

## **DRAFT DISABILITY ACTION PLAN FOR ANTRIM AND NEWTOWN ABBEY BOROUGH COUNCIL**

### **Fore word**

This Disability Action Plan is a statement of the Council's commitment to the promotion of equality of opportunity for disabled people and complements its Equality Scheme under Section 75 of the Northern Ireland Act 1998.

This Disability Action Plan has been designed to ensure that the Council fulfils its statutory obligations in compliance with Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006) through to 2016.

The Disability Discrimination Act places duties on public authorities, when carrying out their functions, to have due regard to the need to:

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

These are collectively referred to as 'the disability duties'

This Plan outlines how the Council will ensure that issues facing people with disabilities are effectively mainstreamed within Council decision making processes and service delivery.

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Mayor

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Chief Executive

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Date

## 1. Introduction

1.1 Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), Antrim and Newtownabbey Borough Council is required when carrying out its functions to have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life ('the disability duties').

Under Section 49B of the DDA 1995, Antrim and Newtownabbey Borough Council is also required to submit to the Equality Commission a **disability action plan** showing how it proposes to fulfill these duties in relation to its functions. Antrim Borough Council and Newtownabbey Borough Council developed their first Disability Action Plans in 2007 and have reviewed these on a regular basis.

1.2 Antrim and Newtownabbey Borough Council is committed to implementing effectively the disability duties and the disability action plan. 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 corporate and annual operating plans.

We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and that the disability action plan is effectively implemented. We will ensure the effective communication of the plan to staff and will provide all necessary training and guidance for staff on the disability duties and the implementation of the plan.

We confirm our commitment to submitting an annual report to the Equality Commission on the implementation of this plan and of carrying out a review at least five yearly.

We are committed to consulting with disabled people when implementing and reviewing our plan.

Responsibility for implementing, reviewing and evaluating this disability action plan lies with the Chief Executive and the point of contact within Antrim and Newtownabbey Borough Council will be:-

The Equality, Diversity and Policy Manager  
Antrim Civic Centre  
50 Stiles Way  
Antrim  
BT41 2UB

Telephone number: 028 9034 0038

Text Relay: 18001 028 9034 0038

Email: [info@antrimandnewtownabbey.gov.uk](mailto:info@antrimandnewtownabbey.gov.uk)

If you require this plan in an alternative format (such as in large print, in Braille, on audio cassette, easy read or on computer disc) and/or language, please contact the above person to discuss your requirements.

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

### 1.3 Outlined below is the range of functions of Antrim and Newtownabbey Borough Council.

The roles and functions of Councils fall within three types - Direct, Representative and Consultative.

- the direct provision of a number of services and facilities
- the promotion of the arts, tourism, community and economic development
- the regulation and licensing of certain activities relating to environmental health, consumer protection and public safety

- a representative role on a number of bodies and boards including Education and Health
- a consultative role in relation to functions conducted by other Government bodies and agencies on issues such as planning, water, roads and housing
- an advocacy role for the people of the Borough

In the performance of the above roles the Council carries out functions in the following areas: (This is not an exhaustive list)

- the provision and maintenance of facilities for recreational, social and cultural activities including leisure centres, community centres, parks, open spaces, sports and playgrounds and places of entertainment
- street cleansing
- waste collection and disposal
- the provision of burial grounds
- the provision of grant aid to support the Arts, community development, good relations and the promotion of tourism and economic development
- the administration and regulation of certain matters relating to the environment, public health and public safety including building control, food safety, statutory nuisance, dangerous buildings, air pollution, noise pollution, dog control, consumer protection and health and safety
- the licensing and regulation of street trading, places of entertainment, amusement centres, sex establishments, society lotteries, cinemas and petroleum stations
- the making of bye-laws and regulation of same

Powers agreed by the Executive that transferred to local councils in April 2015 included:

#### **Planning**

- Local development plan functions
- Development control and enforcement

#### **Roads**

- Off street parking (except Park and Ride)

**Urban regeneration and community development (these powers will transfer in April 2016)**

- Functions associated with physical development (e.g. environmental improvement schemes)
- Area based regeneration (such as Neighbourhood Renewal)
- Some community development programmes for the voluntary and community sectors

**Local Economic Development (transfer from Invest NI)**

- Start a Business Programme and Enterprise Shows
- Youth Entrepreneurship (such as Prince's Trust and Shell LiveWire)
- Social Entrepreneurship
- Investing for Women
- Neighbourhood Renewal funding relating to enterprise initiatives

**Local Tourism**

- Small scale tourism accommodation development
- Providing business support including business start up advice along with training and delivery of customer care schemes
- Providing advice to develop tourism policies and related issues

**Other**

- Some elements of the delivery of the EU Rural Development Programme;
- Authority to Spot List to enable Councils to add a building to the statutory list on a temporary basis, subject to ratification by the DOE;
- Authority to draw up local lists of buildings that are of architectural and/or historic interest;
- Armagh County Museum;
- Local water recreational facilities;
- Local sports (greater involvement of local government)

## **Functions to transfer from central to local government**

### **Community planning**

- This will provide a framework within which Councils, departments, statutory bodies and other relevant agencies and sectors can work together to develop and implement a shared vision for promoting the economic, social and environmental well-being of their area based on effective engagement with the community.

### **General Power of Competence**

- This will enable a council, in broad terms, to act with similar freedom to an individual, unless there is a law to prevent it from doing so. It would provide a council with the ability to act in its own interest and to develop innovative approaches to addressing issues in its area.

- 1.4 The Council does not have direct control over public life positions; however, we do have individuals and community representatives on a range of council groups eg:

Audit Committee

Ballyclare Town Team

Glengormley Town Team

Ballyclare May Fair Working Group

PCSP both Policing Committee and Partnership

International Linkages Committee

Good Relations Sub Groups

New Mossley Area at Risk Interagency Group

Neighbourhood Watch Co-ordinators meetings

## **2. Action Measures for the New Council**

Action measures for the new Council have been identified for the year 2015-2016 (see table which follows). These include performance indicators and targets. Performance against targets will be reviewed regularly and updated action plans will be consulted on at least annually.

## **3. Previous Measures**

Antrim and Newtownabbey Borough Councils had previously completed a number of actions which helped improve access to services and participation in public life for people with disabilities. These included:

- Disability awareness training provided for staff
- Deaf awareness training and autism awareness training was provided for staff who had significant access to the public
- Consultation has taken place with a range of organisations representing people with disabilities
- Development of the Disabled Go initiative
- Disabled users groups established in relation to Disabled Go and Theatre Centre Stage Scheme
- With regard to physical accessibility, accessibility audits had identified a number of adverse impacts across council sites. The action required arising from these was prioritised for implementation in accordance with the requirements of the Disability Discrimination Act.

### **Disability Action Plan - Action Measures for the year 2015-2016**

The following table outlines the actions planned for Antrim and Newtownabbey Borough Council together with performance indicators or targets.

	<b>Action</b>	<b>Measured by/ PI/ Time scale</b>	<b>Responsibility</b>	<b>Impact</b>
1	Attendance of Diversity Champions at Local Government Staff Commission training and networking events	Attendance at events	Diversity Champions	Training : Sharing of good practice between diversity champions  Raising awareness
2	Training on Disability to be included in training programmes	Disability Training included in training programmes	Training and Development Manager	Training : Staff to be aware of their responsibilities to people with disabilities
3	Provide dementia and autism awareness training for customer service staff	Training provided by March 2016	Training and Development Manager and Customer Services Manager	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

	<b>Action</b>	<b>Measured by/ PI/ Time scale</b>	<b>Responsibility</b>	<b>Impact</b>
4	Ensure that Council facilities are as accessible as possible	Implementation recommended by audit of council facilities	Service Managers/ Facilities Manager/ Project Development Manager	Other: Improved accessibility of Council facilities
5	Delivery of diversity workshop at Bee Safe event.	Number of sessions delivered. Number of pupils in attendance. For Antrim PS in April 2015.	GRO	Promoting positive attitudes towards disabled people : P7 pupils more aware of different abilities and the need to be inclusive .
6	Grant recipients asked in grant aid applications about how they will make their activities inclusive and to report after the fact on the achievement of same .	Answers scored against a matrix. Social inclusion question on monitoring form which needs completed .  Ongoing .	GRO – GR and Summer intervention Funding . Community Development Team for other community grants.	Promoting positive attitudes towards disabled people and encouraging them to participate in public life : Increased awareness amongst community groups that they are required to ensure their events are inclusive and put measures in to ensure this happens.

	<b>Action</b>	<b>Measured by/ PI/ Time scale</b>	<b>Responsibility</b>	<b>Impact</b>
7	Any sports events specifically for people with different abilities or learning events sign posted to appropriate groups	May 2015	Sports Development GRO Community Development as appropriate.	Promoting positive attitudes towards disabled people: Young people gain a greater awareness of playing sport with a different ability.
8	Delivery of Disability Sports Awareness during BEAT Programme	Approximately 100 young people engaged in Disability Sports Awareness	PC SP GRO	Promoting positive attitudes towards disabled people: Young people given the opportunity to experience disability sports i.e. jingle ball, Boccia etc.
9	Increase in participation level of disabled persons in work experience/placements	Participation levels of disabled persons for work experience/placements.  Feedback from attendance at career talks for those with disabilities.	HR Section	Actively promote positive attitudes towards disabled people in the workplace. Encourage participation by disabled people in public life through giving them on the job work experience.

	<b>Action</b>	<b>Measured by/ PI/ Time scale</b>	<b>Responsibility</b>	<b>Impact</b>
10	Involve Social Enterprises in recycling initiatives	Set up arrangements by March 2016	Recycling Manager	Promoting positive attitudes towards disabled people and encouraging them to participate in public life
11	Include social clauses in contracts where possible	Implement "Buy Social" toolkit by March 2016	Procurement Manager	Promoting positive attitudes towards disabled people and encouraging them to participate in public life
12	Review Disability Action Plan for Antrim & Newtownabbey Borough Council	DAP to be reviewed by March 2016 and new DAP for 2016-17 to be drafted	Audit of Inequalities Working Group	Promoting positive attitudes towards disabled people and encouraging them to participate in public life