

DISABILITY ACTION PLAN 2016-2017

Foreword

Welcome to Mid and East Antrim Policing and Community Safety Partnership's (PCSP) Disability Action Plan (the plan) for 2016 -2017 which sets out how we as a PCSP intend to improve the quality of life for all people with disabilities who live in, work in or visit our borough.

As a PCSP, we have a duty to consult with the public to find out what issues in relation to policing and community safety are of concern within the council borough and to identify local policing issues from the consultation for inclusion in the local policing plan. The PCSP also has a responsibility to monitor police performance against the objectives in the Policing Plans and to engage with the community to obtain the co-operation of the public with the police in preventing crime.

This Disability Action Plan is a statement of the PCSP's commitment to meeting its statutory obligations under Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006). The amended Act places new duties on public authorities, when carrying out their functions, to have regard to the need:

- To promote positive attitudes towards people with disabilities; and
- To encourage participation by people with disabilities in public life.

1. Introduction

- 1.1 Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006 requires Mid and East PCSP, in carrying out its functions, to have due regard to the need:
- To promote positive attitudes towards people with disabilities; and
 - To encourage participation in public life by people with disabilities.
- 1.2 Under Section 49B of the DDA 1995, Mid and East Antrim PCSP is also 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 Mid and East Antrim PCSP is committed to the fulfilment of its disability duties in all parts of its organisation and has set out how it intends to do so in this Plan.

2. The PCSP – Role and Functions

- 2.1 The functions of a PCSP shall be –
- a. To provide views to a relevant district commander and to the Policing Board on any matter concerning the policing of the borough;
 - b. To monitor the performance of the police in carrying out:
 - i. The Policing Plan in relation to the district; and
 - ii. The local Policing Plan applying to the district or any part of the district;
 - c. To make arrangements for obtaining:
 - i. The views of the public about matters concerning the policing of the district; and
 - ii. The co-operation of the public with the police in preventing crime;
 - d. To act as a general forum for discussion and consultation on matters affecting the policing of the borough

e. Such other functions as are confirmed on it by any other statutory provision

2.2 PCSPs aim to make our community safer by focusing on the policing and community safety issues that matter most in each local council area.

In making communities safer PCSPs will:

- **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** – A Policing Committee comprising the political and independent members will monitor the performance of the police and work to gain the co-operation of the public with the police in preventing crime
- **Deliver** a reduction in crime and enhance community safety in their district, directly through their own actions, through the work of their delivery groups or through support for the work of others

3. **Public Life positions over which Mid and East Antrim Policing and Community Safety Partnership has responsibility**

3.1 Mid and East Antrim Policing and 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 Mid and East Antrim PCSP has no responsibility over public life positions. The appointment of elected members of the PCSP is the responsibility of Mid and East Antrim 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 implementation of the Disability Action Plan

- 4.1 Mid and East Antrim PCSP is committed to implementing effectively the disability duties and this 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 operating plans.
- 4.2 We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this disability action plan is effectively implemented.
- 4.3 We will ensure the effective communication of the plan to employees and provide all necessary training and guidance for employees and Members on the disability duties and the implementation of the plan.
- 4.4 Mid and East Antrim PCSP confirms its commitment to submitting a one year action plan detailing specific actions to the Equality Commission on the implementation of this plan as well as carrying out an annual review of this plan.

A copy of this plan and our annual progress to the Equality Commission will be made available on the PCSP page on the council's website - www.midandeantrim.gov.uk

- 4.5 Mid and East Antrim PCSP is also committed to consulting with people with disabilities when implementing and reviewing its plan.
- 4.6 Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within the Mid and East Antrim PCSP will be: -

Name: Wendy Carson
Title: PCSP Manager
Tel: 028 28262459
Email: wendy.carson@midandeantrim.gov.uk

5. Action Measures

5.1 The 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: -

- Mid and East Antrim PCSP has taken positive steps to ensure access is available, both in terms of physical access to buildings and Mid and East Antrim Policing and Community Safety Office, as well as having access to appropriate information in a format that is suitable to meet individuals' needs.
- It is Mid and East Antrim PCSP policy to provide employment equally to all existing and potential employees, irrespective of disability (Mid and East Antrim Borough Council being the employing body). All employees and applicants for employment (actual or potential), are treated fairly and selection for employment and promotion will be on the basis of aptitude and ability. Mid and East Antrim PCSP is fully supportive of the duty to make reasonable adjustments in relation to people with disabilities at selection and whilst in employment.

5.2 The measures which the PCSP intends to take in order to implement the disability duties:

Action Measures

The measures which the PCSP intends to take in order to implement the disability duties include;

Action Measure	Outcome	Responsibility	Timescale
----------------	---------	----------------	-----------

Organisational Commitment & Leadership			
Publish and promote the disability Action Plan	The Plan reflects the priorities of people with disabilities and will be widely publicised	PCSP Manager	July 2016
Review and report on progress made on the Plan on an annual basis	<p>Demonstrate that the outcomes set out in the Plan have been achieved</p> <p>Annual Progress Report to be submitted to the Equality Commission and published on a wide range of sources</p>	PCSP Manager	Ongoing
Provide advice to members and employees on reasonable adjustments	Members are aware of their legal responsibilities and this will promote positive attitudes to people with disabilities and will encourage participation	Mid and East Antrim Borough Council – Health & Safety/HR Officers	Ongoing

Action Measure	Outcome	Responsibility	Timescale
Communication & Engagement			
Host events to encourage positive interaction between people with disabilities and those without	Greater participation Promotion of positive attitudes to people with disabilities people	PCSP Manager	Ongoing

6. How the Disability Action Plan will be published

- 6.1 Following submission to the Equality Commission for Northern Ireland, this plan will be available by contacting:

Name of Officer: Wendy Carson

Name of PCSP: Mid and East Antrim Policing and Community Safety Partnership

Address: Town Hall
Upper Cross Street
Larne
County Antrim
BT40 1SZ

Contact Details: Tel: 028 28262459

Email: wendy.carson@midandeantrim.gov.uk

- 6.2 The availability of the Disability Action Plan will be advertised in the press and can be accessed on the Partnership's page of the Council's website at: www.midandeantrim.gov.uk

- 6.3 The Mid and East Antrim Policing and 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 disk and Easy Read format.

PCSP Chairperson, Alderman Gregg McKeen

Date _____

Chief Executive, Anne Donaghy

Date _____