

**Disability Discrimination (NI) Order  
2006**

**Belfast Policing and Community Safety Partnership  
Disability Action Plan**

**DRAFT**

**June 2016**

This Disability Action Plan can be obtained from the Belfast Policing and Community Safety Partnership (PCSP) in alternative formats and it can also be downloaded from the Belfast Policing and Community Safety Partnership's website:

[www.belfastcity.gov.uk/pcsp](http://www.belfastcity.gov.uk/pcsp)

If you would like a copy in an alternative format, please contact:

Safer City Manager

Belfast PCSP

City Hall

Belfast

BT2 8BP

Tel: 028 9027 0556

Textphone: 028 9027 0405

Email: [pcsp@belfastcity.gov.uk](mailto:pcsp@belfastcity.gov.uk)

Website: [www.belfastcity.gov.uk](http://www.belfastcity.gov.uk)



## Foreword

Welcome to Belfast Policing and Community Safety Partnership's (PCSP) Disability Action Plan for 2016-17 which sets out how we as a Policing and Community Safety Partnership intend to improve the quality of life for all people with disabilities who live in, work in or visit Belfast.

As the Chair of the Belfast Policing and Community Safety Partnership, and the Chief Executive of Belfast City Council, we would like to express our commitment to the objectives set out in the Plan. It is important for us to be conscious of the Disability Discrimination (NI) Order 2006 and supporting legislation when carrying out our functions. The PCSP Members, Statutory Partners and Council staff will work to meet the targets that we have set ourselves and will provide the support and leadership required to ensure that the Disability Action Plan is implemented effectively.

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Councillor Matt Garrett  
Chair, Belfast PCSP

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Suzanne Wylie  
Chief Executive, Belfast City Council

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## 1. Purpose of the Disability Action Plan

1.1 Section 49A of the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (NI) Order 2006) requires Belfast Policing and Community Safety Partnership (PCSP), in carrying out its functions, to:

- promote positive attitudes towards people with disabilities; and
- encourage participation in public life by people with disabilities.

1.2 Under Section 49B of the Disability Discrimination Act 1995, Belfast Policing and Community Safety Partnership is 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 Belfast Policing and Community Safety Partnership is committed to the fulfilment of its disability duties in all parts of the functions of the Partnership and has set out how it intends to fulfil its disabilities duties in respect of our Disability Action Plan.

1.4 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 annual Action Plans.

## **2. Belfast Policing Community Safety Partnership – Role and Functions**

- 2.1 On 1 April 2012 – Policing and Community Safety Partnerships (PCSPs) were established through the legislation of the Justice Act (NI) 2011.
- 2.2 On 17 August 2015 – PCSPs were legally reconstituted following the appointment of Independent Members through a public appointments process carried out by the Northern Ireland Policing Board.
- 2.3 The work of Policing and Community Safety Partnerships is overseen by the Joint Committee. This is a group made up of representatives from Department of Justice (DOJ) and the Northern Ireland Policing Board (NIPB).
- 2.4 The functions of PCSPs as laid out in Justice Act (Northern Ireland) 2011 Part 3 and Schedule 1 outlines the functions of a PCSP are as follows:-
  - a) to provide views to a relevant district commander and to the Policing Board on any matter concerning the policing of the district;
  - b) to monitor the performance of the police in carrying out
    - (i) the policing plan in relation to the district: and
    - (ii) the local policing plan applying to the district or any part of the district;
  - c) to make arrangements for obtaining the co-operation of the public with the police in preventing crime and enhancing community safety in the district;
  - d) to make arrangements for obtaining the views of the public about matters concerning the policing of the district and enhancing community safety in the district and to consider fully any views obtained;
  - e) to act as a general forum for discussion and consultation on matters affecting the policing of the district and enhancing community safety in the district;
  - f) to prepare plans for reducing crime and enhancing community safety in the district;
  - g) to identify targets or other indicators by reference to which it can assess the extent to which those issues are addressed by action taken in accordance in any such plans;

- h) to provide any such financial or other support as it considers appropriate to persons involved in ventures designed to reduce crime or enhance community safety in the district, and
- i) such other functions as are conferred on it by any other statutory provision.

2.5 The functions of a PCSP mentioned in section 2.4 a), b) and c) –

- (1) are referred to in this part as its “restricted functions” and
- (2) must be exercised, on behalf of the PCSP, by the Policing Committee of the PCSP.

2.6 References, in this section to enhancing community safety in any district are to make the district one in which it is, and is perceived to be, safer to live and work, in particular by the reduction of actual and perceived levels of crime and other anti-social behaviour.

2.7 In the performance of the above roles the PCSP carries out functions in the following areas:

- **Consult** with the public to find out what issues in relation to policing and crime are of concern within Belfast;
- **Identify** local policing priorities arising from the consultation and discuss these with the PSNI District Commander and encourage the District Commander to take these issues into account when the local Policing Plan is being drawn up;
- **Monitor** police performance against the objectives contained in the local Policing Plan and the Northern Ireland Policing Plan as it relates to the district;
- **Engage** with the community to obtain the co-operation of the public with the police in preventing crime;
- **Act** as a general forum for discussion and consultation on all matters relating to the policing of the district;
- **Provide** grant aid to facilitate consultation by the police with any local community in the district.

### **3. Public Life Positions**

- 3.1 Belfast Policing and Community Safety Partnership has been designated as a 'public authority' under provisions contained in the Commission for Complaints (Northern Ireland) Order 1996 as amended by the Justice Act (Northern Ireland) 2011.
- 3.2 Belfast Policing and Community Safety Partnership has no responsibility over public life positions. The appointment of Political Members to the Policing and Community Safety Partnership is the responsibility of Belfast City Council by virtue of the Justice Act (Northern Ireland) 2011. However, Belfast PCSP will undertake to enable the contribution and participation of disabled people in its programmes and events through pro-active engagement.

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#### **4. Commitment to the Effective Implementation of the Disability Action Plan**

- 4.1 The Belfast Policing and Community Safety Partnership is committed to implementing effectively the Disability Action Plan. We will allocate all necessary resources (in terms of people, time and money) in order to effectively implement this Plan and where appropriate, build objectives and targets relating to the disability duties into corporate and annual operational plans.
- 4.2 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.
- 4.3 We will ensure the effective communication of the plan to employees and Members and provide all necessary training and guidance for employees and Members on their disability duties and the implementation of the plan.
- 4.4 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.
- 4.5 Belfast PCSP is also committed to consulting with disabled people when implementing and reviewing its plan.
- 4.6 Responsibility for implementing, reviewing and evaluating this disability action plan and the point of contact within Belfast PCSP will be:-

Safer City Manager  
Belfast PCSP  
City Hall  
BELFAST  
BT1 5GS

Telephone: 028 9027 0556

Email: [pcsp@belfastcity.gov.uk](mailto:pcsp@belfastcity.gov.uk)

Textphone: 028 9027 0405

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, please contact the above person to discuss your requirements.

4.7 We confirm our commitment to submitting an annual progress report on the implementation of this plan to the Equality Commission and carrying out a five year review of this plan, or plans submitted to the Equality Commission over the five year review period.

4.8 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.belfastcity.gov.uk/pcsp](http://www.belfastcity.gov.uk/pcsp)

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## **5. Effective Engagement and Consultation**

- 5.1 The Belfast PCSP is committed to engage effectively with disabled people and related organisations representing disability in the drafting, implementation, monitoring and review of this Plan and recognise the need for such consultation to be timely, open and inclusive.
- 5.2 The Belfast PCSP will consult with the list of consultees identified as relevant to our Disability Action Plan (identified within the PCSP Equality Scheme) and responses will be recorded accordingly.
- 5.3 The Belfast PCSP will work with representative groups, individuals with disabilities and Section 75 groups on the best way to get their views. This may take the form of face to face meetings, advisory groups, surveys, consultative panels, internet discussions and other methodologies identified as best practice. All consultees will receive a copy of our response to their comments in an appropriate format.
- 5.4 As part of the consultative process, we will remove barriers by making sure documents are available in alternative formats, including large print, Braille, audio cassette, computer disk, easy read, and plain language.
- 5.5 We will place the Disability Action Plan on our website asking for feedback from individuals and organisations.
- 5.6 The consultation period allows adequate time for groups to consult amongst themselves as part of the process of forming a view. We may continue consultation after the policy implementation and will review the policy as part of our monitoring commitments. If a consultation exercise is to take place over a period when consultees are less able to respond, for example, over the summer or Christmas break, or if the policy under consideration is particularly complex, we will give consideration to the feasibility of allowing a longer period for the consultation.
- 5.7 In making any decision with respect to a policy adopted or proposed to be adopted, we will take into account any assessment and consultation carried out in relation to the policy.

5.8 The list of consultees can be obtained by contacting:

Safer City Manager  
Belfast PCSP  
City Hall  
Belfast  
BT2 8BP

Tel: 028 9027 0556

Textphone: 028 9027 0405

Email: [pcsp@belfastcity.gov.uk](mailto:pcsp@belfastcity.gov.uk)

Website: [www.belfastcity.gov.uk](http://www.belfastcity.gov.uk)

5.9 Our consultation list is not exhaustive and will be monitored and reviewed regularly to ensure it remains relevant to our functions and policies and that it is open and accountable to all representative and affected individuals and does not result in a closed shop list of consultees.

5.10 The anticipated outcomes of this consultation exercise are to:

- identify barriers faced by disabled people in public life and specifically any barriers they've encountered when dealing with us;
- identify examples where we have not promoted positive attitudes towards disabled people and identify future opportunities to promote positive attitudes;
- set priorities and identify solutions to take remedial action; and
- monitor and review how effective these measures have been.

## **6. Annual Report**

6.1 The PCSP will prepare an annual report on the implementation of its Plan.

6.2 A copy of the annual report will be made available on the PCSP's webpage:  
[www.belfastcity.gov.uk/pcsp](http://www.belfastcity.gov.uk/pcsp)

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## 7. Responsibilities and Reporting

7.1 Responsibility for the effective implementation of our Disability Action Plan lies with the Chief Executive of Belfast City Council. Operational responsibility for the delivery of the Disability Action Plan lies with the Safer City Manager.

7.2 If you have any questions or comments regarding our Disability Action Plan, please contact in the first instance the Safer City Manager at the address given below and we will respond to you as soon as possible:

Safer City Manager  
Belfast PCSP  
City Hall  
Belfast  
BT2 8BP

Tel: 028 9027 0556

Textphone: 028 9027 0405

Email: [pcsp@belfastcity.gov.uk](mailto:pcsp@belfastcity.gov.uk)

Website: [www.belfastcity.gov.uk](http://www.belfastcity.gov.uk)

## 8. Action Measures

8.1 The PCSP has already taken a number of measures to promote positive attitudes towards people with disabilities and encourage their participation in public life as a result of the duties under Section 75. These are summarised below:-

- Provided Disability Equality training for employees, facilitated by Belfast City Council.
- Elected Members have received training on all aspects of equality legislation and Section 75 including the requirement of the Disability Discrimination Act.
- All meetings of the PCSP are held in venues with disability access and held at varying times of the day so as to facilitate attendance by all sections of the community.
- Belfast PCSP promotes the development of Neighbourhood Watch schemes across the city.
- All Belfast PCSP policies are screened to ensure they comply with Section 75 of The Northern Ireland Act, 1998. As those with a disability and those without a disability are a dimension within the 9 categories, all Belfast PCSP policies are scrutinised to ensure any adverse impact identified in relation to this group is removed. This practice will continue and where adverse impact, or potential adverse impact is identified, then appropriate corrective action will continue to be taken.
- It is a Belfast PCSP policy to provide employment equality to all existing and potential employees, irrespective of disability (Belfast City Council being the employing body). All employees and applicants for employment (actual or potential), are treated fairly and selection for employment and promotion will be on the basis of aptitude and ability. Belfast PCSP is fully supportive of the duty to make reasonable adjustments in relation to a disabled person at selection and whilst in employment.

The additional measures which the PCSP intends to take in order to implement the disability duties:

- 8.2 Fostering respect for the rights and dignity of disabled people within the local area, ensuring information is accessible and ensuring the collection of robust statistics relating to disabled people and their experiences in the local community as regards policing and community safety,
- 8.3 We will seek input from our stakeholders and consult on our Disability Action Plan before we send it to the Equality Commission and thereafter when reviewing the Plan. We will monitor our progress on the delivery of our Action Measures annually and update the Plan as necessary to ensure that it remains effective and relevant to our functions and work,
- 8.4 Belfast Policing and Community Safety Partnership will inform the Equality Commission of any changes or amendments to our Plan and will also include this information in our Section 75 annual progress report to the Commission. Our Section 75 annual progress report will incorporate information on progress we have made in implementing our Action Measures.

## **9. Access to information**

- 9.1 To ensure equality of opportunity in accessing information, we will provide information in alternative formats on request, where reasonably practicable. Where the exact request cannot be met we will ensure a reasonable alternative is provided. Alternative formats may include large print, Braille, audio cassette, computer disk, easy read and alternative languages to meet the needs of those for whom English is not their first language.
- 9.2 We will acknowledge requests for information in alternative formats in a timely manner, usually within 7 working days.
- 9.3 We will review training to ensure the inclusion of communications module on written accessibility. This will provide staff with the knowledge, skills and ability on how to provide information to the range of Section 75 groups.
- 9.4 Belfast PCSP will use a range of communication channels to enable wide access to information such as e-bulletins, websites, social media, advertisements etc.
- 9.5 The PCSP Disability Action Plan annual progress report will be available on our website when it has been compiled.

## 10. Action Plan

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

	<b>Action</b>	<b>Outcome</b>	<b>Responsibility</b>	<b>Timescale</b>
<b>Leadership and Commitment</b>	Publish and promote the Disability Action Plan	Increased awareness of disability issues and our duties in relation to these	Safer City Manager	October, 2016 (on approval from Equality Commission)
	Review and report on progress made on the Plan on an annual basis and submit Annual Performance Report to the Equality Commission	Improved awareness of disability activity and progress within the PCSP	Safer City Manager	October, 2017
	Provide training as necessary to PCSP Members and staff on disability duties, reasonable adjustments, health and wellbeing, and stress management	Increased awareness of disability issues, legislative requirements and our duties in relation to these Promotion of positive attitudes towards disabled people, Increased awareness of mental health issues	Safer City Manager	Ongoing
	Host events to encourage positive interaction between people with disabilities and those without.	Promotion of positive attitudes towards disabled people	Safer City Manager	Ongoing

<b>Public Life Positions</b>	Promote opportunities for people with disabilities to participate in the roles and functions of Belfast PCSP	People with disabilities are supported in contributing to society and participating in civic life	Northern Ireland Policing Board (NIPB)	Ongoing
<b>Service Delivery, Customer Care and Encouraging Participation</b>	Continue to improve accessibility and usability of the Belfast PCSP webpage for disabled people, particularly those with sensory impairments	Improved accessibility for all	Safer City Manager / NIPB	Ongoing
	Actively encourage those with disabilities to attend public meetings and events hosted by the PCSP	Improvements in access to Belfast PCSP services including information be made available in appropriate formats	Safer City Manager	Ongoing
	Review public access to Belfast PCSP Meetings	PCSP Meetings are accessible to all including facility, transport, parking, toilet facilities.	Safer City Manager	Ongoing
	Continue to monitor the funding allocated to voluntary organisations to ensure that there is equity amongst organisations run by/for people with disabilities	Support development of voluntary sector organisations run by/for people with disabilities.	Safer City Manager	Ongoing
<b>Employment and Training</b>	Continue to provide training for employees on the harassment policy	A safe working environment for people with disabilities that is free from discrimination and harassment	Safer City Manager	Ongoing

	Provide advice to both Members and employees about any necessary reasonable adjustments which may be required	All employees who require additional assistance to carry out their duties are provided with adequate support. Members are aware of their legal responsibilities	Safer City Manager	Ongoing
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## 11. How the Disability Action Plan will be published

11.1 Following submission to the Equality Commission for Northern Ireland and subsequent approval, this Plan will be available by contacting:

Safer City Manager  
Belfast PCSP  
City Hall  
Belfast  
BT2 8BP

Tel: 028 9027 0556

Textphone: 028 9027 0405

Email: [pcsp@belfastcity.gov.uk](mailto:pcsp@belfastcity.gov.uk)

Website: [www.belfastcity.gov.uk](http://www.belfastcity.gov.uk)

11.2 The availability of the Disability Action Plan will be advertised on social media and can be accessed on the Partnership's website at: [www.belfastcity.gov.uk/pcsp](http://www.belfastcity.gov.uk/pcsp)

11.3 The Belfast Policing and Community Safety Partnership will, through our ongoing work with people with disabilities and people with learning disabilities, find appropriate ways of communicating the Plan. The Plan will be produced in clear print and plain language, and will be available in alternative formats on request, including large print, computer disc and easy read format.