

Consultation responses to the Council's Disability Action Plan

Organisation	Consultation Response	Council Response
Anonymous response received on the Consultation Hub	The consultee suggested that the Council review its staff training to ensure that it is effective. They also suggested that trainers should receive the Council's dignity at work policy.	Staff training is developed in accordance with advice issued by the Equality Commission and resources available on its website. Staff are issued with evaluation sheets at the end of every training session and these comments are taken into account when making further amendments to the training programme. Changes are also made following developments in case law.
Anonymous response received on the Consultation Hub	The consultee enquired about what initiatives we have for people with dementia.	<p>As stated in the Audit of Inequalities (p.20) The Market Place Theatre has begun a series of Dementia Friendly Film Screening events specifically designed to be welcoming to people living with dementia and their carers. Advice was sought from the Alzheimer's society regarding these events and staff undertook Dementia Friendly training. There has been a positive response to these screenings.</p> <p>The Every Body Active Coaches have delivered a programme specific to people with dementia – The Love to Move Programme. A pilot was delivered in a residential care setting. There are now plans to extend this programme.</p> <p>The Council's Health Inequalities Officers were involved in the organising of the Southern Area Men's Health Network Dementia Event which was held in March</p>

		<p>2019 in Tandragee Recreation Centre. The event was attended by participants from the community (individuals and community groups), voluntary sector workers/volunteers and statutory representatives.</p>
<p>Mencap</p>	<p>Mencap welcomed the opportunity to comment on the plan and also welcomed some of the measures that were included in the plan.</p> <p>Mencap made a number of recommendations in relation to engaging with the local disability sector and those with a learning disability regarding the implementation of the plan. These included raising awareness of public life positions and ensuring reasonable adjustments are made in relation to participation in meetings.</p> <p>While it welcomed the measure to further develop working relationships with voluntary organisations such as Cedar, Mencap and others so that the Council can respond to requests for work placement opportunities, it also suggested that the Council work in partnership with the disability sector providers to develop initiatives and raise employment levels of disabled people. This would raise the profile of disabled people as paid employees.</p> <p>While they welcomed the measures in relation to sport, they also recommended programmes and events for other recreational activities, including arts and crafts, music, friendship clubs and other social activities.</p>	<p>The Council will seek advice from the relevant agencies to ensure effective engagement with disabled people</p> <p>The Council will continue to develop its working relationships with these voluntary organisations and will positively consider opportunities to develop initiatives as well as continuing to respond to requests for work placements.</p>

	<p>It welcomed the commitment to prepare an annual report on the implementation of the plan but queried whether this plan would be made public and accessible to the disability sector.</p> <p>It also queried how we evaluate the implementation and effectiveness of the measures.</p>	<p>The Council prepares an annual equality progress report and progress on the Council's disability duties is included in this report. This report is presented to the relevant Council Committee in either June or September, placed on the Council website and forwarded to the Equality Commission.</p> <p>Different evaluation methods are used for different measures and a number of these are highlighted in the plan. Further evaluation/monitoring methods have been added to four more measures in the final plan. A number of these measures are also included in the Council's Customer Care Action Plan and these are discussed further with the members of this group. Further commentary on these measures is provided in the annual equality progress report which provides an opportunity to assess the effectiveness of the measures.</p>
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<p>Equality Commission for Northern Ireland</p>	<p>The Commission welcomed the general approach taken by the Council and the inclusion of a range of action measures in the draft Disability Action Plan</p> <p>In relation to the Training measures the Commission specifically advised that training should cover both disability equality and disability awareness. With regard to the proposed equality e-learning module, the Council should outline in the DAP what this e-learning module will cover and ensure that it covers the DAP training requirements, ie disability equality legislation and disability awareness.</p> <p>It further recommended that the Council considers the following advice/recommendations</p> <ul style="list-style-type: none"> • The DAP should include a commitment to allocating the necessary resources (in terms of staff, time and money) to implement the measures in the Disability Action Plan within the timescales. • Ensure that the DAP sets out clearly which of the two disability duties individual action measures are intended to address. 	<p>This action measure has been amended to outline what the module covers.</p> <p>In section 5, The Council's commitment to the effective implementation of the Disability Action Plan, paragraph 5.1 has been amended to read The Council is committed to the effective implementation of all aspects of the plan in all parts of its organisation. <u>We will commit the necessary resources in terms of people, time and money to make sure that the "disability duties" are complied with and that the Disability Action Plan is implemented effectively and on time.</u></p> <p>The Disability Action Plan has been amended to set out clearly which of the two</p>
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	<ul style="list-style-type: none"> • The Council should highlight in the DAP the actions that it will take to encourage people with disabilities to apply for public life positions and outline how it will address the effectiveness of these measures. <p>The Council should also report progress/outcomes with regard to this measure in its section 75 Annual Progress Report.</p> <ul style="list-style-type: none"> • The Council should ensure as much as possible that performance indicators are clear and measurable and demonstrate how action measures and intended outcomes are relevant to the disability duties. • Could the Council set a target to aim for with regard to disability work placements/employment opportunities? • Given the Council's lead role in the community planning process in partnership with other public service providers could the Council work with its community 	<p>disability duties individual action measures are intended to address.</p> <p>An additional measure has been added to state – Relevant Officers to implement measures to raise awareness of public life positions and the evaluation/monitoring method is to have a biannual review of the measures.</p> <p>Further evaluation/monitoring methods have been added to four more measures in the final plan.</p> <p>As stated above the Council will continue to develop its working relationships with these voluntary organisations and will positively consider opportunities to develop initiatives as well as continuing to respond to requests for work placements.</p> <p>The commitment to achieve an Autism Friendly Borough which is a measure included in the DAP was also included as a measure within the Community Plan's</p>
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	<p>planning staff and partners to consider opportunities for further Disability Action Plan measures which could complement the Community Plan.</p>	<p>Enhanced and Revitalised Place Thematic Action Planning Team. Bearing in mind equality is a cross cutting theme within the Community Plan there will be further opportunities to develop similar measures.</p>
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