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**DISABILITY ACTION PLAN**

**2021 - 2022**

The Disability Action Plan can be obtained from Causeway Coast and Glens Policing and Community Safety Partnership in alternative formats and can be downloaded from the Causeway Coast and Glens Borough Council website.

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

Causeway Coast and Glens PCSP

Causeway Coast and Glens Borough Council

Cloonavin

66 Portstewart Rd

Coleraine

BT52 1EY

028 7034 7034

Email: [pcsp@causewaycoastandglens.gov.uk](mailto:pcsp@causewaycoastandglens.gov.uk)

Website: [www.causewaycoastandglens.gov.uk](http://www.causewaycoastandglens.gov.uk)

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9. **FOREWORD**

Welcome to Causeway Coast and Glens Policing and Community Safety Partnership’s (PCSP) Disability Action Plan 2020 – 2021 which sets out how we intend to continue to meet our statutory obligations and also explains how disability issues will be more effectively mainstreamed by ensuring that they are central to the range of policy and decision making within the PCSP.

The 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 disabled people; and
* To encourage participation by disabled people in public life;

Since taking over as Chair of PCSP in June 2020 I updated the council register with the names of new disability groups. Made a call for all disability groups in the council area to ensure that they are registered with council, I now have the assurance from the PSNI that they will have a section on Disability in each of their monthly reports to the partnership.

These are a few measures I have put in place and you will note through this Action Plan further actions to encourage participation by disabled people in the work of our Partnership.

Cllr Oliver Mc Mullan 18/12/20

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PCSP CHAIR DATE

**2. INTRODUCTION**

2.1 Section 49a of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006 requires Causeway Coast and Glens 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

2.2 Under Section 49B of the DDA 1995, Causeway Coast and Glens PCSP is also required to submit to the Equality Commission a Disability Action Plan illustrating how it proposes to fulfil these duties in relation to its functions.

2.3 Causeway Coast and Glens 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.

1. **CAUSEWAY COAST AND GLENS PCSP –ROLES AND FUNCTION**

**3.1** The functions of a PCSP shall be:

1. to provide views to the relevant District Commander and to the Policing Board on any matter concerning the policing of the district
2. to monitor the performance of the police in carrying out:
3. the policing plan in relation to the district; and
4. the local policing plan applying to the district or any part of the district;

1. to make arrangements for obtaining the co-operation of the public with the police in preventing crime and enhancing community safety in the district;
2. 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;
3. 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
4. to prepare plans for reducing crime and enhancing community safety in the district
5. 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;
6. to provide any such financial or other support as it considers appropriate to persons involved in ventures designed to reduce crime or enhance community safety in the district; and
7. such other functions as are conferred on it by any other statutory provision
   1. 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 of 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.

1. **PUBLIC LIFE POSITIONS**

4.1 Causeway Coast and Glens PCSP has been designated as a public authority under provisions contained in the Justice Act (Northern Ireland) 2011.

4.2. The appointment of elected members to the PCSP is the responsibility of Causeway Coast and Glens Borough Council by virtue of the Justice Act (Northern Ireland) 2011. The appointment of independent members to the PCSP is the responsibility of the Northern Ireland Policing Board by virtue of the Justice Act (Northern Ireland) 2011.

Causeway Coast and Glens PCSP encourages participation by those with disabilities in neighbourhood watch schemes, consultation processes, programme of initiatives and focus groups.

1. **COMMITMENT TO THE IMPLEMENTATION OF THE DISABILITY ACTION PLAN**

5.1 Causeway Coast and Glens PCSP is committed to effectively implementing its 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.

5.2 We will also put appropriate arrangements in place internally to ensure that the disability duties are complied with and this disability action plan is effectively implemented.

5.3 We will ensure the effective communication of the plan to employees and provide all necessary training and guidance to both employees and PCSP members on the disability duties and the implementation of this plan.

5.4 Causeway Coast and Glens PCSP confirms its commitment to submitting an annual report to the Equality Commission detailing specific actions on the implementation of this plan as well as undertaking a review of this plan on a 5 yearly basis.

A copy of this plan, our annual progress report to the Equality Commission and our 5 yearly review of this plan will be made available on our website [www.causewaycoastandglens.gov.uk](http://www.causewaycoastandglens.gov.uk)

5.5 Causeway Coast and Glens PCSP is also committed to consulting with disabled people when implementing and reviewing this plan.

5.6 Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within Causeway Coast and Glens PCSP will be:

PCSP Manager

Causeway Coast and Glens Borough Council

Riada House

14 Charles Street

Ballymoney

BT53 6DZ

Tel: 028 276 60294

Email: [pcsp@causewaycoastandglens.gov.uk](mailto:pcsp@causewaycoastandglens.gov.uk)

If you require this plan in an alternative format (such as large print, Braille, on audio cassette, easy read or on a computer disc) and/or language (if English is not your first language), please contact us at the above address to discuss your requirements.

1. **PREVIOUS MEASURES**

Outlined below are the key measures which Causeway Coast and Glens PCSP has already taken to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

* Causeway Coast and Glens PCSP has taken positive steps to ensure access is available, both in terms of physical access to buildings and Causeway Coast and Glens PCSP offices, as well as having access to appropriate information in a format that is suitable to meet individual’s needs.
* All meetings of the PCSP are held in venues with disability access and accessible toilet facilities.
* Causeway Coast and Glens PCSP has actively invited representative groups with disabilities to public meetings and events.
* The information on Causeway Coast and Glens PCSP, included on Causeway Coast and Glens Borough Council’s website is regularly reviewed and updated to ensure that it is relevant and timely in relation to all Causeway Coast and Glens PCSP events, facilities and services. The website was developed in line with the accessibility guidelines issued by the World Wide Web consortium (W3C) and the Royal National Institute for the Blind (RNIB).
* All Causeway Coast and Glens PCSP’s elderly and schools programmes have included disabled participants.
* Causeway Coast and Glens PCSP promotes the development of Neighbourhood Watch schemes across the Causeway Coast and Glens borough.
* Causeway Coast and Glens PCSP policies are screened to ensure that they comply with Section 75 of the Northern Ireland Act, 1998. As those with a disability and those without a disability are a dimension within the 9 categories, all Causeway Coast and Glens PCSP policies are scrutinised to ensure any adverse impact identified in relation to this group is removed. This practice will continue and where adverse impact or potential adverse impact is identified, appropriate corrective action will continue to be taken.
* Causeway Coast and Glens PCSP has consulted with a wide number of groups on issues such as policies and equality scheme requirements. During consultation for our last PCSP Strategy we held a series of sessions with Disability Group representatives to help us find areas where we can improve engagement and activity.
* It is Causeway Coast and Glens PCSP’s policy to provide employment equality to all existing and potential employees, irrespective of disability (Causeway Coast and Glens Borough Council being the employing body). All employees and applicants for employment (actual or potential) are treated fairly and selection for employment and promotion are on the basis of aptitude and ability. Causeway Coast and Glens PCSP is fully supportive of the duty to make reasonable adjustments in respect of disabled persons both at selection stage and whilst in employment.

**7. 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 | Full dissemination of the PCSP’s commitment to the disability duties | PCSP Manager/Officer | January 2021 |
| Review and report on progress made on the Plan on an annual basis | Demonstrate that the outcomes set out in the plan have been achieved  Annual Progress report submitted to the Equality Commission and published through a wide variety of media | PCSP Manager/Officer | January 2022 |
| Provide training on disability equality to employees and members | Increases awareness of disability issues  Promotion of positive attitudes towards disabled people | NIPB/Causeway Coast and Glens Borough Council | September 2020 – March 2021 |
| Inclusion of an additional question as part of the S75 screening pro-forma to reflect the disability duties | Production and use of new S75 screening pro-forma | PCSP Manager/Officer | Completed |
| Develop regular communication with Council’s Equality Officer | Development of opportunities in partnership that promote best practice | PCSP Manager/Equality Officer | Monthly |
| Develop regular communication with Council’s Equality Officer | Development of opportunities in partnership that promote best practice | PCSP Manager/Equality Officer | Monthly |
| Provide advice to members and employees on reasonable adjustments | Promotion of positive attitudes to disabled people and encouraging participation | Causeway Coast and Glens Borough Council Equality Officer & Health and Safety Team and PCSP Manager | As and when opportunity arises |
| **Access to Public Life** | | | |
| Provide opportunities for people with disabilities to participate in civic life | People with disabilities regarded as making a valuable contribution to society and participating in public life  Promotion of positive attitudes towards disabled people | NIPB  PCSP Manager  PCSP Officers | Number of actions completed and more planned during this year |
| **Encouraging Participation** | | | |
| Review public access to meetings and audit physical access on a continuous basis | Commitment to continuous improvement and encouragement of participation | PCSP Manager/Officers | Monthly and during project planning |
| Ensure that there are opportunities for people with disabilities to participate in PCSP events and meetings | Improved access to PCSP services | PCSP Manager/Officers | During our monthly project planning |
| **Communication & Engagement** | | | |
| Host events to encourage positive interaction between people with disabilities and those without | Promotion of positive attitudes to disabled people  Greater participation | PCSP Members/Manager/Officers | This is considered at monthly Board meeting. |
| Continue to improve accessibility and usability of the website for disabled people | Improved accessibility and participation | PCSP Manager/Officers/ Council’s IT team | Continual Improvement |
| Include requirements of disabled people in promotional material for meetings and events | Encouragement of participation in PCSP activities | PCSP Manager/Officers | Community Database annually updated with specific needs considered |
| Audit and review internal/external communication practices to ensure information is accessible | Improved access to information in a range of formats | PCSP PCSP Chair/Manager/Officers | PCSP Chair reviews on an ongoing basis and reports at PCSP monthly Board Meeting |
| Advertising of services/events to include positive images of disabled people and non-disabled people | Promotion of positive attitudes to disabled people | PCSP Manager/Officers | Currently planning to work with Council’s Equality Officer to develop |
| Seek ongoing feedback from employees and service users through regular surveys and working groups | Improved service delivery | PCSP Manager/Officers | This is carried out at the end of every PCSP initiative |
| Improve engagement and consultation with S75 equality groups | Greater participation from S75 groups in PCSP activities | PCSP Manager/Officers | During our Strategic Planning we have a consultation process with Section 75 groups |
| Ensure PCSP participation in all council events for disabled people | Increased awareness of PCSP role and feedback from users of PCSP services | CC&G/PCSP Manager | Regular engagement with Council’s Equality Officer. |
| Ensure as far as possible that information issued by the PCSP is written in plain English including presentations to local groups | Access to information for all, including people with disabilities | PCSP Manager/Officers | Process in place and Officers soundboard amongst the team on all reports. |

**PLANS FOR PUBLICATION**

* 1. Following submission to the Equality Commission for Northern Ireland, this Disability Action Plan will be available by contacting:

PCSP Manager

Causeway Coast and Glens Borough Council

Riada House

14 Charles Street

Ballymoney

BT53 6DZ

Tel: 028 276 60294

Email: [pcsp@causewaycoastandglens.gov.uk](mailto:pcsp@causewaycoastandglens.gov.uk)

* 1. The availability of the Disability Action Plan can be accessed on the Council’s website at [www.causewaycoastandglens.gov.uk](http://www.causewaycoastandglens.gov.uk)
  2. Causeway Coast and Glens PCSP 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 and on computer disc.