

Disability Action Plan 2019 -2024



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Welcome to the Fermanagh and Omagh Policing and Community Safety Partnership's (PCSP) Disability Action Plan for 2019-2024 which sets out how we intend to meet our statutory obligations and how disability issues will be more effectively mainstreamed by making sure they are central to the whole range of policy and decision making within the PCSP.

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 disabled people; and
- To encourage participation by disabled people in public life.

1.0 INTRODUCTION

- 1.1** Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006 requires the Fermanagh and Omagh Policing and Community Safety Partnership (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, the Fermanagh and Omagh 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** The Fermanagh and Omagh 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. The overall responsibility for determining policy on how this Plan will be implemented rests with the PCSP Members whilst its effective implementation is down to the PCSP Manager. 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 disability duties into our Annual Action Plan.
- 1.4** We will also put appropriate 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 to providing all necessary training and guidance for staff on the disability duties and the implementation of the Plan.
- 1.5** Responsibility for implementing, reviewing and evaluating this Disability Action Plan and the point of contact within the Fermanagh and Omagh PCSP is

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Fermanagh and Omagh District Council

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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, (if English is not your first language), please contact the above office to discuss your requirements.

- 1.6** 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. We confirm our commitment to consulting with disabled people when implementing and reviewing this Plan.

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 the Council website

www.fermanaghmagh.com

2.0 THE PCSP – ROLE AND FUNCTIONS

2.1 Policing and Community Safety Partnerships (PCSP's) 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:

- consult and engage with the local community on issues that impact on policing and community safety. Each PCSP has a Policing Committee which has a distinct responsibility to provide views to the local police commander and Policing Board on policing matters;
- identify and prioritise the particular issues of concern and preparing plans for how these can be tackled.
- monitor the performance of the police and working to gain the co-operation of the public with the police in preventing crime; and
- deliver a reduction in crime and enhancing community safety in local areas directly through interventions, through the work of delivery groups or through support for the work of others.

2.2 Many of the issues which PCSP's deal with cannot be solved in isolation and PCSP's bring together partners from statutory agencies and other groups to discuss, agree and co-ordinate actions in response to areas of concern. PCSP's are working to ensure a much more joined up approach to policing and community safety issues, developing solutions in partnership with others to make a real difference on the ground.

2.3 PCSPs comprise membership from several different groups:

- 10 Political Members nominated by the District Council
- 9 Independent Members appointed by the Policing Board; and
- 7 Designated Members who are representatives of statutory agencies which have been formally designated by Order of the Department of Justice

PCSP's can also designate groups or organisations at a local level which would contribute to the work of the PCSP.

2.5 Each PCSP has an annual Action Plan that details the specific activities in each of the strategic priorities.

Strategic Objective 1 – To successfully deliver the functions of the Policing and Community Safety Partnership

Strategic Objective 2 – To improve community safety by tackling crime and anti-social behaviour

Strategic Objective 3 – To improve community confidence in policing

- 2.6** The Fermanagh and Omagh PCSP reports on the delivery of the Action Plan at its scheduled meetings all of which are held in public in accessible venues around the district. These meetings are advertised, and facilities are made available for those with a disability.

3.0 PUBLIC LIFE POSITIONS

- 3.1** The Fermanagh and Omagh PCSP 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** The Fermanagh and Omagh PCSP has no responsibility over public life positions. The appointment of elected members to the PCSP is the responsibility of the Fermanagh and Omagh District 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). The Fermanagh and Omagh PCSP has a responsibility to assist the Northern Ireland Policing Board with promotion and advertisement of independent member recruitment. In this respect the Fermanagh and Omagh PCSP will advertise the recruitment process on its facebook page and liaise with the Northern Ireland Policing Board to organise and attend information sessions aimed at disabled people.
- 3.3** The Fermanagh and Omagh PCSP has a responsibility to liaise with disabled people to ensure they are aware of public life opportunities such as membership of Community Police Liaison Committees and the opportunity to attend meetings of the Partnership and how they can exercise their speaking rights.

4.0 ACTION MEASURES

4.1 Outlined below are the measures which the PCSP will take to implement its disability duties together with performance indicators or targets. The action measures are specific, measurable, linked to achievable outcomes, realistic and time bound.

Fermanagh and Omagh PCSP Disability Action Plan 2019-2024				
	Measure	Performance Indicator	Lead	Timescale
1	Integrating the Disability Action Plan into PCSP activity	<ul style="list-style-type: none"> • Standing item on PCSP staff meeting agenda • Relevant updates provided to PCSP Members • Annual review meeting with Fermanagh and Omagh Disability Access and Inclusion Group 	PCSP Manager	<ul style="list-style-type: none"> • Quarterly staff meetings • Annual update to PCSP Members • Review meeting May/June 2019 and annually thereafter
2	Access to relevant disability equality training for PCSP staff	<ul style="list-style-type: none"> • At least one staff member to receive Mental Health First Aid training • Dementia Awareness Champion identified within PCSP staff team • Refresher safeTALK training • Attend relevant Equality Commission training 	PCSP Manager	<ul style="list-style-type: none"> • Training delivered 2019/2020 • Dementia Awareness Champion in place 2019/2020 • Refresher safeTALK training delivered 2020/2021 • Equality Commission training as available
3	Implementation of the Mental Health Charter	<ul style="list-style-type: none"> • Charter circulated to all Members and staff on an annual basis • Standing item on PCSP staff meeting agenda 	PCSP Manager	<ul style="list-style-type: none"> • Annually and on request • Quarterly staff meetings
4	Awareness of Fermanagh and Omagh District Council Health and Well Being Strategy	<ul style="list-style-type: none"> • Information provided to staff on an annual basis and as strategy is updated • Health and Well Being discussed at bi annual staff appraisal 	PCSP Manager	<ul style="list-style-type: none"> • Annually and as updated • Bi annually at staff appraisal meetings
5	Support Services for PCSP Staff	<ul style="list-style-type: none"> • Information on supports available to staff is accessible 	PCSP Manager HR Team	<ul style="list-style-type: none"> • Bi annually at staff appraisal

Fermanagh and Omagh PCSP Disability Action Plan 2019-2024				
	Measure	Performance Indicator	Lead	Timescale
				meetings and on request
6	Staff Requests for Reasonable Adjustments	<ul style="list-style-type: none"> Accommodate all reasonable requests for adjustments in a timely manner 	PCSP Manager HR team	<ul style="list-style-type: none"> On request
7	Venues for PCSP Meetings and Events	<ul style="list-style-type: none"> Use Every Customer Counts guidance to safeguard accessibility when organising PCSP meetings and events 	All PCSP Staff	<ul style="list-style-type: none"> Ongoing – the PCSP organises a minimum of two events each month
8	PCSP Communication	<ul style="list-style-type: none"> Greater use of info graphics and photographs to illustrate the impact of the PCSP in the Annual Report reducing reliance on text 	PCSP Manager	<ul style="list-style-type: none"> Report published in June each year
9	PCSP Events / Activities	<ul style="list-style-type: none"> Offer Bee Safe to Arvalee and Willowbridge Schools Adjust presentations on community safety topics such as scams awareness to cater for disability groups such as visually impaired, deaf & hard of hearing, learning disabilities Community Cash offered as an alternative to the traditional funding application approach 	All PCSP Staff	<ul style="list-style-type: none"> Bee Safe delivered annually Presentations adjusted as required to ensure they are up to date and relevant Community Cash implemented 2019/2020
10	Proactive Consultation and Engagement with Disability Groups re PCSP Annual Plan and Local Policing Plan	<ul style="list-style-type: none"> Minimum of two meetings with disability groups to inform PCSP Annual Plan and Local Policing Plan 	PCSP Manager	<ul style="list-style-type: none"> October – November each year

Signed

PCSP Chairperson

Council Chief Executive