

**Draft Disability Scheme and Action Plan**

 **Derry City and Strabane District Council**

**2015 - 2019**

**Drawn up in accordance with Section 75 and Schedule 9 of the Northern Ireland Act 1998.**

**Derry City and Strabane District Council**

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Approved by the Equality Commission for Northern Ireland on [insert date].

**This document is available in a range of formats on request. Please contact us with your requirements (see below for contact details).**

This Disability Scheme and Action Plan can be obtained from Derry City and Strabane District Council in alternative formats, including in large print, in Braille, digital daisy, on audiocassette, signed video and on computer disc. If you would like a copy in an alternative format, please contact:

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 Chief Executive

 Derry City and Strabane District Council

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**Foreword**

This Disability Scheme and Action Plan is an important document in that it is reaffirming Derry City and Strabane District Council’s commitment to and proposals for fulfilling the statutory obligations in compliance with Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006). This Act had placed 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.

Derry City and Strabane District Council is committed to the effective implementation of all aspects of this Scheme and Action Plan in all parts of its organisation.

The Disability Scheme and Plan outlines how disability issues can be more effectively mainstreamed within Derry City and Strabane District Council, thus ensuring that they are central to the whole range of policy decision-making within Derry City and Strabane District Council.

Derry City and Strabane District Council is committed to carrying out consultation in a meaningful manner in the review of its disability duties. In doing so Derry City and Strabane District Council is keen to bring about change for disabled people and we are therefore focussing on the issue of involvement and participation in the drafting, implementation, monitoring and review of this Plan.

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**Presiding Officer Chief Executive**

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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**1. Introduction**

1.1 Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006 requires Derry City and Strabane District Council, in carrying out its functions, to have due regard to the need:

* To promote positive attitudes towards disabled people; ***and***
* To encourage participation by disabled people in public life.
	1. Derry City and Strabane District Council is committed to the fulfilment of its disability duties in all parts of its organisation and has set out how it intends to do this in this Disability Action Plan (the Plan) as per the requirement under Section 49B of the Disability Discrimination Act 1995 and the guidelines produced by the Equality Commission “**A Guide for Public Authorities – Promoting positive attitudes towards disabled people and encouraging the participation of disabled people in public life”**.

Through the initiatives identified in the Disability Action Plan Derry City and Strabane District Council will endeavour to:

* Promote understanding
* Raise awareness
* Challenge stereotypes
* Encourage respect

1.3 Derry City and Strabane District Council will undertake a focussed programme of communication and training on the disability duties for staff and elected members during the lifespan of this Plan.

1. **Purpose of the disability action plan**

This Plan sets out how Derry City and Strabane District Council proposes to continue to fulfil the disability duties in relation to its functions.

1. **Derry City & Strabane District Council – its role and functions**

* 1. Derry City and Strabane District Council performs principal roles within its local area and district:
* The direct provision of a number of services and facilities,
* The promotion of the arts, tourism, community and economic development,
* The promotion of equality and good relations in carrying out all its functions,
* The regulation and licensing of certain activities relating to environmental health, consumer protection and public safety,
* A representative role on a number of bodies and Boards including Education and Health,
* A consultative role in relation to functions conducted by other Government bodies and agencies.

3.2 In the performance of the above roles Derry City and Strabane District Council carries out functions in the following areas:

* The provision of facilities for recreation, social and cultural activities, including leisure centres, community centres, parks, open spaces, sports grounds and places of entertainment
* Street cleansing
* Waste collection and disposal
* The provision of burial grounds
* The provision of grant aid to support the arts, community development and the promotion of tourism and economic development
* The administration and regulation of certain matters relating to the environment, public health and public safety, including building control, food safety, statutory nuisance, dangerous buildings, air pollution, noise pollution, dog control, consumer protection and health and safety
* The licensing and regulation of street trading, places of entertainment, amusement centres, sex establishments, societies lotteries, cinemas and the storage of petroleum spirit and mixtures
* The making of Bye-laws and regulation of same.

**4. Public life positions over which Derry City and Strabane District Council has responsibility**

* 1. Derry City and Strabane District Council has responsibility over the following public life positions:
* Local Equality Consultative Forum

**5.** **Derry City and Strabane District Council’s commitment to the effective implementation of the disability action plan**

5.1 Derry City and Strabane District Council is committed to the effective implementation of all aspects of this Plan in all parts of its organisation. Overall responsibility for determining policy on how this will be achieved lies with the Elected Members. Day to day responsibility for carrying out the policy determined by the Elected Members lies with the Chief Executive and he will be responsible for the implementation of administrative arrangements to ensure that Derry City and Strabane District Council complies with the disability duties in carrying out its functions.

5.2 As part of its planning process, Derry City and Strabane District Council will build objectives, target setting and monitoring relating to the disability duties into corporate and business plans.

5.3 Details of progress on meeting the objectives relating to the disability duties will also be included in Derry City and Strabane District Council’s Corporate Annual report.

**6. Internal arrangements**

6.1Derry City and Strabane District Council is committed to the fulfilment of its disability duties in all parts of its organisation. Operational responsibility for carrying out the decisions of Derry City and Strabane District Council lies with the Chief Executive who will be responsible for the implementation of administrative arrangements to ensure that Derry City and Strabane District Council comply with the Disability Duties in carrying out its functions.

The Chief Executive will promote his commitment to the Disability Duties by participation at internal and external training and consultation events, through ongoing media communications and by the production of personally endorsed staff literature.

6.2 Within the Council resources have been allocated to support the implementation of this Disability Action Plan.

**7. Annual report on Disability Duties**

7.1Derry City and Strabane District Council will submit an annual report on the implementation of its Plan. The annual report will be included as part of Derry City and Strabane District Council’s annual report to the Equality Commission on the implementation of our equality scheme.

7.2 A copy of the annual report will be made available on Derry City and Strabane District Council’s on request in alternative formats including Braille, digital daisy, large print, disc, signed video and audiocassette.

**8. Five year review**

8.1 Subject to the implementation of the Review of Public Administration Derry City and Strabane District Council will carry out a five-year review of its plan, in consultation with the Equality Commission for NI.

**9. Effective engagement**

9.1 Derry City and Strabane District Council is committed to engage effectively with disabled people in the drafting, implementation, monitoring and review of this Plan.

**10. Consultation**

10.1 Derry City and Strabane District Council is committed to carrying out consultation in a meaningful manner in the development of its disability duties. In doing so Derry City and Strabane District Council is keen to bring about change for disabled people and we are therefore focussing on the issue of involvement and participation in preparing our Plan. (A full list of consultees is available at Appendix 1).

10.2 Specifically we are keen to seek the views of disabled people in relation to the development of the Plan. To do this Derry City and Strabane District Council has brought together a Disability Forum which will consist of local disability groups and individuals with a disability.

10.3 The Disability Forum is designed to ensure that disabled people can assist Derry City and Strabane District Council by:

* Identifying barriers faced by disabled people in participating in public life in general and specifically any barriers they have encountered in relation to their dealings with Derry City and Strabane District Council
* Identifying circumstances in the past in which Derry City and Strabane District Council has not promoted positive attitudes towards disabled people and by identifying opportunities in the future for Derry City and Strabane District Council to promote such attitudes
* Setting priorities and identifying solutions as regards the taking of remedial action
* Monitoring, making decisions on the revision of the plan as a result of these comments and reviewing the effectiveness of measures taken
	1. As part of the consultation process, barriers to proper consultation will be removed by ensuring accessibility of documents in appropriate formats. Information will be made available on request in accessible formats including Braille, digital daisy, large print, disc, signed video and audiocassette. Such information will be made available in a timely fashion. We will also develop a plan on how best to communicate information to and interact with young disabled people as well as considering additional dimensions such as ethnicity, age, gender, sexual orientation and religious belief.

 10.5 Derry City and Strabane District Council is keen to ensure the highest level of inclusivity in our consultation and therefore we will consider the following:

* The time of day of the meeting;
* The appropriateness of the venue to ensure the highest standard of accessibility;
* How the meeting will be run;
* The use of appropriate language;
* Whether a signer or interpreter or other communication support is necessary;

10.6 Derry City and Strabane District Council believes it is important that disabled people are involved in the implementation, monitoring and review of the Plan. The Action Plan at Appendix 2 lays out the initiatives Derry City and Strabane District Council wishes to implement. We would seek your views and comments on these actions and will consider amending them or including additional ones following the comments we receive.

 10.7 Derry City and Strabane District Council believes it is important to give disabled people an opportunity to provide feedback in a constructive manner, as to how we are implementing the disability duties.

 Prior to a meeting to discuss the progress Derry City and Strabane District Council is making in the implementation of this Plan Council will allow adequate time for groups and individuals to consult amongst themselves as part of the process of forming a view on the implementation of this scheme. We will therefore aim to provide information at least one month in advance of this meeting.

**11. Action measures**

11.1 Derry City and Strabane District Council has detailed the measures it intends to take in order to implement the disability duties. Full details of these are given in the Action Plan **(See Appendix 2).**

**12. Timescale for the Implementation of the Action Measures**

12.1 The Action Plan at Appendix 2 outlines the actions and the timescale for the implementation of the action measures we intend to take in order to promote positive attitudes towards disabled people and to encourage the participation of disabled people in public life. This timetable outlines the actions, which Derry City and Strabane District Council will take until 31st December 2019.

**13. Performance Indicators or Targets**

13.1 Derry City and Strabane District Council is committed to monitoring and reviewing policies and practices to ensure that disability equality duties are being met. Monitoring the progress of this Plan itself is a significant element.

13.2 As part of this process, the Annual Review of the Plan will contribute towards the monitoring and review process and assist in drafting appropriate targets and performance indicators (PIs) for the next period, whilst reporting on the achievement, or otherwise, of those set for the current period of the Annual Review.

13.3 Derry City and Strabane District Council has included performance indicators and targets in the form of ‘Measures of Success’ as an integral part of this Plan.

13.4 Some targets are very specific, whilst other are of a more general nature, thus ensuring the Plan is a realistic and proactive plan, not solely reactive. Some targets are not related to a specific time, as over period of the Plan, we want to ensure that Derry City and Strabane District Council meets the practical needs of disabled persons and their carers on a timely basis.

13.5 The purpose of these measures of success is to provide an indication of how Derry City and Strabane District Council is implementing their disability duties and to ensure we are focusing on their needs at a time when it is appropriate to have them addressed.

13.6 Some performance indicators will be measured against similar public authorities, whilst others are specific to an authority by addressing the needs of those receiving the service and/or its employees.

**14. How the disability action plan will be published**

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

 Name: Mr John Kelpie

 Chief Executive

 Derry City & Strabane District Council

 Phone number: 028 71 365151/028 71 382204

 Textphone : 028 71 376648/028 71 381335

 Email: john.kelpie@derrycityandstrabanedistrict.com

14.2 Derry City and Strabane District Council will, through our ongoing work with people with disabilities, find appropriate ways of communicating the Plan. The Plan will be produced in clear print and plain language, will be available in alternative formats on request, including Braille, digital daisy, large print, disc, signed video and audiocassette.

14.4 The Plan will be highlighted through meeting directly with disability organisations and representative groups.

14.5 In accordance with Derry City and Strabane District Council’s Code of Practice on Producing Information, the Plan will be available in minority languages upon request.

* 1. In addition, all employees will receive a summary Plan and be provided with a full Plan on request.

| **Appendix 1** **SECTION 75 ADDRESS LIST** |
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| **NAME** | **ADDRESS 1** | **ADDRESS 2** | **TOWN** | **POSTCODE** |
|  |  |  |  |  |
| Action on Hearing Loss | Embassy Building | 3 Strand Road | DERRY | BT48 7BH |
| Action on Hearing Loss NI | Harvester House | 4-8 Adelaide Avenue | BELFAST | BT2 8GA |
| Active Citizens Engaged | c/o 11 Manning Way | Waterside | DERRY |  |
| African Carribean Group | c/o One World Centre | 4 Shipquay Street | DERRY |  |
| Age NI | 3 Lower Crescent |  | BELFAST | BT7 1NR |
| All Saints Caring Association | 21 Glendermott Road | Waterside | LONDONDERRY | BT47 6BB |
| Alliance Party of Northern Ireland | 88 University Street |  | BELFAST | BT7 1HE |
| An Munia Tober | 12/2 Balckstaff Complex | 77 Springfield Road | BELFAST | BT12 7AE |
| Ancient Order of Hibernians | 23 Foyle Street |  | DERRY | BT48 6AL |
| Apprentice Boys of Derry | Memorial Hall | Society Street | LONDONDERRY | BT48 6PJ |
| Autism Northern Ireland (PAPA) | Donard, Knockbracken Healthcare Park | Saintfield Road | BELFAST | BT8 8BH |
| Aware Defeat Depression | Philip House | 123-137 York Street | BELFAST | BT15 1AB |
| Baha' I Faith | Baha'I Centre | 5 Clarendon Streeet | DERRY | BT48 7EP |
| Ballymacgroarty and Hazelbank Community Partnership | 19 Merriman Court | Ballymagroarty | DERRY | BT48 02G |
| Ballymagroarty Community Assoc/Youth Assoc. | Ballymagroarty Community Centre | Shaw Court | DERRY |  |
| Belfast Islamic Centre | 5 Fortwilliam Gardens |  | BELFAST |  |
| Bob Harte Memorial Trust | 16-18 George's Street |  | LONDONDERRY | BT48 6RP |
| Bond Street Community Association | 16 May Street |  | LONDONDERRY | BT47 1HA |
| Bridge Accessible Transport | 58 Strand Road |  | DERRY | BT48 7AJ |
| CALMS | 12 Asylum Road |  | DERRY | BT48 7DX |
| Cancer Focus Northern Ireland | 40 - 44 Eglantine Avenue |  | BELFAST | BT9 6DX |
| Cara Friend | 9-13 Waring Street |  | BELFAST | BT1 2DX |
| Carers National Association | 58 Howard Street |  | BELFAST | BT1 6PJ |
| Carnhill Community Centre | 100 Caw Hill Park | Waterside | DERRY | BT48 6WY |
| Carnhill Resource Centre | Racecourse Road | Carnhill | DERRY | BT48 8BA |
| Caw Centre | 68 Seymour Gardens | Waterside | LONDONDERRY | BT47 6MD |
| Caw Nelson Drive Action Group | 205-211 Sperrin Park | Waterside | LONDONDERRY | BT47 6NQ |
| Charity Commission for Northern Ireland | 257 Lough Road | Lurgan | CRAIGAVON | BT66 6NQ |
| Cheshire House | Kinsale Park | Waterside | LONDONDERRY | BT47 6YX |
| Childrens Law Centre | 3rd Floor - Philip House | 123-137 York Street | BELFAST | BT15 1AB |
| Chinese Welfare Association | 1 Stranmillis Embankment |  | BELFAST | BT7 1GB |
| Church of Ireland | The See House | Culmore Road | LONDONDERRY | BT48 8JF |
| Church Of Jesus Christ of Latter Day Saints | 11 Manning Way | Waterside | LONDONDERRY | BT47 6GL |
| Churches Trust Ltd | 74a Duke Street |  | LONDONDERRY | BT47 6DQ |
| Citizens Advice Bureau | Embassy Court | 3 Strand Road | DERRY | BT48 7BH |
| City of Londonderry Grand Orange Lodge | 514 Glenshane Road | Claudy | CO. LONDONDERRY | BT47 4BT |
| Claudy Rural Development Group | The Diamond Centre, 630 Barnailt Road | Claudy | DERRY | BT47 4EA |
| Clooney Estate Residents Association | 51 B Shearwater Way, | Clooney | LONDONDERRY | BT47 6LG |
| Clooney Family Centre | 34 Clooney Terrace | Waterside | LONDONDERRY | BT48 1AP |
| Coalition on Sexual Orientation | 64 Donegall Street |  | BELFAST | BT1 2GT |
| Committee on Administration of Justice | 2nd Floor, Sturgen Building | 9-15 Queen Street | BELFAST | BT1 6EA |
| Community Development Learning Initiative | 10 Bishop Street |  | DERRY | BT48 6PW |
| Community Relations Council | Glendinning House | 6 Murray Street | BELFAST | BT1 6DN |
| Community Restorative Justice (NW Region) | 1 Westend Park |  | DERRY | BT48 9JF |
| Council for the Homless (NI) | 79 Strand Road |  | DERRY | BT48 7BW |
| Creggan Enterprises Ltd | Rath Mor Centre | Blighs Lane | DERRY | BT48 0LZ |
| Creggan Neighbourhood Partnership | Creggan Community Centre | Central Drive | DERRY | BT48 9QG |
| Creggan Pre-School and Training Trust (CPTT) | 13 Cromore Gardens | Creggan | DERRY | BT48 9TF |
| Culmore Area Forum | 40 Clonliffe Park | Culmore village | DERRY | BT48 8NT |
| Cultúrlann Uí Chanáin | 37 Morshraid Sheamais |  | DOIRE | BT48 7DF |
| Cumann Gaelach Chnoc na Ros Doire | 13 Cook Terrace |  | DOIRE | BT48 5UA |
| CUNAMH | Bishop Street |  | DERRY | BT48 6UJ |
| Currynieran Community House | 42 Tullymore Road | Currynieran | DERRY | BT47 3DQ |
| DCAL | Level 8 Causeway Exchange | 1 - 7 Bedford Street | BELFAST | BT2 7EG |
| Democratic Unionist Party | 91 Dundela Avenue |  | BELFAST |  |
| Derry Northside Development Trust | Northside Village | Glengalliagh Road | DERRY | BT48 8NN |
| Derry Travellers’ Support Group | Ballyarnett Park | 141 Racecourse Road | DERRY | BT48 8NG |
| Derry Well Women | 17 Queen Street |  | DERRY | BT48 7EX |
| Derry Youth and Community Workshop | 6 Society Street |  | DERRY | BT48 6PJ |
| Destined | 45 Great James Street |  | DERRY | BT48 7DF |
| Destined (Feeny) | Unit 5 Feeny Village Centre | Feeny | DERRY | BT47 4FD |
| Disability Action | 58 Strand Road |  | DERRY | BT48 7AJ |
| Disability Equality NI |  |  |  |  |
| Disability Equality NI |  |  |  |  |
| Dove House Community Trust | 32 Meenan Square |  | DERRY |  |
| Down's Syndrome Association NI | Unit 2 Marlborough House | 348 Lisburn Road | BELFAST | BT9 6GH |
| Drumahoe Community Association | 8 Hazelbank Drive | Drumahoe | LONDONDERRY | BT47 3NS |
| Eglinton Community Association | 44 St. Canice's Park | Elginton | DERRY | BT47 3DH |
| EGSA | C/O Central Library | Foyle Street | DERRY | BT48 8PQ |
| Employers Forum on Disability | Banbridge Enterprise Centre | Scarva Road Industrial Estate | BANBRIDGE | BT32 3QD |
| Equality Commission for Northern Ireland | Equality House | 7-9 Shaftesbury Square | BELFAST | BT2 7DF |
| Equality Unit, OFMDFM | Block E, Castle Buildings | Stormount | BELFAST | BT4 3SG |
| First Housing Aid and Support Services (FHASS) | 28a Bishop Street |  | DERRY | BT48 6PP |
| Fountain Community Forum | 190 The Fountain |  | LONDONDERRY | BT48 6PW |
| Foyle Cruse Bereavement Care | 4 Dacre Terrace |  | DERRY | BT48 6JU |
| Foyle Deaf Centre | 16 Bishop Street |  | DERRY | BT48 6PW |
| Foyle Downs Syndrome Trust | 1st Floor Shared Future Centre | Cityview, 61 Irish Street | DERRY | BT47 2DB |
| Foyle Haven | 23a John Street |  | DERRY | BT48 6JY |
| Foyle New Horizons | Health & Training Unit | Unit 13 Springtown Industrial Estate | DERRY | BT48 OLY |
| Foyle Trust for Integrated Education | c/o Oakgrove Integrated Primary School | 19 Limavady Road | DERRY | BT47 6JY |
| Foyle U3A | Paschal McDonald House | Gransha Park | DERRY | BT47 1TG |
| Foyle Women's Aid | Pathways | 24 Pump Street | DERRY | BT48 6JG |
| Foyle Women's Information Network | DiverseCity Community Partnership | 8 - 14 Bishop Street | DERRY | BT48 6PW |
| fpaNI | 2nd Floor | 67 Carlisle Road | DERRY | BT48 6JL |
| Free Presbyterian Church | Larch Hill |  | BELFAST |  |
| Gael Phobal | Ionad Ghaelphobail | 1A Bóthar Ui Mhaoil Mhín | AN SRATH BÁN | BT82 9PP |
| Galliagh Community Development Group | 55 Fergleen Park | Galliagh | DERRY | BT48 8LE |
| Gasyard Development Trust | 128 Lecky Road |  | DERRY | BT48 6NP |
| Gingerbread (NI) | 7 Bayview Terrace |  | DERRY | BT48 7EE |
| Greater Shantallow Area Partnership | Unit C3 and C4 Northland Village Centre | Glengalliagh Road | DERRY | BT48 8NN |
| Habinteg Housing Association | 2 Abercorn Road |  | DERRY | BT48 |
| Hands That Talk | 72 Main Street | Dungiven | DERRY | BT47 |
| Holywell Trust | 10-12 Bishop Street |  | DERRY | BT48 6PU |
| Hungarian-Irish Network | 7 Kerrs Terrace |  | DERRY | BT48 9BY |
| HURT | 14 Clarendon Street |  | DERRY | BT48 7ES |
| Ilex URC | Exchange House | Queen's Quay | Derry |  |
| Inner City Trust | 12-14 Bishop Street |  | DERRY | BT48 6PW |
| Irish Council of Churches | 48 Elmwood Avenue |  | BELFAST | BT9 6AZ |
| Irish Street Community Association | 19A Bann Drive | Waterside | LONDONDERRY |  |
| Irish Street Youth and Community Association | Bann Drive | Waterside | LONDONDERRY | BT47 2HQ |
| Jehovahs Witnesses | 55 Fallowlea Park |  | DERRY | BT47 1YP |
| Law Centre NI | 9 Clarendon Street |  | DERRY | BT48 7EP |
| Leafair Community Association | 59a Leafair Park |  | DERRY | BT48 8JT |
| Learmount Community Development Group | School Lane | 192 Learmount Road | DERRY | BT47 4BA |
| Lettershandoney and District Development Group | Mullabuoy Centre | Lettershandoney | Co DERRY | BT47 3HY |
| Lilliput Theatre |  |  |  |  |
| Limavady Road Residents Association | 53a Limavady Road |  | LONDONDERRY | BT47 6LP |
| Lincoln Courts Community Centre | 186A Lincoln Courts | Waterside | LONDONDERRY | BT47 5NN |
| Local Government Staff Commission for NI | Commission House | 18-22 Gordon Street | BELFAST | BT1 2LG |
| Londonderry Methodist City Mission | Clooney Hall Centre | Clooney Terrace | LONDONDERRY | BT47 6AR |
| Londonderry YMCA | 51 Glenshane Road | Drumahoe | LONDONDERRY | BT47 3SF |
| Long Tower Youth and Community Centre | Anne Street |  | DERRY | BT48 6PB |
| Maiden City Family Heritage Centre | c/o 11 Manning Way | Waterside | LONDONDERRY |  |
| Maydown Ebrington Centre | Ebrington Gardens | Glendermott Road | Londonderry | BT48 7BG |
| MENCAP | 17-19 Bishop Street |  | DERRY | BT48 6PR |
| MENCAP NI | Segal House | 4 Annadale Avenue | BELFAST | BT7 3JH |
| Mens Action Network | 40 Carlisle Road |  | DERRY | BT48 6JW |
| Methodist Church in Ireland | 11 Clearwater | Waterside | LONDONDERRY | BT47 6BE |
| Methodist City Mission | 36 Clooney Terrace | Waterside | LONDONDERRY |  |
| Monreagh Ulster Scots Heritage Centre | Monreagh | Carrigans | CO. DONEGAL |  |
| Mrs Sue Divin | Community Relations Officer | Derry City Council |  |  |
| Multi-Cultural Resource Centre | 9 Lower Crescent |  | BELFAST | BT7 1NR |
| Multiple Sclerosis Society (Foyle Branch) | 58 Strand Road |  | DERRY | BT48 7AJ |
| NAISCOIL NA RINNE | 33e Cromore Gardens |  | DERRY | BT48 9TF |
| NASUWT | Ben Madigan House | Edgewater Road | BELFAST | BT3 9JQ |
| Newbuildings Community and Environmental Assoc | 4 Duncastle Road | Newbuildings | LONDONDERRY | BT47 2QS |
| NEXUS Institute | 38 Clarendon Street |  | DERRY | BT48 7ET |
| NI Association for Mental Health | 20 Clarendon Street |  | DERRY | BT48 7ET |
| NI Chest, Heart and Stroke Association | 21 Dublin Road |  | BELFAST |  |
| NI Chest, Heart and Stroke Association (Local) | 50 Maybrook Park |  | DERRY | BT48 7TP |
| NI Womens Aid Federation | 129 University Street |  | BELFAST | BT7 1HP |
| NIACRO | Amelia House | 4 Amelia Street | BELFAST | BT2 7GS |
| NIPPA | Unit 1 Glenaden Complex | Trench Road | DERRY | BT47 5XU |
| NIPSA | 30 Great James Street |  | DERRY | BT48 7DB |
| NIPSA Branch 536 | c/o Derry City Council | 98 Strand Road | DERRY | BT48 7NN |
| NISRA | McAuley House | 2-14 Castle Street | BELFAST | BT1 1SA |
| North West Housing Ltd | 18 Magazine Street |  | DERRY | BT48 6HH |
| North West Volunteer Centre | 22 Bishop Street |  | DERRY | BT48 6PP |
| Northern Ireland Anti-poverty Network | 3rd Floor Philip House | 123-137 York Street | BELFAST | BT15 1AB |
| Northern Ireland Assembly | Parliament Buildings |  | BELFAST | BT4 3XX |
| Northern Ireland Chest Heart and Stroke | Office 1 | Ballinska Road | DERRY | BT48 0LY |
| Northern Ireland Council for Ethnic Minorities | THE Old Church | Clarendon Street | DERRY | BT48 7ES |
| Northern Ireland Council for Voluntary Action | 127 Ormeau Road |  | BELFAST |  |
| Northern Ireland Gay Rights Association | 46 Malone Avenue |  | BELFAST | BT9 6ER |
| Northern Ireland Human Rights Commission | Temple Court | 39 North Street | BELFAST | BT1 1NA |
| Northern Ireland NEWPIN | 18 - 19 Jasmine Court |  | DERRY | BT47 2DZ |
| Northern Ireland Rural Women's Network | 15 Molesworth Street |  | COOKSTOWN | BT80 8NX |
| Northern Ireland Women's European Platform | 58 Howerd Street |  | BELFAST | BT1 6PJ |
| Northlands Centre | Shepherds Way | Dungiven Road | DERRY | BT47 2AL |
| NSPCC | 1 Waterside Centre | Glendermott Road | DERRY | BT47 6BG |
| NW Centre for Learning and Development | Unit 3-4 Hyde Business Park | Pennyburn Ind Est | DERRY | BT48 0LU |
| NW Community Network | 8 - 14 Bishop Street |  | DERRY | BT48 6PW |
| NW Forum of People with Disabilities | 58 Strand Road |  | DERRY | BT48 7AJ |
| Off The Streets | 131 Galliagh Park |  | DERRY | BT48 8DF |
| Older People North West | Malvern House | Chapel Road | DERRY | BT47 2AN |
| Outer North Neighbourhood Partnership | Unit 20 Northside Village Centre | Glengalliagh Road | DERRY | BT48 8NN |
| Outer West Neighbourhood Partnership | Springtown Training Centre | Springtown Industrial Estate | DERRY | BT48 0LY |
| Partnership Care West | 92 Spencer Road | Waterside | DERRY | BT47 6AG |
| Pat Finucane Centre | 1 West End Park |  | DERRY | BT48 9JF |
| Peace and Reconciliation Group | 18 - 20 Bishop Street |  | DERRY | BT48 6PW |
| Praxis | Flat 76/77 | 120 Rock Mills, Strand Road | DERRY | BT48 7AD |
| Presbytery of Derry and Donegal | 35 Glencosh Road | Dunamanagh | STRABANE | BT82 0LY |
| Probation Board for Northern Ireland | 8 Crawford Square |  | DERRY |  |
| Progressive Unionist Party | 182 Shankill Road |  | BELFAST |  |
| Protestant Interface Network (PIN) | c/o 128 The Fountain |  | Londonderry | BT48 6PW |
| Quakers Religious Society of Friends | Hilary Sidwell | 38 Great James Street | DERRY | BT48 7DB |
| R.E.A.L. Network | 12 Tosh Avenue | Brigade Road, Waterside | DERRY | BT47 6GJ |
| Rainbow Project | 37 Clarendon Street |  | DERRY | BT48 7ER |
| Residents Committee Park West | 3 Clooney Park West |  | DERRY | BT47 6LA |
| RNIB Resource Centre | Embassy Building | 3 Strand Road | DERRY | BT48 7BH |
| Roman Catholic Church | The Bishop's House | St. Eugene's Cathedral | DERRY | BT48 9AP |
| Rosemount Resource Centre | 1 Westway | Rosemount | DERRY |  |
| Royal British Legion | 33b Iona Terrace | Waterside | LONDONDERRY | BT47 3EY |
| Royal British Legion Women's Section | 38 Cloverhill Avenue | Drumahoe | LONDONDERRY | BT47 3SH |
| Royal National Institute for the Blind | Victoria House | 15-17 Gloucester Street | BELFAST | BT1 4LS |
| Rural Area Partnership in Derry | 2 Forglen Road | Kilaloo | DERRY | BT47 3TP |
| Rural North West Community Support | 12 TownHall Street | Newtownstewart | CO. TYRONE | BT78 4AX |
| SALT Community Association | 40 Teenaght Road | Claudy | LONDONDERRY | BT47 4AN |
| SDLP Local Office | 23 Bishop Street |  | DERRY | BT48 6PR |
| Sensory Support Service | Old Bridge House | Glendermott Road | DERRY | BT47 6AU |
| Sikh Cultural Centre | 12 Colby Avenue |  | DERRY | BT48 8PF |
| Simon Community | 15 Bonds Hill | Waterside | DERRY | BT47 6DW |
| Simon Community NI | Central Office | 57 Fitzroy Avenue | BELFAST | BT7 1HT |
| Sinn Fein | 53 Falls Road |  | BELFAST | BT12 4PD |
| Sinn Fein | Ráth Mór Business Park | Creggan | DERRY | BT48 0LZ |
| Sollus Centre | 231 Victoria Road | Bready | STRABANE | BT82 0EB |
| St Columb's Park House Peace & Reconciliation Centre | 4 Limavady Road | Waterside | DERRY | BT47 6JY |
| Staff Commission for Education and Library Boards | Forestview | Purdy's Lane | BELFAST | BT8 7AR |
| STEER | 13 Pump Street |  | DERRY | BT48 6JG |
| Strabane Ethnic Community Association | 32-36 Bridge Street |  | STRABANE | BT82 9AE |
| Strabane Volunteer Centre | 26 Market Street |  | STRABANE |  |
| Strand Foyer | 79 Strand Road |  | DERRY | BT48 7BH |
| Stroke Organisation | Rushmere House | 46 Cadogen Park | BELFAST | BT9 6HH |
| Talking Newspaper | Glenview Community Centre | Cedar Street | DERRY | BT48 0EG |
| The Cedar Foundation | Unit 4 the Vale Centre | Clooney Road | DERRY | BT47 3GE |
| The Guide Dog's for the Blind Association | Lanesborough House | 15 Sandown Park South | BELFAST | BT5 6HE |
| The Junction | 8 - 10 Bishop Street |  | DERRY | BT48 6PW |
| The Rainbow Project | 2-8 Commercial Court |  | BELFAST | BT1 2NB |
| The Women's Centre | Beibhinn House | 5 Guildhall Street | DERRY | BT48 6BB |
| Triangle Association | 9a Clooney Terrace |  | Londonderry | BT47 6AW |
| Triax Neighbourhood Partnership Board | Iona Business Park | Southway | DERRY | BT48 9LH |
| Tuar Ceatha Services | 23 Windsor Avenue |  | BELFAST | BT9 6EE |
| Tullyally and District Development Group | Tullyally Resource Centre | Church Brae | Londonderry | BT47 6HB |
| Ulster Scots Agency | The Corn Exchange | 31 Gordon Street | BELFAST | BT1 2LG |
| Ulster Scots Community Network | 1 - 9 Victoria Street |  | BELFAST | BT1 3GA |
| Ulster Unionist Party | Cunningham House | 429 Holywood Road | BELFAST | BT4 2LN |
| UNITE | 56-58 Carlisle Road |  | DERRY | BT48 6JW |
| USEL | 75 Strand Road |  | derry | BT48 7BW |
| Verbal Arts Centre | Stable Lane | Bishop Street Within | DERRY | BT48 6PU |
| Victim Support Northern Ireland | 7 Bayview Terrace |  | DERRY | BT48 7EE |
| VOYPIC | 29 Clarendon Street |  | DERRY | BT48 7ER |
| Waterside Area Partnership | 9A Clooney Terrace | Waterside | LONDONDERRY | BT47 6AW |
| Waterside Neighbourhood Partnership | Shared Future Centre | 61 Irish Street | Londonderry | BT47 2DB |
| Waterside Women's Centre | 170 Spencer Road |  | DERRY | BT47 1AH |
| WELB | Headquarters | 1 Hospital Road | OMAGH |  |
| West Bank Initiative | 22 Bishop Street |  | LONDONDERRY | BT48 6PP |
| Women's Information Group | 7 University Road |  | BELFAST | BT7 1NA |
| Women's Institute | 209-211 Upper Lisburn Road |  | BELFAST | BT10 0LL |
| Women's Institute | Palace Street |  | DERRY | BT48 6PS |
| Womens Support Network | 109-113 Royal Avenue |  | BELFAST | BT2 7BB |
| Youth Council for Northern Ireland | Forestview | Purdy's Lane | BELFAST | BT48 7AR |

**Appendix 2**

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| **Objective** | **Key Activities** | **Milestone** | **Responsibility** | **Output** | **Impact** |
| 1. **Mainstreaming**

To ensure that staff consider the disability perspective in the organisation, improvement, development and evaluation of all Council policies and functions  | 1.1Hold at least 3 Disability Equality Forums per year to discuss policy and service development in Council. | April 2015 /onwards | Equality Officer | 3 Meetings with disability groups including face-to-face meetings with people on request to disability proof Council policies. | All services will be more accessiblePeople with a disability will be more involved in decision-making |
| **1.2**Screen all new policies to assess the significance of the policy on the disability duties | April 2015/onwards | Chief Officers/Heads of Department/Human Resources Manager and Corporate Policy Officer | All new and revised policies screened for impact on disability duties | Better promotion of equality for those with a disability |
| **1.3**Involve people with a disability in service planning and predevelopment exercises | April 2015 /onwards | All officers responsible for service planning and policy making | Issues which may affect people with a disability will be sorted out at the earliest possible juncture. | Better services for people with a disability |
| **1.4**Review and report on progress of the Disability Action Plan annually – employee contributions required from their service areas | April 2015 /onwards | Equality Officer | Annual progress report completed and forwarded to the Equality Commission | Increased awareness of Employee’s responsibility towards Council’s compliance and achievements in relation to disability duties |
| **Objective** | **Key Activities** | **Milestone** | **Responsibility** | **Output** | **Impact** |
| 1. **Promoting Positive Attitudes towards Disabled People (contd.)**

**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.** | **2.1**Host and organise one event per year in association with disability group(s)  | April 2015 onwards | Equality Officer | One event held year | Increased awareness of disability issues and improved to attendees at event |
| **2.2**Appoint a Disability Champion at officer and elected member level to progress the disability duties | April 2015 | Chief Executive | Disability champions appointed | Better promotion of disability issues both internal and external by Disability Champions |
| **2.3**Provide induction training to all new employees on the Council’s Equality Scheme and Disability Action Plan | April 2015 onwards | Human Resources staff Officer time | All new employees trained on disability awareness within 3 months of commencing employment | Increased awareness of disability issues Promotion of positive attitudes towards those with a disability |
| **2.4**Provide equality and disability awareness training for staff and elected members | April 2015onwards | Human Resources/ Chief Officers/ Heads of Departments | At least 50% of elected members and 100% of all front line staff received training | Increased awareness of disability issuesPromotion of positive attitudes towards those with a disability |
| Objective | Key Activities | **Milestone** | **Responsibility** | Output | Impact |
| 1. **Encouraging participation in public life**

To secure the participation of people with a disability in groups which extend beyond those largely concerned with disability issues | **Decision Making & Involvement** **3.1**Set up Disability Forum to enable people with a disability from new Council area to influence Council decision-making | September 2015 | Equality Officer | Pan-disability engagement through the Disability Forum | Higher participation of disabled people in public lifePeople with a disability are more involved with decision making  |
| **3.2**Implement a shadowing initiative to allow people with a disability to spend a day with Presiding Officer and Deputy Presiding Officer  | April 2015 onwards | Elected Members, Members Service Officer and Equality Officer | At least 8 no of people with a disability per year will spend a day with the Mayor/Deputy Mayor | Increased awareness for People with a disability about the everyday work of elected members and how they can help them |
| Capacity and Confidence Building3.3Disability groups meet with elected member disability champion to discuss areas of concerns  | April 2015onwards | Elected Member Disability Champion and Equality Officer | Elected member Disability Champion to meet with Disability Forum | Disability Champion will be kept informed of issues affecting the electorate in terms of disability issues and provide help where possible. |
| Events3.4Involve people with a disability in the planning and development stage of events. | April 2015onwards |  | People with a disability will contribute to event planning for all Council events | Ensure that all Council events are accessible to people with a disability |
| Objective | Key Activities | **Milestone** | **Responsibility** | Output | Impact |
| 1. **Encouraging participation in public life (contd.)**

To secure the participation of people with a disability in groups which extend beyond those largely concerned with disability issues | Audit access to communication arrangements for people with a disability (Internally for staff members and externally for members of the community) | April 2015 onwards | Design and Publications Officer, and Equality Officer All officers responsible for the preparation of information emanating from new 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. |
| 1. **4 Monitoring**
 | Conduct a confidential employee and elected member monitoring survey to determine the number of staff and elected members with a disability | December 2015 | Head of Human Resource | To have at least 5% increase in the number of staff declaring that they have a disability | Able to identify any reasonable adjustments required by staff with a disability |