



Derry City & Strabane  
District Council  
Comhairle  
Chathair Dhoire &  
Cheantar an tSratha Báin  
Derry Cittie & Stràbane  
Destrìck Council

# Disability Action Plan

## Derry City and Strabane District Council

### 2020-2023

Drawn up in accordance with Section 49 of the Disability Discrimination Order

Kay McIvor

## Disability Action Plan

Objective	Key Activities	Milestone	Responsibility	Output	Impact
<p>1. <u>Mainstreaming</u></p> <p>To ensure that staff consider the disability perspective in the organisation, improvement, development and evaluation of all Council policies and functions</p>	<p>1.1</p> <p>Hold at least 2 Equality Assurance and Oversight Group (EAOG) meetings per year to discuss policy and service development in Council.</p>	<p>January 2020 /onwards</p>	<p>Equality Officer</p>	<p>At least 2 Meetings with EAOG which includes representative groups for people with a disability – feedback received on Council policy and decisions</p>	<p>All services will be more accessible</p> <p>People with a disability will be more involved in decision-making</p>
	<p>1.2</p> <p>Screen all new policies to assess the significance of the policy on the disability duties</p>	<p>January 2020 /onwards</p>	<p>Chief Officers/Heads of Department/ Human Resources Manager and Policy Officer (Equality)</p>	<p>100% of new and revised policies screened for impact on disability duties</p>	<p>Better promotion of equality for those with a disability</p>
	<p>1.3</p> <p>Involve people with a disability in service planning and predevelopment exercises</p>	<p>January 2020 /onwards</p>	<p>All officers responsible for service planning and policy making</p>	<p>All disability groups within the Derry City and Strabane District Council area will be included on established/tailored communication channels</p>	<p>Better services for people with a disability - Issues which may affect people with a disability will be sorted out at the earliest possible juncture.</p>

Objective	Key Activities	Milestone	Responsibility	Output	Impact
<p><b>1.Mainstreaming (contd)</b></p> <p>To ensure that staff consider the disability perspective in the organisation, improvement, development and evaluation of all Council policies and functions</p>	<p>1.4</p> <p>Review and report on progress of the Disability Action Plan annually – employee contributions required from their service areas</p>	<p>January 2020 /onwards</p>	<p>Equality Officer</p>	<p>Annual progress report completed and forwarded to the Equality Commission</p>	<p>Increased awareness of Employee’s responsibility towards Council’s compliance and achievements in relation to disability duties</p>
<p><b>2. Promoting Positive Attitudes towards Disabled People</b></p> <p>To take measures to portray (and encourage others to portray) disabled people in a positive role as well as take steps to eliminate ignorance and prejudice towards disabled people in the wider community and the workplace.</p>	<p><b>2.1 Celebratory Event</b></p> <p>Host and organise awareness event in association with disability group(s)</p>	<p>January 2020/ onwards</p>	<p>Equality Officer</p>	<p>At least one event held year</p>	<p>Increased awareness of disability issues and improved to attendees at event</p>
	<p><b>2.2 Appoint Diversity Champion</b></p> <p>Diversity Champions to be identified within Council and they will attend LGSC training and networking events</p>	<p>January 2020</p>	<p>Chief Executive</p>	<p>2 Disability champions in place and regional best practice shared</p>	<p>Better promotion of disability issues both internal and external by Disability Champions</p> <p>Best practice initiatives introduced into Council</p>

Objective	Key Activities	Milestone	Responsibility	Output	Impact
<p><b>2.Promoting Positive Attitudes towards Disabled People (contd)</b></p> <p>To take measures to portray (and encourage others to portray) disabled people in a positive role as well as take steps to eliminate ignorance and prejudice towards disabled people in the wider community and the workplace.</p>	<p><b>2.3 Training</b></p> <p>Provide induction training to all new employees on the Council's Equality and Disability Schemes and relevant Action Plans</p> <p><b>2.4</b> Ensure front line staff have received Autism training and JAM Card Training</p> <p><b>2.5 Awareness Raising</b></p> <p>Work with representative Disability organisations to provide opportunities for job shadowing/work experience</p> <p><b>2.6</b> Sharing Best Practice with and learning from other Councils through the Statutory Duty Network</p>	January 2020 onwards	HR Unit/Policy Officer (Equality)	disability awareness delivered to all new staff within 3 months of commencing employment through online resource or face to face training	<p>Increased awareness of disability issues</p> <p>Promotion of positive attitudes towards those with a disability</p>
		June 2020	Access and Inclusion Officer/Policy Officer (Equality) and Line Management	Staff complete awareness training	Improved customer care for service users with autism and/or communication difficulties
		January 2020 onwards	HR Unit	Increased participation of people with a disability in the workplace	Person with a disability will have Improved sense of achievement, confidence and value
		February 2020 onwards	Policy Officer (Equality)	Sharing of initiatives which have been successful in promoting positive attitudes towards People with a Disability	Improvement for people with a disability not only locally but regionally as they get access to similar initiatives

Objective	Key Activities	Milestone	Responsibility	Output	Impact
<p><b>2. Promoting Positive Attitudes towards Disabled People (contd.)</b></p> <p>To take measures to portray (and encourage others to portray) disabled people in a positive role as well as take steps to eliminate ignorance and prejudice towards disabled people in the wider community and the workplace.</p>	<p><b>Employment</b></p> <p><b>2.7</b> Ring-fence at least 2 posts per annum for people with a disability</p>	January 2020 onwards	HR Unit	Increased participation of people with a disability in the workplace	Person with a disability will have Improved feeling of confidence and value – raise awareness of existing staff of disability related issues
	<p><b>2.8</b> To avail of NIUSE and Employers for Disability Job Bulletin Board to advertise ring-fenced job vacancies throughout the Disability community</p>	January 2020 onwards	HR Unit	Advertise at least 2 posts per year	People with a disability have the opportunity to find out about what jobs are available to them
	<p><b>2.9</b> Attend Job Fairs and Job shadow Days to raise awareness of Council's progress and opportunities in employing people with a disability</p>	January 2020 onwards	HR Unit	Attend at least 2 events per year	People with a disability have the opportunity to talk to Council staff about opportunities within Council and what types of reasonable adjustments can be made to support them
	<p><b>2.10</b> Provide staff on selection panels for ring-fenced posts with disability awareness training</p>	January 2020 onwards	HR Unit	All panels members will be appropriately trained	All applicants who have a disability will be treated with respect and dignity during selection process

Objective	Key Activities	Milestone	Responsibility	Output	Impact
<p><b>3. <u>Encouraging participation in public life</u></b></p> <p>To secure the participation of people with a disability in groups which extend beyond those largely concerned with disability issues</p>	<p><b>Decision Making &amp; Involvement</b></p> <p><b>3.1</b> Host meetings of the Equality Assurance and Oversight Group (EAOG) to enable people with a disability from Council area to influence Council decision-making</p> <p><b>3.2</b> Encourage involvement and participation in the development of Local Area Growth Plans including the Cluster Village Plans</p>	<p>January 2020</p> <p>Ongoing</p>	<p>Equality Officer</p> <p>Community Planning Team</p>	<p>Pan-disability engagement through the EAOG</p> <p>Representation from people with a disability on development groups</p>	<p>Higher participation of disabled people in public life</p> <p>People with a disability are more involved with decision making</p>
	<p><b>Capacity and Confidence Building</b></p> <p><b>2.1</b> Implement a shadowing initiative to allow people with a disability to spend a day with Mayor/Deputy Mayor</p>	<p>October 2020</p>	<p>Elected Members, Members Service Officer and Equality Officer</p>	<p>At least 8 no of people with a disability per year will spend a day with the Mayor/Deputy Mayor</p>	<p>Increased awareness for People with a disability about the everyday work of elected members and how they can help them</p>

Objective	Key Activities	Milestone	Responsibility	Output	Impact
<p><b>3 Encouraging participation in public life (contd)</b></p> <p>To secure the participation of people with a disability in groups which extend beyond those largely concerned with disability issues</p>	<p><b>Capacity and Confidence Building (contd)</b></p> <p><b>3.4</b> Involve people with a disability in the delivery of awareness training to elected members and staff</p>	<p>January 2020 Onwards</p>	<p>Human Resources/ Chief Officers/ Heads of Departments/Member Services Officer</p>	<p>At least 50% of elected members and 100% of all front line staff received training</p>	<p>Increased awareness of disability issues</p> <p>Promotion of positive attitudes towards those with a disability.</p>
	<p><b>Events</b></p> <p><b>3.5</b> Involve people with a disability in the planning &amp; development stage of events.</p>	<p>January 2020 Onwards</p>	<p>Festivals and Events team – Access and Inclusion Officer</p>	<p>All Council events are accessible to people with a disability and their families</p>	<p>Increased participation of people with a disability and their carers</p>
	<p><b>3.6</b> Develop bespoke initiatives for targeted disability needs (including autism, dementia and mental health)</p>	<p>January 2020 Onwards</p>	<p>Staff within the Arts and Culture directorate &amp; Health and Community directorate</p>	<p>Initiatives, programs and events will meet the needs of the person with a disability</p>	<p>Increased participation of people with a disability in initiatives and performances – this will also enhance confidence</p>

Objective	Key Activities	Milestone	Responsibility	Output	Impact
<p><b><u>3 Encouraging participation in public life (contd.)</u></b></p> <p>To secure the participation of people with a disability in groups which extend beyond those largely concerned with disability issues</p>	<p><b>3.7</b> Put in place reasonable adjustments to support people with a disability access and participate in Council events</p> <p><b>3.8</b> Consult with and scope out the needs of the d/Deaf community to meet their access needs in line with the commitment to achieving British Sign Language Charter</p> <p><b>3.9</b> Work in partnership with representative groups and statutory bodies to develop initiatives and explore funding opportunities which will enhance the lives of people with a learning disability</p>	<p>January 2020 Onwards</p> <p>April 2020</p> <p>January 2020</p>	<p>Festivals and Events team – Access and Inclusion Officer</p> <p>DSI Unit</p> <p>Policy Officer (Equality)</p>	<p>Accessible guidelines for large public events issued to raise public awareness</p> <p>Appropriate measures in place to ensure d/Deaf community can communicate with Council and participate in activities and services</p> <p>Council’s participation in at least one event or initiative developed by the LEP</p>	<p>Ensure that all Council events are accessible to people with a disability and their families</p> <p>Increased involvement of d/Deaf community with Council – they can access all information and services and also feedback to Council on concerns and recommendations</p> <p>Improve the confidence of people with a learning disability to live independently and find employment.</p>



Objective	Key Activities	Milestone	Responsibility	Output	Impact
<b>3. <u>Encouraging participation in public life (contd.)</u></b>  <b>To secure the participation of people with a disability in groups which extend beyond those largely concerned with disability issues</b>	<b>3.10</b> Programme in at least one show per annum which is delivered by/include performers who have a disability	January 2020 onwards	Festivals and Events team – Access and Inclusion Officer	At least one show will be held per year	Increased participation of people with a disability in initiatives and performances – this will also enhance confidence
	<b>3.11</b> Ensure all leisure services provide inclusive services for disabled users	January 2020 onwards	Health and Community directorate staff	Retain the Inclusive Sports Facility accreditation  Retain Disability Sports Hub status for relevant centres	Increased participation of people with a disability in sports and leisure – leads to improved mental health
<b>4 <u>4 Monitoring</u></b>	<b>4.1</b> Conduct a confidential employee and elected member monitoring survey to determine the number of staff and		Head of Human Resource	To establish a baseline for the number of staff declaring that they have a disability	Able to identify any reasonable adjustments required by staff with a disability

Objective	Key Activities	Milestone	Responsibility	Output	Impact
	elected members with a disability				
<b>4. Monitoring (contd)</b>	<b>4.2</b> Develop monitoring arrangements to audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community)	January 2020 onwards	Design and Publications Officer and Equality Officer  All officers responsible for the preparation of information emanating from Derry City and Strabane District Council	100% of information emanating from new Council will be accessible to all	All Council information will be accessible to all residents including people with a disability.
	<b>4.3</b> Develop enhanced equality monitoring for disability categories in terms of the progress of Strategic Growth Plan	April 2020	LDIO/NISRA staff	Meaningful baseline data and progressive statistics on a regular basis	Ability to assess how strategic plan is changing the lives of people with a disability