

Ref: FOI / 6076

09th December 2025

Freedom of Information Act 2000 Request - Council's Policies and Practices on Disability Equality

I refer to your FOI request and respond as follows:

Please can you provide UNISON with the following information regarding your council's policies and practices on disability equality (as defined by the Equality Act 2010):

- 1. Disability employment schemes provide essential support for disabled people to find and maintain employment. Is your council signed up to one or more disability employment schemes, such as Disability Confident?**
 - a. Yes - Please provide details about each scheme that you are signed up to.**

b. No

Council engages with Access to Work, Disability Action and Jobs Direction in relation to supporting employees living with a disability in the workplace. Council also promotes Workable NI to those returning from periods of long-term sickness absence and who may require support returning to the workplace.

- 2. Please provide a copy of your policy and procedures in place that outline the council's approach to the identification and implementation of reasonable adjustments for disabled employees in accordance with the Equality Act 2010.**

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In relation to identification and implementation of reasonable adjustments for disabled employees, Council engages with their Occupational Health service in order to obtain a professional medical opinion as to whether an employee is considered disabled and what adjustments are reasonable and sufficient and in line with the Disability Discrimination Act 1995 and the Reasonable Adjustment Duty.

3. Does your council provide training or education for managers and employees relating to disability awareness and about the process for the implementation of reasonable adjustments for the councils' disabled employees in accordance with the Equality Act 2010?

a. Yes - Please provide details or any documents that you provide to managers and employees.

b. No

Council's online learning platform, SkillGate, offers online Disability related courses for employees. Previously relevant links to sites such as MND and relevant Podcasts were communicated to staff.

Previously COSY have facilitated Disability Equality Awareness sessions. The training aims of these awareness sessions were:

- Raise understanding of the term 'disability'
- Understand the difference between the physical and social obstacles that people with disabilities face
- Identify the different types of disabilities within society and the challenges the disabled community face
- Try and dispel common stereotypes about disability
- Help staff to be more aware of how the services they plan or deliver may impact on people with disabilities

4. Do your procurement policies require private contracts to demonstrate a commitment to promote disability equality and provide regular reports on how they are achieving this? If yes – do you also ask which disability employment schemes they have signed up to?

No

If you are dissatisfied with our response, you have rights of review and appeal; these rights consist of two review processes.

Firstly, our internal review procedure is available by contacting:

John Kelpie
Chief Executive
Derry City and Strabane District Council
98 Strand Road
Derry BT48 7NN
Tel: 028 71253253 or email: john.kelpie@derrystrabane.com

Secondly, you can appeal directly by contacting the Information Commissioner at:

Information Commissioner
Wycliffe House
Water Lane
Wilmslow
CHESHIRE SK9 5AF
Tel: 0303 123 1113 (local rate) or email: casework@ico.org.uk

I would however advise that the Information Commissioner has indicated that a review will not be undertaken unless the Council has first had an opportunity to re-consider its decision.

Yours sincerely

Paula Donnelly
Lead HR Officer