

Disability Plan 2019-2023



DISABILITY ACTION PLAN APRIL 2019- MARCH 2023

1. Introduction

1.1 Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (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:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life ('the Disability duties').

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 fulfill these duties in relation to its functions.

1.2 As Chair and Chief Executive of the Northern Ireland Policing Board we are committed to implementing effectively the disability duties and this Disability Action Plan. 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 the disability duties into corporate and annual operating plans.

We will also put appropriate internal arrangements in place to ensure that the disability duties are complied with and this Disability Action Plan is effectively implemented. We will ensure the effective communication of the Plan to staff and provide all necessary training and guidance for staff on the disability duties and the implementation of the Plan.

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. We commit, where possible, to consult with disabled people when implementing and reviewing this Plan.

To contact the Policing Board about this Action Plan, or if you require the Plan in an alternative format (such as in large print or Braille, on an audio cassette, easy read, or disc) you can write to us, email us, or call us.

To write:
Equality Officer
Northern Ireland Policing Board
Waterside Tower
31 Clarendon Road
Clarendon Dock
Belfast BT1 3BG

To email:
infomation@nipolicingboard.org.uk

To call us:
028 90 408 500

- 1.3** 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 www.nipolicingboard.org.uk

2. Functions

The Northern Ireland Policing Board Roles and Responsibilities

The Policing Board is an independent public body made up of 19 political and independent members, including a Chair and a Vice Chair, and takes its powers from the Police (NI) Act 2000 and 2003. Since its inception in 2001, the Board has driven forward a significant programme of change and evolutionary policing reform.

Members of the Policing Board are responsible for overseeing policing in Northern Ireland and holding the Police Service of Northern Ireland (PSNI) to account through the Chief Constable. The Board is committed to ensuring for all the people of Northern Ireland the delivery of an effective, efficient, impartial, representative and accountable police service which secures the confidence of the whole community.

The Board has a statutory duty to hold eight meetings in public each year so that members of the public and media can attend and see how the Boards holds the Chief Constable to account.

2.1 Outlined below is a range of functions of the Policing Board.

Part II of the 2000 Act, which came into force on 4 November 2001, establishes the Policing Board and sets out its statutory duties, powers and responsibilities.

The main statutory duties and responsibilities of the Policing Board are:

- secure an effective and efficient local police service;
- appoint (and dismiss, if necessary) the Chief Constable, Deputy Chief Constable, Assistant Chief Constables and senior civilian staff;
- consult widely with local people on how their area is policed;
- set priorities and targets for police performance;
- monitor the work of the police and how well they perform against the targets set by the Policing Board;
- publish a rolling three year policing plan each year which informs people what they can expect from their police service and reports on police performance every year;
- ensure local people get best value from police; and
- oversee complaints against senior officers and
- discipline senior officers

2.2 To deliver these statutory obligations, the Board carries out a range of work including the following:

- the development and monitoring of the Annual Policing Plan, which is the key document for policing in Northern Ireland setting the objectives, performance indicators and targets for an effective and efficient police service;
- monitoring police performance in delivering key strategies - including Human Resources (recruitment and composition, training and development, and diversity) Finance; Information and Communication Systems; the Police Estate; Policing with the Community.
- monitoring the compliance of the police with the Human Rights Act, which includes the development and monitoring of the Code of Ethics which governs the conduct of police officers;
- negotiating the annual budget for policing and scrutinising expenditure;
- oversight of the implementation of the remaining Patten recommendations following the end of the term of the Office of the Police Oversight Commissioner in May 2007;
- supporting and monitoring the effectiveness of the Policing and Community Safety Partnerships (PCSPs);
- gaining the co-operation of the public with the police in preventing crime;
- to consult widely with local people about the policing of their area; and

- ensuring arrangements are in place to secure continuous improvement within PSNI and the Board.

2.3 In carrying out its functions, the Board must have regard for the principle that the policing of Northern Ireland is conducted in an impartial manner. It must also consider the Annual Policing Plan and co-operate with other statutory authorities.

3. Public Life Positions

3.1 While the Secretary of State/Minister for Justice has responsibility for selecting the 19 members of the Northern Ireland Policing Board the range of public life positions over which the Board has responsibility for, are as follows:

- Independent Members of PCSPs
- Independent Custody Visitors (ICVs)
- Independent Community Observers (ICOs)

4. Publishing the plan

4.1 The Northern Ireland Policing Board has carried out a 12 week consultation on this plan before publication which will include placing information about the plan on the Board's online communication channels and direct mail shots to disability organisations and representative groups.

5. Action Measures

5.1 Outlined below are the measures which we propose taking between 2019-2023 together with performance indicators or targets.

Measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life

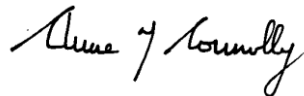
Outcomes	Measures	Timescale	Performance	Lead
Policing Board staff and Members will have a positive attitude towards disabled people	We will develop and deliver a training programme to Board members and staff on disability equality legislation and disability awareness. This will include recognising: The barriers faced by disabled people (both attitudinal and environmental) The medical model –v- the social model of disability The use of appropriate language Stereotypes / misconceptions about disabled people We will include in the training programme delivery by people with disabilities.	2019- 2020	To ensure feedback is monitored from Board, staff and training delivery provider to address any concerns or gaps. To address any concerns or gaps with additional training provision. In staff surveys to include an attitudinal question to monitor understanding.	Resources Directorate
	We will ensure disability awareness training as part of the regular team brief sessions throughout each year.	2021-2023		
	We will ensure Board members	2021-2023		

Outcomes	Measures	Timescale	Performance	Lead
	<p>receive annual updated training on disability equality legislation</p> <p>We will ensure Board members and staff have the opportunity to attend relevant events to increase knowledge and awareness of disability equality legislation</p> <p>To carry out a staff survey on hidden disabilities within the organisation and to provide information and support on the outcome</p>	<p>2019-2023</p> <p>August 2019 – ongoing</p>		
<p>We will have ensured the process for the appointment to the Policing Community and Safety Partnerships (PCSPs) had the appropriate structures to encourage participation by disabled people in public life</p>	<p>We will ensure the process for recruiting individuals for PCSPs includes the following:</p> <p>We will offer bespoke and tailored pre-recruitment events as appropriate to meet the needs of those with disabilities.</p> <p>We will provide a Guaranteed Interview Scheme (GIS)</p> <p>We will ensure facilitation of all special interview arrangements, including access and communication barriers.</p>	<p>2019-2020</p>	<p>Performance against the measures will be monitored through;</p> <p>Analysis of applicants with disabilities in terms of the number that apply, are shortlisted, are interviewed and are appointed.</p> <p>The number of applicants utilising the GIS</p>	<p>Partnership Directorate</p>


Outcomes	Measures	Timescale	Performance	Lead
<p>We will have ensured the process for the appointment to the Volunteer Scheme had the appropriate structures in place to encourage participation by disabled people in public life</p>	<p>We will manage the Board's volunteer schemes. This will include:</p> <p>ensuring the process for the recruitment of volunteers is accessible to all</p> <p>ensuring the process for the recruitment of volunteers includes a Guaranteed Interview Scheme (GIS)</p> <p>providing reasonable adjustments to volunteers with a disability, for example, a Personal Emergency Evacuation Plan (PEEP)</p> <p>the provision of training for volunteers which encompasses disability elements, e.g. Equality Awareness, Mental Health Awareness</p>	<p>2019-2023</p>	<p>Collect applicants' monitoring information to inform future recruitment campaigns and report to the Partnership Committee with a post-campaign paper.</p> <p>Monitor the number of GIS offered / accepted</p> <p>Ensure compliance with reasonable adjustments.</p> <p>Monitor the composition of volunteers to ensure a true reflection of society, including people with a disability.</p> <p>Delivery of training and evaluation of training, including volunteers' disability mindfulness when carrying out their role.</p>	<p>Partnership Directorate</p>

Outcomes	Measures	Timescale	Performance	Lead
We will have put in place programmes which will heighten staffs' awareness of disability issues	<p>We will raise awareness of mental health within the organisation which includes the following:</p> <p>Promotion and support of the 'Be Yourself' group</p> <p>Events and briefings on mental health for staff e.g. Resilience and Mindfulness programmes</p>		Ensure a sufficient number of staff are trained in the Mental Health first Aid programme	Senior Management Team
In the design of any new accommodation for NIPB the needs of disabled people will be fully considered	We will ensure the Board complies with Disability legislation when undertaking building work or considering moving premises.	2019-2023	To invite a relevant disability organisation to audit the building in relation to access and facilities.	Resources Directorate
We will have implemented a process to monitor and promote access to events and engagement opportunities	<p>We will ensure that all events and engagement opportunities hosted / led by the Board are open and accessible to all.</p> <p>We will complete a post-event review.</p>	2019-2023	Request information from attendees on reasonable adjustment requirements and meet these needs accordingly.	Equality Officer

Signed by:



Chairperson



Chief Executive



Northern Ireland Policing Board

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