

DISABILITY ACTION PLAN FOR THE PERIOD OF 2016-2020

	Action	Measured by /PI/ Timescale	Responsibility	Impact
1	Attendance of Diversity Champions at Local Government Staff Commission training and networking events reappoint Diversity Champions as necessary	Attendance at events/ training Reappointment were necessary	Diversity Champions (Nominated Members/ Officers)	Training and awareness- raising: Sharing of good practice between diversity champions
2	Arrange regular meetings of the Internal/ External Diversity Champions	4 Internal Group Meetings 3 External Group Meetings	Diversity Champions Diversity Group Members (Internal/ External)	Promoting positive attitudes towards disabled people and encourages participation by disabled people in public life
3	Training on Disability to be included in annual training programmes for all Staff and Elected Members	Disability Training to be included in the Council training programme 2017-2020	Organisation Development Officer	Training and awareness-raising: Staff/ Elected Members to be aware of their responsibilities to people with disabilities
4	Implement training in the following key areas; *Learning Disability *Hearing Loss *Sight Loss For all relevant Officers and Elected Members	Implement training	Organisation Development Officer Customer Accessibility Officer	Training and awareness-raising: Actively promoting positive attitudes towards disabled people in the work place

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5	Increase awareness of the support services/initiatives relating to Mental Health. For all Staff and Elected Members	Training and promotional work ongoing and up to 2020	Organisation Development Officer	Awareness-raising: Actively promote positive attitudes towards disabled people (inc. the workplace)
6	Provide dementia and autism awareness training for key operational staff	Further training to be provided by September 2017 Ongoing refresher Training to 2020	Organisation Development Officer and Customer Services Manager/ Officer	Promoting positive attitudes towards disabled people: To ensure that the experience of people with dementia or autism using a service is a positive one and takes account of their needs
7	Ensure that Council facilities are as accessible as possible. Focusing in particular on the following projects: *Inclusive Signage i.e. Silent/Hidden Disabilities/ Braille *Inclusive Play park Equipment i.e. wheelchair accessible swings/ sensory play *e.g. inclusive changing/ toilet facilities * reserved seating at large public events (e.g. Christmas Events)	Implement action recommended by audit of Council facilities Ongoing to 2020	Property Services Manager Customer Services Manager	Other: Improved accessibility of Council facilities and promoting positive attitudes towards disabled people

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8	Community Relation in Schools Programme (CRIS)	Support the community relations in schools	Good Relations Officers	<p>Promoting positive attitudes towards disabled people:</p> <p>The programme will include a multi-ability focus promoting understanding and comfort with people with differing learning and physical needs</p>
9	Apply for the Inclusive Sports Facility (ISF) accreditation for all Leisure Centres	Ongoing 2017-2020	Sports Development Officers Customer Accessibility Officer Health and Safety Officer	<p>Promoting positive attitudes towards disabled people and encouraging participation in public life:</p> <p>The ISF Accreditation is a mechanism for Disability Sports NI to encourage and validate the achievement of sports facilities which are fully inclusive of people with Disabilities</p>
10	Working in partnership with Disability Sport NI to roll out the Disability Sports Hub Project	Ongoing from September 2017 Launch	Sports Development Officers	Promoting positive attitudes towards disabled people and encouraging participation in public life
11	Engage with local disability organisations and local disabled people in relation to our Disability Action Plan	Ongoing Action Feedback and Monitoring	Customer Accessibility Officer	<p>Promoting positive attitudes towards disabled people:</p> <p>Attaining valuable input from disability organisations and local disabled people at a grass roots level, which will shape our Disability Action Plan</p>

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	One to One meetings with Customer Accessibility Officer			
12	Increase in participation level of disabled persons in work experience/ placements	Participation levels of disabled persons for work experience/placements Feedback from above and monitoring	HR Manager	Actively promote positive attitudes towards disabled people in the work place. Encourage participation by disabled people in public life through giving them work experience/ placement
13	Ensure full support for disabled employees within the workforce	Re-survey staff and ensure support measures are in place by Jan 2018 Support measures for disabled employees vary depending on the disability. Depending on the result of an individual adjustments assessment we can make physical adjustments such as access requirements within sections, desk heights to facilitate wheelchair users,	HR Manager	To better understand and address the needs of disabled people in the work place.

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		increased font sizes for partially sighted, etc.		
14	Implementation of Read & Write a tool to aid staff with hidden disabilities such as dyslexia	Training to be provided by September 2017	HR Organisation Development Officer Customer Accessibility Officer	Actively promote positive attitudes towards disabled people in the work place, better understand and address their individual needs.
15	Apply for Employers for Disability Northern Ireland – Member Accreditation	To be accredited by December 2017	HR Manager	Actively promote positive attitudes towards disabled people in the work place
16	Support the enterprise programmes in Disabled Organisations/ Groups within our borough	Pilot to be in place by December 2017 ongoing to 2020	Waste Manager / Recycling Manager Customer Accessibility Officer	Promoting positive attitudes towards disabled people and encouraging them to participate in public life through enterprise programmes
17	Ensure that our Council website is fully accessible especially for those who have a sensory impairment and promote the use of Disabled Go.	Ongoing review as website is developed	Customer Accessibility Officer Communications Manager E-Comms Officer	Promoting positive attitudes towards disabled people: Ensuring that Council website is accessible to all equally

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18	Implementation of the JAM (Just a Minute) Card Initiative	To be completed by September 2017	Customer Services Manager and Customer Accessibility Officer	Promoting positive attitudes towards disabled people: To further improve Council support and accessibility we will introduce the JAM Card and App.
19	Become an Autism Impact Award Champion Council	Ongoing from October 2017	Customer Accessibility Officer and Organisation Development Officer	Promoting positive attitudes towards disabled people: To further improve Council support and accessibility we will introduce training and autism friendly services.
20	In line with the Community Plan, about supporting young people with disabilities, focus on the review of best practice of Summer Scheme and Play Park provision/facilities.	To be actioned by March 2017 and kept under regular review	Customer Accessibility Officer and Community Planning Manager	Promoting positive attitudes towards disabled people: Further improve the roll out of our Summer Scheme protocol and complete the review of Summer Schemes etc.
21	Create a database of current service provision relating to disability.	September 2017 ongoing Monitoring	Customer Accessibility Officer	Promoting positive attitudes towards disabled people and encouraging them to participate in public life

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22	Design an awareness raising campaign for Internal and External audiences to create a greater understanding of the Councils current provision for persons with a disability.	September 2017 ongoing	Customer Services Manager, Customer Accessibility Officer, Communications Manager And External Agencies	Promoting positive attitudes towards disabled people and encouraging them to participate in public life
23	Prepare Annual Progress Report for the Equality Commission	To be ready by 31 August 2017 Permanent rolling action year on year	All departments/ officers with actions on DAP Customer Accessibility Officer	Promoting positive attitudes towards disabled people: Reporting on the Council departments progress on disability/ equality action plan points
24	Provide tailored training in relation to ongoing screening.	By December 2017.	Customer Accessibility Officer/Organisation Development Officer	Promoting positive attitudes towards disabled people and encouraging them to participate in public life
24	Review Disability Action Plan for Antrim & Newtownabbey Borough Council	DAP to be reviewed by March 2020 and new DAP to be drafted	Diversity Champions Working Group	Promoting positive attitudes towards disabled people and encouraging them to participate in public life