

# NORTHERN IRELAND POLICING BOARD

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## DRAFT DISABILITY ACTION PLAN 2023-25

**DRAFT DISABILITY ACTION PLAN 2023-25 - FROM 1 APRIL 2023**

**OUTCOME: POSITIVE ATTITUDES TOWARDS DISABLED PEOPLE AND ENCOURAGE THEIR PARTICIPATION IN PUBLIC LIFE WILL BE PROMOTED**

What do we want to Achieve	Action (How we will do it)	Responsible Branch	Performance Indicator	Timescale for Completion
A culture of positivity/positive attitude and acceptance within the workforce will be created.	Staff to complete the Disability awareness, including Hidden Disabilities, training offered as a result of our engagement with Leonard Cheshire.	People and Organisational Development Branch	Monitoring records show training has been delivered to all staff. Evaluation of training shows increase in staff knowledge of disability legislation and related issues.	2023-24
	Consider and explore becoming a "Disability Confident" Employer and attaining accreditation.	People and Organisational Development Branch	Review Scheme accreditation information and how NIPB may become a Member in year 1 of the Action Plan. Apply and obtain membership by the end of year 2 of the Action Plan.	2023-25
What do we want?	Action (How we will do it)	Responsible Branch	Performance Indicator	Timescale for Completion
Positive attitudes to disability through social media use, and in publications will be promoted.	Review of images used in Board communications and social media posts to ensure, where applicable, they are representative of people in the community, including those with a disability.	Communications Branch	Images used in NIPB are representative of people in the community, including those with a disability.	2023-25
	Include Subtitles/Closed Captions on the NIPB's social media videos.		Subtitles/ Closed Captions included on videos where appropriate	2023-25
NIPB will communicate effectively with customers using assistive technology.	Progress recommendations from Annual Website Accessibility Audit	Communications Branch	Recommendations will be implemented where appropriate	2023-25
What do we want?	Action (How we will do it)	Responsible Branch	Performance Indicator	Timescale for Completion
Volunteers participating in the Volunteer Schemes will be properly trained, and the appropriate structures will be in place to enable them to engage with those they deal with through the Schemes.	The provision of training for volunteers which encompasses disability elements, e.g. Disability Awareness, Hidden Disability Awareness, Equality, and Mental Health.	Engagement Branch	Monitoring records show training has been delivered to volunteers. Evaluation of training shows increase in staff knowledge of disability legislation and related issues.	2023-24
The process for recruitment of NIPB staff and Independent Volunteers will include a Guaranteed Interview Scheme.	Record and monitor the number of Guaranteed Interview Scheme offers made and accepted by candidates, and advise on the proactive steps taken to publicise availability of Scheme.	Engagement & People and OD Branches	The number of GIS interviews offered and accepted and steps taken to publicise the Scheme is recorded	2023-25
	Record and monitor the Section 75 information of all those number who are offered and accept an interview under the Guaranteed Interview Scheme.	Engagement & People and OD Branches	Section 75 information of those who are offered and accepted interview is recorded	2023-25
What do we want to Achieve	Action (How we will do it)	Responsible Branch	Performance Indicator	Timescale for Completion
James House accommodation, in so far as possible, meets the needs of our service users	We will ensure our new premises and facilities at James House are compliant with current Disability Legislation. Where local adjustments at a branch level can be implemented to further enhance the experience of our service users, we will seek to accommodate these where possible.	All relevant Branches	Feedback received from service users will be monitored	2023-25

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#### DOCUMENT TITLE

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**Northern Ireland Policing Board  
Draft Disability Action Plan 2023-25**

#### ONLINE FORMAT

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