



Belfast
City Council

Draft Disability Action Plan 2026-2029

Easy Read Summary

This is an easy read summary of our Draft Disability Action Plan. There may be some hard words in this document, we have put these words in **bold**, and below them we have included a sentence about what the words mean.

For more information, or to see the full document, you can contact the Equality and Diversity Unit of Belfast City Council:



Send a letter to:

Equality and Diversity Unit
Room 117
City Hall
Belfast
BT1 5GS



Call: 028 9032 0202



Email: equality@belfastcity.gov.uk



Visit our website:

www.belfastcity.gov.uk/equality



What does Belfast City Council do?



A lot of the work Belfast City Council does is about making Belfast a good place for people to live and work.

Belfast City Council has two main purposes.



- a. To represent the people of Belfast.

Belfast City Council is made up of **councillors** who are elected to speak up for people who live in Belfast when making decisions that affects people's lives in Belfast.

(A councillor is an elected politician in local government. There are 11 local councils in Northern Ireland, and Belfast City Council is one).



- b. To provide services in Belfast.

Services help to keep Belfast a clean, safe and nice place to live and work.

The services they provide are:

Emptying bins,

Looking after car parks, buildings and streets,





Leisure centres, community centres and gyms,



Parks, events, tourism and



Grants.

What is our Disability Action Plan?



Our Disability Action Plan is a document that says what we will do to help make sure people with disabilities who live in Belfast, work in Belfast and visit Belfast are treated fairly.



Some people with disabilities may need extra help to get the same chances as others.

Our Disability Action Plan says what extra help we will give.



The law says that organisations like Belfast City Council should have a Disability Action Plan.

The law is called the Disability Discrimination Act 1995.

The law says Belfast City Council should:



- a. Promote positive attitudes towards people with disabilities.

This includes things like:

- **Equality** and disability training for our staff
- Having events about disabilities.

(The term equality means everyone should be treated fairly and have the same chances in life, no matter who they are).



- b. Encourage people with disabilities to be involved with public life.

This includes things like:

- Using council services
- Giving feedback to the council about their experiences of the work the council does
- Having jobs or work placements for people with disabilities.



The team responsible for making sure the Disability Action Plan is followed is the Equality and Diversity Unit.

Everyone who works in Belfast City Council agrees to follow the plan.



They all think about how their work might affect people with disabilities and what they can do to make sure people with disabilities are included in Belfast city life.



The Disability Action Plan says how Belfast City Council will include different groups of people when planning and carrying out their work.

How does the Disability Action Plan work?



When Belfast City Council write a Disability Action Plan it includes:

- A list of things we will do to make life better for people with disabilities
- How we will do each thing on the list
- How we will keep track of the work that has been done
- How we will know if we have done a good job.

How will we know if we have done a good job?



The Equality and Diversity Unit keeps track of how the work is going, but everyone at Belfast City Council is involved in the actions.

We involve people with disabilities when developing the Disability Action Plan.

This is called ***consultation***.



(Consultation is about listening to people's views and opinions. It's not about having a meeting).

The main things Belfast City Council will do as part of our Disability Action Plan



The full plan is written in the main Draft Disability Action Plan document.

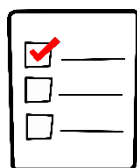
This is an Easy Read Summary, so we have only included the main things we want to do.

You can find the full document on our website.

www.belfastcity.gov.uk/equality

There are four main outcomes of work:

Outcomes are the results we will achieve when our actions are delivered.



1. Delivering For Our Communities
2. Knowing Our Communities
3. Leadership
4. Diverse and Skilled Workforce

We have included some of our plans for these four main areas of work on the next pages.

1. Our first outcome is ‘Delivering For Our Communities’

We understand some different needs of disabled people. We will include these in our services.

Some of the actions we will deliver are:



Improve the **physical** accessibility of our council owned spaces for people with disabilities.

(We use the term **physical** to talk about real solid things that make spaces accessible. These could include wheelchair ramps).



Improve the accessibility of the council owned playgrounds for children and young people with a disability.



Improve accessibility and use of our parks and open spaces for people with disabilities.



Improve access to the **frontline services** for people with a disability.

(Frontline services are places that are essential and will directly work with the public. These might include leisure centres).



Improve the accessibility of the council’s website, social media and City Matters **residents’** magazine.

(Residents are people who live in a specific area).



Encourage and support more people with disabilities in Belfast to get work.

2. Our second outcome is 'Knowing Our Communities'

We will collect and use information to help us understand all the people in Belfast.



People with disabilities are invited to take part in council planning and delivery. This includes providing feedback on council services and projects.

Find out more about:



- How many people with disabilities there are in Belfast
- Look at what type of disabilities they have.
- Look at their age group if they are children, young people, adults and older people



Have events and conversations with disabled people on our work.



Working with people who use sign language and the development of a sign language policy.



Continue to improve opportunities for people with disabilities and sign language users to be able to engage with the council.



Develop guidelines about engaging with and getting the views of people with disabilities.

These will highlight local examples, **relevant** forums and reasonable adjustments for things like wording in documents.

(Relevant means information that is about the topic).

3. Our third outcome is 'Leadership'

People who make important decisions will understand the needs of disabled people. We will work in partnership to agree how we can make improvements



To lead the ambitions for Belfast to become more accessible for people with disabilities.

This will include people who live and work in Belfast and people who visit the city.

We will have Disability Champions.

Look at how our parks can be improved.

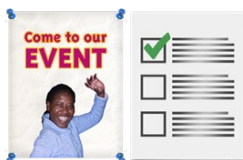
Hold events with other organisations to share knowledge and information.



4. Diverse and skilled workforce



We will review our disability passport for our employees



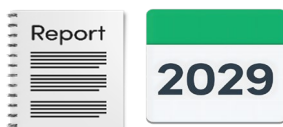
Employees with disabilities are able to share their thoughts on future council planning and delivery in the workplace.



Provide **diversity** and disability awareness training to all the employees at all levels including the senior managers.

(Diversity means including people from different backgrounds to as part of this plan. It is about people being recognised and it creates a sense of belonging).

Making sure this plan works well



We will write a report about the work we are doing in our Disability Action Plan every year.

We will write a new plan in 2029.

We will include people with disabilities when we are writing reports and working on the new plan.

We would like to hear from you



You can tell us what you think about the work Belfast City Council are doing to make life better for people with disabilities.

Feedback can be good or bad. Feedback will help Belfast City Council to make good decisions in the future.



If you want to find out more about the Draft Disability Action Plan or tell us what you think about it, please contact the Equality and Diversity Unit.

All of the contact information you need for the Equality and Diversity Unit is on the front page of this document.

Photosymbols®

Publisher Licence 6239556173879



Easy Read by Mencap NI
www.mencap.org.uk