows adequate time for groups to consult amongst themselves as part of the process of forming a view. We may continue consultation after the policy implementation and will review the policy as part of our monitoring commitments. If a consultation exercise is to take place over a period when consultees are less able to respond, for example, over the summer or Christmas break, or if the policy under consideration is particularly complex, we will give consideration to the feasibility of allowing a longer period for the consultation.

5.6 In making any decision with respect to a policy adopted or proposed to be adopted, we will take into account any assessment and consultation carried out in relation to the policy.

5.7 We will provide, where appropriate, feedback to consultees in a timely manner. A feedback report will be prepared which includes summary information on the policy consulted upon, a summary of consultees' comments and a summary of our consideration of and response to consultees' input. The feedback will be provided in formats suitable to consultees.

The list of consultees can be obtained by contacting:

Derry and Strabane PCSP
c/o Derry City and Strabane District
Council
98 Strand Road/47 Derry Road
Derry/Strabane
BT48 7NN/BT82 8DY

Tel: 028 7137 6565 or 0287125
3253

Email: pcsp@derrystrabane.com

Our consultation list is not exhaustive and will be monitored and reviewed on an annual basis to ensure it remains relevant to our functions and policies and that it is open and accountable to all representative and affected individuals and does not result in a closed shop list of consultees.

5.8 The anticipated outcomes of this consultation exercise are to:

- identify barriers faced by disabled people in public life and specifically any barriers they've encountered when dealing with us;
- identify past examples where we have not promoted positive attitudes towards disabled people and identify future opportunities to promote positive attitudes;
- set priorities and identify solutions to take remedial action; and
- monitor and review how effective these measures have been.

6. Annual report

6.1 The PCSP will prepare an Annual Report on the implementation of its Plan.

6.2 A copy of the annual report will be made available on the PCSP's webpage www.derrystrabane.com

7. Responsibilities and reporting

Responsibility for the effective implementation of our Disability Action Plan lies with the Chief Executive of Derry City and Strabane District Council. Operational responsibility for the delivery of the Disability Action Plan lies with the Derry and Strabane PCSP Manager.

If you have any questions or comments regarding our Disability Action Plan, please contact in the first instance the PCSP Manager at the address given below and we will respond to you as soon as possible:

Derry and
Strabane PCSP
Derry City and Strabane
District Council
98 Strand Road/47 Derry
Road
Derry/Strabane
BT48 0RZ/BT82 8DY

Tel: 028 7137
6565/028 7125
3253

Email: pcsp@derrystrabane.com

8. Action measures

8.1 The PCSP has already taken a number of measures to promote positive attitudes towards people with disabilities and encourage their participation in public life as a result of the duties under Section 75. These are summarised below:-

- Provide Disability/Equality training for employees, facilitated by Derry City and Strabane District Council
- Raise awareness of specific barriers faced by people with disabilities through linking in with National Awareness Days, weeks or campaigns.

- Review current guidance, in collaboration with people with a disability
- Involve people with a disability in the delivery and review of this Action Plan.
- Offer mentoring opportunities for people with a disability
- Create meaningful job placement/volunteering opportunities for people with a disability
- Identify, provide and promote opportunities for more work engagement for people with a disability in key work areas
- Elected members have received training on all aspects of equality legislation and S75 including the requirement of the Disability Discrimination Act through Council's Good Relations Section.
- Encourage people with a disability to apply for employment opportunities, by attending career fairs, forwarding job adverts to disability organizations and reviewing job descriptions and personnel specifications
- All meetings of the PCSP (public and private) are held in venues with disability access.
- Section 75 groups are notified in writing of the date, time and location of all PCSP public meetings

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

8.2 Fostering respect for the rights and dignity of disabled people within the local area, ensuring information is accessible and ensuring the collection of robust statistics relating to disabled people and their experiences in the local community as regards policing and community safety; particularly ensuring that statistics on PCSPs policies and programmes are disaggregated to give information on disabled people and are disaggregated by the type of disability.

8.3 We will seek input from our stakeholders and consult on our action plan before we send it to the Equality Commission and thereafter when reviewing the plan. We will monitor our progress on the delivery of our action measures annually and update the action plan as necessary to ensure that it remains effective and relevant to our functions and work.

8.4 Derry Policing and Community Safety Partnership will inform the Commission of any changes or amendments to our action plan and will also include this information in our Section 75 annual progress report to the Commission. Our Section 75 annual progress report will incorporate information on progress we have made in implementing our action plans/action measures.

9. Access to information

9.1 To ensure equality of opportunity in accessing information, we will provide information in alternative formats on request, where reasonably practicable. Where the exact request cannot be met we will ensure a reasonable alternative is provided. Alternative formats may include Easy Read, Braille, audio formats, large print or minority languages to meet the needs of those for whom English is not their first language.

9.2 We will acknowledge requests for information in alternative formats in a timely manner, usually within 7 working days.

9.3 We will review training to ensure the inclusion of communications module on written accessibility. This will provide staff with the knowledge, skills and ability on how to provide information to the range of S75 groups including people with a learning disability along with people with disabilities.

9.4 Derry and Strabane Policing and Community Safety Partnership will use a range of communication channels to enable wide access to information such as e-bulletins, websites, social media, advertisements etc.

9.5 The PCSP Disability Action Plan annual progress report will be available on our web-site when it has been compiled.

10. Action Plans

Action	Outcome	Responsibility	Timescale
Leadership and Commitment			
Publish and promote the Disability Action Plan	The Plan reflects the priorities of people with disabilities and is widely publicized.	PCSP	October 2017
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 Performance Report submitted by Derry and Strabane Policing and Community Safety Partnership, to the Equality Commission and is published	PCSP	Ongoing
Provide training as necessary on the disability duties to employees and membership of the PCSP	Increased awareness of disability issues Promotion of positive attitudes towards disabled people	PCSP	TBC
Host events to encourage positive engagement and interaction between people with disabilities and those without.	Promotion of positive attitudes towards disabled people	PCSP	Ongoing
Access to Public Life Positions			

Promote opportunities for people with disabilities to participate in the roles and functions of the Derry and Strabane PCSP	People with disabilities regarded as making a positive contribution to society and participating in civic life	Northern Ireland Policing Board (NIPB)	Ongoing
Service Delivery and Customer Care			
Continue to improve accessibility and usability of the Derry and Strabane Policing and Community Safety Partnership webpage and facebook page for disabled people	Improved accessibility for all	PCSP Northern Ireland Policing Board (NIPB)	Ongoing
Review public access to Derry and Strabane PCSP meetings in public	Built environment more accessible including availability disabled car parking facilities	PCSP	Ongoing
Continue to monitor the funding allocated to voluntary organisations to ensure that there is equity amongst organisations run by/for people with disabilities	Support development of voluntary sector organisations run by/for people with disabilities.	PCSP	Ongoing
Employment and Training			
Continue to provide training for employees on the harassment policy and good relations	A safe working environment for people with disabilities that is free from discrimination and harassment	PCSP	Ongoing

Provide advice to both members and employees about any necessary reasonable adjustments which may be required	All employees, who require additional assistance to carry out their duties, are provided with adequate support Members are aware of their legal responsibilities	PCSP/DCSDC	Ongoing
Involvement in Community Activities			
Ensure opportunities for people with disabilities to participate in all PCSP activities	Improved access to PCSP services	PCSP	Ongoing
Introduction of revised policy screening procedure in line with Equality Scheme	We will ensure disability issues are considered at policy development stage resulting in improved equality of opportunity for disabled people	PCSP	Ongoing
Annual report to Equality Commission on implementation of Disability Action Plan	To monitor and report on progress	PCSP	Annually
Disability Awareness Training for new Employees Disability legislation for new members of the partnership	Increased awareness of PCSP's duty to promote awareness of legislative requirements	DCSDC/PCSP	Ongoing
Refresher training in basic Disability Awareness training for managers and front line staff.	Training to cover: Increased understanding of issues relating to service users with disabilities	DCSDC/PCSP	Ongoing

Investigate methods of improving accessibility to website particularly for people with sensory impairments	Increased awareness of service available	PCSP	Ongoing
Disability - Physical Barriers Review public access to Policing & Community Safety Partnership Meetings	Accessibility of facility, transport, parking, toilet facilities. Communications on venues/ events may not be available in appropriate formats	PCSP	Ongoing

11. How the Disability Action Plan will be published

11.1 Following submission to the Equality Commission for Northern Ireland and subsequent approval, this Plan will be available by contacting:

Derry and Strabane PCSP
Derry City and Strabane District Council
98 Strand Road/47 Derry Road
Derry/Strabane
BT48 7NN/BT82 8DY

Phone number: (028) 7137 6565/7125 3253

Email: pcsp@derrystrabane.com

11.2 The availability of the Disability Action Plan will be advertised in the press and can be accessed on the Partnership's website at: www.derrystrabane.com

11.3 The Derry and Strabane Policing and Community Safety Partnership will, through our ongoing work with people with physical 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.