



## DISABILITY ACTION PLAN – 1 April 2010 - 31<sup>st</sup> March 2013

1.1	<p><b>Introduction</b></p> <p>Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by the Disability Discrimination (Northern Ireland) Order 2006), the Department for Regional Development is required when carrying out its functions to have due regard to the need to:</p> <ul style="list-style-type: none"><li>• promote positive attitudes towards disabled people; and</li><li>• encourage participation by disabled people in public life ('the disability duties').</li></ul> <p>Under Section 49B of the DDA 1995, the Department for Regional Development is also required to submit to the Equality Commission a <b>disability action plan</b> showing how it proposes to fulfil these duties in relation to its functions.</p>
1.2	<p>As Minister and Permanent Secretary of the Department for Regional Development, we are committed to effectively implementing 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 build objectives and targets relating to the disability duties into corporate and annual operating plans.</p> <p>We will also put internal arrangements in place to ensure that the disability duties are complied with and this disability action plan effectively implemented. We will ensure the effective communication of the plan to staff and ensure that all necessary training and guidance is provided for staff on the disability duties and the implementation of the plan.</p> <p>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 this plan.</p>

We are committed to engaging effectively with people with disabilities and their representative groups in the development, implementation and review of this plan. [A draft of the Disability Action Plan for 2010 – 2013 was subject to a targeted consultation with groups from the disability sector and the Department's Equality Forum. This final plan has been revised to take account of comments received during the consultation period.]

The Plan will be regarded as a work in progress and amended and updated as necessary to reflect any further consultation comments received and any issues emerging from the Department's engagement with representative groups and people with disabilities.

Comments should be sent to: Jackie Gregg, Equality Unit,  
Department for Regional Development, Clarence Court, 10-18  
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Telephone no: 028 9054 0867  
Email address: [Jackie.Gregg@drdni.gov.uk](mailto:Jackie.Gregg@drdni.gov.uk) ,

In addition, the Department will consult with the disability sector through its Section 75 Equality Forum, which meets twice a year, both on the implementation and review of its Disability Action Plan.

Responsibility for implementing, reviewing and evaluating this disability action plan will rest with the Departmental Board and the Minister. Day to day work and monitoring of the Disability Action Plan will be carried out by the Equality Unit, the Department's Equality Working Group and, when established, the Disability Focus Group. Reports on progress will be made quarterly to the Departmental Board, the Minister and the Regional Development Committee. The first point of contact for enquiries within the Department for Regional Development will be:-

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Directorate

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1.3	<p>We confirm our commitment to submitting an annual progress report on the implementation of this plan to the Equality Commission and carrying out a five year review of this plan, or plans submitted to the Equality Commission over the five year review period. The annual progress report will be included in the general Section 75 Annual Progress Report.</p> <p>A copy of this plan, our annual progress report to the Equality Commission and our five year review of this plan will be made available on our website <a href="http://www.drdni.gov.uk">www.drdni.gov.uk</a>. Copies of the Department's Disability Action Plan will also be issued to all relevant disability organisations or representative groups.</p> <p><b>If you require this plan in an alternative format (such as in large print, in Braille, on audio format, easy read or on computer disc) and/or another language, please contact Jackie Gregg to discuss your requirements.</b></p>
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## Functions

The Department of Regional Development is the leading infrastructure department.

Outlined below are the vision, strategic objectives and the range of functions of the Department for Regional Development:

The Vision of the Department is:

**“A region with modern, safe and sustainable roads, transport and water services which improve quality of life for all”.**

The Strategic Objectives are:

- Supporting the economy by maintaining and developing safe and sustainable transportation networks; promoting airport and harbour services; addressing regional imbalance in infrastructure; and shaping the long-term future of the region; and
- Contributing to the health and wellbeing of the community and the protection of the environment by maintaining and developing the policy and regulatory environment which provides sustainable, high quality water and sewerage services.

DRD is responsible for a wide range of functions which include:

- Regional strategic planning and development policy;
- Transport strategy and sustainable transport policy;
- Provision and maintenance of all public roads;
- Public transport policy and performance;
- Certain policy and support work for air and sea ports; and
- Policy on water and sewerage services and management of the Department’s shareholder interest in Northern Ireland Water.

	<p>We achieve our objectives by delivering our Public Service Agreement targets and commitments through our people and a wide range of delivery partners. These partners are bodies linked to the Department who deliver operational services on the ground and include Northern Ireland Water (NIW), the main Ports, NITHC/Translink and Rural Community Transport Partnerships.</p>
1.5	<p><b>Public Life Positions</b></p> <p>The bodies for which the Department for Regional Development has responsibility for the appointment of board chairpersons and members are as follows:</p> <ul style="list-style-type: none"><li>• Northern Ireland Transport Holding Company;</li><li>• Belfast Harbour Commissioners;</li><li>• Londonderry Port and Harbour Commissioners;</li><li>• Warrenpoint Harbour Authority; and</li><li>• Northern Ireland Water.</li></ul> <p>In addition, the Department is responsible for a number of other public life appointments and helps to appoint the members of the Inclusive Mobility Transport Advisory Committee.</p>
1.6	<p><b>Action Measures</b></p> <p>Outlined below are measures which we propose to take over the period from April 2010 to March 2013 of this disability action plan, together with performance indicators or targets. These will be regularly reviewed and developed, with additional measures identified, throughout the period of the plan.</p>

## Measures to promote positive attitudes towards disabled people

It should be noted that many of the measures shown below, particularly those associated with public transport, will also encourage the participation of disabled people in public life.

OP = output measure

OC = outcome measure

Action Measures	Timescale	Performance Indicators/ target	Staff Contact
1. The Department will support Imtac as a source of independent advice on the transport needs of disabled and older people.	Annually (March)	Agree a work programme annually with Imtac which reflects Government Priorities and provide funding. (OP/OC)	Alan Preston Gavin Hamilton
	Quarterly	Monitor work programme. (OP)	Trevor Robinson Andrew Adams
2. Measure the social impact of the Door to Door services and identify ways to increase uptake in less active areas.	May 2010	Survey to be undertaken by Social Evaluation NI (SENI) to establish the impact of services on disabled people and to identify the reasons for reduced uptake in certain areas. (OP)	Trevor Robinson
	Nov 2010	Identify actions to increase uptake of Door to Door. (OP)	Andrew Adams
	April 2011	Monitor and review uptake of Door to Door services. (OC)	
3. In association with partners implement the measures in the Accessible Transport Strategy (ATS) Action Plan 2009 –2012 attributable to the	Ongoing	Engagement with disability organisations and groups as appropriate in relation to implementation of the action plan. (OP)	Alan Preston

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Action Measures	Timescale	Performance Indicators/ target	Staff Contact
Department.	Ongoing	Monitor progress on the implementation of the ATS Action Plan recommendations. (OP)	
4. Prepare public information leaflet on tactile paving.	Sept 2010  Dec 2010  March 2010	Prepare draft guidance. (OP)  Complete targeted consultation. (OP)  Publication of final leaflet. (OC)	Stephen Hughes
5. Development of the design and implementation details for Rapid Transit to ensure the system is accessible to all.	April 2011  Ongoing during period covered by this action plan.	Carry out a Public Awareness Exercise. (OP)  Engagement with disability organisations and groups in relation to design, implementation details and in particular accessibility issues. (OP)	Ciarán De Burca  Lindsay Rainey
6. Ensure mandatory Section 75 training courses includes adequate information on disability legislation and the disability duties.	Sept 2010	Mandatory Section 75 training is provided centrally by CAL for the whole of the NICS. The Departmental Equality Officer will attend meetings of the NICS Equality Practitioners to review content of relevant training courses. Courses will be revised on receipt of the revised S75 guidance and in line with the timetable for implementation of guidance. (OP)	Jackie Gregg

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Action Measures	Timescale	Performance Indicators/ target	Staff Contact
	April 2011	Quality assure amendments made to training packages and provide feedback on pilot training courses. (OP)	
7. Raise staff awareness of the role of the Department's Disability Liaison Officer (DLO) (main purpose of the DLO is to act as a point of contact for staff with disabilities/managers who have staff with disabilities.)	Annually	One article in the staff magazine "Insight" per year. (OP)	Maureen Mulholland
8. Increase line managers' awareness of disability duties and Disability Action Plan (DAP) through training designed specifically for managers.	Nov 2010  Sept 2010  Ongoing  June 2011	Advertise and seek nominations to attend course in the staff magazine and on the intranet. (OP)  Amend evaluation sheet to ensure increase in knowledge can be measured. (OP)  Deliver courses as required. (OP)  Evaluate training to determine if course objectives were met and staff knowledge of disability duties increased. (OC).	Maureen Mulholland

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Action Measures	Timescale	Performance Indicators/ target	Staff Contact
<p>9. Establish a Disability Focus Group of Departmental staff, to discuss:</p> <ul style="list-style-type: none"> <li>▪ barriers experienced by staff with disabilities;</li> <li>▪ Identify how to overcome such barriers; and</li> <li>▪ Make suggestions regarding the DAP for the Equality Working Group to review.</li> </ul>	<p>Aug 2010</p> <p>Oct 2010</p> <p>2011/2012.</p>	<p>Advertise for staff to join focus group via the staff magazine and intranet. Include welcome statement to encourage staff with disabilities to join the focus group. (OP)</p> <p>First meeting of focus group to agree terms of reference and work plan. (OC)</p> <p>Further meetings to take place April/Oct each year.</p>	<p>Jackie Gregg</p>
<p>10. To promote positive attitudes towards disabled people within the Department.</p>	<p>Aug 2010</p> <p>Ongoing</p>	<p>Produce two articles per year for inclusion in the team brief/staff magazine on relevant Disability issues, e.g.</p> <ul style="list-style-type: none"> <li>▪ on completion/revision of DAP (OP);</li> <li>▪ To advise on new legislation and employment law as it is introduced (OP); and</li> <li>▪ The Statutory Duties. (OP)</li> </ul> <p>Seek relevant articles on disability issues to publish in the staff magazine from Focus Group members. (OP)</p>	<p>Tom Irvine/ Lorraine Addis</p> <p>Jackie Gregg</p> <p>Maureen Mulholland</p> <p>Jackie Gregg</p> <p>Jackie Gregg</p>

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Action Measures	Timescale	Performance Indicators/ target	Staff Contact
	<p>Sept 2010</p> <p>Nov 2010</p> <p>Feb 2011</p>	<p>Work jointly with DOE Equality Unit to prepare leaflets and posters:</p> <ul style="list-style-type: none"> <li>▪ Initial meeting with DOE (OP);</li> <li>▪ Design leaflets/posters (OP);</li> <li>▪ Publish/circulate leaflets/posters in DRD/DOE buildings. (OP)</li> </ul>	<p>Jackie Gregg/ Laura McAleese</p>
<p>11. Review internet and internal/external communications to ensure they promote positive attitudes towards disabled people.</p>	<p>March 2012</p> <p>Sept 2012</p>	<p>Complete audit of all communications. (OP)</p> <p>Prepare action plan to introduce changes as a result of audit to better promote positive attitudes towards disabled people and encourage participation in public life. (OC)</p>	<p>Jackie Gregg</p> <p>Frank McNally</p>
<p>12. Encourage arm's length bodies and other partner bodies to promote positive attitudes and encourage participation in public life.</p>	<p>Ongoing</p> <p>March 2011</p>	<p>Minister to send copy of the Department's DAP to relevant bodies with a letter of encouragement regarding fulfilment of disability duties. (OP)</p>	<p>Margaret Langhammer</p>
<p>13. The Department will review ways of making information on services more accessible and include additional measures in its</p>	<p>Ongoing</p> <p>Annually</p>	<p>Seek training/guidance on best practice. (OP)</p> <p>Monitor number of customer complaints in relation to access to information on services. (OP)</p>	<p>Margaret Langhammer</p>

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Action Measures	Timescale	Performance Indicators/ target	Staff Contact
Guide to Making Information Accessible.	Sept 2010, 2011 & 2012	Annual Review of Guide to be completed by September 2010, and annually thereafter. (OC)	Tim Laverty
14. To nominate staff to represent the Department on relevant disability representative groups.	Ongoing  Ongoing  Quarterly	One member of staff to be a member of: <ul style="list-style-type: none"> <li>▪ Northern Ireland Vision Strategy Implementation Group, chaired by Royal National Institute for the Blind (RNIB). (OP)</li> <li>▪ Sign Language Partnership group. (OP)</li> </ul> Representatives to provide feedback on best practice to Equality Unit and business areas. (OP)	Tony McConnell  Tim Laverty  Jackie Gregg
15. To monitor progress on the implementation of existing and future action measures of the Departments DAP at: <ul style="list-style-type: none"> <li>▪ Disability Focus Group;</li> <li>▪ Equality Working Group (EWG); and</li> <li>▪ Equality Forum meetings.</li> </ul>	Bi annually  As required  As required	Consult with each group. (OP)  Update DAP and ensure it is published in line with best practice (Guide to Making Information Accessible) and links are included on internet/intranet. (OP)  Revised Plan sent to Equality Commission and stakeholders including Regional Development Committee (RDC). (OC)	Margaret Langhammer  Jackie Gregg



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Action Measures	Timescale	Performance Indicators/ target	Staff Contact
17. Increase awareness of the Disability Duties and disability legislation of those who hold a public life position.	Ongoing	Encourage training on disability awareness of those in public life positions. (OP)	Margaret Langhammer
18. To identify all nominations or appointments to groups linked with the Department which fall within the "Public Life" definition and promote awareness of disability duties amongst them.	May 2011	Carry out an audit to indentify all nominations and numbers of disabled members in public life appointments associated with the Department. (OP)	Margaret Langhammer
	March 2012	Develop and issue briefing pack on disability duties for all applicants and those involved with making public life appointments. (OP)	
	Jan 2013	Monitor numbers of people with disabilities applying for and in public life appointments. (OP)	

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**Conor Murphy MP, MLA**  
**Minister for Regional Development**

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**Paul Priestly**  
**Permanent Secretary**