

Disability Action Plan 2019 -2023

Fermanagh & Omagh Policing & Community Safety Partnership (PCSP)

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FOREWORD

Welcome to the Fermanagh and Omagh Policing and Community Safety Partnership’s (PCSP) Disability Action Plan for 2019-2023 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

PCSP Manager

Fermanagh and Omagh District Council

The Townhall

2 Townhall Street

Enniskillen

Co. Fermanagh

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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 an annual review of this Plan. We confirm our commitment to consulting with disabled people when implementing and reviewing this Plan.

A copy of this Plan, and our annual progress report to the Equality Commission will be made available on the Council website [www.fermanaghomagh.com](http://www.fermanaghomagh.com)

**1.7** In delivering on this Disability Action Plan the PCSP will work in partnership with Fermanagh and Omagh District Council and other PCSPs to ensure that all obligations are fulfilled.

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 engagewith 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 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). In line with the Equality Commission’s Positive Action for People who are Disabled guidance, the Northern Ireland Policing Board operate a Guaranteed Interview Scheme (GIS). The GIS has been developed for applicants with disabilities or those with a long-term impairment or health condition that is expected to last for at least twelve months, and which means they cannot meet all the shortlisting criteria. In these instances, if they have demonstrated in their application form that they meet the eligibility criteria for the post, the applicant will be offered a guaranteed interview.

**3.3** 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. **3.4** 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.

**3.5** In facilitating participation in public life the Fermanagh and Omagh PCSP will actively seek out the views of disabled people in developing its annual Action Plan. The PCSP has undertaken to invite representatives from disabled groups to present their community safety and policing issues at PCSP and Policing Committee meetings.

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 2019-2023** |
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|  | **Measure**  | **Activity/Performance Indicator**  | **Lead**  | **Timescale**  | **Disability Duty**  |
| **1`** | Integrating the Disability Action Plan into PCSP activity  | * Implementation of the Disability Action Plan is a standing item on PCSP staff meeting agenda / Meeting minutes
* Relevant updates on Disability Action Plan provided to PCSP Members / Meeting reports
* Annual meeting with Fermanagh and Omagh Disability Access and Inclusion Group to review implementation of the Disability Action Plan with reference to how the PCSP delivers its services / Meeting minutes
 | PCSP Manager | * Quarterly staff meetings
* Annual update to PCSP Members
* Review meeting May/June
 | * Encourage participation by disabled people in public life
* Promote positive attitudes towards disabled people
 |
| **2** | Raise awareness of public life opportunities  | * Dissemination of information on PCSP independent member recruitment targeted at people with disabilities
* Encourage CPLCs to review membership to determine if disabled people are represented
 | PCSP Manager  | * As per independent member recruitment schedule implemented by NIPB
* Annually
 | * Encourage participation by disabled people in public life
* Promote positive attitudes towards disabled people
 |
| **3** | Disability equality legislation and disability awareness training for PCSP Members and staff  | * At least one staff member to receive Mental Health First Aid training / Training delivered
* Dementia Awareness Champion identified within PCSP staff team / Champion in place
* Refresher safeTALK training /training delivered
* Equality legislation and disability awareness training to cover: barriers faced by disabled people, use of appropriate language, stereotypes/
* misconceptions about disabled people

Note: All training to be evaluated to measure impact in terms of increasing knowledge and promoting positive attitudes | PCSP Manager | * Mental Health First Aid training delivered 2019/2020
* Dementia Awareness Champion in place 2019/2020 onwards
* Refresher safeTALK training delivered 2020/2021
* Equality legislation and disability awareness training delivered within one year from PCSP reconstitution in April 2020
 | * Promote positive attitudes towards disabled people
* Encourage participation by disabled people in public life
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| **4** | Implementation of the Mental Health Charter | * Charter circulated to all Members and staff on an annual basis
* Review implementation of Mental Health Charter annually
 | PCSP Manager | * Annually and on request
* Annual review
 | * Promote positive attitudes towards disabled people
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| **5** | Promotion of Fermanagh and Omagh District Council Health and Well Being Strategy  | * Information accessible to staff via intranet, notice boards and information leaflets. Individual Employee Health and Well Being discussed at bi annual staff appraisal. Where issue identified action plan put in place with review dates
 | PCSP Manager | * Annually and as updated
* Bi annually at staff appraisal
 | * Promote positive attitudes towards disabled people
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| **6** | Support Services for PCSP Staff  | * Information on supports available to staff is easily accessible via intranet, notice boards, information leaflets
 | PCSP ManagerHR Team  | * Information on support services disseminated to staff bi annually at staff appraisal and on request
 | * Promote positive attitudes towards disabled people
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| **7** | Staff Requests for Reasonable Adjustments  | * Information on process for staff to request reasonable adjustment is easily accessible via intranet /
* Accommodate all reasonable requests for adjustments in a timely manner / Requests recorded
 | PCSP ManagerHR team  | * On request
 | * Promote positive attitudes towards disabled people
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| **8** | PCSP Meetings  | * Use Every Customer Counts guidance to safeguard accessibility when organising PCSP meetings to ensure there are opportunities for those with a disability to attend and participate in PCSP meetings / Meeting checklist
 | All PCSP Staff  | * Ongoing – the PCSP holds up to six public meetings per annum
 | * Encourage participation by disabled people in public life
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| **9** | PCSP Communication  | * Greater use of info graphics and photographs to illustrate the impact of the PCSP in the Annual Report reducing reliance on text
* PCSP publications to promote positive images of people with a disability.

Note the PCSP will not use stock images all images will be timebound and relevant to the PCSP project/initiative  | PCSP Manager | * Annual report published in June each year
 | * Encourage participation by disabled people in public life
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| **10** | PCSP Events / Activities | * 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 / Record of presentations made
* Community Cash offered as an alternative to the traditional funding application with desk-based assessment / Number of disability groups receiving funding via Community Cash
 | All PCSP Staff | * Bee Safe delivered annually
* Presentations adjusted as required to ensure they are up to date and relevant
 | * Encourage participation by disabled people in public life
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| **11** | Proactive Consultation and Engagement with Disability Groups  | * Nominated PCSP Officer to act as point of contact for engagement with disability groups / Officer in place
* Minimum of two engagement events per annum targeted at disability groups /
* Invite issued to disability groups asking them to present their community safety/policing issues to inform the PCSP Annual Action Plan / Meeting minutes
 | Nominated PCSP Officer  | * Ongoing
* One presentation to PCSP/PC per annum
 | * Encourage participation by disabled people in public life
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Signed

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PCSP Chairperson Council Chief Executive