



NORTHERN IRELAND POLICING BOARD

DISABILITY ACTION PLAN

2014 – 2017

All information published is accessible and can be made available in alternative formats on request. Please contact us with your requirements.

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<p>1.1</p>	<p>Introduction</p> <p>Under Section 49A of the Disability Discrimination Act 1995 (DDA1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Northern Ireland Policing Board is required, when carrying out its functions, to have due regard to the need to:</p> <ul style="list-style-type: none"> • promote positive attitudes towards disabled people; and • encourage participation by disabled people in public life (‘the disability duties’). <p>Under Section 49B of the DDA 1995, the Northern Ireland Policing Board 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.</p>
<p>1.2</p>	<p>Commitment</p> <p>As Chairperson and Chief Executive of the Board we are committed to implementing the disability duties and this disability action plan. Appropriate internal arrangements will be put in place to ensure that the disability duties are complied with and that this disability action plan is effectively implemented.</p> <p>The overall responsibility for determining policy on how this plan will be implemented rests with Board Members whilst its effective implementation is down to the Chief Executive and the senior management team.</p> <p>The NIPB is committed to allocating all the necessary human, financial and physical resources needed to ensure that the Plan is implemented effectively for the benefit of all.</p>

	<p>As part of its corporate and business planning process the Board will build appropriate objectives and targets to reflect this Disability Action Plan into its planning process and an effective communication plan will be formulated which will engage disabled people.</p> <p>We are committed to carrying out consultation in a meaningful manner in the development and implementation of our action measures.</p>
1.3	<p>Responsibility</p> <p>Specific Responsibility for implementing, reviewing and evaluating this Disability Action Plan rests with the Director of Support Services and the point of contact within the Policing Board will be the Board’s Human Resources and Information Technology Manager. Both may be contacted at Northern Ireland Policing Board Waterside Tower, 31 Clarendon Road, Clarendon Dock, Belfast BT1 3BG. Tel: 028 9040 8500 Fax: 028 9040 8540. Text phone: 028 9052 7668. Email: Equality@nipolicingboard.org.uk</p>
1.4	<p>Functions - Statutory Duties and Background</p> <p>The Northern Ireland Policing Board was established on 4th November 2001 as a result of the Police (Northern Ireland) Act 2000. It is the role of the Board to secure the delivery of an effective, efficient and impartial policing service for the entire community in Northern Ireland and to hold the Chief Constable to account for the exercise of his functions and those of the police service in an open and transparent manner.</p> <p>There are 19 Members on the Board. Ten are Members of the Northern Ireland Assembly and nine are independent Members.</p> <p>The Board meets in public at least 8 times each year to receive and consider reports on policing from the Chief Constable. These meetings are advertised and facilities are made available for all including those with a disability.</p>

Following a Review in 2013 a new Governance structure was adopted to discharge the Board's responsibilities.

There are now 4 committees:-

- Partnership Committee
- Performance Committee
- Resources Committee
- Audit & Risk Management

Whilst all main Committees may have an input into the delivery of this Plan it is the Resources Committee that will ensure that adequate resources are made available to secure the identified Outcomes and the achievement of Targets.

The current Corporate Plan (2011-2014) identifies four key Themes which have been adopted. These are as follows:

- 1) Setting strategic direction and priorities;
- 2) Scrutinising performance outcomes;
- 3) Achieving results through community engagement and partnerships; and
- 4) Ensuring value for money and productivity.

	<p>During the lifetime of this Disability Action Plan the Board will have formulated a new Corporate Plan which will ensure that responsibilities towards disabled people are embraced.</p> <p>The Board recognises that it has specific responsibilities which fall under the heading of social and community issues. These are primarily delivered through the work of the Partnership Committee in supporting the work of Policing and Community Safety Partnerships (PCSPs) and in developing and implementing a programme of community engagement for the Policing Board.</p> <p>The Board also contributes to the achievement of the strategic aims set in the ‘Policing with the Community 2020 Strategy’ in supporting PSNI engagement, partnership and service delivery to improve public safety and deal with crime and disorder.</p>
1.5	<p>Public Life Positions</p> <p>As a Non Departmental Public Body, the Northern Ireland Policing Board does not have responsibility for public life positions. The Minister of Justice appoints the Independent Members of the Board.</p> <p>Notwithstanding that, the Board is responsible for the appointment of:</p> <ul style="list-style-type: none">• Senior Police Officers and Senior Police Support Staff• Policing Board Staff (Staff Officer rank and above)• The Board’s Human Rights Advisor <p>And it does so with regard to the key principle that equality of opportunity and diversity must be inherent throughout an appointment process.</p>

	<p>The Board does make appointments following CPANI guidance (but is not regulated by CPANI) for:</p> <ul style="list-style-type: none"> • Independent Members of the Policing and Community Safety Partnerships; <p>The Board also makes appointments for non-remunerated positions (Volunteers) and these positions are allocated on the basis, as far as it practicable, following interview, that they are representative of the community within NI. These positions are:</p> <ul style="list-style-type: none"> • Independent Custody Visitors; and • Independent Community Observers
2.	<p>Previous Measures</p> <p>The Board published its first Disability Action Plan in June 2007 and since that date has sought to deliver the identified Action measures.</p> <p>Successful measures include:</p> <ul style="list-style-type: none"> • A programme of Disability Awareness Training was implemented which is on-going for new entrants to the Policing Board. This has included promoting positive attitudes to disabled people and the highlighting of statutory legislation and guidance. • Disability Awareness Training was also arranged and provided for Policing Board Members and volunteers (e.g. Independent Custody Visitors). • The Board’s Equality Scheme and associated guidance was reviewed and updated to ensure that people with disabilities were consulted on the on-going work of the Board.

- Internal and External communication processes were reviewed to ensure that these processes met the needs of those who are disabled e.g. assistance made available including language interpreters.
- All Board literature which is provided for the public at events promotes positive attitudes towards people with disabilities e.g. alternative format for documents available upon request.
- The Board's website was revised to improve accessibility for disabled people and regular features about disability were published in 'Policing Matters' and other Board publications.
- The publishing of the report in 2010 – "Views and Experiences of People with Learning Disability in relation to Policing Arrangements in NI" where a list of recommendations were also outlined and which the Board was tasked with delivering.
- All externally recruited positions were advertised on the Employers Forum for Disability website.
- The Board reported annually to the Equality Commission on the implementation of the Disability Action Plan.

3.

Action Measures

Outlined below are the measures which the Board proposes to take over the period of this disability action plan, together with performance indicators or targets.

The action measures will be specific, measurable, linked to achievable outcomes, realistic and time bound. Action measures will include performance indicators and timescales for their achievement.

The Board will develop any action plans for a period of between one and five years in order to align them with our corporate and business planning cycles. Implementation of the action measures will be incorporated into our business planning process.

Input from our stakeholders will be sought and they will be consulted on our action plan before we send it to the Equality Commission in line with Section 49B of the Disability Discrimination Act 1995 and thereafter when reviewing the plan.

Progress on the delivery of our action measures will be monitored annually and the action plan will be updated as necessary to ensure that it remains effective and relevant to our functions and work.

The Board will inform the Equality Commission of any changes or amendments to our action plan and when finalised, our action plan will be available via the Freedom of Information Publication Scheme section of our website.

Measures	Lead	Timescale	Performance Indicators/target
1. Board officials will prepare a Report for the Board on the progress of this Disability Action Plan annually.	Equality Officer	Annually	Report signed off by the Chair of NIPB.
2. We will prepare an annual progress report on the action points in this Disability Action Plan for the Equality Commission.	Equality Officer	Annually	Progress report signed off by the Chair and CEO of NIPB and submitted to the Equality Commission.
3. We will work with a range of stakeholder to ensure in the implementation, monitoring and review of the Action Plan.	Equality Officer	Reporting years 2014/15 2015/16 2016/17	<p>We will meet with the Department of Justice Equality Forum 2 times a year to better understand best practice and learn more.</p> <p>We will meet with the Equality Commission twice yearly to seek guidance and better understand best practice.</p> <p>We will meet with DOJ specifically in 2014/15 to develop an Autism Strategy and Action plan.</p>

<p>4. Using our Audit of Inequalities we will review the manner in which we operate our partnerships.</p>	<p>Director of Partnership</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>NIPB intends to meet with Disability Reference Groups at least twice every year to inform priorities for disabled people.</p>
<p>5. In the development of the new Corporate and Business Plan (2014 through 2017) we will endeavour to ensure that the Board's obligations in respect of the UN Convention on the Rights of Persons with Disabilities are met.</p>	<p>Equality Officer</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>The HR Branch annual business plan will contain the objective of meeting the Board's obligation in respect of the UN Convention.</p>
<p>6. Our Statistics & Research Branch will work internally with Board Members and officials to review and determine the procedures for commissioning Research.</p>	<p>Head of Statistics Branch</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>Process to be agreed if and when Disability is prioritised within the commissioning of research.</p>
<p>7. Policy Branch will continue with the implementation of recommendations from the 2010 report – Views and Experiences of People with Learning Disability in relation to Policing Arrangements in NI</p>	<p>Head of Policy Branch</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>Policy Directorate Business Plan updated annually to reflect the progress and achievement of recommendations.</p>

<p>8. We will continue to review internal and external communication processes so as to meet the requirements of people with disabilities.</p>	<p>Head of Communications Branch</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>Feedback from range of stakeholders will inform next steps.</p>
<p>9. As part of our communication we will publish articles about our commitment to disabled people in our newsheet 'Policing Matters' and in the Policing and Community Safety Partnership Newsletter.</p>	<p>Head of Communications Branch</p>	<p>Monthly in the reporting years 2014/15 2015/16 2016/17</p>	<p>Positive feedback from readers and any remedial action taken as required.</p>
<p>10. The Board will adhere to and support Diversity Training for all new members of staff</p>	<p>Equality Officer</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>All staff will be trained as necessary on an ongoing basis.</p>
<p>11. We will continue to ensure that all staff within a 3 year period undertakes refresher training in Diversity through the NICS online course - 'Diversity Now' Course, with its particular emphasis of promoting a positive attitude towards people with disabilities.</p>	<p>Equality Officer</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>All staff will be trained as necessary on an ongoing basis.</p>

<p>12. Equality screening of all new and revised policies.</p>	<p>Equality Officer</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>Policy Makers will be asked to screen all policies on an ongoing basis and a report of all documents screened will be uploaded to the NIPB website on a quarterly basis.</p>
<p>13. To ensure that all staff that require a reasonable adjustment are accommodated as quickly as possible.</p>	<p>HR Branch</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>To accommodate all reasonable requests for adjustments in a timely manner.</p>
<p>14. To comply with DDO legislation when undertaking building work.</p>	<p>HR Branch</p>	<p>Reporting years 2014/15 2015/16 2016/17</p>	<p>HR Branch will ensure that all new or remedial buildings works are compliant with the DDO.</p>

Anne Connolly

CHAIR NORTHERN IRELAND POLICING BOARD

Sam Pollock

CHIEF EXECUTIVE