



Derry City & Strabane  
District Council

Comhairle  
Chathair Dhoire &  
Cheantar an tSraitha B ain

Derry Cittie & Strabane  
Destr ick Council



# This is the **Easy Read Disability Action Plan**

for Derry City and Strabane  
District Council  
2020-2023

[www.derrystrabane.com/equality](http://www.derrystrabane.com/equality)



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# Easy Read Disability Action Plan for Derry City and Strabane District Council 2020-2023

## How you can get a copy of this plan in another format



You can get a copy of this plan in other formats like

Large print



Braille



To get a copy of this plan in another format

Phone: Policy Officer (Equality) on 028 71 365151 (Extension 6705)



Or email: [equality@derrystrabane.com](mailto:equality@derrystrabane.com)

You can also get a copy of the plan from our website at:



<https://www.derrystrabane.com/Council/Equality>

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# About this Plan

 <p>Derry City &amp; Strabane District Council Comhairle Chathair Dhoire &amp; Cheantar an tSratha Báin Derry Cíttie &amp; Strábane Destríck Council</p>	<p>We are Derry City and Strabane District Council</p>
	<p>We have made this plan to show how we want to make the lives of disabled people better.</p>
	<p>We have made this plan as part of some laws called the Disability Discrimination Act 1995, and the Disability Discrimination (NI) Order 2006.</p>
	<p>This plan will help us think about what is best for disabled people when we make decisions about things and new rules.</p>
	<p>We want to know what people think about this plan. We might change the plan later after we find out what people think about it.</p>

# The Mayor and Chief Executive have signed this plan to show that everyone in the Council will work hard to do



*Michaela Boyle.*

Mayor / Méara  
Councillor / An Comhairleoir

Michaela Boyle



*John Kelpie.*

Chief Executive  
Derry City & Strabane District Council

John Kelpie  
MEng., CEng., MStructE., MIEI

Date: 28th February 2020

## About Us

 <p>Derry City &amp; Strabane District Council Comhairle Chathair Dhoire &amp; Cheantar an tSratha Báin Derry Cittie &amp; Strabane Districk Council</p>	<p>We are Derry City and Strabane District Council.</p>
	<p>Here are some of the things we do</p> <ul style="list-style-type: none"> <li>• We run leisure services. These are things like swimming pools and parks</li> <li>• We make sure the streets are clean</li> <li>• We look after the Airport</li> <li>• We collect your rubbish from your home</li> <li>• We look after some things to do with your health and safety.</li> </ul> <p>For example, we check restaurants to make sure the food they sell is safe.</p>

# How we will make sure this plan works well

 	<p>We have made this plan to make sure we treat disabled people in the right way.</p>
 	<p>We will make this plan part of all our bigger plans and part of other things we do</p>
 	<p>We will keep checking this plan to make sure it is working well.</p>
 	<p>Senior people at our council will tell other staff every <b>3</b> months about how well this plan is working.</p>
 	<p>We will look at the plan in 5 years time with a group called the <b>Equality Commission for NI.</b></p>
	<p>We will also talk about how well the plan is working in the big report we write every year about the council. It is called an <b>Equality Annual Progress Report.</b></p>
	<p>You will be able to look at a copy of the Annual Report on our website at <a href="http://www.equality@derrystrabane.com">www.equality@derrystrabane.com</a></p>

# How we made sure disabled people were apart of making this plan happen

	<p>We asked disabled people to</p> <ul style="list-style-type: none"> <li>• Tell us what they think should be in this plan</li> <li>• Let us know how well this plan is working</li> </ul>
	<p><b>To do this</b></p> <p>We invited groups who represented people with a disability to come to a meeting with us.</p> <p>1) We asked them to tell us things like</p> <ul style="list-style-type: none"> <li>• What makes it difficult for them to take part in everyday life</li> <li>• If they have ever had any problems getting help from us</li> <li>• How we could help disabled people more</li> </ul>
	<p>2) We have put this plan on our website so that people can look at it and tell us what they think about it:</p> <p><a href="https://www.derrystrabane.com/Council/Equality">https://www.derrystrabane.com/Council/Equality</a></p>

# How we made sure disabled people were a part of making this plan happen



## Here are some of the things we have already done to make things better for disabled people

- We have trained our staff in how to treat disabled people in the right way
- We have held events to highlight and deal with things that matter to people with a disability
- We have written down how all staff should give people information to make sure that everyone knows what is going on in Council.
- We have written down the things staff need to think about and do when they are organizing meetings and events so that they make sure that people with a disability will be able to come and take part.

# Here are some of the things we will do to help make things better for disabled people from now until 31st December 2023



## Training

What we plan to do	When do we want this to happen by?
Train all our staff in what they need to know about what the law says about disabled people.	Between April 2020 and March 2023
Train all our staff who deal with members of the public in how to treat disabled people in the right way.	Between April 2020 and March 2023



# Training



# The way we communicate with people



What we plan to do	When do we want this to happen by?
We will look at our rules and the way we do things to make sure they are fair to disabled people.	All the time
We will involve people with a disability when we are planning our services	All the time

What we plan to do	When do we want this to happen by?
Look at the way we give people information to see if there is anything we need to change.	All the time
Have some events where disabled people and people without a disability can talk to each other and understand more about each other and the things that matter to them.	During December every year
Write a report called an Annual Report that talks about this plan.	During August every year

# How we will make things to do with disabled people part of all our decisions and plans



What we plan to do	When do we want this to happen by?
We will check to make sure that you have been included and are taking part in all consultations	Every year
We will arrange meetings at a time and in a place that suits you	All the time
We will check to see if you have made any complaints about the way we do our work and try to fix any problems	Every year
We will keep some places on any boards or committees that Council have control over so that people with a disability can be part of them and help us make decisions	When the places become available

# How we will help disabled people to take part in the community they live in



What we plan to do	When do we want this to happen by?
We will let all disability groups know if we know of positions on committees or boards where they might want to give their opinion	When positions become available
When we are organizing an event we will ask you to make sure we have things in place to help people with a disability come to our event	All the time
We will host an event where we will have people with a disability tell you about how they have got on so well in the work they do	In the month of May each year
When we are training our elected members or staff we will make sure we ask groups who represent people with a disability to give the training	All the time

# How we will help disabled people to have a job with us



What we plan to do	When do we want this to happen by?
We will let all disability groups know about any jobs that are coming up in Council so that they can tell all their members	At least two times per year
We will provide all information about the job and application form in the way you want it	All the time
We will make any changes and provide any support you need to help you to attend for interview.	When you tell us what you need
If you get a job with Council we will make any changes or provide any support you need to allow you to do your job.	When you tell us what you need
We will make sure all our staff policies are looked at again to make sure they are right for a person with a disability	All the time
We will write a policy to deal with people who have to take leave because of their disability	By July 2021

# How you can you find out more information about this plan or get a copy of it








The final plan is now ready and you will be able to get a copy of this plan by:

**Contacting Kay McIvor**

**Phone (028) 71 365151 Ext 6705**

**Write to: Policy Officer (Equality)  
Derry City and Strabane District Council  
98 Strand Road  
DERRY BT48 7NN**

**Email: [equality@derrystrabane.com](mailto:equality@derrystrabane.com)**

**Or**

**Go to our website at [www.derrycity.gov.uk/council/equality](http://www.derrycity.gov.uk/council/equality)**

You will be able to ask us for a copy of the plan in another format. For example, in Braille, large print, signed video or in another language like Irish.

# This is the **Easy Read Disability Action Plan**

## for Derry City and Strabane District Council 2020-2023



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This information is available upon request in a number of formats including large print, Braille, PDF, audio formats and minority languages.

**For further info please contact**

**Telephone: 02871 253 253.**

**e-mail: [equality@derrystrabane.com](mailto:equality@derrystrabane.com)**



[www.derrystrabane.com/equality](http://www.derrystrabane.com/equality)