



Policing & Community
Safety Partnership

making Antrim & Newtownabbey safer

Disability Action Plan

2019

This Disability Action Plan can be obtained from the Antrim and Newtownabbey Policing and Community Safety Partnership (PCSP) in alternative formats and it can also be downloaded from the Antrim and Newtownabbey Policing and Community Safety Partnership's website: www.antrimandnewtownabbey.gov.uk

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

Partnership Manager
Antrim and Newtownabbey PCSP
Mossley Mill
Carnmoney Road North
Newtownabbey
BT36 5QA

Tel: 028 9446 3113 / 9034 0000

Email: pcsp@antrimandnewtownabbey.gov.uk

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Foreword

Welcome to Antrim and Newtownabbey Policing & Community Safety Partnership's (PCSP) Disability Action Plan 2019 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 borough of Antrim and Newtownabbey

As Chairman of Antrim and Newtownabbey Policing & Community Safety Partnership, and the Chief Executive of Antrim and Newtownabbey Borough Council, we would like to express our commitment to the objectives set out in the Plan. It is important for us to be conscious of the Disability Discrimination Act (NI) Order 2006 and supporting legislation when carrying out our functions. The PCSP Members, Statutory Partners and Council staff 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.



Chairperson, Antrim and Newtownabbey PCSP



Mrs J Dixon

Chief Executive, Antrim and Newtownabbey Borough Council

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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 Antrim and Newtownabbey Policing & Community Safety Partnership, in carrying out its functions, to:
 - promote positive attitudes towards people with disabilities; and
 - encourage people with disabilities to participate in public life
- 1.2 Under Section 49B of the Disability Discrimination Act 1995, Antrim and Newtownabbey Policing & Community Safety Partnership is required to submit to the Equality Commission a Disability Action Plan showing how it proposes to fulfil these duties in relation to its functions.
- 1.3 Antrim and Newtownabbey Policing & Community Safety Partnership is committed to the fulfilment of its disability duties in all parts of the functions of the Partnership and has set out how it intends to fulfil its disabilities duties in respect of our Disability Action Plan.
- 1.4 We will allocate all necessary resources (in terms of people, time and money) in order to implement effectively this Plan and where appropriate, build objectives and targets relating to the disability duties into annual Action Plans.

2. Antrim and Newtownabbey PCSP – Role and Functions

2.1 PCSPs were established on 1st April 2012 through the legislation of the Justice Act (NI) 2011.

2.2 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).

2.3 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 a relevant District Commander 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 the local Policing Plan applying to the district or any part of the district
- c) to make arrangements for obtaining co-operation of the public in preventing crime and enhancing community safety in the district
- d) to make arrangements for obtaining the views of the public about matters concerning the policing of the district; and enhancing community safety in the district and to consider fully any views obtained
- e) to act as a general forum for discussion and consultation on matters affecting the policing of the district and enhancing community safety in the district
- 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 support as it considers appropriate to persons involved in ventures designed to reduce crime or enhance community safety
- i) such other functions as are confirmed on it by any other statutory provision

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

- Consult and engage with the local community on the issues of concern in relation to policing and community safety. The Policing Committee has a responsibility to provide views to the relevant district commander and the Policing Board on policing matters
- Identify and prioritise the particular issues of concern and prepare plans for how these can be tackled
- Monitor the performance of police and work to gain the co-operation of the public with the police in preventing crime through a policing committee comprising of the political and independent members.
- Deliver a reduction in crime and enhance community safety in the Antrim and Newtownabbey Borough, directly through the actions of the PCSP, through the work of delivery agents or through support for the work of others

3. Public Life Positions

- 3.1 Antrim and Newtownabbey Policing & Community Safety Partnership has been designated as a 'public authority' under provisions contained in the Commission for Complaints (Northern Ireland) Order 1996 as amended by the Police (Northern Ireland) Act 2000 and have public duties and responsibilities as set out in Section 16 of the Police (Northern Ireland) Act 2000.

- 3.2 Antrim and Newtownabbey Policing & Community Safety Partnership has no responsibility over public life positions. The appointment of Political Members to the Policing and Community Safety Partnership is the responsibility of Antrim and Newtownabbey Borough Council by virtue of the Police (NI) Act 2000 (as amended). The appointment of Independent Members to the PCSP is the responsibility of the Northern Ireland Policing Board by virtue of the Police (NI) Act 2000 (as amended).

4. Commitment to the Effective Implementation of the Disability Action Plan

- 4.1 Antrim and Newtownabbey Policing & Community Safety Partnership is committed to implementing effectively the Disability Action Plan. We will allocate all necessary resources (in terms of people, time and money) 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

- 5.1 Antrim and Newtownabbey PCSP is committed to engaging effectively with disabled people and related organisations representing disability in the drafting, implementation, monitoring and review of this Plan and recognise the need for such consultation to be timely, open and inclusive.
- 5.2 Antrim and Newtownabbey PCSP will consult, for a twelve-week period and responses will be recorded accordingly.
- 5.3 Antrim and Newtownabbey PCSP will work with representative groups, individuals with disabilities and Section 75 groups on the best way to get their views. This may take the form of face to face meetings, advisory groups, surveys, consultative panels, internet discussions and other methodologies identified as best practice. All consultees will receive a copy of our response to their comments in an appropriate format.
- 5.4 As part of the consultative process, we will remove barriers by making sure documents are available in alternative formats, including large print, Braille, audio cassette, computer disk, easy read, and plain language.
- 5.5 We will place the Disability Action Plan on our website asking for feedback from individuals and organisations.
- 5.6 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.
- 5.7 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.

5.8 The list of consultees can be obtained by contacting:

Partnership Manager
Antrim and Newtownabbey PCSP
Mossley Mill
Carnmoney Road North
Newtownabbey
BT36 5QA

Tel: 028 9446 3113 / 9034 0000

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5.9 Our consultation list is not exhaustive and will be monitored and reviewed regularly 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.

5.10 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 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 Antrim and Newtownabbey PCSP will prepare an annual report on the implementation of its Disability Action Plan.

6.2 A copy of the annual report will be made available on the PCSP's webpage:

www.antrimandnewtownabbey.gov.uk

7. Responsibilities and Reporting

- 7.1 Responsibility for the effective implementation of our Disability Action Plan lies with the Chief Executive of Antrim and Newtownabbey Borough Council. Operational responsibility for the delivery of the Disability Action Plan lies with the Antrim and Newtownabbey Policing and Community Safety Partnership Manager.
- 7.2 If you have any questions or comments regarding our Disability Action Plan, please contact in the first instance the Partnership Manager at the address given below and we will respond to you as soon as possible:

Partnership Manager
Antrim and Newtownabbey PCSP
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Newtownabbey
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8. Action Measures

8.1 Antrim and Newtownabbey 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:-

- All staff and elected members of Antrim and Newtownabbey PCSP are required to complete Corporate Induction Training when commencing their role. The training is facilitated by Antrim and Newtownabbey Borough Council, which provides all staff and elected members with training on disability equality legislation, and provides disability awareness and etiquette training. Currently all PCSP officers (3) and elected members (10) have completed the Corporate Induction Training. The requirement for all staff and elected members of Antrim and Newtownabbey PCSP to complete Corporate Induction Training, demonstrates Antrim and Newtownabbey PCSP's commitment to the Disability Duties, and it also ensures that staff and elected members are aware of the duties and the Disability Action Plan.
 - All meetings of Antrim and Newtownabbey PCSP are held in locations with disability access.

Listed below are the additional measures which Antrim and Newtownabbey 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; in particular, ensuring that statistics on PCSP policies and projects are disaggregated to provide information on disabled people, and are disaggregated by the type of disability. For example; Antrim and Newtownabbey PCSP conduct an annual Community Consultation Survey, to

collect statistical analysis on the issues of concern for community safety within the Borough. This information is utilised in the development of the Action Plans.

- 8.1 We will seek input from our stakeholders and consult on our Disability 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 Plan as necessary to ensure that it remains effective and relevant to our functions and work.

- 8.2 Antrim and Newtownabbey Policing & Community Safety Partnership will inform the Equality Commission of any changes or amendments to our 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 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 large print, Braille, audio cassette, computer disk, easy read and alternative 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 Antrim and Newtownabbey PCSP will use a range of communication channels to enable wide access to information such as websites, social media, advertisements etc.
- 9.4 The Antrim and Newtownabbey PCSP Disability Action Plan annual progress report will be available on our website when it has been compiled.

9 Action Plan

	Action	Outcome	Responsibility	Timescale
Leadership and Commitment	1. Publish and promote the Disability Action Plan through a wide variety of media, including social media. e.g. Facebook.	The Disability Action Plan reflects the priority needs of people with disabilities and is widely publicised by Antrim and Newtownabbey PCSP.	Partnership Manager	October 2019
	2. Review and report on progress made on the Plan on an annual basis and submit Annual Performance Report to the Equality Commission	Demonstrate that the outcomes set out in Antrim and Newtownabbey PCSP Disability Action Plan have been achieved.	Partnership Manager	Annually
	3. Provide training to PCSP Members and staff on disability duties, health and wellbeing, and stress management	Increased awareness of disability issues Ensuring all new members and staff of Antrim and Newtownabbey PCSP complete the necessary Corporate Induction Training. The training is facilitated by Antrim and Newtownabbey Borough Council, which provides all staff and elected members with training on	Joint Committee/ Partnership Manager	Ongoing

	<p>disability equality legislation, and provides disability awareness and etiquette training.</p> <p>Ensuring all newly appointed Independent PCSP members (April 2020) complete training on disability equality legislation which complies with the requirements of disability duties.</p> <p>Promotion of positive attitudes towards disabled people.</p> <p>All Members will be aware of their legal responsibilities in relation to disability discrimination</p> <p>Attend relevant Equality Commission training</p>	
	<p>Promotion of positive attitudes towards disabled people, along with maximising the potential for ensuring disabled people participate in known projects and events</p>	<p>4. Host consultation events to encourage positive interaction between people with disabilities and Antrim and Newtownabbey PCSP.</p>
		<p>Partnership Manager</p> <p>Ongoing</p>

	<p>Maximise participation in known projects within Antrim and Newtownabbey PCSP and Antrim and Newtownabbey Borough Council, which involve people with disabilities. e.g. Delivery of Bee Safe Programme and 'No Hate Here' Programme, and support the delivery of Council events such as inclusive evenings at Winter Enchanted Gardens and Spectacular Halloween events.</p>	<p>of Antrim and Newtownabbey PCSP and Antrim and Newtownabbey Borough Council.</p> <p>Invite Special Schools within Antrim and Newtownabbey, to the annual Bee Safe event, and offer alternative educational sessions when appropriate.</p> <p>Adjust presentations on community safety topics such as scams awareness to cater for disability groups such as visually impaired, hearing impaired and learning disabilities.</p>		
<p>Public Life Positions</p>	<p>5. Provide support for members with disabilities to participate in the roles and functions of Antrim and Newtownabbey PCSP.</p>	<p>People with Disabilities are supported in contributing to society and participating in civic life</p>	<p>Northern Ireland Policing Board (NIPB)</p>	<p>Ongoing</p>

Encouraging Participation

<p>6. Continue to improve accessibility and usability of Antrim and Newtownabbey PCSP webpage and other social media outlets i.e. Facebook for disabled people, particularly those with sensory impairments. e.g ensuring to capitalise the first letter of each word in hashtags so that screen reader software reads out each word separately. It also makes them #EasierToRead for everyone.</p>	<p>Improved accessibility for all</p>	<p>Partnership Manager NIPB</p>	<p>Ongoing</p>
<p>7. Promote opportunities using social media for people with disabilities to participate in the roles and function of Antrim and Newtownabbey PCSP. e.g. Promoting attendance at Antrim and Newtownabbey PCSP Public Meetings.</p>	<p>Improved access to Antrim and Newtownabbey PCSP services. Highlight disability awareness at public events and also participation within PCSP project delivery. Antrim and Newtownabbey PCSP will actively invite representative groups with a disability to public meetings and events.</p>	<p>Partnership Manager</p>	<p>Ongoing</p>

	<p>8. Review public access to Antrim and Newtownabbey PCSP Meetings</p> <p>9. Seek ongoing feedback from service users and employees. For example; Antrim and Newtownabbey PCSP conduct an annual Community Consultation Survey, to collect statistical analysis on the issues of concern for community safety within the Borough. This consultation is completed in public places, e.g. Supermarkets and aims to collect information from a wide demographic of the community, including Section 75 categories. This information is utilised in the development of the Action Plans.</p>	<p>PCSP Meetings are accessible to all including facility, transport, parking, toilet facilities.</p> <p>Improved service delivery</p>	<p>Partnership Manager</p> <p>Partnership Manager</p>	<p>Ongoing</p> <p>Ongoing</p>
<p>Employment and Training</p>	<p>10. Continue to provide training for employees</p> <p>11. Provide advice to both Members and employees about any necessary reasonable adjustments which may be required</p>	<p>A safe working environment for people with disabilities in line with the policies of Antrim and Newtownabbey Borough Council</p> <p>All employees who require additional assistance to carry out their duties are provided with adequate support</p>	<p>Partnership Manager</p> <p>Partnership Manager</p>	<p>Ongoing</p> <p>Ongoing</p>

		Members are aware of their legal responsibilities		
Involvement in Community Activities	12. Introduction of revised policy screening procedure in line with Equality Scheme	Will ensure disability issues are considered at policy development stage, resulting in improved equality of opportunity for disabled people.	Partnership Manager	Ongoing
	13. Antrim and Newtownabbey PCSP is fully supportive of the duty to make reasonable adjustments in relation to a person with a disability at selections whilst in employment.	To be complied with	Partnership Manager Antrim and Newtownabbey Borough Council Human Resources Department. Northern Ireland Policing Board	Ongoing

11. How the Disability Action Plan will be published

11.1 Following submission to the Equality Commission for Northern Ireland the finalised Plan will be available by contacting:

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Antrim and Newtownabbey PCSP
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Newtownabbey
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Tel: 028 9446 3113 / 9034 0000

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Website: www.antrimandnewtownabbey.gov.uk

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.antrimandnewtownabbey.gov.uk

11.3 Antrim and Newtownabbey Policing & Community Safety Partnership will, through our ongoing work with people with 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.

