



# DISABILITY ACTION PLAN

2020 - 2025

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## FOREWORD

Antrim and Newtownabbey Borough Council is proud to bring forward this Disability Action Plan.

We are driven and focused on inclusion within our Borough, regardless of ability.

We value what each and every person within our community needs to live an active and fulfilled life.

We aim to:

- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life

Councillor Jim Montgomery,  
Mayor of Antrim and  
Newtownabbey 2020-2021

This ambition is mindful of the Council’s duties under the Disability Discrimination Act 1995 and Disability Discrimination (Northern Ireland) Order 2006.

But we want this plan do more than meet our legal requirements.

It will be our roadmap to delivering a more inclusive society, with more and better opportunities for all the people across Antrim and Newtownabbey Borough.

Jacqui Dixon,  
Chief Executive of Antrim and  
Newtownabbey Borough Council



## 1.1 INTRODUCTION

This Disability Action Plan is a statement of the Council's commitment to the promotion of equality of opportunity for disabled people and complements its Equality Scheme under Section 75 of the Northern Ireland Act 1998.

This Disability Action Plan has been designed to ensure that the Council fulfils its statutory obligations in compliance with Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006. In addition it will set out the steps that ensure its services are inclusive.

The Disability Discrimination Act places duties on public authorities, when carrying out their functions, to have due regard to the need to:

- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life

These are collectively referred to as 'the disability duties'.

This Plan outlines how we will incorporate consideration of the issues facing disabled people into our business planning and corporate objectives, decision making and our communications processes.

## 1.2 THE PURPOSE OF THE DISABILITY ACTION PLAN

The purpose of the Disability Action Plan is to set out how Antrim and Newtownabbey Borough Council is committed to providing all necessary resources (in terms of people, time and money) to effectively deliver upon the action points of this plan.

We will ensure that the appropriate internal arrangements are made to enable action points of the plan to be achieved in a timely manner. We will communicate the plan to all staff and arrange training and awareness raising activity.

## 1.3 RESPONSIBILITY

The Council confirms its commitment by submitting an annual progress report to the Equality Commission as well as carrying out a five yearly review of this plan.

We are also committed to consulting with disabled community when implementing and reviewing our plan.

Responsibility for implementing, reviewing and evaluating this disability action plan lies with the Chief Executive and the point of contact within Antrim and Newtownabbey Borough Council will be:

**Ellen Boyd**  
Customer Accessibility and Equality Officer  
Antrim and Newtownabbey Borough Council  
Antrim Civic Centre  
BT41 2UB  
028 9446 3113 Ext 31020  
Email: [ellen.boyd@antrimandnewtownabbey.gov.uk](mailto:ellen.boyd@antrimandnewtownabbey.gov.uk)

If you would like a copy of 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 us to discuss your needs.

A copy of this plan, our annual progress report to the Equality Commission and reviews of this plan will be made available on our website  
[www.antrimandnewtownabbey.gov.uk](http://www.antrimandnewtownabbey.gov.uk)

## 1.4 THE COUNCIL ROLE AND FUNCTIONS

The Council has a broad range of roles and functions which generally fall into three categories: Direct, Representative and Consultative.

- The direct provision of a number of services and facilities
- The promotion of the arts, tourism, community, leisure and economic development
- The regulation and licensing of certain activities relating to environmental health, consumer protection and public safety
- Representative role on a number of bodies and boards including Education and Health
- Consultative role in relation to functions conducted by other Government bodies and agencies on issues such as planning, water, roads and housing
- Advocacy role for the people of the Borough

In the performance of these roles the Council carries out functions in the following areas: (Not an exhaustive list)

- The provision and maintenance of facilities for recreational, social and cultural activities including leisure centres, community centres, parks, open spaces, sports and playgrounds and places of entertainment
- Street cleansing
- Waste collection and disposal
- Burial grounds
- Grant aid to support the leisure, arts, community development, good relations and the promotion of tourism and economic development
- Regulation of certain matters relating to the environment, public health and public safety including building control, food safety, statutory nuisance, dangerous buildings, air pollution, noise pollution, dog control, consumer protection and health and safety
- The licensing and regulation of street trading, places of entertainment, amusement centres, adult establishments, society lotteries, cinemas and petroleum stations
- The making and regulations of bye-laws

### Planning

- Local development plan functions
- Development control and enforcement

### Roads

- Off street parking (except Park and Ride)

### Urban Regeneration and Community Development

Improvement or physical development (e.g. environmental improvement schemes)

- Area based regeneration (such as Neighbourhood Renewal)
- Some community development programmes for the voluntary and community sectors

### Local Economic Development

- Start a Business Programme and Enterprise Shows
- Youth Entrepreneurship (such as Prince's Trust and Shell Livewire)
- Social Entrepreneurship
- Investing for Women
- Neighbourhood Renewal funding relating to enterprise initiatives

### Local Tourism

- Small scale tourism accommodation development
- Providing business support including business start-up advice along with training and delivery of customer care schemes
- Providing advice to developers on tourism policies and related issues

### Community planning

- A framework which Councils government departments, statutory bodies and other relevant agencies and sectors can work together to develop and implement a shared vision for promoting the economic, social and environmental well-being of their area based on effective engagement with the community

### General Power of Competence

- This will enable a council, in broad terms, to act with similar freedom to an individual, unless there is a law to prevent it from doing so. It would provide a council with the ability to act in its own interest and to develop innovative approaches to addressing issues in its area.



Exploring sensory play at the Allen Park Inclusive Summer Scheme



Wheelie Active play at the Allen Park Inclusive Summer Scheme



## 1.5 EXTENDING OUR REACH

The Council is engaged with a number of external bodies and we use this connectivity to influence and advocate positive change across these groups. This includes where Members or Officers service on committees or boards such as:

- Police and Community and Safety Partnership
- Community Planning Partnership
- Borough Arts and Cultural Advisory Panel
- Diversity Champions
- Mental Health Champions
- Northern Ireland Local Government Association
- Northern Ireland Veterans' Services Advisory Committee
- PEACE Plus
- Neighbourhood Renewal Partnerships
- Placeshaping Fora
- GROW South Antrim
- Good Relations Sub-Groups
- Town Teams
- Local Government Partnership on Traveller Issues
- Lough Neagh Partnership
- A range of central Government Departments and related bodies

## 2.0 DEMONSTRATING OUR COMMITMENT

It is very important to us that all residents and visitors can enjoy what the Council has to offer. We have made a number of improvements and upgrades to our facilities, and services to ensure we support our residents and visitors with physical, sensory and learning disabilities. We have also consulted with a wide range of organisations to help inform these improvements.

Extensive training and awareness raising was undertaken as follows:

- Disability awareness training (cognitive, sensory and physical) was provided for staff
- Deaf awareness training and autism awareness training was provided for staff who had significant access to the public
- Awareness was raised of the support services and initiatives relating to mental health for all staff and elected members

A range of improvements include:

- Achievement of the Autism Impact Award
- Achievement of JAM Card Friendly Status
- Introduction of Inclusive signage (braille and hidden disability)
- Refurbishments of reception areas
- Pool Pods at Antrim Forum and Valley Leisure Centre
- Addition of Changing Places facilities at Antrim Forum, Valley Leisure Centre and Gateway Centre, Antrim Loughshore
- Disability Hubs and Clubs at Valley Leisure Centre/ V36 and Allen Park
- ISF Accredited Gym Equipment
- Inclusive Leisure Membership
- Inclusive trails at V36
- Installation of hearing loop system in Theatre at the Mill
- Installation of access doors in the Old Courthouse

### Council Events

Council events are specially tailored to be inclusive of the needs of all our Borough residents and visitors. There are several ways we do this:

- Pre-Event information detailing car-parking arrangements and map of event
- Accessible viewing area for children and adults with a disability or anxiety
- Sign Language Provision
- Language Interpreter
- Accessible event layout
- Mobile Changing Places facility
- Quiet Room
- Sensory Room
- Specific Inclusive Events – Relaxed Environment/ Reduced Capacity
- Inclusive Communications Plan
- Dedicated events for those with specific needs e.g. Enchanted Winter Gardens



Sensory experience and relaxation at the Allen Park Inclusive Summer Scheme



Christmas fun at the Evening of Inclusive Enchantment Antrim Castle Gardens

## 2.1 DELIVERING REAL CHANGE – CASE STUDIES

### Play Parks

A number of parents of children with disabilities from the NI Parents for Change group contacted us about the provision of accessible play equipment. In response, we installed the first wheelchair accessible swing in our Borough at V36 Play Park in Newtownabbey where there is a wheelchair roundabout and sensory play elements.

We then extended this provision with equipment in our new play park at Antrim Loughshore and at Lillian Bland Park in Glengormley. We have further plans to extend the accessible play provision in all District Electoral Areas of the Borough in 2020/21. Inclusive playground equipment allows children with disabilities and specific needs to be active side-by-side their able bodied siblings or friends.

### Summer Scheme and Inclusive Summer Scheme

Within our Council Summer Scheme programme we are inclusive of all disabilities and medical conditions. We have introduced an Inclusive Summer Scheme for children who require more specialised medical or personal care needs.

We work in partnership with the Mae Murray Foundation who have staff and volunteers trained in fulfilling specific personal care needs. We have successfully integrated 191 children with disabilities and 416 children with medical conditions in to the summer scheme in the past 3 years.

To further promote the participation of children with complex disabilities and medical conditions in Summer Schemes, we have provided access to funding of up to £5000 for each Special Needs School in the Borough for the Summer Schemes available at their school.

### An Evening of Inclusive Enchantment

Our Enchanted Winter Gardens is Northern Ireland's Premier Christmas Event hosted in the wonderful Antrim Castle Gardens. As part of this event, for a number of years we have hosted an evening of Inclusive Enchantment. Working in partnership with the Mae Murray foundation and Sensory Kids NI we amended the programme of attractions to recognise and accommodate adults and children with specific needs including those who are sensitive to noise, lights and crowds.

Attractions and rides were slowed down, music levels lowered and strobe lighting and other strong lighting were not used on these evenings. We have also hosted The Bridge Association for an inclusive market, where adults with learning disabilities displayed and sold craft items as Christmas gifts.

The whole event is a truly special and rewarding experience.

### 3.0 ACTION MEASURES

The following action measures have been identified for the years 2020-2025 and include performance indicators and targets. These Action Measures will be reviewed regularly against targets to ensure they meet the needs of those in our community living with a disability.

ACTION	MEASURED BY/ PI / TIMESCALE	RESPONSIBILITY	IMPACT
<b>Equality and Diversity Working Group</b>  (Equality and Diversity themed matters)	<b>Equality and Diversity Working Group</b>	Diversity Champions (Nominated Elected Members and officers)	<i>Promotes positive attitudes towards disabled people</i>  <b>Staff and Elected Members training and awareness-raising</b>  Sharing of good practice between diversity champions  <b>Consultation</b> of relevant information

01

<b>Diversity Champions to attend all relevant training and networking events as required</b>	Attendance at all relevant training and networking events as required for the duration of this plan (2020-2025)  Reappointment of Champions as necessary	Diversity Champions (Nominated Elected Members and officers)	<i>Promotes positive attitudes towards disabled people</i>  <b>Staff and Elected Members training and awareness-raising</b>  Sharing of good practice between diversity champions  <b>Consultation</b> of relevant information
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02

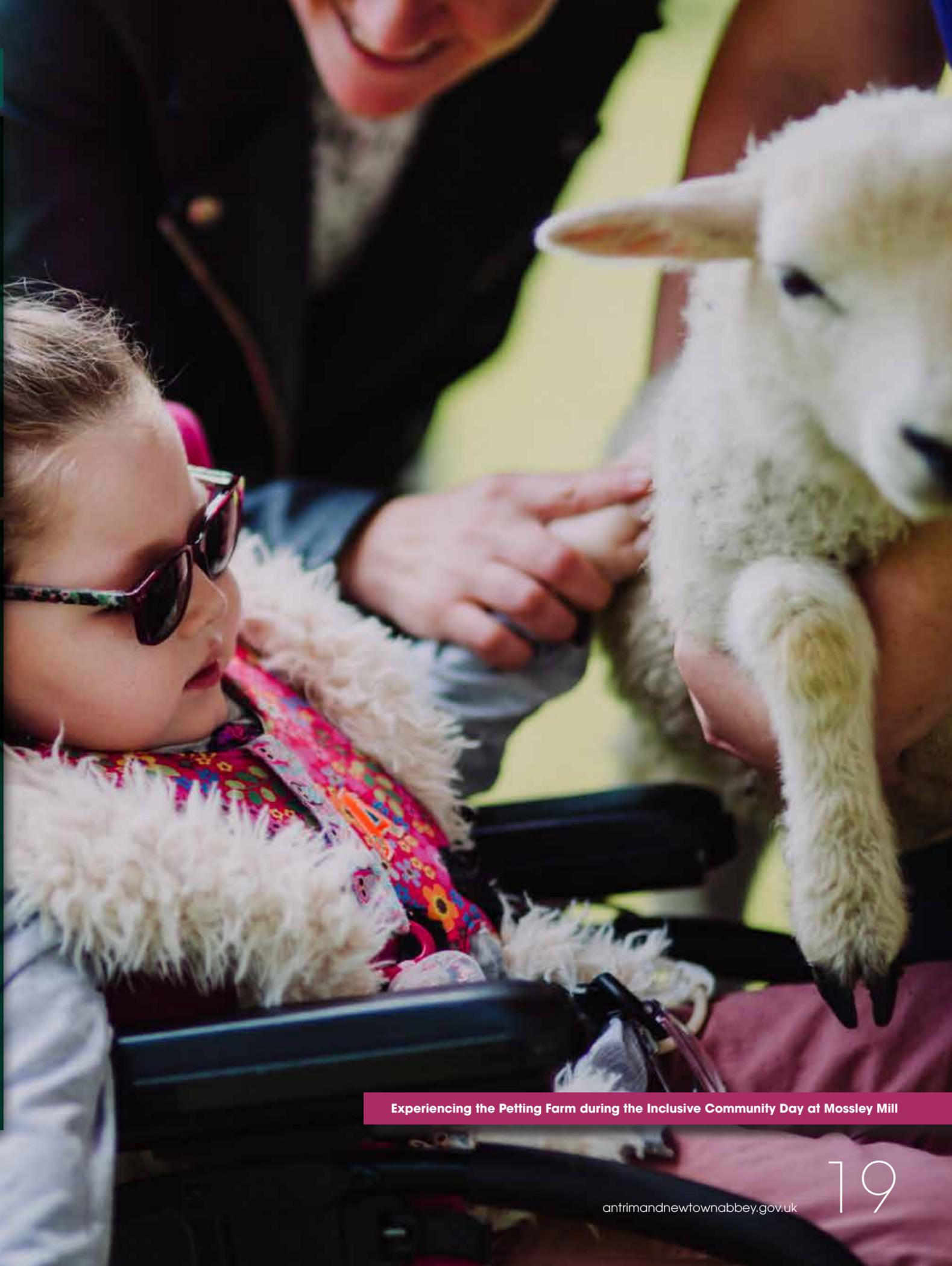
Trainer delivering sign language course to council staff and elected members

ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<p><b>Provide Equality and Disability Training for all Council staff and Elected Members.</b></p> <ul style="list-style-type: none"> <li>• Deaf Awareness/ Sign Language</li> <li>• Disability Awareness</li> <li>• Autism Awareness</li> <li>• Mental Health Awareness</li> <li>• Visual Impairment Awareness</li> <li>• Dementia Awareness</li> </ul>	<p>Attendance at all relevant training and networking events as required for the duration of this plan (2020-2025)</p> <p>Reappointment of Champions as necessary</p>	<p>Diversity Champions (Nominated Elected Members and officers)</p>	<p><i>Promotes positive attitudes towards disabled people</i></p> <p>Staff and Elected Members training and <b>awareness-raising</b></p> <p>Sharing of good practice between diversity champions</p> <p>Consultation of relevant information</p>

03

<p><b>Achieve Dementia Friendly status for Council venues and facilities by implementing:</b></p> <ul style="list-style-type: none"> <li>• Staff Training establish Dementia Champions</li> <li>• Internal building audits to ensure Dementia Friendly</li> <li>• Dementia awareness and support events</li> <li>• Run focus groups in our community centres/ council offices</li> <li>• Run craft/ colouring classes for those with Dementia</li> <li>• Create Dementia Friendly area in some of our parks and open spaces with bright coloured flowers calming to those with Dementia colour, smells and textures are important to those with Dementia. Things like lilac, mint, lavender or pine might be good for people with sight loss too</li> <li>• Designate Dementia Friendly seating near entrance/exit</li> <li>• Support of staff who are Carers</li> <li>• In partnership with PCSP run safety sessions to help promote personal safety</li> <li>• Promote the services Council offers such as: assisted bin lifts, energy efficient grants, home safety assessments and home heating support</li> </ul>	<p>To be achieved by December 2021</p>	<p>Customer Accessibility and Equality Officer</p> <p>Dementia Champions</p>	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p>Staff and Elected Members training and <b>awareness- raising</b></p> <p>To further improve Council support and accessibility we will introduce training and dementia friendly services</p>
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04



Experiencing the Petting Farm during the Inclusive Community Day at Mossley Mill



Sensory paint play at the Inclusive Community Day at Mossley Mill

ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<p><b>Challenge barriers which disabled people face in accessing Council venues, events and services</b></p> <ul style="list-style-type: none"> <li>• Continue to review the Access Audit and upgrade and improve accessibility in Council venues</li> <li>• Continue to embed inclusion for disabled people at all Council events</li> <li>• Continue to tailor our Council services to meet the needs of those with a disability</li> <li>• Continue to upgrade and improve our play parks and open spaces in the Borough to ensure all needs of those with a disability are met</li> <li>• Provide additional mobility aids at suitable locations to ensure that disabled people can have greater personal mobility</li> </ul>	<p>To be achieved by December 2021</p>	<p>Customer Accessibility and Equality Officer</p> <p>All Staff</p>	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p>Positive changes made to facilities, activities and events to improve accessibility for disabled people</p> <p><b>Awareness-raising</b> of barriers which disabled people face in accessing Council venues, events and services</p> <p><b>Consultation</b> with relevant organisations and individuals when considering improvements</p>

05

<p><b>Create and maintain an Accessible Communications and Promotional Plan to ensure effective promotion of Council events and services</b></p> <ul style="list-style-type: none"> <li>• Inclusive methods of communication i.e. Sign Language videos</li> <li>• Communication of pre-event information</li> <li>• Communication of information useful to those with a disability (internal/ external)</li> <li>• Promote the service of alternatives formats</li> <li>• Promotion of our accessible Council venues and facilities</li> <li>• Promotion of inclusive aspects of our events and services</li> </ul>	<p>Ongoing for the duration of this plan (2020-2025)</p>	<p>Head of Communications</p> <p>Customer Accessibility and Equality Officer</p> <p>All staff</p>	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p>Create a plan to prioritise and communicate accessible elements to services and information for disabled people</p> <p><b>Awareness-raising</b> of accessible elements to services and information for disabled people</p> <p><b>Consultation</b> seek feedback from disabled organisations and individuals on the usefulness of information</p>
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06



Sensory play activities at the Allen Park Inclusive Summer Scheme

ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<b>Bespoke marketing and media in publication format, social media specifically aimed at those with a disability (relevant external and internal information)</b>	Monthly Ongoing for the duration of this plan (2020-2025)	Head of Communications  Customer Accessibility and Equality Officer  All staff	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p><b>Awareness-raising</b> of themes, adjustments and information of specific interest to disabled people. This will be in publication format, social media. This will include targeted marketing and information from partner organisations</p> <p><b>Consultation</b> seek feedback from disabled organisations and individuals on the usefulness of information</p> <p><b>Monitoring</b> report on the impact of the bespoke marketing and media</p>
<b>Targeted marketing methods such as:</b> <ul style="list-style-type: none"> <li>• Social media</li> <li>• Specialised publications</li> <li>• Bloggers/ Influencers with a disability</li> <li>• Local newspapers</li> <li>• Sharing on social media</li> </ul>			
<b>Develop a disability positive Arts and Culture events programme by implementing:</b>	On an annual programming basis ongoing for the duration of this plan (2020-2025)	Head of Arts and Culture  Customer Accessibility and Equality Officer  All staff	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p><b>Awareness-raising</b> planning and co-ordinating a range of disability positive events throughout the Council remit and work in partnership with external organisations</p> <p><b>Monitoring</b> report on the level of satisfaction of disabled customers</p>

07

08



ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<b>Create a Terms of Reference Agreement with a supplier of portable changing places facility to ensure inclusion at events, meetings to include those supported by Council</b>	On an annual programming basis ongoing for the duration of this plan (2020-2025)	Customer Accessibility and Equality Officer	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p><b>Awareness-raising</b> promote the terms of reference agreement with specialist provider</p> <p><b>Consultation</b> seek information from disabled organisations and individuals on the satisfaction</p>

09

ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<b>Continuing to feature all (and add new) Council venues and facilities listed on the AccessAble resource</b>	On an annual programming basis ongoing for the duration of this plan (2020-2025)	Head of Communications  Customer Accessibility and Equality Officer	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p><b>Awareness-raising</b> creating detailed venue accessibility guides to ensure disabled people can navigate Council venues and facilities with greater confidence</p> <p><b>Consultation</b> seek feedback from disabled organisations and individuals on gaps of this service</p> <p><b>Monitoring</b> report on the level of satisfaction of disabled customers</p>

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Furry fun during the Inclusive Community Day at Mossley Mill

25



Enjoying the day at the Inclusive Community Day at Antrim Castle Gardens

ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<p><b>Support work experience and pathways to employment opportunities for disabled people</b></p> <ul style="list-style-type: none"> <li>• Increase the number of annual work placements we have for disabled people</li> <li>• Investigate the possibility of ring-fencing of suitable job roles within Council</li> <li>• Promote the Interview adjustments which are available and eligibility</li> <li>• Run community interview scenario sessions/ advice in partnership with CEDAR Foundation to prepare those in the Borough with the confidence to apply for a job</li> </ul>	<p>On an annual programming basis ongoing for the duration of this plan (2020-2025)</p>	<p>Human Resources Manager</p> <p>Customer Accessibility and Equality Officer</p>	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p><b>Awareness-raising</b> actively promote positive attitudes and support for disabled people in the work place</p> <p><b>Consultation</b> seek information on an individual level from disabled organisations and individuals on what is best suited to them</p> <p><b>Monitoring</b> report on the level of satisfaction of disabled staff</p>

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<p><b>Work towards being a Disability confident organisation</b></p>	<p>By December 2021</p>	<p>Customer Accessibility and Equality Officer</p>	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p>
<p><b>Promote the work Council are already undertaking in relation to:</b></p> <ul style="list-style-type: none"> <li>• Inclusive and accessible recruitment</li> <li>• Communicating vacancies</li> <li>• Offering an interview to disabled people</li> <li>• Providing reasonable adjustments</li> <li>• Supporting existing employees</li> </ul> <p><b>To achieve Disability Confident accreditation. This will outwardly communicate Council's commitment to support the recruitment and support of disabled people and those with Mental Ill Health</b></p>		<p>HR Team</p>	<p><b>Awareness-raising</b> by creating commitments to improve Council recognition of recruitment of disabled people and supporting those who are existing staff</p> <p><b>Consultation</b> seek feedback from disabled applicants on the satisfaction of the recruitment process and existing staff on their experience of support measures</p> <p><b>Monitoring</b> report on the level of satisfaction of disabled applicants and existing staff</p>

12

ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<b>Apply for Employers for Disability Northern Ireland – Member Accreditation and engage the benefits of the Accreditation</b>	On an annual programming basis ongoing for the duration of this plan (2020-2025)	Human Resources Manager  Customer Accessibility and Equality Officer  All staff	<i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i>  <b>Awareness-raising</b> actively promote positive attitudes towards disabled people in the work place  <b>Consultation</b> with staff to inform them on the features and benefits of being an Employer for Disability and what support they can access

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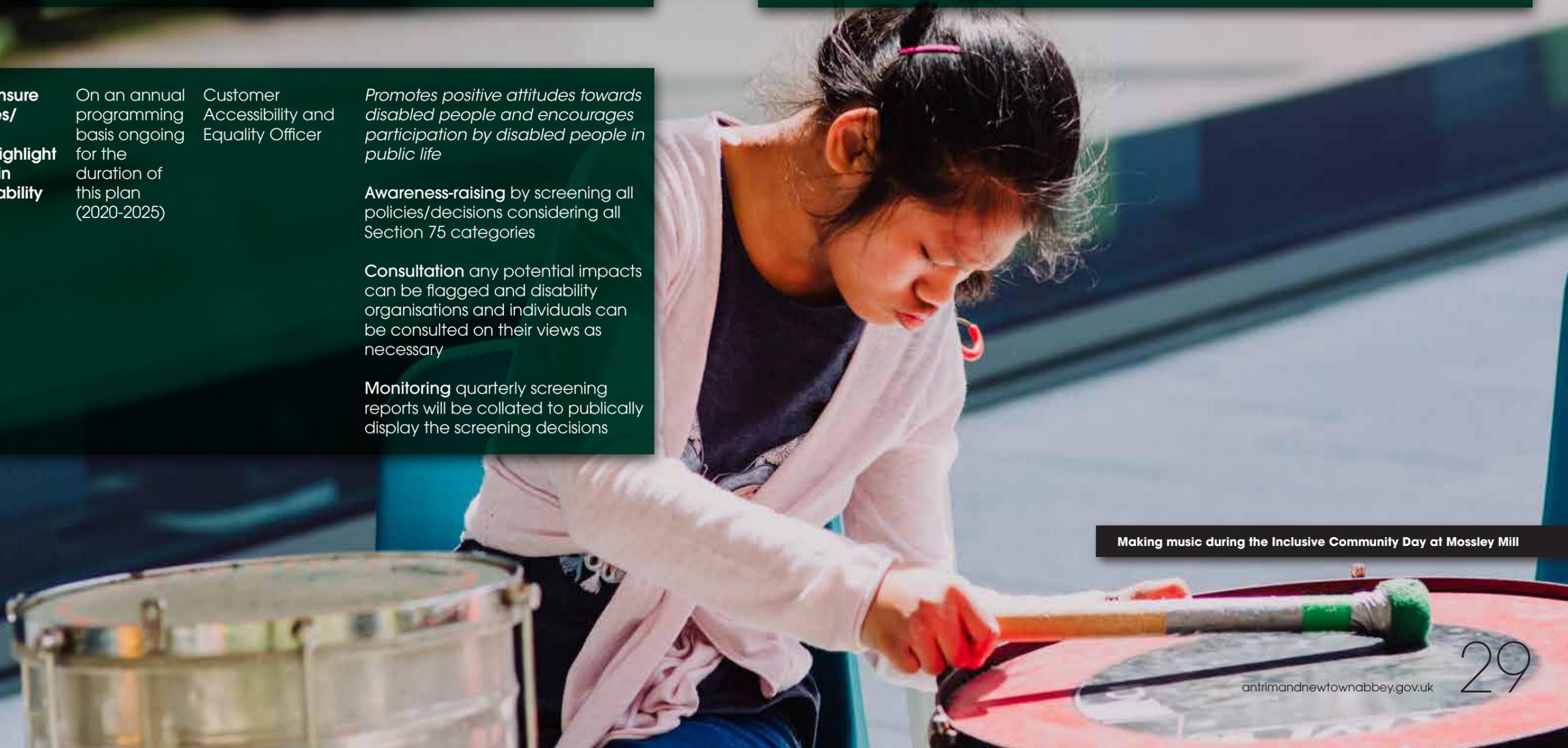
ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<b>Continue to ensure that customer satisfaction surveys are carried out that allow for a review of findings by disability</b>	On an annual programming basis ongoing for the duration of this plan (2020-2025)	Customer Accessibility and Equality Officer  Customer Engagement Officer	<i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i>  <b>Awareness-raising</b> highlight themes which are raised through the satisfaction surveys  <b>Consultation</b> customer satisfaction surveys are direct consultation with disabled people to gain their views  <b>Monitoring</b> implement changes were viable to improve service provision through feedback received

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ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<b>Continue to ensure that all policies/ decisions are screened to highlight requirements in relation to disability access</b>	On an annual programming basis ongoing for the duration of this plan (2020-2025)	Customer Accessibility and Equality Officer	<i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i>  <b>Awareness-raising</b> by screening all policies/decisions considering all Section 75 categories  <b>Consultation</b> any potential impacts can be flagged and disability organisations and individuals can be consulted on their views as necessary  <b>Monitoring</b> quarterly screening reports will be collated to publically display the screening decisions

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Making music during the Inclusive Community Day at Mossley Mill

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ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<b>Create Art Exhibitions featuring work specifically by disabled people</b>	By September 2022	Head of Arts and Culture	<i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i>
		Museums Officer	
		Customer Accessibility and Equality Officer	<b>Awareness-raising</b> to the talents of disabled people and celebrating them

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<b>Continue to improve access to Leisure, play and recreation across the Borough for people with a disability</b>	On an annual programming basis ongoing for the duration of this plan (2020-2025)	Head of Leisure	<i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i>
		Leisure Staff	
		Customer Accessibility and Equality Officer	
		Play and Parks Teams	
<ul style="list-style-type: none"> <li>• Continue to work with Disability NI and Department of Communities to secure funding to improve equipment and opportunities for participation</li> <li>• Continue to support clubs with inclusive training and coaching</li> <li>• Continue to promote free RADAR KEYS to access accessible equipment</li> <li>• Continue development of classes and programmes available to people with a disability</li> </ul>			<b>Improved</b> Health and wellbeing, social inclusion and access to facilities

17

ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<b>Promote awareness of Mental Health and reduce any associated stigma</b>	<ul style="list-style-type: none"> <li>• Promote training for Mental Health Champions</li> <li>• Develop leadership and people skills on how to manage Mental Health in the Workplace</li> <li>• Promote and signpost information, training and mental health and wellbeing activities across the Council</li> </ul>	Number of Mental Health Champions including Staff & Elected Members	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p>Raises awareness of Mental Health reducing the stigma and creating a positive culture of workplace mental health and wellbeing</p> <p>Increasing confidence to have conversations around mental health</p> <p>Individuals have the knowledge to support themselves, colleagues, family and friends experiencing mental health challenges</p>
		HR Team	
		Mental Health Champions	
	Participation in mental health training activities	Managers at all levels	
	Attendance and participation at Wellbeing events	HR Wellbeing Team	
		Managers and Staff	
		Mental Health Champions	

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This hero wears a cape! Creative play at the Inclusive Community Day at Mossley Mill

ACTION	MEASURED BY/ PI /TIMESCALE	RESPONSIBILITY	IMPACT
<p><b>Maintain and Promote Autism Impact Award and JAM CardFriendly Status</b></p> <p>Engage with retailers and the wider business community to promote awareness and use of the JAM card and the Autism Impact Award.</p>	By February 2023	Customer Accessibility and Equality Officer  All trained staff	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p><b>Awareness-raising</b> maintaining Council commitment to support persons with Autism</p>

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<p><b>Mark the International Day of Persons with Disabilities (3 December)</b></p>	On an annual programming basis ongoing for the duration of this plan (2020-2025)	Customer Accessibility and Equality Officer  Marketing and Media Team	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p><b>Awareness-raising</b> celebrating annually the international day of persons with disabilities</p>
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<p><b>Prepare Annual Progress Report for the Equality Commission</b></p>	To be ready annually by 31 August	All departments/ officers with actions on DAP	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p>
	Permanent rolling action year on year	Customer Accessibility Officer	<p><b>Monitoring</b> reporting on the Council departments progress on disability/ equality action plan points</p>

21

<p><b>Review Disability Action Plan for Antrim and Newtownabbey Borough Council</b></p>	DAP to be reviewed by March 2025 and new DAP to be drafted	Diversity Champions Working Group	<p><i>Promotes positive attitudes towards disabled people and encourages participation by disabled people in public life</i></p> <p><b>Awareness-raising</b> promotion of themes to support disabled people</p> <p><b>Consultation</b> seeking the views of disabled people to make informed decisions</p> <p><b>Monitoring</b> feedback received</p>
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Drumming a beat for Good Relations at the Inclusive Community Day Mossley Mill

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Sensory play activities at the Allen Park Inclusive Summer Scheme



For more information visit [www.antrimandnewtownabbey.gov.uk](http://www.antrimandnewtownabbey.gov.uk)