



Disability Duties Action Plan

2007 – 2012

Cookstown District Policing Partnership
Council Offices
Burn Road
Cookstown
BT80 8DT

Tel: 028 8676 2205
Email: philip.moffett@cookstown.gov.uk

*In accordance with:
Disability Discrimination Act 1995 as amended by the Disability Discrimination (NI) Order
2006*

Foreword
by
Chairman, District Policing Partnership
Chief Executive, Cookstown District Council

Welcome to Cookstown District Policing Partnership's first Disability Duties and Action Plan for the period 2007 – 2009. The Disability Action Plan is an important document in that it is a statement of the Partnership's commitment to and proposals for fulfilling the statutory obligations in compliance with Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by the Disability Discrimination (NI) Order 2006). Under Section 49B of the DDA 1995, the Council 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. This Act therefore, places new duties on all public authorities, when carrying out their functions to have due regard to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life.

The Partnership is committed to portraying disabled people in a positive role, as well as taking steps to eliminate ignorance and prejudice towards disabled people in the wider community and the workplace. We also wish to encourage the participation of disabled people in public life at a community, regional and national level on citizens' panels, focus groups and as Members of our Partnership.

We will allocate the necessary resources in order to effectively implement this plan and where appropriate, build objectives and targets relating to the disability duties into our strategic and annual operating plans.

We will also put appropriate internal arrangements, as agreed with the Northern Ireland Policing Board, in place to ensure that the disability duties are complied with and this disability action plan is effectively implemented. We will ensure the effective communication of the plan to staff and Members and to providing all necessary training and guidance for the same on the

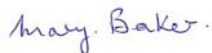
disability duties and its implementation. We confirm our commitment to submitting an annual report to the Equality commission on the implementation of this plan as well as carrying out a five yearly review of it.

Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within the District Policing Partnership will be:

Name:	Philip Moffett
Title:	District Policing Partnership Manager
E-mail:	philip.moffett@cookstown.gov.uk
Address:	Council Offices Burn Road Cookstown Co Tyrone BT80 8DT
Phone number:	028 8676 2205
Textphone number:	028 8676 5827
Fax:	028 8676 4360
If you require this plan in an alternative format (such as in large print, in Braille, Digital Daisy, on audio cassette, easy read or on computer disc) and/or language, please contact the above person to discuss your requirements.	

This plan, annual progress to the Equality Commission and five year review will be made available on our website; www.districtpolicing.com/cookstown.

The Partnership believes that the Disability Scheme Duties and Action Plan will play a major role in tackling disadvantage whilst releasing the potential of all of the people of Cookstown District.



Cllr Mary Baker
Chairman



Mr MJ McGuckin
Clerk & Chief Executive

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1. Introduction

1.1 Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by the Disability Discrimination (NI) Order 2006) requires the Partnership, in carrying out its functions, to have due regard to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life.

Under Section 49B of the DDA 1995, Cookstown District Policing Partnership 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.

1.2 The Partnership 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).

1.3 The Partnership will undertake a planned programme of communication and training on the disability duties for all staff and Members (elected and independent).

2. Purpose of the disability action plan

2.1 This Plan sets out how the Partnership proposes to fulfil the disability duties in relation to its functions.

3. The Partnership: It's Role & Functions

3.1.1.1 The Partnership has a number of statutory responsibilities and functions. These can be found in Part III of the Police (Northern Ireland) Act 2000 and are further developed in the Code of Practice on the Exercise of Functions and Responsibilities. The DPP seeks to meet the challenge of acting as the interface between the community and the police by delivering on its responsibilities and functions in ways that are unique to Cookstown and District.

These can be summarised under five key areas. :

- **Consult** with the public to find out what issues in relation to policing and crime are of concern within the district
- **Identify, prioritise and analyse** local policing priorities arising from the consultation and recommend these to the District Commander so that they can be taken into account when local policing plans are drawn up

- **Monitor** police performance against the objectives contained in the Local and Northern Ireland Policing Plans as it relates to the district
- **Engage** with the community to obtain the co-operation of the public with the police in preventing crime
- **Act as a forum for discussion** and consultation on all matters relating to policing

3.2 In the performance of the above roles the Partnership aims to

positively impact upon crime within the district

In so doing the Partnership through its mission will seek to

Ensure the delivery of a police service that is responsive to the needs of the district, by consulting the public to gauge opinion and ensuring views are reflected in policing practices using effective monitoring techniques, while acting as an enabler for opportunities for engagement between the police and the community to prevent crime

The Partnership will meet the mission by fulfilling a number of strategic objectives:-

- Consulting with the community on the policing of the district
- Identifying Policing Priorities for Inclusion in the Local Policing Plan
- Monitoring Police Performance in delivering Local Policing Plans
- Engaging Local People with the Police to Prevent Crime
- Acting as a Forum for Discussion on the Policing of the District
- Managing DPP Internal Process
- Managing DPP Financial Arrangements
- Managing Training of DPP Members

- 3.3 To assist in the delivery of the objectives detailed above an Operational Plan is developed on an annual basis.

Operational Plans for 2006/ 07, 2007/ 08, 2008/ 09, 2009/ 10 and 2010/ 2011 will detail how the Partnership will practically deliver upon its strategic objectives. These plans will be reviewed annually and updated accordingly to ensure the Strategic Objectives detailed above are being fulfilled as anticipated by our mission.

Each Operational Plan will include:

- Performance indicators for each objective
- Target(s) for each performance indicator
- Action(s) to be carried out for each performance indicator
- Responsibility for Undertaking the Actions identified

4. Public Life Positions – Partnership Responsibility

- 4.1 The Northern Ireland Policing Board and Cookstown District Council in association with the Partnership, has responsibility over the public life positions generated by appointments to the Partnership.
- 4.2 The District Policing Partnership generates and facilitates the opportunity for persons to hold public life positions every four years, or as determined by the Northern Ireland Policing Board.
- 4.3 The Northern Ireland Policing Board has responsibility for appointing persons as Independent Members to the District Policing Partnership following a public appointments process. Cookstown District Council has responsibility for nominating elected representatives as political members to the District Policing Partnership.

5. Commitment to Implementation - Disability Action Plan

- 5.1 The Partnership is committed to the effective implementation of all aspects of the Plan. Overall responsibility for determining policy on how this will be achieved lies with all Members. Day to day responsibility for carrying out the policy determined by the Members lies with the District Policing Partnership Manager and he/ she will be responsible for the implementation of administrative arrangements to ensure that the disability duties are adhered to in the undertaking of its functions.
- 5.2 As part of its corporate and strategic planning process, the Partnership will build objectives and targets relating to the disability duties into its plans. These will be reflected at all levels of strategic planning within the Partnership including staff objectives and annual plans. Progress on meeting objectives, including those relating to the

disability duties will be monitored and reported upon at the most senior level on a regular basis.

- 5.3 A formal report of progress on meeting the objectives relating to the disability duties will be included in the Partnership's Annual Report.

6. Internal arrangements

- 6.1 The Partnership has a membership of 15. It is made up of 8 elected members nominated by Cookstown District Council and 7 independent members appointed by the Northern Ireland Policing Board through a public appointments process. They are nominated/ appointed for a four year period and meet regularly in both public and business session meetings. All members are from the district, possessing the essential local knowledge required to perform their duties. Ad-hoc sub-committees are established from time to time as determined by the Partnership to progress its business.

- 6.2 The District Policing Partnership Manager, in association with the Director of Corporate Services of Cookstown District Council, oversees the work of the Partnership, which together with the members create the corporate body of the Partnership.

- 6.3 The Chief Executive and District Policing Partnership Manager are responsible for; the strategic direction in providing advice to the Partnership; the day to day management of its business; and the longer term planning and allocation of resources.

6.4 Administrative Arrangements

The Disability Co-ordinator for the Disability Duties and Action Plan is Philip Moffett. If you require more information on this plan contact:

Name	Philip Moffett
Title	District Policing Partnership Manager
E-mail	philip.moffett@cookstown.gov.uk
Address	Council Offices Burn Road Cookstown Co Tyrone BT80 8DT
Phone number	028 8676 2205
Textphone number	028 8676 5827
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7. Effective Engagement

- 7.1 The Partnership is committed to engage effectively with disabled people in the drafting, implementation, monitoring and review of this Plan, which will be undertaken with advice from Cookstown District Council's Equality Officer. Further information on how this will be done is outlined in the Consultation Section.

8. Annual Report

- 8.1 The Partnership will prepare an annual report on the implementation of its Plan and will be included as part of our annual report to the Equality Commission on the implementation of our equality scheme.
- 8.2 A copy of the annual report will be made available on the Partnership's website, www.districtpolicing.com/cookstown.gov.uk

9. Five year review

- 9.1 The Partnership will carry out a five year review of its plan, in consultation with the Equality Commission for Northern Ireland.

10. Consultation

- 10.1 The Partnership is committed to carrying out consultation, which is at the core of everything it does, in a meaningful manner in the development of its disability duties. In doing so it is keen to bring about change for disabled people and we are therefore focusing on the issue of involvement and participation in preparing our Plan.
- 10.2 Following on from the involvement event on our draft plan (appendix 1 sets out the report on the involvement event), we will continue to engage with local disability groups and meet with them on an annual basis.
- 10.3 Future involvement events will be designed to ensure that disabled people can assist the Partnership 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 the Partnership
 - identifying circumstances in the past in which the Partnership has not promoted positive attitudes towards disabled people and by identifying opportunities in the future to promote such attitudes

- setting priorities and identifying solutions as regards the taking of remedial action
- monitoring and reviewing the effectiveness of measures taken

10.4 As part of future involvement events, 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, large print, disc and audio cassette and in a timely fashion. It will also be important to establish with disabled people the basis for dialogue and engagement during the life of the Plan. Consideration will also be given to how best to communicate information to young disabled people as well as considering additional dimensions such as ethnicity, age, gender, sexual orientation and religious belief.

10.5 The Partnership is keen to ensure the highest level of inclusivity in future involvement events and will therefore consider the following when organising the same:

- the time of day, of the meeting;
- the appropriateness of the venue, and whether it could be accessed by those with disabilities;
- how the meeting will be run;
- the use of appropriate language;
- whether a signer or interpreter is necessary;
- the provision of childcare
- provision of expenses

10.6 The Partnership believes it is important that disabled people are involved in the implementation, monitoring and review of the Plan. The next Section lays out the initiatives the Partnership wishes to implement.

10.7 The Partnership believes that an annual involvement event will allow for a two-way discussion; giving disabled people an opportunity to provide feedback in a constructive manner, as to how we are implementing the disability duties. Prior to an annual meeting we 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 the annual meeting.

11. **Action Measures**

11.1 The Partnership has already taken steps to promote positive attitudes towards disabled people and encourage their participation in public

life through duties set down in Section 75 of the Northern Ireland Act 1998.

- 11.2 The following are the measures the Partnership intends taking to assist in implementing the disability duties. The table provides the timescale and performance targets for the implementation of the action measures. In line with the current timetable for the Review of Public Administration the 26 local government structure will be replaced with a new structure. The original expected date, which is now under review, for changes to take effect from was 1 April 2009. The following table therefore refers to actions which will be undertaken until 31 March 2009.
- 11.3 The Partnership has included a number of performance indicators and targets as an integral part of the Plan. Some targets are very specific, whilst others are more general, thus ensuring the Plan is a realistic and proactive plan, not solely reactive. Some targets are not related to a specific time, as over the period, we want to ensure that the Partnership meets the practical needs of disabled persons and their carers on a timely basis.
- 11.4 The purpose of the Performance Indicators and targets is to provide a measure of how the Partnership is implementing its disability duties and to ensure we are focusing on their needs at a time when it is appropriate to have them addressed. The Partnership is committed to monitoring and reviewing policies and practices to ensure that disability duties are being met. Some performance indicators will be measured against similar public authorities, whilst others are specific to the Council by addressing the needs of those receiving the service and/ or its employees.

Measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life include:

Measures	Timescales	Performance
<ul style="list-style-type: none"> Inclusion of an additional question as part of the Section 75 screening proforma which will take account of the DPP's disability duties 	From July 2007	<ul style="list-style-type: none"> To ensure disability duties are taken account of at all levels of working within the DPP through policy development
Training and Guidance		
<ul style="list-style-type: none"> Provide training on the disability duties to all frontline staff and Members within six months of taking up employment/ position Existing frontline staff that have not received disability awareness training to do so All staff (excluding frontline staff) to receive disability awareness training Front-line staff to receive training in use of basic sign language Partnership to advise Northern Ireland Policing Board on appropriate training and briefing sessions to be offered to Members 	<p>Ongoing</p> <p>By December 2007</p> <p>By June 2009</p> <p>By June 2009</p> <p>On-going</p>	<ul style="list-style-type: none"> An increased display of awareness of disability issues amongst staff and Members of the DPP An increase in the level of positive attitudes shown towards disabled people by staff and DPP Members

Encouraging participation in public life		
<ul style="list-style-type: none"> • To ensure all necessary facilities are afforded to any person with a disability to encourage their participation in public life • Work with the Northern Ireland Policing Board and Cookstown District Council (CDC) to encourage disabled people to apply for positions on the District Policing Partnership • Advise the Northern Ireland Policing Board on potential barriers to selection processes • Provide appropriate training and support to disabled people in a public life position • Create opportunities for involving disabled people in the workings of the District Policing Partnership • To hold a yearly up-date event with Cookstown District Council for disabled people to report on progress of the Disability Action Plan and to encourage interaction between disabled and non-disabled persons 	<p>On-going</p> <p>On-going</p> <p>Ongoing</p> <p>On-going</p> <p>On-going</p> <p>June of each year</p>	<ul style="list-style-type: none"> • To increase the number of applications from persons with a disability to become a Member of the DPP • Satisfactory promotion of equality for disabled people displayed by staff and Members • Increased participation of disabled people in function delivered by the DPP • To reflect the demographic profile of the district in the allocation public life positions offered by the DPP

Internal measures		
<ul style="list-style-type: none"> • Disability Champion to be appointed to progress disability duties in conjunction with the District Council's disability champion • All staff and Members to receive a summary copy of the Disability duties and Action Plan • Conduct a confidential staff and member monitoring survey to determine the number of the same with a disability • Provide annual report to Equality Commission • Monitor complaints received by Partnership to ensure appropriate corrective action is taken 	<p>By September 2007</p> <p>By December 2007</p> <p>By June 2008</p> <p>March each year</p> <p>On-going</p>	<ul style="list-style-type: none"> • To increase levels of awareness of disability issues through workings of the DPP • To minimise and limit the number of negative complaints made against the DPP for having negative attitudes towards disabled people
Access & Communication		
<ul style="list-style-type: none"> • Review external and internal communication policies, practices and procedures to ensure positive attitudes towards disabled people through publications, activities and services are displayed • Select venues that insofar as is possible they provide appropriate facilities and services for persons with a disability 	<p>December 2007</p> <p>On-going</p>	<ul style="list-style-type: none"> • To adopt policies, practices and procedures which do not contravene the development of disabled persons • Satisfaction with venues for events which are accessible and include facilities for persons with disabilities • Increase positive attitudes towards disabled people

12. Disability Action Plan Publication

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

Name:	Philip Moffett
Title:	District Policing Partnership Manager
E-mail:	philip.moffett@cookstown.gov.uk
Address:	Council Offices Burn Road Cookstown Co Tyrone BT80 8DT
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Textphone number:	028 8676 5827
Fax:	028 8676 4360

- 12.2 The availability of the Disability Action Plan will be advertised in the press, including disability specialist press, and can be accessed on our website at: www.districtpolicing.com/cookstown.
- 12.3 The 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; will be available in alternative formats on request, including large print, Braille, audio cassette and computer disc.
- 12.4 The Plan will be highlighted through press releases, advertisement, mail shots and meeting directly with disability organizations/ groups.
- 12.5 In accordance with our Equality Scheme consideration will also be given to requests to produce the Plan or a summary Plan for people who speak a minority language. All employees will receive a copy of the plan

Disability Duties & Action Plan

Involvement Day – Wednesday 23 May 2007

Cookstown District Council and Cookstown District Policing Partnership held a consultative/ involvement afternoon to consult on and encourage public involvement in the development of their Disability Duties Action Plans as required by the Disability Discrimination (NI) Order 2006.

The 'Involvement Day' was attended by nine members of the public representing a range of disability focused groups and organisations from throughout the district. The event was publicly advertised and letters of invitation issued to relevant organisations within the district

Through discussion with attendees a number of points were raised. The issues identified, to be considered for inclusion and reflection in the final Disability Duties Action Plan along with actions, are detailed below:

Issues Identified	Proposed Action
Timing of meetings and events should take account of needs of those with disabilities (recognition that 'midday' meetings encourage greater involvement)	To be reflected in practices and procedures followed by Council and Partnership
Training on needs of disabled community should be given to all staff not just those which are customer facing	To be reflected in the action plans and training extended to all employees
An innovative training video currently used by some organisations should be used as part of the Council/ Partnerships disability training programme	Video to be used as part of disability training for all employees
Use and knowledge of basic sign language of front-line staff	To be considered as part of disability training programmes
Should consider transport needs of disabled community to Council/ Partnership meetings and events	To be given consideration by Council and Partnership when organising meetings and events

Staff should not be patronising of disabled persons availing of services and facilities	To be reflected in disability training programmes
Training should emphasis positive attitudes and respect for persons with disabilities	To be reflected in disability training programmes
Disability 'champion' should promote the issues and rights of the disabled community, both internally and externally to the Council/ Partnership	A terms of reference for a disability champion to be reflected, and detailed in the action plans
Surveys undertaken of Members and staff should specifically request persons to declare and detail their disability	To form part of the survey undertaken of both Members and staff of the Council and Partnership
A yearly up date event should be undertaken and be extended to all relevant groups in the district	To be reflected in action plan The Council and Partnership to develop a comprehensive database of relevant groups located and operating within the district

Following discussion a consultation exercise was undertaken to gauge participants' opinions and views on policing within the district through an interactive keypad session.

Next Steps

Participants were informed that should they, on reflecting upon the reports, wish to provide further information to be considered for inclusion in either of the final Disability Duties Action Plans they should contact the Equality Officer or DPP Manager before Thursday 7 June 2007.

The meeting concluded at 2.50pm.

Should You Wish to Contact Us

For further information on any aspect of this document, or on Cookstown District Policing Partnership please contact:

District Policing Partnership Manager
Cookstown District Council
Burn Road
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Tel 028 8676 2205

Email districtpolicing@cookstown.gov.uk